

NO	NAME	POSITION	STATION	NO OF YEARS
40 YEARS				
1	MARLENE M. PAHUNANG	LG00 VI	DILG Misamis Oriental	40
35 YEARS				
1	CHUCHI MARIE L. IGAR	LG00 VI	DILG Misamis Occidental	35
2	ENGR. MARISIA C. NAYBE, EnP, MPA, CESE	LG00 VIII	DILG Misamis Oriental	35
30 YEARS				
1	MYRNA B. FELICILDA	LG00 VI	Local Government Capability Development Division (LGCDD)	30
2	MARIA ANTONIETA A. POROL	LG00 VI	Project Development and Management Unit (PDMU)	30
3	REY S. OMAC	LG00 III	DILG Misamis Oriental	30
25 YEARS				
7	GERONIMO A. GUPIT JR.	ADA I	DILG Lanao del Norte	25
20 YEARS				
1	CHRISTINE W. MONTESA	Planning Officer III	Planning Unit	20
2	MARIA CECILIA C. TEVES	LG00 V	Local Government Capability Development Division (LGCDD)	20
3	CHERRY LOU B. LAFUENTE	LG00 VI	DILG Bukidnon	20
4	FAITH R. CONSTANTINO	LG00 VI	DILG Misamis Occidental	20
5	IVY GELLA J. SOMO	AO III	Finance and Administrative Division	20
6	MARNELLI G. LAGUMBAY	LG00 VI	DILG Bukidnon	20
7	JOANILZA S. LALAAN	LG00 VI	DILG Bukidnon	20
8	ANAVIL C. VILVESTRE	LG00 VI	DILG Bukidnon	20
9	KATHY A. BRAÑA	LG00 VI	DILG Camiguin	20
10	EUSTALIA M. CABIGUIN	LG00 VI	DILG Camiguin	20
11	CHARLENE M. HERA	LG00 VI	DILG Lanao del Norte	20
12	MARIE JOIE M. ADAME	LG00 VI	DILG Misamis Occidental	20

NAME OF RETIREE	POSITION	STATION	YEARS IN SERVICE
VICTOR L. LAGANG	Admin Asst. II	LGCDD	43 years , 9 months
ELIZABETH G. BUNA	LGOO VI	Misamis Oriental	36 years , 5 months
JOSEPHINE E. TALADUA	LGOO III	Misamis Occidental	32 years , 7 months

CATEGORY	NOMINEE	REMARKS
NON-ORGANIC STAFF (ADMINISTRATIVE SUPPORT) OF THE YEAR	Lanao del Norte: Dafne Mae M. Longcob	Excellence
	FAD: Reymart V. Maglasang	Excellence
	Misamis Occidental: Darel Jay V. Limutin	Exemplary
NON-ORGANIC STAFF (TECHNICAL SUPPORT) OF THE YEAR	LGCCD: Celinna Jane P. Feliciano	Excellence
	Camiguin: Alexis Richard III C. Quijada	Exemplary
	Lanao del Norte: Engr. Raymark D. Somontina	Exemplary
	Misamis Occidental: Engr. April Mae G. Curiba	Exemplary
	LG MED: Princess Airah Artajo	Exemplary
ADMINISTRATIVE STAFF (FIELD OFFICE) OF THE YEAR	Bukidnon: Maricris H. Acabal	Excellence
	Misamis Oriental: Daisy Jane G. Dahilan	Excellence
	Camiguin: Chaela C. de la Peña	Exemplary
	Lanao del Norte: Johairah L. Hadji Faisal	Exemplary
	Misamis Occidental: Mary Louise T. Idulsa	Exemplary
	Iligan City: Jowila P. Española	Exemplary
ADMINISTRATIVE STAFF (LEVEL 1 REGIONAL OFFICE) OF THE YEAR	LG MED: Trina Faye D. Bacol	Excellence
	FAD: Aubrey Grace L. Atoc	Exemplary
ADMINISTRATIVE STAFF (LEVEL 2 REGIONAL OFFICE) OF THE YEAR	LG MED: Dexter T. Cejas	Excellence
	ORD: Atty. Jian Margareth C. Maagad	Excellence
	FAD: Agnes Enya Lorraine E. Monte de Ramos	Excellence
TECHNICAL OFFICER (LGOO II-III) OF THE YEAR	Lanao del Norte: Karen Grace M. Navarro	Excellence
	Misamis Oriental: Maria Kristina O. Ramuga	Excellence
	Bukidnon: Daphne Kirstie B. Fabria-Mohamad	Exemplary
	Camiguin: Jesseca A. Francisco	Exemplary
	Misamis Occidental: Sanivier Sapphire Yashua J. Pat	Exemplary
TECHNICAL OFFICER	Misamis Occidental: Bill C. Odchigue	Excellence
	LG MED: Jacklyn Mariz P. Occeña	Excellence
	Bukidnon: Alicia Claire C. Popera	Exemplary

