

**POLICE NON-COMMISSIONED OFFICER PERFORMANCE**  
**EVALUATION REPORT FOR POLICE MASTER SERGEANT TO POLICE SENIOR MASTER SERGEANT (SECOND LEVEL)**  
**Rating Period: 01 January - 30 June 2022**

1. Rater's Name Bulleser            Rhea            Lejos (Last Name)      (Given Name)      (Middle Name)			2. Rank PSMS		
3. Position/Designation Asst ADMIN PNCO			4. Unit Assignment/Station/District URDANETA CPS, PANG PPO		
5. Years and Months in Current Position: 9 months			POINT ALLOCATION	NUMERICAL RATING	WEIGHTED SCORE
I.  C O R E  C O M P E T E N C I E S	Output (15 pts)	a. Quality of Work	5	X 5	= 25
		b. Timeliness of work	3	X 5	= 15
		c. Acceptability of output based on standard	4	X 5	= 20
		d. Accomplishment of target	3	X 5	= 15
	Job Knowledge (20 pts)	a. Understanding of the job description	2	X 5	= 10
		b. Awareness of the vision, mission and objectives of the organization	2	X 5	= 10
		c. Community Oriented Policing System	4	X 5	= 20
		d. Creativity/Resourcefulness	2	X 5	= 10
		e. Analytical Ability	2	X 5	= 10
		f. Ability to solve problems/troubleshooting	2	X 4.5	= 9
Work Mgmt (25 pts)	g. Oral and written communication	4	X 4.5	= 18	
	h. Law enforcement and maintenance of law and order	2	X 5	= 10	
	a. Records management and submission of reports	5	X 4.2	= 21	
	b. Compliance with and implementation of policies	4	X 4	= 16	
	c. Sense of priority	4	X 5	= 20	
Interpersonal Relationship (20 pts)	d. Client Satisfaction/Orientation	4	X 4	= 16	
	e. Cost effectiveness	4	X 4.5	= 18	
	f. Involvement/Presence in activities	4	X 5	= 20	
	a. Receptive to ideas/suggestions	4	X 4.5	= 18	
	b. Teamwork Management	4	X 4.5	= 18	
Concern for the Organization (10 pts)	c. Build Linkages and networks	4	X 4	= 16	
	d. Ability to lead and follow	4	X 4	= 16	
	e. Motivation	4	X 4	= 16	
III.  Personal Qualities (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 4	= 16	
	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)			457		
NUMERICAL PERFORMANCE RATING (NPR) = TWS / 5			91.4		
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 checked="" 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): PSMS Rhea L Bulleser/Asst ADMIN PNCO has gained 91.4 % 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 CPS/Pangasinan PPO/Police Regional Office 1 for Arresting 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 conduct of National and Local Election 2022.					
Acknowledge: <u>fr</u> Conformed: <u>R</u>		Attested: <u>PSMS Rhea L Bulleser</u>		PLTCOL BENSON D PIMENTEL	
PMAJ HERMILITA L GUITERING RATER		RATEE		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					

PNCO PERF 2A (Rating Summary Form)

**POLICE NON-COMMISSIONED OFFICER PERFORMANCE**  
**EVALUATION REPORT FOR POLICE MASTER SERGEANT TO POLICE SENIOR MASTER SERGEANT (SECOND LEVEL)**  
Rating Period: 01 July - 31 December 2022

