



POLICE NON-COMMISSIONED OFFICER PERFORMANCE EVALUATION REPORT FOR PATROLMAN/WOMAN TO POLICE STAFF SERGEANT (FIRST LEVEL) Rating Period: 01 July - 31 December 2020

(Last Name) (Given Name) (Middle Name) Position/Designation Schooling - PSBRC 4. Unit Assignment/St Years and Months in Current Position. 6 months PARTS DIMENSIONS PERFORMANCE INDICATORS ALLOCATION a. Quality of Work 7 X b. Timeliness of work 6 X	Patrolwo tation/District RPHAS - NUMERICA RATING	PRO1	
Years and Months in Current Position. BARTS DIMENSIONS PERFORMANCE INDICATORS a. Quality of Work D. Typelpess of work D. Typelpe	RPHAS -	CONTRACTOR	
PARTS DIMENSIONS PERFORMANCE INDICATORS ALLOCATION B. Quality of Work 7 X	RPHAS -	CONTRACTOR	
PARTS DIMENSIONS PERFORMANCE INDICATORS ALLOCATION a. Quality of Work 7 X Dutput b. Timpliness of work	NUMERICA	CONTRACTOR	
PARTS DIMENSIONS PERFORMANCE INDICATORS ALLOCATION a. Quality of Work 7 X District b. Timeliness of work	-	A (WEIGHTE
a. Quality of Work 7 X	LON I IIVO	-	SCORE
I. Output In Timelinees of work	4	-	
I R I V	-	-	28
(25 pts) c Acceptability of output bened on stooderd	4	-	24
d Accomplishment of travel	4	-	24
a Understanding of the ich description	4	2	24
h Awaraness of the vision releases and chiration	4	2	8
II. of the organization	4	=	8
Job Knowledge C Community Oriented Religion Control	-	+	
C (25 ptn) d Creethirk/Person meditions	5	1=	25
O a Analdical AbEts	5	-	10
R f Ability to early world by the ball by the control of the ball by the ball by the ball by the ball by the control of the ball by the ball	5	-	10
E o Oral and written communication	5	3	10
h I are anteressed and anick to the	4	=	20
C Posserte manufactual de la	4	=	20
a Records management and submission of reports 3 X	• 4	=	12
b. Compliance with and implementation of policies 3 X M Work Mgmt c. Sense of priority 2	4	=	12
P (15 pts) d Clear Color via 10 in in	5	=	10
P (15 pts) d. Client Satisfaction/Orientation 3 X e. Cost effectiveness 2 Y	5	=	15
T (Instructor)	4	=	8
f. Involvement/Presence in activities 2 X	4	=	8
a. Receptive to ideas/suggestions 3 X	4	=	12
N Interpersonal b. Teamwork Management 3 X	5	=	15
C Relationship c. Build Linkages and networks 3 X	4	=	12
d. Ability to lead and follow 3 X	4	=	12
E e. Motivation 3 X	4	=	12
S Concern for the a. Stewardship of unit's properties 3 X	4	=	12
Organization b. Preservation of unit interest 3 X	4	=	12
(10 pts) c. Coordination 4 X	3	-	12
Personal Trait Personal Trait			
Personal Morally Upright ✓ Civic-Minded ✓			
III. Qualities Honest 🗸 Responsible 🗸 10 X	5	2	50
(10 pts) Well Groomed ✓ Disciplined ✓			
Fair and Just Courteous/Tactful			
Loyal to the Org'n / Initiate positive action /			
Nr of Traits with Check Marks		++	
TOTAL WEIGHTED SCORE (TWS)		-	100
NUMERICAL PERFORMANCE RATING (NPR) = TWS / 5		_	425
EQUIVALENT ADJECTIVAL PERFORMANCE RATING (APR) (Please refer to NPR-APR Table)		-	85
's Assessment of Rates: I certify that this report represents my best judgment. [] I DO [] I DO NOT recommend			VS
ersonnel to be granted [] promotion [] designation to higher position [] relief.			
personnel needs improvement on the following:			
The state of the s			
ficant/Critical Incident(s)			
wiedge: Conformed () / MY Attested:		α	
wiedge: Conformed () D / M Attested:	(JYH	MA
PCPT HAYDE MANGELITO Patierika A Parchamento	-	יוע	Milia
	PMAJ LUDI		
Chief, Non-Addemic Section / RATEE RATER		Chief, R	
Control State Association (Control State Association Control Control State Association Control C		EVIEWER	
	ocomplished_		
FERRED TO THE GRIEVANCE COMMITTEE)			
f certify that this report was referred to the Grievance Committee for review and evaluation.			
Signature			
Head, Gr	rievance Com	mittee	



