
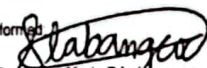



**POLICE NON-COMMISSIONED OFFICER PERFORMANCE  
EVALUATION REPORT FOR PATROLMAN/WOMAN TO POLICE STAFF SERGEANT (FIRST LEVEL)**  
Rating Period: 01 July - 31 December 2023

1. Ratee's Name		2. Rank					
Labangcoo (Last Name)	Alysa Marie (Given Name)	Pompa (Middle Name)	Patrolwoman				
3. Position/Designation		4. Unit Assignment/Station/District					
INTEL Encoder		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 (20 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	
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. Responsive 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		
Concern for the Organization (10 pts)	e. Motivation	3	X	4	= 12		
	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	✓		
		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)					460		
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. <input type="checkbox"/> I DO <input type="checkbox"/> I DO NOT recommend this personnel to be granted <input type="checkbox"/> promotion <input type="checkbox"/> designation to higher position <input type="checkbox"/> relief. This personnel needs improvement on the following:							
Significant/Critical Incident(s): Pat Alysa Marie P Labangcoo, 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 Cener C Garin CESPO RATER		Confirmed: Pat Alysa Marie P Labangcoo INTEL Encoder RATEE		Attested: PMAJ Attan-OC 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 January - 30 June 2023

1 Rater's Name <div style="display: flex; justify-content: space-between;"><span>Labangcoc (Last Name)</span><span>Allysa Marie (Given Name)</span><span>Pompa (Middle Name)</span></div>				2 Rank <div style="text-align: center;">Patrolwoman</div>			
3 Position/Designation <div style="text-align: center;">INTEL Encoder</div>				4 Unit Assignment/Station/District <div style="text-align: center;">Urdaneta CPS</div>			
5 Years and Months in Current Position: 6 months 4 days							
PARTS	DIMENSIONS	PERFORMANCE INDICATORS	POINT	NUMERICAL	WEIGHTED		
			ALLOCATION	RATING	SCORE	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
	Interpersonal Relationship (15 pts)	e. Cost effectiveness	2	X	4	=	8
		f. Involvement/Presence in Activities	2	X	4	=	8
		a. Receptive to ideas/suggestions	3	X	4	=	12
		b. Teamwork Management	3	X	4	=	12
	Concern for the Organization (10 pts)	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
		a. Stewardship of unit's properties	3	X	4	=	12
III.	Personal Qualities (10 pts)	b. Preservation of unit interest	3	X	4.5	=	13.5
		c. Coordination	4	X	5	=	20
		Personal Trait					
		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): <span style="float: right;">457.5</span> NUMERICAL PERFORMANCE RATING (NPR) = TWS / 5: <span style="float: right;">92</span> EQUIVALENT ADJECTIVAL PERFORMANCE RATING (APR) (Please refer to NPR-APR Table): <span style="float: right;">OS</span>							
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 Allysa Marie P Labangcoc, 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 (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  PEMS Gen. C Garin CESPO RATER Date Accomplished: July 03, 2023		Confirmed  Pat Allysa Marie P Labangcoc INTEL Encoder RATEE Date Accomplished: July 03, 2023		Attested  PEMS Rommel PDS Sembrano Deputy Chief of Police REVIEWER 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 PATROL, MAINTENANCE TO POLICE STAFF SERGEANT (FIRST LEVEL)**  
Rating Period: 01 January - 30 June 2022

