

CABUYAO WATER DISTRICT
Cabuyao, Laguna

Form 1.0

Report on Ranking of Individual

1.0	Summary of Information Required	1
1.1	Total No. of Delivery Units	4
1.2	Total No. of Delivery Units that achieved at least 90% of performance targets	104
1.3	Total No. of Filled Positions as of December 31, 2018	41
1.4	Total No. of Officials and Employees	104
	a Permanent	41
	b Casual	63
1.5	Total Amount Required for Payment of PBB	Php 737,220.38

Prepared by:



CHARLENE A. CALSADO
Cashier D

Checked by:



MARY ROSE A. AGUILLO
Division Manager C
Administrative & Gen. Services Division

Noted by:



ARNOLD G. VALENCIA
General Manager

CABUYAO WATER DISTRICT
 Cabuyao, Laguna
AMOUNT REQUIRED FOR PAYMENT OF PBB C.Y 2018
 As per MC No. 2016-1

	NAME	POSITION TITLE	BASIC SALARY	RATE	PBB AMOUNT	RATE	FINAL PBB AMOUNT
1	Valencia, Arnold G.	General Manager C	92,108.00	65%	59,870.20	100%	59,870.20
2	Quillo, Dorothy B.	Utility Worker B	10,510.00	65%	6,831.50	100%	6,831.50
3	Anastacio, Joey P.	Utility Worker B	10,510.00	65%	6,831.50	100%	6,831.50
4	Aguillo, Mary Rose A.	General Manager C	58,717.00	65%	38,166.05	100%	38,166.05
5	Mañalac, Rizza A.	Administrative Officer A	31,765.00	65%	20,647.25	100%	20,647.25
6	Calsado, Charlene A.	Cashier D	18,718.00	65%	12,166.70	100%	12,166.70
7	Limare, Chezza B.	Accounting Processor B	14,340.00	65%	9,321.00	100%	9,321.00
8	Lumbera, Julius Ednell B.	Utility Worker B	10,510.00	65%	6,831.50	60%	4,098.90
9	Soriano, Poebe Ruth C.	Water Maintenance Man C	12,674.00	65%	8,238.10	100%	8,238.10
10	Vergara, Marlon C.	Customer Service Assistant D	14,340.00	65%	9,321.00	100%	9,321.00
11	Urbina, Roderick P.	Utility Worker B	10,510.00	65%	6,831.50	100%	6,831.50
12	Calderon, Numeriano E.	Water Maintenance Man A	16,433.00	65%	10,681.45	100%	10,681.45
13	Yatco, Nathaniel F.	Driver	12,778.00	65%	8,305.70	100%	8,305.70
14	Dela Rosa, Charisma M.	Utility Worker B	10,510.00	65%	6,831.50	100%	6,831.50
15	Dela Cruz, Mercado L.	Supply Assistant B	16,282.00	65%	10,583.30	100%	10,583.30
16	Ancheta, Francis A.	Utility Worker B	10,510.00	65%	6,831.50	100%	6,831.50
17	De Guzman, Alma M.	Utility Worker B	10,510.00	57.50%	6,043.25	100%	6,043.25
18	Batalones, Jindra Marie T.	Administration Services Assistant C	16,282.00	57.50%	9,362.15	100%	9,362.15
19	Morano, Raelin C.	Customer Service Officer B	26,494.00	57.50%	15,234.05	100%	15,234.05
20	Ching, Daisy Mae A.	Senior Accounting Processor B	18,718.00	57.50%	10,762.85	100%	10,762.85
21	Meer, Paul Albert G.	Senior Corporate Accountant C	31,765.00	57.50%	18,264.88	100%	18,264.88
22	Alcasabas, Cherry Ann A.	Utility Worker B	10,510.00	57.50%	6,043.25	100%	6,043.25
23	Angeles, Ameurlina M.	Secretary A	17,473.00	57.50%	10,046.98	100%	10,046.98
24	Sampaga, Vicky Ann G.	Administration Services Assistant A	22,149.00	57.50%	12,735.68	100%	12,735.68
25	Galang, Eriberto B.	Collection Assistant	14,340.00	57.50%	8,245.50	100%	8,245.50
26	Mangurall, Marco I.	Utilities Services Assistant E	12,674.00	57.50%	7,287.55	100%	7,287.55
27	Odoño, Joy C.	Utility Worker B	10,510.00	57.50%	6,043.25	100%	6,043.25
28	Munar, Adrian J.	Utility Worker A	11,914.00	57.50%	6,850.55	100%	6,850.55
29	Broqueza, Archemedes R.	Administration Services Aide	12,778.00	57.50%	7,347.35	100%	7,347.35
30	Papio, Marian A.	Collection Assistant	14,340.00	57.50%	8,245.50	100%	8,245.50
31	Lianto, Ronald C.	Driver	12,674.00	57.50%	7,287.55	100%	7,287.55
32	Villavert, Mark Raymond Abe E.	Administration Services Aide	12,674.00	57.50%	7,287.55	100%	7,287.55
33	Javier, Alexander B.	Water Resources Facilities Operator C	12,778.00	57.50%	7,347.35	100%	7,347.35

