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 Name Ballesteros Norman Almonte						2. Rank Patrolman						
	(Last Name)	(Given Name)		(Middle Name)				alon Detroit				
Position/D	esignation: D	EU Operative	- 3			4. Unit Assignm	envo	Urdaneta (200			
		Position: 6months 14d	ays					NUMERICAL	1	WEIGHTED		
						POINT	-	RATING	-	SCORE		
PARIS	DIMENSIONS	PERFO	RMAN	CE INDICATORS		ALLOCATION	 -	5	-	35		
	Output	a. Quality of Work	7	X	5	-	30					
l.		b. Timeliness of work	6	Ŷ	5	-	30					
		c. Acceptability of out	6	Ŷ	4.5		27					
		d. Accomplishment of				6	Ŷ	5		10		
		a. Understanding of the	e job	description		2	X	4		8		
_		b. Awareness of the v		^								
n.		of the organization				5	X	5		25		
-		c. Community Oriente	2	X	5		10					
C	(25 pts)	d. Creativity/Resource	2	x	4	2	8					
0		e. Analytical Ability	2	$\hat{\mathbf{x}}$	4	=	8					
R		f. Ability to solve prob				5	X	5	=	25		
E		g. Oral and written co				5	X	4	2	20		
		h. Law Enforcement	and Ma	intenance of Law and C	rder	3	X	4	•	12		
C	Work Mgmt (15 pts)	a. Records Managerr	ent an	d Submission of Report	ODe	3	X	4	=	12		
M			nd Imp	lementation of Policies/S	OUPS	2	X	4	=	8		
P		c. Sense of Priority	-1	3	X	5	=	15				
E		d. Client Satisfaction/	2	X	4	=	8					
ī		f. Involvement/Preser	2	X	4	=	88					
Ė		a. Receptive to ideas	3	X	4	=	12					
N	Interpersonal Relationship (15 pts)	b. Teamwork Manage	3	X	4	=	12					
C		c. Build Linkages and	3	Х	5	=	15					
ī		d. Ability to lead and	3	X	4	-	12					
E	,,	e. Motivation				3	X	4	-	12 12		
S	Concern for the	a. Stewardship of uni	rs pro	perties		3	X	4	=	13.5		
	Organization	b. Preservation of un	it inter	est		3	X	4.5	-	20		
	(10 pts)	c. Coordination				4	X	-3-	-	20		
	Personal Qualities (10 pts)	Personal Trait	+-	Personal Trait	1	1 1	1					
		Morally Upright	1	Civic-Minded		10		_				
m.		Honest	1	Responsible	1		X	5		50		
441.		Well Groomed	1	Disciplined	1	1 1						
		Fair and Just	1	Courteous/Tactful	1	i						
	1	Loval to the Orgin	1	Initiate positive action	1							
	Neo	Traits with Check Ma	rks									
	TOTAL ME	ICUTED SCORE (TW	Sì							457.5		
		- DEDCODALANCE D	ΔΤΙΝΟ:	(NPR) = TWS /5					_	92		
	FOLIVALE	MT ADJECTIVAL PER	FORM	ANCE RATING (APR) (F	lease (refer to NPR-APR	Table)		OS		

Rater's Assessment of Ratee: I certify that this report represents my best judgment. [] 100 [] 100 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 (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

nowledge: 0	Conformed: A	Attested
PEMS Gener C Garin	Pat Norman A Ballesteros	Deputy Chief of Police
CESPO	DEU Operative RATEE	REVIEWER
RATER Date Accomplished: July 91, 2023	Date Accomplished: July 92, 2022	Date Accomplished: July 83, 2023
Date Accomplished: July 91, 2023		
Date Accomplished: July 91, 2023	TEEN	

FOLICE NON-COMMISSIONED OFFICER PERFORMANCE EVALUATION REPORT FOR PATROLMAN/WOMAN TO POLICE STAFF SERGEANT (FIRST LEVEL)