CATEGORY	NOMINEE	REMARKS
(LGOO IV-VI) OF THE YEAR	Camiguin: Ryan Cloyd Q. Villanueva	Exemplary
	Lanao del Norte: Abdullah M. Alip	Exemplary
	LGCCD: Lloyd S. Ceballos	Exemplary
MLGOO OF THE YEAR (1-17 BARANGAYS) OF THE YEAR	Lanao del Norte: Christoffer Edgar G. Canopin	Excellence
	Bukidnon: Lorjezza S. Quimzon-Siao	Exemplary
	Camiguin: Kathy A. Braña	Exemplary
	Misamis Occidental: Caryl Jean B. Gula-Cotales	Exemplary
	Misamis Oriental: Michelle A. Espedido	Exemplary
MLGOO OF THE YEAR (18 AND ABOVE BARANGAYS) OF THE YEAR	Bukidnon: Clarence Lynn T. Makinano	Excellence
	Lanao del Norte: Alelie B. Palao	Excellence
	Misamis Occidental: Roy O. Vicente	Exemplary
CLGOO OF THE YEAR	Bukidnon: Jan Eric L. Manasan	Exemplary
	Misamis Occidental: Jeany P. Villagonzalo	Exemplary
	Misamis Oriental: Rey Gilbert B. Capricho	Exemplary
PROGRAM MANAGER OF THE YEAR	Bukidnon: Jay Niel C. Añasco	Excellence
	Camiguin: Princess Jia Andriza A. Barbosa	Excellence
	Misamis Oriental: Stephanie G. Arcenal	Excellence
	Cagayan de Oro City: Marieta S. Encallado	Excellence
	Iligan City: Villebette A. Sato	Excellence
	Misamis Occidental: Lolita B. Guia	Exemplary
CLUSTER HEAD OF THE YEAR	Misamis Oriental: Alexander M. Miego	Excellence
	Misamis Occidental: Sanivier G. Patoc	Exemplary
Special Award for TOP LGOO Apprentices	Karen Nicole A. Casiño	LGOO Apprenti
	Maria Kristina O. Ramuga	LGOO Apprent
	Lanao del Norte	Excellence
	Bukidnon	Exemplary

CATEGORY	NOMINEE	REMARKS
TEAM OF THE YEAR (PROV)	Camiguin	Exemplary
	Misamis Occidental	Exemplary
	Misamis Oriental	Exemplary
TEAM OF THE YEAR (HUC)	Cagayan de Oro	Exemplary
	Iligan	Exemplary

