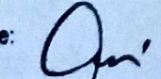




POLICE NON-COMMISSIONED OFFICER PERFORMANCE
EVALUATION REPORT FOR PATROLMAN/WOMAN TO POLICE STAFF SERGEANT (FIRST LEVEL)
 Rating Period: 01 July - 31 December 2023

1. Rater's Name <div style="display: flex; justify-content: space-between;"> De Guzman (Last Name) Anthony (Given Name) Dea Cruz (Middle Name) </div>				2. Rank <div style="text-align: center;">Police Staff Sergeant</div>						
3. Position/Designation: DEU Operative				4. Unit Assignment/Station/District <div style="text-align: center;">Urdaneta CPS</div>						
5. Years and Months in Current Position: 9months and 14days										
PARTS	DIMENSIONS	PERFORMANCE INDICATORS	POINT ALLOCATION	X	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		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)							460			
NUMERICAL PERFORMANCE RATING (NPR) = TWS / 5							92			
EQUIVALENT ADJECTIVAL PERFORMANCE RATING (APR) (Please refer to NPR-APR Table)							OS			

Rater's Assessment of Rates: 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 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 Gen C Garin CESPO RATER Date Accomplished: January 2, 2024	Conformed:  PSSg Anthony D De Guzman DEU Operative RATEE Date Accomplished: January 2, 2024	Attested:  PMAJ ALLAN-BC ABUAN Deputy Chief of Police REVIEWER 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: _____