34	Marollano, Aileen D.	Customer Service Assistant B	18,718.00	57.50%	10,762.85	100%	10,762.85
35	Manimtim, Carol L.	Customer Service Assistant C	16,282.00	57.50%	9,362.15	100%	9,362.15
36	Galang, Adriel R.	Utility Worker B	10,510.00	57.50%	6,043.25	100%	6,043.25
37	Gespar, Dick B.	Utility Worker B	10,510.00	57.50%	6,043.25	100%	6,043.25
38	Elago, Lauro N.	Utility Worker B	10,510.00	50%	5,255.00	100%	5,255.00
39	Santiago, Nelson B.	Division Manager C	58,717.00	50%	29,358.50	100%	29,358.50
40	Manimtim, Mark Lester P.	Water Maintenance Foreman	26,494.00	50%	13,247.00	100%	13,247.00
41	Luciñada, Danned G.	Engineering Aide B	12,778.00	50%	6,389.00	100%	6,389.00
42	Acetuna, Armando T.	Senior Engineer A	31,765.00	50%	15,882.50	100%	15,882.50
43	Ramos, John J.	Engineering Assistant A	18,718.00	50%	9,359.00	100%	9,359.00
44	Melendrez, Arnel M.	Utility Worker B	10,510.00	50%	5,255.00	100%	5,255.00
45	Dechos, Lito Jr A.	Utility Worker B	10,510.00	50%	5,255.00	60%	3,153.00
46	Batao, Emmanuel J.	Corporate Accounts Analyst	24,224.00	50%	12,112.00	100%	12,112.00
47	Lamon, Romulo Jr V.	Utility Worker B	10,510.00	50%	5,255.00	60%	3,153.00
48	Asuncion, Frederick L.	Utility Worker B	10,510.00	50%	5,255.00	60%	3,153.00
49	Harapan, Claudio Jr B.	Utility Worker B	10,510.00	50%	5,255.00	60%	3,153.00
50	Laguan, Ronnel M.	Utility Worker B	10,510.00	50%	5,255.00	60%	3,153.00
51	Sigamial, Angelito P.	Water Resources Facilities Tender A	13,606.00	50%	6,803.00	100%	6,803.00
52	Dasico, Eduardo O.	Utility Worker B	10,510.00	50%	5,255.00	100%	5,255.00
53	Robledo, Raymart A.	Utility Worker B	10,510.00	50%	5,255.00	100%	5,255.00
54	Candelario, Mark Anthony S.	Utility Worker B	10,510.00	50%	5,255.00	100%	5,255.00
55	Mamerto, Salvador R.	Utility Worker B	10,510.00	50%	5,255.00	100%	5,255.00
56	Geral, Ricardo M.	Water Resources Facilities Operator B	14,459.00	50%	7,229.50	100%	7,229.50
57	Jimenez, Rocky M.	Utility Worker B	10,510.00	50%	5,255.00	100%	5,255.00
58	Acetuna, Jeffrey R.	Utility Worker B	10,510.00	50%	5,255.00	60%	3,153.00
59	España, Enrico V.M.	Utility Worker B	10,510.00	50%	5,255.00	100%	5,255.00
60	Maraña, Jaime G.	Utility Worker B	10,510.00	50%	5,255.00	100%	5,255.00
61	Rioveros, Romer S.	Utility Worker B	10,510.00	50%	5,255.00	100%	5,255.00
62	Deja Calrada, Rhex A.	Utilities Service Assistant E	12,674.00	50%	6,337.00	100%	6,337.00
63	Cardona, Ricady S.	Utility Worker B	10,510.00	50%	5,255.00	100%	5,255.00
64	Refrea, Reden B.	Utility Worker B	10,510.00	50%	5,255.00	100%	5,255.00
65	Mariano, Alex Jr G.	Utility Worker B	10,510.00	50%	5,255.00	100%	5,255.00
66	Galang, Martin T.	Utility Worker B	10,510.00	50%	5,255.00	100%	5,255.00
67	Berja, Gerry P.	Utility Worker B	10,510.00	50%	5,255.00	100%	5,255.00
68	Ramos, Teodorico A.	Engineering Aide A	14,340.00	50%	7,170.00	100%	7,170.00
69	Unlayao, Angelito A.	Water Resources Facilities Tender B	12,778.00	50%	6,389.00	100%	6,389.00
70	Amarante, John Zoren S.	Utility Worker B	10,510.00	50%	5,255.00	100%	5,255.00
71	Cansicio, Ramil A.	Water Maintenance Man C	12,674.00	50%	6,337.00	100%	6,337.00
72	Carpena Edison L.	Utility Worker B	10,510.00	50%	5,255.00	100%	5,255.00
73	Galang, Joseph T.	Utility Worker B	10,510.00	50%	5,255.00	100%	5,255.00