Rating Perio	d: 01 July	- 31 December 2023
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Rater's Name Ballesteros Norman Almonte (Last Name) (Given Name) (Middle Name)						2. Rank Patrolman							
Position/D		DEU-Intel Operative	10			4. Unit Assignmen	nt/Stat						
		osition: 1 year 2 mon	ths and	14 days	110			Urdaneta C	PS	MEIGHTED			
2 10	10 0 0					POINT	_	NUMERICAL		WEIGHTED SCORE			
PARTS	DIMENSIONS	PERFOR	RMANC	E INDICATORS		ALLOCATION	-	RATING	=				
100	Output (25 pts)	a. Quality of Work				7	X	5	=	35 30			
L		b. Timeliness of work	6	X	5	-	30						
		c. Acceptability of outp	6	X	4.5	=	27						
1.78,8		d. Accomplishment of	target			6	$\frac{2}{x}$	5	=	10			
	1.4	a. Understanding of th	e job de	scription		2	Ŷ	4	=	8			
		b. Awareness of the vi		2	^		-						
II.		of the organization		5	X	5		25					
		c. Community Oriente		2	X	5	1	10					
C		 d. Creativity/Resource 		2	Ŷ	5	=	10					
0		e. Analytical Ability		2	Ŷ	5	-	10					
R		f. Ability to solve probl	ems/tro	ubleshooting		5	Ŷ	5	=	25			
E	and the second	g. Oral and written co		5	x	4	+=+	20					
		h. Law Enforcement a	er	3	x	4	1 = 1	12					
C	Work Mgmt	a. Records Managem	\n	3	x	4	1=1	12					
0		b. Compliance with ar)PS	2	Ŷ	4	=	8					
M		c. Sense of Priority		3	Ŷ	5	1=1	15					
P		d. Client Satisfaction/		2	 \hat{x}	4	1=1	8					
E		e. Cost effectiveness		2	Î	4	+=+	8					
T		f. Involvement/Preser		3	Î	4	=	12					
Ε	1 m	a. Receptive to ideas/suggestions				3	 x	4	=	12			
N		b. Teamwork Management c. Build Linkages and networks				3	 \hat{x}	4	=	12			
C	Relationship					3	Î	4	=	12			
1	(15 pts)	d. Ability to lead and		3	Î	4	=	12					
E		e. Motivation		3	╁	4	=	12					
S		a. Stewardship of uni		3	1 x	5	=	15					
	Organization	b. Preservation of unit interest				4	Τ̈́X		1=	20			
150	(10 pts)	c. Coordination		D and Trait		1	+^						
1.4		Personal Trait	-	Personal Trait	1								
	Personal Qualities (10 pts)	Morally Upright	1	Civic-Minded			١.,	5	_	50			
III.		Honest	1	Responsible	1	10	X		-	- 50			
		Well Groomed	1	Disciplined	1								
15		Fair and Just	1	Courteous/Tactful	1		201						
			1	Initiate positive action	1				100	100			
		Loyal to the Org'n of Traits with Check M		misuto positivo doson		The state of	T						
41.00	Nro	of Traits with Check M	C)				6.0.0		7.57	460			
8 12 3		GHTED SCORE (TW	ATIMIC	(NDP) = TWS / 5					18	92			
	NUMERICA	L PERFORMANCE R	ATING	ANCE RATING (APR) (F	lease	refer to NPR-AP	R Tah	le)	- F	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-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: PEMS Gener C Garin CESPØ RATER	Conformed: Attested Par Norman A Ballesteros DEU-Intel Operative RATEE [Date Accomplished: January 2, 2024]	PMAJ ALCAN DE ABUAN Deputy Chief of Police REVIEWER Date Accomplished: January 2, 2024
Date Accomplished: January 2, 2024 (IF REFERRED TO THE GRIEVANCE COMMITTEE I certify that this report was referred to		Head, Grievance Committee