POLICE NON-CONTRISSIONED OFFICER PERFORMANCE EVALUATION REPORT FOR PATROLIZARISMOMAN TO POLICE STAFF SERGEAMT (FIRST LEVEL) Budge Puntod: 01 January - 30 June 2021

	Perchamento	Erilm Asencio	2. Rank		Patrolarom	-	
	(Land Name)	(Given Name) (Middle Nesse)	4. Unit Assignm		dissell'intert		
	asignation		- Lr com vesigne		RPHAS, PR	101	
CHIS SIM	Manths in Cussent F	General 11 creations	POINT		MUMERICAL	1	WEIGHTED
			ALLOCATION	\vdash	RATING	\vdash	SCORE
PARCIS	DIMENSIONS	PERFORMANCE INDICATORS		-		=	23
		a. Couldy of Work	7	X	4	-	
L	Output	b. Timelness of work	6	X	4	2	24
	(25 phs)	c. Acceptability of output based on standard	6	X	4	=	24
		d. Accomplishment of target	6	X	4	-	24
		a. Understanding of the job description	2	X	4		
		b. Assertences of the vision, mission and objectives	2	X	4	0	
IL.		of the organization					
-	Josh Monaulanian	c. Community Oriented Policing System	5	X	5	=	25
C	(25)	d Creating Resourced dees	2	X	5	=	10
	وسادعا		2	X	5	=	10
0		e. Analytical Ability f. Ability to solve problemsfrontifestwoling	2	x	5	=	10
R	1		5	x	4	=	20
E		g. Osel and written communication		Ŷ	4	=	20
		n. Law enforcement and maintenance of law and order	5	_			12
C		a. Records management and submission of reports	3	X	4	-	12
0		b. Compliance with and implementation of policies	3	X	4	=	
	Supervisory	c. Sense of priority	2	X	5	=	10
P	Control	d. Cliest Satisfaction/Orientation	3	X	5	=	15
E	(15 pts)	e. Cost effectiveness	2	X	4	=	
T		f hardement become in activities	2	X	4	=	8
E		a. Receptive to idendromestions	3	X	5	=	15
	People	h. Vennamk Managament	3	X	4	=	12
č	Menagement	c. Build Linkages and metacolo	3	X	4	=	12
			3	T	4	Ξ	12
1	(15 pts)	d. Ability to lead and follow	3	Î	4	1	12
E		e. Materian	3	Î	1	=	12
S		a. Stematiship of units properties		_	1	=	12
		a. Preservation of unit interest	3	X		-	12
	(10 pits)	c. Coordination	4	X	3	=	-
		Personal Trail Personal Trail	_				
	Personal	Monelly Upright / Chris-Minded			1		
11	Qualifies	Hansat	10	X	5	=	50
100						1	
	(to har)	Men Chongson - Grischman		1		1	
	in many	Feir and Just Constant/Facilid	_	1		1	
		Loyal to the Orgh					
	Mrc	Touls with Check Made					
		CHIED SCORE (TRIS)	- 4				45
		L PERFORMANCE RATING (NPR) = TWS /5	4				5
		IT ADJECTIMAL PERFORMANCE RATING (AFR) (Flore	ender to NPRAP	RTak			76
dealer Acce	resourcest of Retor.	l custify that this report represents my best judgment. [] prometion [] designation to higher position [] relief.	HOO! JOON	OT rea	CHINASA		
is penson his penson	nel ceeds improven	ent on the following:					
is penson his penson		ent on the following:		_			
is penson his penson	nel ceeds improven	ent on the following:				_	
is penson his penson	nel ceeds improven	conferment Wine	Attested:		St.	h	
is penson his penson	Collical Incidential PCMS Entire C B	Conference Pair Vision A Provincement	/Bardelt	F	S.	4	161
is penson his penson	PCMS Entire C B	conferenced Parl Miles A Parcherrenced Parl Miles A Parcher	Alterbel:	rai	OC, RPH		(C)
is penson his penson	Critical Incidentife PCMS Entin C B Action PGCO, FP ROUGER,	Conferenced Pull Miles A Parcherrent RPVMS RATEE	Attached:	rai	REVIEWE		SEN CARACT
is penson in penson	Critical Incidentife PCMS Entin C B Action PGCO, FP ROUGER,	Conference Pull Valle A Perchament MAS BASIFE	/4 (2021				68 /2021
is person galificant chronical	PCMS Entitle C B Action Page D, FP ROUTER PRED TO THE GRID	Confinence Pull Date A Production of Confinence Pull Date A Production of Confinence Pull Date accomplished Confinence Co		rai	REVIEWE		68 /2021
is person person galilicant densated;	PCMS Entitle C B Action Page D, FP ROUTER PRED TO THE GRID	Confinence Pull Man A Production of the Section of			REVIEWE		6/8/2021
is person person galilicant densated;	PCMS Entitle C B Action Page D, FP ROUTER PRED TO THE GRID	Confinence Pull Date A Production of Confinence Pull Date A Production of Confinence Pull Date accomplished Confinence Co			REVIEWE		6/8/24
s person is person publicant decanted;	PCMS Entitle C B Action Page D, FP ROUTER PRED TO THE GRID	Confinence Pull Date A Production of Confinence Pull Date A Production of Confinence Pull Date accomplished Confinence Co			REVIEWE	R	