74	Aranzano, Jonas B.	Utility Worker B	10,510.00	50%	5,255.00	60%	3,153.00
75	Eusebio, Ronald F.	Utility Worker B	10,510.00	50%	5,255.00	100%	5,255.00
76	Naves, Vermarc S.	Driver	12,674.00	50%	6,337.00	100%	6,337.00
77	Kismundo, Romel T.	Utility Worker B	10,510.00	50%	5,255.00	60%	3,153.00
78	Barrio, Orlando M.	Utility Worker B	10,510.00	50%	5,255.00	60%	3,153.00
79	Eustaquio, Adono F.	Utility Worker B	10,510.00	50%	5,255.00	60%	3,153.00
80	Lazanas, Benjamin D.	Utility Worker B	10,510.00	50%	5,255.00	60%	3,153.00
81	Villamin, Noel L.	Utility Worker B	10,510.00	50%	5,255.00	100%	5,255.00
82	Estimo, Victor B.	Utility Worker B	10,510.00	50%	5,255.00	60%	3,153.00
83	Santos, Liberato G.	Engineering Assistant B	16,282.00	50%	8,141.00	100%	8,141.00
84	Asilo, Jhomar D.	Utility Worker B	10,510.00	50%	5,255.00	100%	5,255.00
85	Castro, Carlos G.	Utility Worker B	10,510.00	50%	5,255.00	100%	5,255.00
86	Lante, Antonio M.	Utility Worker B	10,510.00	50%	5,255.00	60%	3,153.00
87	Austria, Arlel R.	Utility Worker B	10,510.00	50%	5,255.00	60%	3,153.00
88	Galang, John Victor A.	Utility Worker B	10,510.00	50%	5,255.00	100%	5,255.00
89	Angcao, Ernando M.	Utility Worker B	10,510.00	50%	5,255.00	100%	5,255.00
90	Gumapac, Teodoro G.	Utility Worker B	10,510.00	50%	5,255.00	100%	5,255.00
91	Rifon, Ernesto R.	Utility Worker B	10,510.00	50%	5,255.00	100%	5,255.00
92	Garcia, Soniel B.	Utility Worker B	10,510.00	50%	5,255.00	60%	3,153.00
		GRAND TOTAL			771,482.98		737,220.38