2025
CABING
Parangal

PROGRAMME

I. PARADE OF LUMINARIES & PRELIMINARIES 04:00 PM

Entrance of Top Management
Opening Prayer
Acknowledgments
Opening Remarks

II. GEMS OF COMMITMENT: A TRIBUTE TO LIFELONG SERVICE 04:30 PM

Retirees
Service Awardees

III. SPARKS OF EXCELLENCE 04:45 PM

Acknowledgment of Parangal Nominees

IV. DIAMONDS OF DISTINCTION 05:15 PM
(AWARDING PROPER)

Non-Organic Staff (Administrative Support)
Non-Organic Staff (Technical Support)
Administrative Staff (Field Office)
Administrative Staff (RO) - Level 1
Administrative Staff (RO) - Level 2
Technical Officer (LG00 II-III)
Technical Officer (LG00 IV-VI)
MLG00 (1-17 barangays)
MLG00 (18 and above barangays)
CLG00
Program Manager
Cluster Head
Special Award for Top LG00 Apprentices
Team of the Year

V. CLOSING / DINNER 06:00 PM

Christmas Party will follow



DEPARTMENT OF THE INTERIOR AND LOCAL GOVERNMENT
ACTIVITY DESIGN REVIEW CHECKLIST

Document Code		
FM-SP-DILG-11-02		
Rev. No.	Eff. Date	Page
00	06.15.21	1 of 1

2175-01-013 Control No. 2025-

I.

Date/s Received:

Office:

Title:

Date of Activity:

Venue:

Amount:

Fund Source:

FAD-HRMS

CY 2025 PARANGAL AWARDS NIGHT

DECEMBER 4, 2025

WITHIN CAGAYAN DE ORO CITY

PHP 903,850.00

Regular Funds

Instruction: Put a check (/) for complied requirement, X if not complied, N/A if not applicable or - if cannot be verified/validated

Provide brief description of the marked observation in the "Remarks" column, as necessary

Reference	Policy Requirement	Remarks
☐ Circular No. 2018-15, 1.3.2.2	Allocation for supplies does not exceed allowed rate per pax	
☐ Circular No. 2018-15, 1.3.2.2	Indicated supplies are allowed items only	
☐ Circular No. 2018-15, 1.3.2.3	No allocation for contingency expenses	
☐ Circular No. 2018-15, 1.3.3	Collaterals/special items aproved and compliant with BIM	
☐ Circular No. 2018-15, 1.3.5	Allocation for rental of vehicle is supported with justification	
☐ Circular No. 2018-15, 1.4	With statement for guaranteed attendees (75% of total pax)	
☐ Circular No. 2018-15, 1.4	Individual rates of honoraria does not exceed allowed rate/hr	
☐ Circular No. 2018-12, 5.3.2		
☒ Circular No. 2018-12, 5.3.3	Individual rates of honoraria proportionately increased because of > 50 pax	
☐ Circular No. 2018-12, 4.2	Honorarium shall not be granted to Officials/employees w/in the Department	
☒ Circular No. 2017-03	Allocation for food/accomodation/venue does not exceed allowed rate per pax	
☐ Circular No. 2012-12	Allocation for travel expenses does not exceed allowed rate	
☐ MC NO. 2018-10; DO No. 2018-685	Compliant with the approving authority per amount	
☐ Other observations: (specify, if any)		

Instruction: Put a check (/) for suggested actions. Unmarked box means action is not suggested.

Provide brief description of the checked suggested action in the "Remarks" column, as necessary

Suggested Actions:	Remarks	Date Complied
Attach supporting documents:		
☐ List of Supplies		
☐ Content Outline		
☐ List of Participants		
☐ NFT or equivalent		
☐ Justification		
☐ Other supporting document/s (specify, if any)		
☐ Properly accomplish:		
☐ Indicate the statement for 75% target participants		
☐ Exclude allocation for:		
☐ Follow template:		
☐ Ensure consistency of data and provide corrections accordingly:		
☐ Other Suggested Actions (specify, if any)		

Date/s Released:

Prepared and Reviewed by:

CHRISTINE W. MONTESA

PLANNING OFFICER III

(Name)

(Position)

Noted by:

ELSID U. FAGARAGAN

BUDGET OFFICER III

(Name)

(Position)

BUDGET SECTION

DILG, Region 10

RECEIVED

Date: 11-12-24 Time: 3:45PM

By: [Signature]