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

Rater's N	Ballesteros (Last Name)	Norman (Given Name)		Almonta (Middle Name)		2. Rank		Patrolma	an .	7.
	Designation	Secret Secret	School	ing - PSBRC	9120	4. Unit Assignm	ent/S	lation/District		
Years and	d Months in Current	Position:	6 п	nonths	11 1	er told in august		RPHAS - P	RO1	
					11.20	POINT		NUMERICAL		WEIGHTED
PARTS	DIMENSIONS		PERFO	RMANCE INDICATORS		ALLOCATION		RATING		SCORE
-1-3-1	Park of the proof	a. Quality of Work	27	Contract of the Contract of		7	X	4	=	28
l.	Output	b. Timeliness of work	10 e 11	A STATE OF THE STATE	The second	6	X	4	2	24
	(25 pts)	c. Acceptability of outp	ut besed	on standard		6	X	4	=	24
	* * * * * * * * * * * * * * * * * * *	d. Accomplishment of				6	X	4	=	24
. 175	100	a. Understanding of the		ription	100	2	X	4	-	8
		b. Awareness of the vis	_			2	X	4	-	8
11.	1021-011	of the organization		State of the Authority of the		 	Ë			
	Job Knowledge	c. Community Oriented	Policina	Svetom		5	X	5	-	25
C	(25 pts)	d. Creativity/Resources		- 1-0011		2	x	5		10
o	(an pos)	e. Analytical Ability	un ROSS				_		-	
R				lanka (fra		2	X	5	=	10
E		f. Ability to solve proble				2	X	5	=	10
	2.73	g. Oral and written com			4.4	5	X	4	=	20
	67 ST 16 x 15	h. Law enforcement an	_			5	X	4	-	20
C		a. Records manageme				3	X	4	=	12
0	1.	b. Compliance with and	impleme	entation of policies		3	Х	4	=	12
	Work Mgmt	c. Sense of priority		the state of the state of	e - 3	2	X	5	2	10
P	(15 pts)	d. Client Satisfaction/C	rientation			3	×	5	=	15
E	1 1	e. Cost effectiveness	2	X	4	=	8			
ı		f. Involvement/Present	e in activ	ities	As Elevis	2	X	4	=	8
E	The state of the state of	a. Receptive to ideas/s	uggestion	18	V	3	X	4	-	12
N	Interpersonal	b. Teamwork Managers	b. Teamwork Management					5	= 1	15
C	Relationship	c. Build Linkages and networks				3	X	4	=	12
1	(15 pts)		d. Ability to lead and follow			3	X	4	=	12
E	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	e. Metivation				3	x	4		
S	Concern for the	a. Stewardship of units	nonorti	96		3	x		_	12
		b. Preservation of unit		-3			_	4	=	12
	(10 pts)	c. Coordination	*******			3 4	X	4	=	12
1.5	(10 pm)	Personal Trait	 -	X	3	=	12			
	Personal	Morally Upright	-17	Personal Trait Civic-Minded		7	X	5	-	
M.	Qualities			Olive Hillians	V.					
H1.		Honest		T Sepericular	1					50
	(10 pts)	Well Groomed		Cicopano	1					
		Fair and Just			1					
	L	Loyal to the Orgin		Triviano positivo scuori	1	20	1	The base of the		
		Nr of Traits with Ch		<u> </u>		. 3 8 . 1	3	47		egik a k
		IGHTED SCORE (TWE						4		425
	NUMERIC	AL PERFORMANCE RA	TING (N	PR) = TWS / 5		1 - N. 1995 - 1		La		85
	EQUIVALE	NT ADJECTIVAL PER	ORMAN	CE RATING (APR) (Please refer	b NPR-APR	Table)	W.	7		VS
personne	al to be granted [] al needs improvem	promotion [] designation the following:	ation to h	s my best judgment. [] I DO [igher position [] relief.) I DO NOT i	*Commend				
ficant/C	itical Incident(s)		,			/	_			7 7 8
owledge	PCPT HAYDE M Chief, Non Assis	ANGELITO emic Section R	Conforme	Pat Norman A Balleston RATEE	21	ested		Asst	Chief,	
Accomp		2 9 2020	Date	Accomplished DEC 2 9	2020		D-4		EVIEW	
EFERR	ED TO THE GRIEV	ANCE COMMITTEE)			Accomplished	DFC	2 9 202			
	I certify that this re	port was referred to the	Grievano	committee for review and evaluation	uation.				114	
					Signature			<i>b</i> , 3		
					A 71.5		Head	Grisvance Co	mmittee	
							7	in the second	12	