



Office of the Mayor

EXECUTIVE ORDER NO. JS2026 - 49

REORGANIZATION OF THE PERFORMANCE MANAGEMENT TEAM (PMT) IN THE MUNICIPALITY OF MARILAO, PROVINCE OF BULACAN

WHEREAS, the Civil Service Commission issued Memorandum Circular No. 6, s. 2012 and Resolution No. 1200481 dated March 16, 2012, entitled "Guidelines in the Establishment and Implementation of the Agency Strategic Performance Management System (SPMS)";

WHEREAS, Part I, Section V, paragraph B of the said Memorandum Circular mandates every government agency to establish a Performance Management Team that shall perform the functions and responsibilities stated therein;

NOW, THEREFORE, I, **ATTY. JEMINA M. SY**, Municipal Mayor of Marilao, Province of Bulacan, by virtue of the powers vested in me by law, do hereby order:

SECTION 1. REORGANIZATION OF THE PERFORMANCE MANAGEMENT TEAM.
By virtue of this Order, the Performance Management Team (hereinafter referred to as the PMT) of the Municipal Government of Marilao is hereby reorganized and shall be composed of the following:

PMT Champion: **HON. ATTY. JEMINA M. SY**
Municipal Mayor

Chairperson : **ATTY. KATHYRIN FE D. PIOQUINTO**
Municipal Administrator

Members : **MERCEDITA H. DEL ROSARIO**
HRMO V

ANN MAI C. VILLARICO
HRMO IV

JEREMY C. FRANCISCO, DLUP
OIC, MPDC

ROSALIE S. VILLADOS
Municipal Budget Officer

TRISTAN S. SAN MIGUEL
President, Marilao Municipal Government Employees Association

Technical Working Group (TWG):

CENON M. MAYOR
Executive Assistant

MARGARETH SANTOS
Human Resource Management Office

BERNADINE CASTILLO
Municipal Planning and Development Office

SECTION 2. DUTIES AND RESPONSIBILITIES. – The PMT shall have the following functions:

- a. Approve the Office Performance Commitment and Review (OPCR);
- b. Oversee the planning, monitoring, and evaluation of office performance;
- c. Recommend appropriate incentives, rewards, and capacity development interventions for employees;





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Office of the Mayor

- d. Ensure the proper cascading and implementation of targets down to the Individual Performance Commitment and Review (IPCR);
- e. Propose policies and programs to improve the performance management system.

SECTION 3. SECRETARIAT. The Municipal Human Resource Management Office (HRMO) shall serve as the Secretariat of the PMT and shall be responsible for all related documentation, scheduling, and coordination.

SECTION 4. SEPARABILITY CLAUSE. If, for any reason, any part or provision of this Executive Order is declared unconstitutional or invalid, the other parts or provisions not affected thereby shall remain in full force and effect.

SECTION 5. REPEALING AND AMENDING CLAUSE. All executive orders, rules, regulations, or parts thereof inconsistent with this Executive Order are hereby repealed or modified accordingly.

SECTION 6. EFFECTIVITY CLAUSE. This Executive Order shall take effect immediately.

DONE this 16th day of **February 2026**, at the Municipality of Marilao, Province of Bulacan.


ATTY. JEMINA M. SY
Municipal Mayor ()