Date Forwarded to Budget Division: _____

Date Returned to Operating Unit:

II. Action/s to be taken:

Date Complied: _____

Verified by: _____



DEPARTMENT OF THE INTERIOR AND LOCAL GOVERNMENT
ACTIVITY DESIGN

Document Code		
FM-SP-DILG-11-01		
Rev. No.	Eff. Date	Page
00	06.15.21	__ of __

2025-01-013

OFFICE:	FAD-HRMS
TITLE OF THE ACTIVITY:	CY 2025 PARANGAL AWARDS

BACKGROUND AND RATIONALE

It is the policy of the Regional Office to give recognition to outstanding employees and teams for their contributions toward realizing organizational outcomes. Because of this, the annual DILG 10 Parangal System for individual and team categories was created.

The Parangal System is aimed to motivate employees in attaining organizational objectives client satisfaction and quality of services provided by:

- a. Enlisting the participation of all employees in organizational improvement;
- b. Encouraging and supporting quality service role models and champions;
- c. Giving all levels of management a way to "walk the quality service talk";
- d. Encouraging the sharing of best practices; and
- e. Creating a sense of being a valued member of a successful, goal-oriented team.

The conduct of Parangal Awards Night is an annual activity of the DILG 10 to awards employees in different categories. This activity aims to accord distinctive recognition and confer appropriate awards to highly deserving Provincial/ HUC Teams and employees of the Regional/ Provincial/ HUC Offices who have rendered outstanding performance during the year.

Gender Issue:

There is a tendency for employees' contributions—especially those of women and other marginalized groups—to be underrecognized or undervalued due to gender stereotypes and traditional perceptions of leadership and performance. Recognition programs are therefore essential to promote gender equality by acknowledging the achievements of all employees regardless of sex or gender, and by challenging biases that may limit appreciation of women's roles and contributions in the organization.

OBJECTIVE

This activity aims:

1. To give due recognition to outstanding teams and employees;
2. To celebrate the accomplishments of DILG Region 10 for the year 2025

TARGET PARTICIPANTS

315 DILG-10 personnel and guests

Female: 185
Male: 121
Other Guest: 9 pax

Guaranteed number of attendees is 237 which is 75% of the total number of participants.

INCLUSIVE DATE/S: December 4, 2025

CONTENT (As applicable)

Not Applicable

METHODOLOGY

Face-to-face awarding ceremony

MONITORING AND EVALUATION (As applicable)

Not Applicable

BUDGETARY REQUIREMENTS		BUDGETARY REQUIREMENTS		
EXPENDITURES	PARTICULARS	CO	RO (For Downloading, if any; Provide breakdown per Region)	Total



DEPARTMENT OF THE INTERIOR AND LOCAL GOVERNMENT
ACTIVITY DESIGN

Document Code		
FM-SP-DILG-11-01		
Rev. No.	Eff. Date	Page
00	06.15.21	___ of ___

OFFICE:		FAD-HRMS			
TITLE OF THE ACTIVITY:		CY 2025 PARANGAL AWARDS			
1	Transportation/Travel Expenses	N/A			
2	Food and Accommodation	Single-bed Room (Php 2,800.00) x 2 pax			5,600.00 ✓
	Live-in	N/A			
		December 4, 2025 Meals (Lunch, Dinner, PM Snacks) 315 pax x Php 1150.00			362,250.00 ✓
	In-house	N/A			
3	Communication Services	N/A			
4	Honoraria	N/A			
5	Supplies and Materials	Plaques (Teams, Individual Categories, Service and Retiree Awardees)			200,000.00 ✓
		Other decorations/ supplies			5,000.00 ✓
					25,000.00 ✓
6	Rental Expenses	Spot light, LED wall (outsourced)			
7	Gasoline Expenses	N/A			
		Cash Prize (Incentive)			256,000.00 ✓
8	Other Expenses:	Honorarium (Dance Instructor, Host, Singer)			25,000.00 ✓
		Decorator			25,000.00 ✓
		Total			903,850.00
FUND SOURCE: Regular Funds 310/20 1044/100 FY 2025 CAA COLG					