POLICE NON-COMMISSIONED OFFICER PERFORMANCE EVALUATION REPORT FOR PATROLMAN/WOMAN TO POLICE STAFF SERGEANT (FIRST LEVEL) Rating Period: 01 July - 31 December 2021

Rater's N	Parchamento (Last Name)	Erika (Given Name)		Asencion (Middle Name)		2. Rank		Pat		
Position/	Designation		BISC			A Unit Ansimo		-N		
rears an	d Months in Current	Position:	3 n	nonths		4. Unit Assignm				
			-	ionajo		POINT	URD	ANETA CPS, I	PANG F	PO
PARTS	DIMENSIONS	PERFO	RMAI	NCE INDICATORS			_	NUMERICAL		WEIGHTED
		a. Quality of Work		TO LINDIOTTI OTO		ALLOCATION	-	RATING		SCORE
l.	Output	b. Timeliness of work				7	X	5	=	35
	(25 pts)	c. Acceptability of our		ased on standard		6	X	5	=	30
		d. Accomplishment of	f tarne	at at a talk at a talk at a		6	X	5	=	30
	おき キレーニュー	a. Understanding of t	he int	description			X	5	=	30
		b. Awareness of the	vision	mission and objectives	2	X	5	=	10	
N.		Of the organization	1			-	X	5	=	10
_	Job Knowledge	c. Community Oriente	ed Pol	icing System		5	X		\vdash	
C	(25 pts)	d. Creativity/Resource	efulne	388		2	Ŷ	5	=	25
0		e. Analytical Ability				2	Ŷ	5	=	10
R	1	f. Ability to solve prot	olems	Troubleshooting		2	Ŷ	5	=	10
E		g. Oral and written co	mmu	nication		5		5	=	10
		h. Law enforcement a	and m	aintenance of law and or	rder	5	X	4	=	20
C	1	 Records managerr 	nent a	nd submission of reports	301	3	Ŷ	4	5	20
0		b. Compliance with a	nd im	plementation of policies		3	Ŷ	4	=	12
an MOLK MAINE	C. Sense of priority			2	Ŷ	5	\vdash	12		
P	E	d. Client Satisfaction/	/Orien	tation	3	x	5	=	10	
E		e. Cost effectiveness	1		2	x	4	=	15	
1		f. Involvement/Preser	nce in	activities		2	x	3	=	8
E		a. Receptive to ideas	/suga	estions	3	Ŷ	4		6	
N	Interpersonal	 b. Teamwork Manage 	ement		3	x	4		12	
C	Relationship	c. Build Linkages and	netw	vorks	3	x	4		12	
1	(15 pts)	d. Ability to lead and	follow		3	X	4		12	
E		e. Motivation	2		3	x	4	=	12	
S	Concern for the	a. Stewardship of uni	3	X	1	=	12			
	Organization	b. Preservation of un	it inte	rest	3	X	4	=	12	
		c. Coordination			4	X	4	╁	12	
		Personal Trait		Personal Trait		Ť		H	16	
	Personal	Morally Upright	1	Civic-Minded	1			1		
M.	Qualities	Honest	1	Responsible	1	1		-		
	(10 pts)	Well Groomed	17	Disciplined	7	10	X	5	=	50
			+							
		Fair and Just	+*	Courteous/Tactful	✓	1	Ì		1 1	
		Loyal to the Orgin	1	Initiate positive action	1		l		1 1	
		Traits with Check Ma							+	
		IGHTED SCORE (TW		71.	1	11 11 11 11 11 11			_	453
	NUMERICA	L PERFORMANCE R	ATIN	G (NPR) = TWS / 5						90.6
	EQUIVALE	NT ADJECTIVAL PER	RFOR	MANCE RATING (APR)	(Pleas	e refer to NPR-A	PR T	able)		
personn	al to be granted [promotion [] designer to the following:	π ren	resents my best judgme on to higher position []	nt []	INO I HIDOM	PR Ta	able) ecommend	•	VS
owledge			med:	Guldra		A		-		
PI	MAJ HERMILITA)				_	Attes		-/IL) —	
	RATER			Pat Erika A Parchar RATEE			PLT	1 0 1	NER	IGKEY
NOTION	plished: December	10. 2021	Date	Accomplished: Decem	<u>ber 10</u>	. 2021	Date		,	mber 10, 2021
	LOUINE GREV	ANCE COMMITTEE)								
	I COM MAN THE THIS IS	port was referred to t	he Gr	ievance Committee for r	weive	and evaluation.				
					Signa	nture:				
					oigne	ILLI U	Head	I, Grievence Co	ommitte	•

