PNCOPERF 1A (Rating Summary Form)

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

1. Rater's Name			2. Rank		
Ballesteros (Last Name)	Norman (Given Name)	Almonte (Middle Name)	Patrolman		

3. Position/Designation: DEU Operative	4. Unit Assignment/Station/District
	Urdaneta CPS

5. Years and Months in Current Position: 6months 14days

PARTS	DIMENSIONS	PERFORMANCE INDICATORS	POINT ALLOCATION		NUMERICAL RATING		WEIGHTED SCORE
I.	Output (25 pts)	a. Quality of Work	7	X	5	=	35
		b. Timeliness of work	6	X	5	=	30
		c. Acceptability of output based on standard	6	X	5	=	30
		d. Accomplishment of target	6	X	4.5	=	27
II. C O R E C O M P E T E N C I E S	Job Knowledge (25 pts)	a. Understanding of the job description	2	X	5	=	10
		b. Awareness of the vision, mission and objectives of the organization	2	X	4	=	8
		c. Community Oriented Policing System	5	X	5	=	25
		d. Creativity/Resourcefulness	2	X	5	=	10
		e. Analytical Ability	2	X	4	=	8
		f. Ability to solve problems/troubleshooting	2	X	4	=	8
		g. Oral and written communication	5	X	5	=	25
		h. Law Enforcement and Maintenance of Law and Order	5	X	4	=	20
	Work Mgmt (15 pts)	a. Records Management and Submission of Reports	3	X	4	=	12
		b. Compliance with and Implementation of Policies/SOPs	3	X	4	=	12
		c. Sense of Priority	2	X	4	=	8
		d. Client Satisfaction/Orientation	3	X	5	=	15
		e. Cost effectiveness	2	X	4	=	8
		f. Involvement/Presence in Activities	2	X	4	=	8
	Interpersonal Relationship (15 pts)	a. Receptive to ideas/suggestions	3	X	4	=	12
		b. Teamwork Management	3	X	4	=	12
		c. Build Linkages and networks	3	X	5	=	15
		d. Ability to lead and follow	3	X	4	=	12
		e. Motivation	3	X	4	=	12
	Concern for the Organization (10 pts)	a. Stewardship of unit's properties	3	X	4	=	12
		b. Preservation of unit interest	3	X	4.5	=	13.5
		c. Coordination	4	X	5	=	20

PARTS	DIMENSIONS	Personal Trait		Personal Trait		POINT ALLOCATION		NUMERICAL RATING		WEIGHTED SCORE
III.	Personal Qualities (10 pts)	Morally Upright	✓	Civic-Minded	✓	10	X	5	=	50
		Honest	✓	Responsible	✓					
		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)	457.5
NUMERICAL PERFORMANCE RATING (NPR) = TWS / 5	92
EQUIVALENT ADJECTIVAL PERFORMANCE RATING (APR) (Please refer to NPR-APR Table)	OS

Rater'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 Norman A Ballesteros, DEU Operative, 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 (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:	Conformed:	Attested:
PEMS Gener C Garin	Pat Norman A Ballesteros	PMAJ ROMMEL DL SEMBRANO
CESPO	DEU Operative	Deputy Chief of Police
RATER	RATEE	REVIEWER
Date Accomplished: July 03, 2023	Date Accomplished: July 03, 2023	Date Accomplished: July 03, 2023

(IF REFERRED TO THE GRIEVANCE COMMITTEE)
I certify that this report was referred to the Grievance Committee for review and evaluation.

Signature: _____
Head, Grievance Committee

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

1. Rater's Name				2. Rank				
Ballesteros (Last Name)	**Norman** (Given Name)		**Almonte** (Middle Name)	Patrolman				

3. Position/Designation: DEU-Intel Operative

4. Unit Assignment/Station/District: Urdaneta CPS

5. Years and Months in Current Position: 1 year 2 months and 14 days

PARTS	DIMENSIONS	PERFORMANCE INDICATORS	POINT ALLOCATION		NUMERICAL RATING		WEIGHTED SCORE
I.	Output (25 pts)	a. Quality of Work	7	X	5	=	35
		b. Timeliness of work	6	X	5	=	30
		c. Acceptability of output based on standard	6	X	5	=	30
		d. Accomplishment of target	6	X	4.5	=	27
II. CORE COMPETENCIES	Job Knowledge (25 pts)	a. Understanding of the job description	2	X	5	=	10
		b. Awareness of the vision, mission and objectives of the organization	2	X	4	=	8
		c. Community Oriented Policing System	5	X	5	=	25
		d. Creativity/Resourcefulness	2	X	5	=	10
		e. Analytical Ability	2	X	5	=	10
		f. Ability to solve problems/troubleshooting	2	X	5	=	10
		g. Oral and written communication	5	X	5	=	25
		h. Law Enforcement and Maintenance of Law and Order	5	X	4	=	20
	Work Mgmt (15 pts)	a. Records Management and Submission of Reports	3	X	4	=	12
		b. Compliance with and Implementation of Policies/SOPs	3	X	4	=	12
		c. Sense of Priority	2	X	4	=	8
		d. Client Satisfaction/Orientation	3	X	5	=	15
		e. Cost effectiveness	2	X	4	=	8
		f. Involvement/Presence in Activities	2	X	4	=	8
	Interpersonal Relationship (15 pts)	a. Receptive to ideas/suggestions	3	X	4	=	12
		b. Teamwork Management	3	X	4	=	12
		c. Build Linkages and networks	3	X	4	=	12
		d. Ability to lead and follow	3	X	4	=	12
		e. Motivation	3	X	4	=	12
	Concern for the Organization (10 pts)	a. Stewardship of unit's properties	3	X	4	=	12
		b. Preservation of unit interest	3	X	5	=	15
		c. Coordination	4	X	5	=	20