BASIS AND REFERENCES:		REMARKS	
This activity design is prepared considering the following:			
Schedule is not in conflict with other Department's activities			
Reflected in and consistent with the OPB			
Included in and consistent with the PPMP			
Consulted and agreed upon by ROs, if with amount for downloading			
Others (specify)			
Prepared by:		FUNDS AVAILABLE:	
AGNES ENYA LORRAINE E. MONTE DE RAMOS AO V (HRMO II)		ELSID U. FAGARAGAN Budget Officer III 11/17/25	
Name and Position		Chief, Budget Division (CO) Budger Officer (RO) / Disbursing Officer (PO)	
APPROVED (As per relevant Circulars/Issuances on Delegation of Authority)			
BRUCE A. COLAO, CESO V Regional Director			
(Name and Position of Authorized Approving Authority)			



DEPARTMENT OF THE INTERIOR AND LOCAL GOVERNMENT
ACTIVITY DESIGN

Document Code		
FM-SP-DILG-11-01		
Rev. No.	Eff. Date	Page
00	06.15.21	___ of ___

OFFICE:	FAD-HRMS
TITLE OF THE ACTIVITY:	CY 2025 PARANGAL AWARDS
PER CIRCULAR 2020-19 dated 14 July 2020 (Comprehensive Delegation of Authority - Local Government Sector) SILG-Exceeding P10 Million Pesos; Undersecretaries-Not exceeding P10 Million Pesos; Assistant Secretaries-Not exceeding P5 Million Pesos; HEA - Not Exceeding P3 Million Pesos; LGA Executive Director/ Regional/Bureau Directors - Regardless of Amount; Service Directors - Not exceeding P1 Million	



DILG REGION 10 – Northern Mindanao

ATTENDANCE SHEET

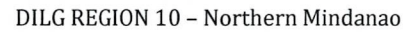
CY 2025 PARANGAL AWARDS NIGHT

Limketkai Luxe Hotel. Cagayan de Oro City

December 4, 2024

NO.	NAME	OFFICE	POSITION	MALE	FEMALE	I CONSENT TO HAVING MY PHOTOS, VIDEOS, AND AUDIO TAKEN DURING THE EVENT AND TO BE INCLUDED IN DILG PUBLICATIONS IF NEEDED PLEASE PUT CHECK IN A BOX IF YES	I CONSENT TO BE INCLUDED IN THE ORGANIZERS DATABASE FOR FUTURE PROCESSING OF RELEVANT DOCUMENTS PLEASE PUT CHECK IN A BOX IF YES	PM
1	COLAO, BRUCE A.	DILG 10	RD	✓		✓	✓	
2	SUNGA, YVETTE T.	DILG 10	ARD		✓	✓	✓	
3	BACUD, MERRYANE ROSE S.	DILG 10	LG00 II		✓	✓	✓	
4	CABAHUG, RONNEL BENJO B.	DILG 10	ADA VI	✓		✓	✓	
5	GONZALES, AILEE REIN C.	DILG 10	ADAS III		✓	✓	✓	
6	LACSENTO, JOZUA JIREH B.	DILG 10	ISA I	✓		✓	✓	
7	LINDAO, ABULCAIR D.	DILG 10	LG00 VI	✓		✓	✓	
8	LUMBATAN-AGUIRRE, FENDER RHODES B.	DILG 10	ATTORNEY IV		✓	✓	✓	
9	MAAGAD, JIAN MARGARETH C.	DILG 10	ATTORNEY III		✓	✓	✓	
10	MONTESA, CHRISTINE W.	DILG 10	PLANNING OFFICER III		✓	✓	✓	
11	SIAO, JOSE MIGUEL A.	DILG 10	ITO	✓		✓	✓	

JO/COS PERSONNEL



CY 2025 PARANGAL AWARDS NIGHT

[illegible]