POLICE NON-COMMISSIONED OFFICER PERFORMANCE EVALUATION REPORT FOR PATROLMAN/WOMAN TO POLICE STAFF SERGEANT (FIRST LEVEL) Rating Period: 01 July - 31 December 2022

Ratee's Name	Parchamento	Erika (Gwen Name)	(Mare	Asencio	2 Rank	Patrolwoman					
				MITTEL Engager 4 Unit Assignment/Station/District							
	onths in Current Position.		10 mon			Urdaneta City	Polic	Station, Urdan	ets City	Pangasinani District 5	
1000000	and a recommend resident		(0)			POINT		NUMERICAL		WEIGHTED	
PARTS	DIMENSIONS	DEDECOR.	MANC	E INDICATORS		ALLOCATION		RATING		SCORE	
TANIS	DIMENSIONS	a Quality of Work	UNIO IC	LINDIGHTON		7	X	4	•	28	
	Output	b Timeliness of work				6	X	5		30	
.		c. Acceptability of outp	d base	d on standard		6	X	5		30	
	(25 pts)			O OH Startoard	-	6	X	5	-	30	
		d Accomplishment of I			_	2	X	5	-	10	
- 1		a Understanding of the	00 00	SCI-DOO!		2	X	5		10	
_		b Awareness of the vision, mission and objectives					~				
n.		of the organization		- 0 - 1		5	X	4	-	20	
- 1	Job Knowledge	c. Community Oriented		g System	_	2	P	5	=	10	
C	(25 pts)	d Creativity/Resources	ulness			2	X	5	-	10	
0		e Analytical Ability				2	x	5		10	
R		f Ability to solve proble					Ŷ	4	-	20	
E		 g. Oral and written con 				5	x	1	-	20	
		h Law enforcement an			er	5			1	12	
C		a. Records manageme				3	X	5	-	15	
0		b Compliance with and	d imple	mentation of policies		3	X		+	1.5	
	Supervisory								_	10	
M	Control	c. Sense of priority				2	X	5	-	15	
P	(15 pts)	d Client Satisfaction/C)rientati	on		3	X	5	=		
E		e. Cost effectiveness				2	X	5	=	10	
T		f Involvement/Present	ce in ac	tivities		2	X	5	=	10	
E		a. Receptive to ideas/s				3	X	4	=	12	
-	People		33								
N	Management	b. Teamwork Manager	ment			3	X	5	=	15	
Ĉ		c. Build Linkages and		9		3	X	4	=	12	
ĭ	(15 pts)	d. Ability to lead and fo				3	X	4	=	12	
E	(15 pts)	e. Motivation	JAN III			3	X	4.5	=	13.5	
-	0-8	e. Mouvalion									
	Org'l	- Commendation of contr		diae		3	x	1 4	=	12	
S	Responsiveness	a Stewardship of unit				3	X	4	1 = 1	12	
		b. Preservation of unit	nieres			1 4	x	5	= 1	20	
	(10 pts)	c. Coordination		Towns of Towns	1	1	l^	-	1		
		Personal Trait		Personal Trait	1	-	1		1 1		
	Personal	Morally Upright	1	Civic-Minded		4				1 1 1 2 1	
14.	Qualities	Honest	1	Responsible	1	10	X	5	=	50	
	(10 pts)	Well Groomed	1	Disciplined	1		1		1 1		
	(10 pm)	Fair and Just	176	Courteous/Tactful	1	1	1	1	1 1		
			-		17	1	1	1	1 1		
	and the second	Loyal to the Orgin		nitiate positive action	٠·		-		+		
	Nr of	Traits with Check Marks		Section of the section			-		-	460.6	
	TOTAL WEIGH	ITED SCORE (TWS)					_		\rightarrow	458.5	
	NUMERICAL P	ERFORMANCE RATIN	G (NPF	9 = TWS / 5					_	91.7	
	FOLIVALENT	ADJECTIVAL PERFOR	MANCE	E RATING (APR) (Plea	ase refe	r to NPR-APR Ta	Die)			05	
is personnel his personne	to be granted [] pro il needs improvement		n to hig	her position [] relief.					la di sa	10.	
ignificant/Cri	tical Incident(s) Pat El Semester Calendar	rika A Parchamento, INT Year 2022 for the follow	wing ac	complishment as a m	ember (of Urdaneta CPS	for be	ing adjudged a	s the Be	ual Performance Evaluation	
		conduct of One Time B							NO PION	ncial Lavel from July to Dec	
cknowledge:		Confe	omed:	Phi	w	Attest	ed		1	PIMENTEL	
Deputy Ch RAT	R PAUL V SISON lef of Police ER ished January 02, 202 ED TO THE GRIEVAN	23		INTEL Encoder RATEE Date Accomplished Ja	nuary (12, 2023	Date		ol Pol	ice	
I KE DOC	DIO INC GROCIAN	OL COMMITTEE)									