1 Rater's Name Bulleser Rhea Lelos			2 Rank Police Senior Master Sergeant			
(Last Name) (Given Name) (Middle Name)						
3 Position/Designation ADMIN PNCO			4 UNIT Assignment/Station/District Urdaneta City Police Station, Urdaneta City Pangasinan District 5			
5 Years and Months in Current Position 3 months						
PARTS	DIMENSIONS	PERFORMANCE INDICATORS		POINT ALLOCATION	NUMERICAL RATING	WEIGHTED SCORE
		a. Quality of Work	b. Timeliness of work			
<b>R</b> <b>CORE</b> <b>C</b> <b>O</b> <b>M</b> <b>P</b> <b>E</b> <b>T</b> <b>E</b> <b>C</b> <b>I</b> <b>S</b>	<b>Output</b> (15 pts)	a. Quality of Work	5	X	4	= 20
		b. Timeliness of work	3	X	5	= 15
		c. Acceptability of output based on standard	4	X	5	= 20
		d. Accomplishment of target	3	X	5	= 15
	<b>Job Knowledge</b> (20 pts)	a. Understanding of the job description	2	X	5	= 10
		b. Awareness of the vision, mission and objectives of the organization	2	X	5	= 20
		c. Community Oriented Policing System	4	X	5	= 10
		d. Creativity/Resourcefulness	2	X	5	= 10
		e. Analytical Ability	2	X	5	= 10
		f. Ability to solve problems/troubleshooting	2	X	5	= 20
<b>Supervisory Control</b> (25 pts)	g. Oral and written communication	4	X	5	= 10	
	h. Law enforcement and maintenance of law and order	2	X	5	= 25	
	a. Records management and submission of reports	5	X	5	= 16	
	b. Compliance with and implementation of policies	4	X	4	= 16	
<b>People Management</b> (20 pts)	c. Sense of priority	4	X	5	= 20	
	d. Client Satisfaction/Orientation	4	X	4	= 16	
	e. Cost effectiveness	4	X	4	= 16	
	f. Involvement/Presence in activities	4	X	4	= 16	
	g. Receptive to ideas/suggestions	4	X	5	= 20	
<b>Org'l Responsiveness</b> (10 pts)	b. Teamwork Management	4	X	4.5	= 18	
	c. Build Linkages and networks	4	X	4	= 16	
	d. Ability to lead and follow	4	X	4	= 16	
e. Motivation	4	X	4	= 15		
a. Stewardship of unit's properties	3	X	5	= 13.5		
b. Preservation of unit interest	3	X	4.5	= 16		
c. Coordination	4	X	4	= 16		
Nº of Traits with Check Marks			45/5			
TOTAL WEIGHTED SCORE (TWS)			91.9			
NUMERICAL PERFORMANCE RATING (NPR) = TWS / 5			OS			
EQUIVALENT ADJECTIVAL PERFORMANCE RATING (APR) (Please refer to APR Table)						
Rater's Assessment of Ratee: I certify that this report represents my best judgment. [ ] DO [ ] 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): PSMS Rhea L Bulleser, ADMIN PNCO has generated 91.9 % equivalent to Outstanding Rating on his Individual Performance Evaluation Rating (IPER) for 2nd Semester Calendar Year 2022 for the following accomplishment as a member of Urdaneta CPS for being adjudged as the Best Component City Police Station CY 2022 National Level during the celebration of 121st PNP Anniversary, For Arresting Top Most Wanted Person under City Level and Provincial Level from July to December 2022 for being rank as number 1 re conduct of One Time Big Time last September 12-18, 2022 re One Time Big Time PD 1602.						
Acknowledgment		Conformed		Attested		
 <b>PMA PETER PAUL V SISON</b> Deputy Chief of Police RATER		 <b>PSMS Rhea L Bulleser</b> ADMIN PNCO RATEE		 <b>PLTCOL BENSON D PIMENTEL</b> Chief of Police REVIEWER		
Date Accomplished January 02, 2023		Date Accomplished January 02, 2023		Date Accomplished January 02, 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						



PNCOPER 3A (Rating Summary Form)

**POLICE NON-COMMISSIONED OFFICER PERFORMANCE  
EVALUATION REPORT FOR SPO3 TO SPO4 ( THIRD LEVEL )  
Rating Period: 1ST SEMESTER CY - 2017**

1. Ratee's Name <b>BULLESER RHEA LEJOS</b> ( Last Name ) ( Given Name ) ( Middle Name )			2. Rank <b>Senior Police Officer 1</b>			
3. Position/Designation1 <b>SSMU DASHBOARD PNCO</b>			4. Unit Assignment/Station/District <b>URDANETA CITY PS</b>			
5. Years and Months in Current Position:						
PARTS	DIMENDSION	PERFORMANCE INDICATORS		Point Allocation	Numerical Rating	Weighted Score
<b>I</b>  <b>CORE COMPETENCES</b>	<b>Output (15 pts)</b>	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	4	= 24
		d. Accomplished of target	6	x	4	= 24
	<b>Job Knowledge (15 pts)</b>	a. Understanding of the job description	2	x	5	= 10
		b. Awareness of the vision, mission and objectives of the organization	2	x	5	= 10
		c. Community Oriented Policing System	5	x	4	= 20
		d. Creativity/Resourcefulness	2	x	4	= 8
		e. Analytical Ability	2	x	5	= 10
<b>Work Management (25 pts)</b>	f. Ability to solve problems/troubleshooting	2	x	5	= 10	
	g. Oral and written communication	5	x	4	= 20	
	h. Law Enforcement and Maintenanceof Law and Order	5	x	4	= 20	
<b>Interpersonal Relationship (20 pts)</b>	a. Records Mangement & 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	4	= 12	
	e. Cost effectiveness	2	x	5	= 10	
<b>Concern for the Organization (10 pts)</b>	f. Involvement/Presence in Activities	2	x	5	= 10	
	a. Receptive to ideas/suggestions	3	x	5	= 15	
	b. Teamwork Management	3	x	5	= 15	
<b>Personal Qualities (10 pts)</b>	c. Build Linkages and networks	3	x	5	= 15	
	d. Ability to lead and follow	3	x	5	= 15	
	e. motivation	3	x	5	= 15	
Nr of Traits with check Marks						
<b>TOTAL WEIGHTED SCORE (TWS)</b> <b>450</b>						
<b>NUMERICAL PERFORMANCE RATING (NPR) = TWS + 5</b> <b>90</b>						
<b>EQUIVALENT ADJECTIVAL PERFORMANCE RATING (APR)</b> <b>VS</b>						
Rater's Assessment of Ratee: I certify that this report represents my best judgement. [ ] 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)						
Acknowledged:	Conformed:	Attested:				
<b>PSUPT NEIL O MIRO RATER</b>	<b>SPO1 RHEA L BULLESER RATEE</b>	<b>PSUPT NEIL O MIRO REVIEWER</b>				
( IF REFERRED TO THE GRIEVANCE COMMITTEE )						