Prepared by:

CHARLENE A. CALSADO
 Cashier D

Checked by:

MARY ROSE A. ABULLO
 Division Manager C
 Administrative & Gen. Services Division

Noted by:

ARNOLD G. VALENCIA
 General Manager



Cabuyao Water District

Main Office: 2nd Floor, Centro Mall, Brgy. Pulo, Cabuyao City, Laguna
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GUIDELINES/MECHANICS IN RANKING OF INDIVIDUAL EMPLOYEES FOR THE GRANT OF PERFORMANCE-BASED BONUS (PBB) FOR FY 2018

1. All officials and employees of eligible Delivery Units (DUs) holding regular plantilla positions are qualified for the PBB and must meet the following requirements:

- Must have rendered nine (9) months of actual service for the year ending December 31, 2018. An employee who rendered a minimum of three (3) months but less than nine (9) months of service shall be eligible for the grant of PBB on a pro-rata basis.

Length of Service	% of PBB
8 months but less than 9 months	90%
7 months but less than 8 months	80%
6 months but less than 7 months	70%
5 months but less than 6 months	60%
4 months but less than 5 months	50%
3 months but less than 4 months	40%

- Should have received a rating of at least "Satisfactory" under the CSC approved Strategic Performance Management System (SPMS);
 - Must have achieved at least 90% of his/her target for the year;
 - Must have no outstanding cash advance(s) as of November 15, 2018; and
 - Must have complied with the submission of SALN in accordance with RA 6713.
2. In determining the number of personnel to be ranked, the total number of filled plantilla positions shall be considered including those who are on leave of absence or who are scholars but reported back and has served CABWAD for at least nine (9) months.
 3. Officers and rank-and-file employees shall be evaluated based on the rating obtained from the CSC-approved SPMS.
 4. Officers and rank-and-file employees of delivery units who qualified for the PBB shall be forced ranked as follows:

For the Best Delivery Units:

Ranking	Individual Performance Category
Top 20%	Best Performer
Top 35%	Better Performer
Top 45%	Good Performer

For the Better Delivery Units:

Ranking	Individual Performance Category
Top 15%	Best Performer
Top 30%	Better Performer
Top 55%	Good Performer

For the Good Delivery Units:

Ranking	Individual Performance Category
Top 10%	Best Performer
Top 25%	Better Performer
Top 65%	Good Performer



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5. Heads of DUs shall submit to the Performance Management Team (PMT) the names of employees who qualified for the PBB on or before January 20, 2019. The numerical ranking of employees must be indicated with "1" as the highest rank. Their numerical rating must likewise be indicated. Submission not in accordance with this provision shall not be accepted by the PMT. Forced ranking of employees for DUs who have not submitted on the deadline set shall be undertaken by the PMT.
6. Personnel found guilty of administrative and/or criminal case filed against them and meted penalty in FY 2017 shall not be entitled to the FY 2018 PBB. If the penalty meted out is only a reprimand, such penalty shall not cause the disqualification to the PBB.
7. Officials and employees who failed to submit the 2017 SALN as prescribed in the rules provided under CSC Memorandum Circular No. 3 (s.2015), shall not be entitled to the FY 2018 PBB.
8. Officials and employees who failed to liquidate Cash Advances received in FY 2018 within the reglementary period as required by the COA shall not be entitled to the FY 2018 PBB.
9. Performance-Based Incentive System (PBIS)-related issues, concerns and complaints raised by employees shall be submitted in writing to the Grievance Committee which shall review and make recommendations within 15 calendar days upon receipt of the said concern/complaint. Recommendation of the Grievance Committee shall be submitted to the PMT for evaluation and action within 15 calendar days. The decision of the PMT shall be final and executory.