PNCOPERF 1A (Rating Summary Form)

POLICE NON-COMMISSIONED OFFICER PERFORMANCE EVALUATION REPORT FOR PATROLMANWOMAN TO POLICE STAFF SERGEANT (FIRST LEVEL) Rating Period: 01 January - 30 June 2023

Rater's Nar	Parchamento	Erika (Giyen Name)		Asencio (Middle Name)		2 Rank		Patrolwoma	ın	
Position/De	(Last Name)	INTEL Encoder	-	Designs Harrier		4 Unit Assignme	nV5te	ation/District	-	
		Position 6months 14d	lava	The second secon	-	· company		Urdaneta Ci	pg	
Years and	Months in Current	Losition Guidattia Lat	10			POINT		NUMERICAL!		WEIGHTED
PARIS	DIMENSIONS	61810	RMAN	CE INDICATORS		ALLOCATION	_	RAIPE		SCOPE
PARIS	DIMENSIONS	a Quality of Work				1	X	5	*	35
	Output	b I moliness of www	-		6	X	5	,	30	
٠ ١	(25 pts)	c Acceptability of out	out bar	ed on standard		6	X	5		30
	(23 (18)	d Accomplishment of	taroet		6	X	4.5		21	
		a Understanding of the	doi en	description		2	X	5		10
		h Awareness of the y	ISION.	mission and objectives		2	X	4	2	8
n		of the organization								
	Job Knowledge	c Community Oriente	d Polic	eing System		5	X	5		25
c	(25 pts)	d Creativity/Resource	efulnes	9		2	X	5		10
ŏ l		e Analytical Ability				2	Х	4		8
R		f Ability to solve prob	lems/tr	oubleshooting		2	X	4		88
E		g Oral and written co				5	X	5	5	25
•	h Law Enforcement	and Ma	intenance of Law and O	5	X	4	2	20		
c				d Submission of Reports		3	X	4	-	12
0		b Compliance with a	nd Imp	lementation of Policies/S	OPs	3	X	4	=	12
M		c Sense of Priority				2	X	4	=	8
P		d Client Satisfaction/	Onenta	abon		3	X	5	=	15
E	, , , , ,	e Cost effectiveness				2	X	4	=	8
ī		f Involvement/Preser	nce in /	Activities		2	Х	4	=	8
E		a Receptive to ideas	/sugge	stions		3	Х	4	=	12
N	Interpersonal	b Teamwork Manage	ement			3	X	4	=	12
c	Relationship	c. Build Linkages and	netwo	orks		3	X	5	=	15
i	(15 pts)	d Ability to lead and	follow			3	X	4	=	12
E	,,	e. Motivation				3	Х	4	=	12
s	Concern for the	a Stewardship of uni	t's pro	perties		3	X	4	=	12
	Organization	b Preservation of un	it intere	est		3	Х	4.5	=	13.5
	(10 pts)	c. Coordination				4	X	5	=	20
		Personal Trait		Personal Trait		1			1 1	