III.	Personal Qualities (10 pts)	Personal Trait	Personal Trait					
		Morally Upright ✓	Civic-Minded ✓					
		Honest ✓	Responsible ✓	10	X	5	=	50
		Well Groomed ✓	Disciplined ✓					
		Fair and Just ✓	Courteous/Tactful ✓					
		Loyal to the Org'n ✓	Initiate positive action ✓					

Nr of Traits with Check Marks	460
TOTAL WEIGHTED SCORE (TWS)	92
NUMERICAL PERFORMANCE RATING (NPR) = TWS / 5	OS
EQUIVALENT ADJECTIVAL PERFORMANCE RATING (APR) (Please refer to NPR-APR Table)	

Rater'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 Norman A Ballesteros, DEU-Intel Operative, 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:	Conformed:	Attested:
PEMS Gener C Garin CESPO RATER	**Pat Norman A Ballesteros** DEU-Intel Operative RATEE	**PMAJ AILAN DC ABUAN** Deputy Chief of Police REVIEWER
Date Accomplished: January 2, 2024	Date Accomplished: January 2, 2024	Date Accomplished: January 2, 2024

(IF REFERRED TO THE GRIEVANCE COMMITTEE)
I certify that this report was referred to the Grievance Committee for review and evaluation.

Signature: _____
Head, Grievance Committee

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

1. Rater's Name			2. Rank			
Ballesteros	Norman	Almonte	Patrolman			
(Last Name)	(Given Name)	(Middle Name)				

3. Position/Designation	Schooling - PSBRC	4. Unit Assignment/Station/District
5. Years and Months in Current Position:	6 months	RPHAS - PRO1

PARTS	DIMENSIONS	PERFORMANCE INDICATORS	POINT ALLOCATION		NUMERICAL RATING		WEIGHTED SCORE
I.	Output (25 pts)	a. Quality of Work	7	X	4	=	28
		b. Timeliness of work	6	X	4	=	24
		c. Acceptability of output based on standard	6	X	4	=	24
		d. Accomplishment of target	6	X	4	=	24
II. C O R E C O M P E T E N C I E S	Job Knowledge (25 pts)	a. Understanding of the job description	2	X	4	=	8
		b. Awareness of the vision, mission and objectives of the organization	2	X	4	=	8
		c. Community Oriented Policing System	5	X	5	=	25
		d. Creativity/Resourcefulness	2	X	5	=	10
		e. Analytical Ability	2	X	5	=	10
		f. Ability to solve problems/troubleshooting	2	X	5	=	10
		g. Oral and written communication	5	X	4	=	20
		h. Law enforcement and maintenance of law and order	5	X	4	=	20
	Work Mgmt (15 pts)	a. Records management and submission of reports	3	X	4	=	12
		b. Compliance with and implementation of policies	3	X	4	=	12
		c. Sense of priority	2	X	5	=	10
		d. Client Satisfaction/Orientation	3	X	5	=	15
		e. Cost effectiveness	2	X	4	=	8
		f. Involvement/Presence in activities	2	X	4	=	8
	Interpersonal Relationship (15 pts)	a. Receptive to ideas/suggestions	3	X	4	=	12
		b. Teamwork Management	3	X	5	=	15
		c. Build Linkages and networks	3	X	4	=	12
		d. Ability to lead and follow	3	X	4	=	12
		e. Motivation	3	X	4	=	12
	Concern for the Organization (10 pts)	a. Stewardship of unit's properties	3	X	4	=	12
		b. Preservation of unit interest	3	X	4	=	12
		c. Coordination	4	X	3	=	12

III.	Personal Qualities (10 pts)	Personal Trait		Personal Trait				
		Morally Upright	✓	Civic-Minded	✓	10	X	5	=	50
		Honest	✓	Responsible	✓			
		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)		425
NUMERICAL PERFORMANCE RATING (NPR) = TWS / 5		85
EQUIVALENT ADJECTIVAL PERFORMANCE RATING (APR) (Please refer to NPR-APR Table)		VS

Rater'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)

Acknowledge:

PCPT HAYDE M ANGELITO
Chief, Non Academic Section
RATER
Date Accomplished DEC 2 9 2020
(IF REFERRED TO THE GRIEVANCE COMMITTEE)

Conformed:

Pat Norman A Ballesteros
RATEE
Date Accomplished DEC 2 9 2020

Attested:

PMAJ LUDIVICO A CORDOVA
Asst Chief, RTC1
REVIEWER
Date Accomplished DEC 2 9 2020

I certify that this report was referred to the Grievance Committee for review and evaluation.

Signature: _____
Head, Grievance Committee