1. Ratee's Name <div style="display: flex; justify-content: space-between;"><span>Labangoc, Liza (Name)</span><span>Alfira Marie (Given Name)</span><span>Pompe (Family Name)</span></div>				2. Rank <div style="text-align: center;">Pvt</div>							
3. Position/Designation Patrol				4. (a) Region/Station/Unit							
5. Year and Month in Current Position 1 month				6. (b) Region/Station/Unit							
PART	DIMENSIONS	PERFORMANCE INDICATORS	7. (c) Region/Station/Unit								
			100%	75%	50%	25%					
I	Output (25 pts)	a. Quality of Work	5	X	5	=	25				
		b. Timeliness of work	5	X	5	=	25				
		c. Acceptability of output based on standard	5	X	5	=	25				
		d. Accomplishment of target	5	X	5	=	25				
II	Job Knowledge (25 pts)	a. Understanding of the job description	5	X	5	=	25				
		b. Awareness of the vision, mission and objectives of the organization	5	X	5	=	25				
		c. Community Oriented Policing System	5	X	5	=	25				
		d. Creativity/Resourcefulness	5	X	5	=	25				
		e. Analytical Ability	5	X	5	=	25				
		f. Ability to solve problems/troubleshooting	5	X	5	=	25				
		g. Oral and written communication	5	X	4	=	20				
		h. Law enforcement and maintenance of law and order	5	X	4	=	20				
		III	Work Mgmt (15 pts)	a. Resource management and submission of reports	5	X	4	=	12		
				b. Compliance with and implementation of policies	5	X	4	=	12		
c. Sense of priority	5			X	5	=	15				
d. Client Satisfaction/Orientation	5			X	5	=	15				
e. Cost effectiveness	5			X	4	=	8				
IV	Interpersonal Relationship (15 pts)	a. Involvement/Presence in activities	5	X	4	=	8				
		b. Responsive to ideas/suggestions	5	X	4	=	12				
		c. Teamwork/Management	5	X	4	=	12				
		d. Built linkages and networks	5	X	4	=	12				
		e. Ability to lead and follow	5	X	4	=	12				
V	Concern for the Organization (10 pts)	a. Stewardship of unit's properties	5	X	4	=	12				
		b. Preservation of unit's interest	5	X	4	=	12				
		c. Coordinator	4	X	4	=	16				
VI	Personal Qualities (10 pts)	Personal Trait					10	X	5	=	50
		Morale/Upright	✓	Civic-Minded	✓						
		Honest	✓	Responsible	✓						
		Well Groomed	✓	Disciplined	✓						
		Fair and Just	✓	Courteous/Tactful	✓						
		Loyal to the Org't	✓	Initiate positive action	✓						
No of Traits with Check Marks											
TOTAL WEIGHTED SCORE (TWS)											
NUMERICAL PERFORMANCE RATING (NPR) = TWS / 5											
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. <input checked="" type="checkbox"/> DO <input type="checkbox"/> DO NOT recommend this personnel to be granted <input type="checkbox"/> promotion <input type="checkbox"/> designation to higher position <input type="checkbox"/> relief. This personnel needs improvement on the following:											
Significant/Critical Incident(s): Pat Alfira Marie P Labangoc/Patroller has gained 91 % equivalent to Outstanding Rating on her Individual Performance Evaluation Rating for 1st Semester Calendar year 2022 for the following accomplishment as a member of the Urdaneta CFS/Pangasinan PPO/Police Regional Office 1 for Anezing Top Most Wanted Person, for successful conduct of SACLEO for the month of January to June 2022. Also being adjudged as Number 1 in entire Region 1 for the Unit Performance Evaluation Rating for the period of January, February, March and April 2022. And also for the successful and peaceful National and Local Election 2022.											
Acknowledge: <u>PNP/HERNILITA L. GUTIERING</u> Conformed: <u>Pat Alfira Marie P Labangoc</u> Attested: <u>PLT COL BENSON D. PIMENTEL</u> RATER RATER REVIEWER Date Accomplished: June 24, 2022 Date Accomplished: June 24, 2022 Date Accomplished: June 24, 2022 (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		Labangcoc (Last Name)		Allysa Marie (Given Name)		Pompa (Middle Name)		2. Rank		Patrolwoman	
3. Position/Designation:		INTEL Encoder		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.  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	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									
		Morally Upright		✓							
		Honest		✓							
		Well Groomed		✓							
		Fair and Just		✓							
		Loyal to the Org'n		✓							
Personal Trait											
Civic-Minded		✓									
Responsible		✓									
Disciplined		✓									
Courteous/Tactful		✓									
Initiate positive action		✓									
TOTAL WEIGHTED SCORE (TWS)								460			
NUMERICAL PERFORMANCE RATING (NPR) = TWS / 5								92			
EQUIVALENT ADJECTIVAL PERFORMANCE RATING (APR) (Please refer to NPR-APR Table)								OS			
<p>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.</p> <p>This personnel needs improvement on the following:</p>											
<p>Significant/Critical Incident(s): Pat Allysa Marie P Labangcoc, 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.</p>											
Acknowledge:		Conformed:		Attested:							
 PEMS Gen C Garin CESPO RATER		 Pat Allysa Marie P Labangcoc INTEL Encoder RATEE		 PMAJ Atan-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											



Republic of the Philippines  
NATIONAL POLICE COMMISSION  
PHILIPPINE NATIONAL POLICE  
POLICE REGIONAL OFFICE 1