	Personal	Morally Upright	1	Civic-Minded	1			1	1 1	
18.	Qualities	Honest	1	Responsible	1	10	x	5	=	50
un.		Well Groomed	1	Disciplined	1	1	1	1	1 1	
	(10 pts)	Fair and Just	1	Courteous/Tactful	1	1	1	1		
			+;		7	1	1	1		
		Loyal to the Org'n	1,	Initiate positive action			-	-	-	
	Nr o	Traits with Check M	arks			1	_			467.5
	TOTAL WE	IGHTED SCORE (TW	(S)	0 0 0 0 THO 15						457.5
	NUMERICA	L PERFORMANCE P	ATING	(NPR) = IWS/5						92
	EQUIVALE		KHORN	NANCE RATING (APR) (F	'lease			ole)		OS

Ruter's Assessment of Ratee: I certify that this report represents my best judgment. [] I DO [] I DO NOT recommend this personnel to be granted [] promotion [] designation to higher position [] relief.

This personnel needs improvement on the following

Significant/Critical Incident(s) Pat Erika A Parchamento, INTEL Encoder, Urdaneta CPS has generated 92% equivalent to Outstanding Rating on his Individual Performance Evaluation Rating (IPER) for 1st. Semester Calendar Year 2023 for his outstanding commitment to support in the Administrative and Operational Accomplishments for the successful arrest of Top 1 Most Wanted Person (Regional & Provincial Level) March 22, 2023, Top 7 Most Wanted Person (City Level) April 3, 2023, Top 7 Most Wanted Person (Regional Level) April 20, 2023, Top 8 Most Wanted Person (City Level) May 2, 2023, and Arrested Wanted Person (Top 7 Regional, Top 3 Provincial and Top 2 City Levels) May 12, 2023.

Acknowledge: Jh. PEMS Gener C Garin	Par Engla Parchamento	Aftes te					
CESPO/	INTEL Encoder	Copuly Chief of Police					
RATER	RATEE	REVIEWER					
Date Accomplished: July 93, 2923	Data Accomplished. July 93, 2023	Date Accomplished: July 93, 2023					
IF REFERRED TO THE GRIEVANCE COMMIT I certify that this report was referre	ed to the Grievance Committee for review and eve	alvation.					
	Signature Head, Grievance Committee						

PNCOPERF 1A (Rating Summary Form)

POLICE NON-COMMISSIONED OFFICER PERFORMANCE EVALUATION REPORT FOR PATROLMAN/WOMAN TO POLICE STAFF SERGEANT (FIRST LEVEL) Rating Period: 01 July - 31 December 2023