Prepared by:

CHARLENE A. CALSADO
Cashier D

Date: 01-29-19

Reviewed by:

MARY ROSE A. AGUILLO
Division Manager C
Administrative & General Services Division
Date: _____

Approved by:

ARNOLD G. VALENCIA
General Manager C
Date: _____



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GUIDELINES/MECHANICS IN RANKING OF DELIVERY UNITS FOR THE GRANT OF THE PERFORMANCE-BASED BONUS (PBB) FOR FY 2018

1. The Delivery Unit (DU) must have achieved at least 90% of each of the approved performance targets for the delivery of Major Final Outputs (MFO's) under the Performance Informed Budget (PIB) for the year 2018 and the targets for Support to Operations (STO) and General Administrative Support Services (GASS);
2. The DU must have achieved at least 90% of each one of their priority program/project targets under the five Key Result Areas of EO No. 43;
3. The DU must have satisfied 100% of the good governance conditions set by the AO 25 Inter-Agency Task Force for FY 2018:
 - All cash advances by an employee of the DU must be settled fully within the prescribed period;
 - All employees of the DU must have complied with the submission of SALN in accordance with RA 6713.
4. The CSC-approved SPMS will be used in rating and ranking of employees and officials;
5. DU's shall be grouped as follows:
 - Office of the General Manager
 - Administrative and General Services Division
 - Finance and Commercial Division
 - Engineering, Construction, Maintenance and Construction Division
6. Good, Better, and Best DU's shall be ranked according to the following percentage:

Ranking	Performance Category	PBB as % of Monthly Basic Salary
Top 10%	Best Delivery Unit	65%
Next 25%	Better Delivery Unit	57.5%
Next 65%	Good Delivery Unit	50%

Prepared by:



CHARLENE A. CALSADO
Cashier D

Date: 01-29-19

Reviewed by:


MARY ROSE A. AGUILLO
Division Manager C
Administrative & General Services Division
Date: _____

Approved by:


ARNOLD G. VALENCIA
General Manager C
Date: _____



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REPORT ON RANKING OF INDIVIDUAL CY 2018

