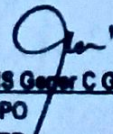




**POLICE NON-COMMISSIONED OFFICER PERFORMANCE
EVALUATION REPORT FOR PATROLMAN/WOMAN TO POLICE STAFF SERGEANT (FIRST LEVEL)
Rating Period: 01 January - 30 June 2023**

1 Rater's Name <div style="display: flex; justify-content: space-around;">De Guzman (Last Name)Anthony (Given Name)Deia Cruz (Middle Name)</div>					2 Rank Police Staff Sergeant					
3 Position/Designation: DEU Operative					4 Unit Assignment/Station/District Urdaneta CPS					
5 Years and Months in Current Position: 3months 4days										
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	5	=	15	
		c. Build Linkages and networks			3	X	5	=	15	
		d. Ability to lead and follow			3	X	4.5	=	13.5	
		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			
III.	Personal Qualities (10 pts)	Personal Trait			10	X	5	=	50	
		Morally Upright	✓	Civic-Minded						✓
		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)									462	
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): PSSg Anthony D De Guzman, 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; and Top 9 Most Wanted Person (Regional Level) June 4, 2023.

<p>Acknowledge:  PEMS Cesar C. Garin CESPO RATER Date Accomplished: July 03, 2023</p>	<p>Conformed:  PSSg Anthony D De Guzman DEU Operative RATEE Date Accomplished: July 03, 2023</p>	<p>Attested:  PMA L Rommel D Sembrano Deputy Chief of Police REVIEWER Date Accomplished: July 03, 2023</p>
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(IF REFERRED TO THE GRIEVANCE COMMITTEE)

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

Signature: _____