Rater's Na	ime					2. Rank		Patrolwom	an	
	Parchamento	Erika		Asencio (Middle Name)				raudinom		
	(Last Name)	(Given Name)		(Middle Name)		4. Unit Assignme	nt/Sta	ation/District		
Position/D	esignation:	INTEL Encoder	-the re	43 days		1.0		Urdaneta C	PS	
Years and	Months in Current	Position: 1 year 2 mo	ntns an	d 3 days		POINT		NUMERICAL		WEIGHTED
		DEDE	ORMAN	ICE INDICATORS		ALLOCATION		RATING		SCORE
PARTS	DIMENSIONS	a. Quality of Work	OTTMICE	OC IIIDIONI DIA		7	X	5		35
		b. Timeliness of wor	-			6	X	5		30
L	Output (25 pts)	c. Acceptability of ou	tout ba	sed on standard	6	X	5		30	
	(25 pts)	d. Accomplishment	of target			6	_X_	4.5	2	27
		a Understanding of	the job	description		2	X	5		10
		b. Awareness of the	vision,	mission and objectives		2	X	4	=	8
II. Job Knowledge		of the organization	1					-		
	c. Community Orient	ed Poli	cing System	5	X	5	=	25		
С	(25 pts)	d. Creativity/Resource	efulnes	s		2	X	5	2	10
ŏ	(e Analytical Ability				2	X	5	=	10
R		f. Ability to solve pro	blems/tr	roubleshooting		2	X	5	=	25
E		o Oral and written o	ommun	ication		5	X	5	-	20
		h Law Enforcement	and Ma	intenance of Law and O	5	X	4	=	12	
C		a. Records Manager	nent an	d Submission of Reports	3	X	4	=	12	
0		b. Compliance with a	and Imp	lementation of Policies/S	3	X	4	=	8	
M	Work Momt	c. Sense of Priority				3	X	4	-	
P	(15 pts)	d. Client Satisfaction	Client Satisfaction/Orientation Cost effectiveness Involvement/Presence in Activities				X	5	=	15 8
E		e. Cost effectiveness					X	4	=	
Т		f. Involvement/Prese					X	4	=	8
E		a. Receptive to idea:	s/sugge	stions		3	X	4	=	12 12
N	Interpersonal	b. Teamwork Manag	ement			3	X	4	=	12
С	Relationship	c. Build Linkages an	d netwo	orks		3	X	4	\rightarrow	12
1	(15 pts)	d. Ability to lead and	follow			3	X	4	=	12
E		e. Motivation				3	X	4	=	12
S	Concern for the	a. Stewardship of ur	it's prop	perties		3	X	4	=	15
	Organization	b. Preservation of ur	nit intere	est		3	X	5	=	20
	(10 pts)	c. Coordination				4	X	- 5	-	20
		Personal Trait	_	Personal Trait	-	4				
	Personal	Morally Upright	1	Civic-Minded	1	4			1	
Ш	Qualities	Honest	V	Responsible	1	10	Х	5	=	50
_	(10 pts)	Well Groomed	1	Disciplined	1				1	
	(10 pa)	Fair and Just	1	Courteous/Tactful	1					
			1	Initiate positive action	1	1				
		Loyal to the Org'n f Traits with Check M	1500	Innoate bosine accoun		 	_		\vdash	
	Nr C	GHTED SCORE (TW	IS)		_		_			460
	NUMERICAL	L PERFORMANCE R	ATING	(NPR) = TWS / 5					\neg	92
	FOUNCALEA	T AD IECTIVAL DER	FORM	ANCE RATING (APR) (P	lease r	efer to NPR-APR	Table	1	\neg	OS
personne	essment of Ratee:	I certify that this repo	rt repre	sents my best judgment to higher position [] re	[]10	TON OD 1[] O	recor	nmend		

Significant/Critical Incident(s): Pat Erika A Parchamento, INTEL Encoder, Urdaneta CPS has generated 92% equivalent to Outstanding Rating on his Individual Performance Evaluation Rating (IPER) for 2nd Semester Calendar Year 2023 for his outstanding commitment to support in the Administrative and Operational Accomplishments at Urdaneta City Police, Urdaneta City, Pangasinan for having been Rank Number 1 on UPER Regional Level for the Month of September 2023 and October 2023; for the successful and peaceful conduct of Barangay and Sagguniang Kabataan Election CY 2023; for Arresting Top 1 Most Wanted Person (City Level) November 10, 2023 and Top 3 Most Wanted Person (City Level) November 14, 2023.

Acknowledge: PEMS Gener C Garin CESPO RATER Date Accomplished: January 2, 2024 (IF REFERRED TO THE GRIEVANCE COMI I certify that this report was refe	Conformed: Pat Eriking Parchamento INTEL Encoder RATEE Date Accomplished: January 2, 2024 MITTEE) arred to the Grievance Committee for review and eva	Altested: PMAJ ALERN DC ABUAN Deputy Chief of Police REVIEWER Date Accomplished: January 2, 2024 advantage.	
	Signature:	Head, Grievance Committee	