RANK	NAME	JANUARY- JUNE	JULY- DECEMBER	FINAL RATING	ADJECTIVAL RATING
1	Valencia, Arnold G.	4.700	4.700	4.700	Outstanding
2	De Guzman, Alma M.	4.340	4.400	4.370	Very Satisfactory
3	Batallones, Jindra Marie T.	4.340	4.400	4.370	Very Satisfactory
4	Santiago, Nelson B.	4.270	4.460	4.365	Very Satisfactory
5	Manimtim, Mark Lester P.	4.266	4.440	4.353	Very Satisfactory
6	Aguillo, Mary Rose A.	4.250	4.450	4.350	Very Satisfactory
7	Moronio, Raelin C.	4.260	4.430	4.345	Very Satisfactory
8	Luciñada, Danred G.	4.248	4.425	4.337	Very Satisfactory
9	Ching, Daisy Mae A.	4.250	4.420	4.335	Very Satisfactory
10	Aceituna, Armando T.	4.267	4.400	4.334	Very Satisfactory
11	Meer, Paul Albert Q.	4.230	4.430	4.330	Very Satisfactory
12	Mañalac, Rizza A.	4.207	4.438	4.323	Very Satisfactory
13	Calsado, Charlene A.	4.207	4.420	4.314	Very Satisfactory
14	Limare, Chezza B.	4.211	4.408	4.310	Very Satisfactory
15	Ramos, John J.	4.265	4.350	4.308	Very Satisfactory
16	Alcasabas, Cherry Ann A.	4.240	4.370	4.305	Very Satisfactory
17	Melendrez, Arnel M.	4.214	4.388	4.301	Very Satisfactory
18	Angeles, Ameurfina M.	4.230	4.370	4.300	Very Satisfactory
19	Dechos, Lito Jr A.		4.300	4.300	Very Satisfactory
20	Quillo, Dorothy B.	4.230	4.360	4.295	Very Satisfactory
21	Batiao, Emmanuel J.	4.269	4.318	4.294	Very Satisfactory
22	Lamon, Romulo Jr V.		4.275	4.275	Very Satisfactory
23	Luciñada, Florante Jr G.		4.275	4.275	Very Satisfactory
24	Anastacio, Joey P.	4.210	4.330	4.270	Very Satisfactory
25	Asuncio, Frederick L.		4.260	4.260	Very Satisfactory
26	Harapan, Claudio Jr B.		4.260	4.260	Very Satisfactory
27	Lumbera, Julius Ednell B.		4.258	4.258	Very Satisfactory
28	Soriano, Poebe Ruth C.	4.200	4.300	4.250	Very Satisfactory
29	Laquian, Ronnel M.		4.250	4.250	Very Satisfactory
30	Sigunial, Angelito P.	4.252	4.238	4.245	Very Satisfactory
31	Dasico, Eduardo O.	4.167	4.320	4.244	Very Satisfactory
32	Robledo, Raymart A.	4.267	4.213	4.240	Very Satisfactory
33	Sampaga, Vicky Ann G.	4.190	4.280	4.235	Very Satisfactory
34	Galang, Eriberto B.	4.190	4.270	4.230	Very Satisfactory
35	Vergara, Marlon C.	4.197	4.250	4.224	Very Satisfactory
36	Mangurali, Marco I.	4.170	4.270	4.220	Very Satisfactory
37	Candelario, Mark Anthony S.	4.217	4.217	4.217	Very Satisfactory
38	Urbina, Roderick P.	4.183	4.250	4.217	Very Satisfactory
39	Calderon, Numeriano E.	4.179	4.250	4.215	Very Satisfactory
40	Yatco, Nathaniel F.	4.179	4.243	4.211	Very Satisfactory
41	Mamerto, Salvador R.	4.217	4.200	4.209	Very Satisfactory
42	Geral, Ricardo M.	4.214	4.200	4.207	Very Satisfactory
43	Jimenez, Rocky M.	4.142	4.260	4.201	Very Satisfactory
44	Odoño, Joy C.	4.170	4.230	4.200	Very Satisfactory
45	Malabanan, Jessie I.		4.200	4.200	Very Satisfactory
46	Acietuna, Jeffrey R.		4.200	4.200	Very Satisfactory

"Protecting our waters for future generations."
(Sec. 31 & 39, P.D. 198)



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47	Munar, Adrian J.	4.160	4.230	4.195	Very Satisfactory
48	Españo, Enrico V M.	4.171	4.217	4.194	Very Satisfactory
49	Maraña, Jaime G.	4.171	4.217	4.194	Very Satisfactory
50	Rioveros, Romer S.	4.125	4.260	4.193	Very Satisfactory
51	Dela Calzada, Rhex A.	4.184	4.200	4.192	Very Satisfactory
52	Dela Rosa, Charisma M.	4.183	4.200	4.192	Very Satisfactory
53	Cardona, Rizady S.	4.174	4.200	4.187	Very Satisfactory
54	Broqueza, Archemedes R.	4.170	4.200	4.185	Very Satisfactory
55	Papio, Marian A.	4.130	4.240	4.185	Very Satisfactory
56	Refrea, Reden B.	4.133	4.233	4.183	Very Satisfactory
57	Dela Cruz, Mercado L.	4.205	4.157	4.181	Very Satisfactory
58	Llanto, Ronald C.	4.160	4.200	4.180	Very Satisfactory
59	Tan, James Vincent G.		4.180	4.180	Very Satisfactory
60	Mariano, Alex Jr G.	4.157	4.200	4.179	Very Satisfactory
61	Galang, Martin T.	4.157	4.200	4.179	Very Satisfactory
62	Villavert, Mark Raymont Abe E.	4.130	4.220	4.175	Very Satisfactory
63	Berja, Gerry P.	4.142	4.200	4.171	Very Satisfactory
64	Javier, Alexander B.	4.150	4.190	4.170	Very Satisfactory
65	Marollano, Aileen D.	4.150	4.190	4.170	Very Satisfactory
66	Ramos, Teodorico A.	4.180	4.160	4.170	Very Satisfactory
67	Unlayao, Angelito A.	4.180	4.160	4.170	Very Satisfactory
68	Amarante, John Zoren S.	4.190	4.140	4.165	Very Satisfactory
69	Saynes, Edison P.		4.163	4.163	Very Satisfactory
70	Manimtim, Carol I.	4.120	4.200	4.160	Very Satisfactory
71	Cansicio, Ramil A.	4.170	4.150	4.160	Very Satisfactory
72	Carpina Edizon L.	4.180	4.130	4.155	Very Satisfactory
73	Galang, Joseph T.	4.180	4.130	4.155	Very Satisfactory
74	Aranzanso, Jonas B.		4.150	4.150	Very Satisfactory
75	Cabiling, Hermie C.		4.150	4.150	Very Satisfactory
76	Eusebio, Ronald F.	4.157	4.140	4.149	Very Satisfactory
77	Galang, Adriel R.	4.120	4.170	4.145	Very Satisfactory
78	Ancheta, Francis A.	4.158	4.125	4.142	Very Satisfactory
79	Gaspar, Dick B.	4.150	4.130	4.140	Very Satisfactory
80	Navea. Vermarc S.	4.180	4.100	4.140	Very Satisfactory
81	Kismundo, Romel T.		4.140	4.140	Very Satisfactory
82	Cansicio, Celso B.		4.140	4.140	Very Satisfactory
83	Rosales, Ruben A.		4.140	4.140	Very Satisfactory
84	Barrio, Orlando M.		4.130	4.130	Very Satisfactory
85	Eustaquio, Adorio F.		4.130	4.130	Very Satisfactory
86	Lazanas, Benjamin D.		4.130	4.130	Very Satisfactory
87	Villamin, Noel L.	4.097	4.153	4.125	Very Satisfactory
88	Elomina, Jonathan G.		4.117	4.117	Very Satisfactory
89	Galang, Sandy T.		4.117	4.117	Very Satisfactory
90	Devoma, Samonte A.		4.114	4.114	Very Satisfactory
91	Estimo, Victor B.		4.113	4.113	Very Satisfactory
92	Santos, Liberato G.	4.130	4.080	4.105	Very Satisfactory
93	Cayago, Alvin A.		4.100	4.100	Very Satisfactory
94	Asilo, Jhomar D.	4.154	4.020	4.087	Very Satisfactory
95	Elago, Lauro N.	4.030	4.140	4.085	Very Satisfactory
96	Lopez, Jimmy Jr G.		4.080	4.080	Very Satisfactory
97	Castro, Carlos G.	4.097	4.020	4.059	Very Satisfactory

"Protecting our waters for future generations."
(Sec. 31 & 39, P.D. 198)



Cabuyao Water District

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Email: cabuyaowaterdistrict@gmail.com

98	Lante, Antonio M.		4.050	4.050	Very Satisfactory
99	Austria, Ariel R.		4.050	4.050	Very Satisfactory
100	Galang, John Victor A.	4.020	4.050	4.035	Very Satisfactory
101	Angcao, Ernando M.	4.037	4.020	4.029	Very Satisfactory
102	Gumapac, Teodoro G.	4.037	4.020	4.029	Very Satisfactory
103	Riñon, Ernesto R.	4.037	4.020	4.029	Very Satisfactory
104	Garcia, Soniel B.		4.020	4.020	Very Satisfactory

Prepared by:

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Cashier D

Ranked by:

MARY ROSE A. AGUILLO
Division Manager C
Administrative & General Services Division

ARNOLD G. VALENCIA
GENERAL MANAGER C