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

Head, Grievance Committee

**POLICE NON-COMMISSIONED OFFICER PERFORMANCE EVALUATION REPORT**

**FOR SPO1 TO SPO2 (SECOND LEVEL)**

**Rating Period: 01 July to 31 December 2016 (2nd Sem CY 2016)**

1. Ratee's Name: <b>BULLESER RHEA LEJOS</b> (Last Name) (Given Name) (Middle Name)			2. Rank: <b>SENIOR POLICE OFFICER 2</b>				
3. Position/Designation: <b>WCPD/FJGAD</b>			4. Unit Assignment/Station/District: <b>STA. MARIA POLICE STATION, PANGASINAN PPO, 6TH DISTRICT</b>				
5. Years and Months in Current Position: <b>Two (2) Months</b>							
PARTS	DIMENSIONS	PERFORMANCE INDICATORS			Point Allocation	Numerical Rating	Weighted Score
CORE COMPETENCIES	Output (15 pts)	a. Quality of Work	5	x	4	=	20
		b. Timeliness of Work	3	x	4	=	12
		c. Acceptability of output based on standard	4	x	4	=	16
		d. Accomplishment of target	3	x	4	=	12
Job Knowledge (20 pts)	a. Understanding of the job description	2	x	5	=	10	
	b. Awareness of the Vision, Mission and objectives of the organization	2	x	5	=	10	
	c. Community Oriented Policing System	4	x	5	=	20	
	d. Creative/Resourcefulness	2	x	5	=	10	
	e. Analytical Ability	2	x	4	=	8	
	f. Ability to solve problems/troubleshooting	2	x	5	=	10	
	g. Oral and Written Communication	4	x	5	=	20	
	h. Law Enforcement and maintenance of Law and Order	2	x	5	=	10	
	a. Records Mgmt and Submission of Reports	5	x	4	=	20	
	b. Compliance with the Implementation of Policies / SOPs	4	x	5	=	20	
Work Management (25 pts)	c. Sense and Priority	4	x	5	=	20	
	d. Client Satisfaction / Orientation	4	x	5	=	20	
	e. Cost Effectiveness	4	x	4	=	16	
	f. Involvement / Presence in Activities	4	x	4	=	16	
	a. Receptive to ideas / suggestions	4	x	4	=	16	
	b. Teamwork management	4	x	4	=	16	
Interpersonal Relationship (20 pts)	c. Build Linkages and networks	4	x	5	=	20	
	d. Ability to lead follow	4	x	5	=	20	
	e. Motivation	4	x	5	=	20	
	a. Stewardship of unit's properties	3	x	5	=	15	
	b. Preservation of Unit Interest	3	x	4	=	12	
Concern for the Organization (10 pts)	c. Coordination	4	x	4	=	16	
	Personal Trait <input type="checkbox"/> Personal Trait <input type="checkbox"/>						
	Morally Upright <input checked="" type="checkbox"/> Fair and Just <input checked="" type="checkbox"/>						
Honest <input checked="" type="checkbox"/> Civic-minded <input type="checkbox"/>							
Loyal to the Organization <input type="checkbox"/> Well-groomed <input checked="" type="checkbox"/>							
Initiates Positive Action(s) <input checked="" type="checkbox"/> Responsible <input type="checkbox"/>							
Dedicated to Service <input checked="" type="checkbox"/> Courteous/Tactful <input checked="" type="checkbox"/>							
Nr of Traits with Check Marks			10	x	3	=	30
TOTAL WEIGHTED SCORE (TWS)							435
NUMERICAL PERFORMANCE RATING (NPR) = TWS/5							87
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 judgement. <input type="checkbox"/> I DO <input type="checkbox"/> I DO NOT							
Recommended this personnel 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)							
Acknowledged:		Conformed:			Attested:		
<u>PINSP DANILO B BAMBALAN</u> RATER		<u>SPO1 Rhea L Bulleser</u> RATEE			<u>PSI/MSP VIRGILIO D CRUZ</u> REVIEWER		
(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

PNCOPPERF 3A (Rating Summary Form)

POLICE NON-COMMISSIONED OFFICER PERFORMANCE  
EVALUATION REPORT FOR PO1 TO PO3 (FIRST LEVEL)  
Rating Period: 01 July to 31 December 2015

1. Ratee's Name Bulleser Rhea Lejos (Last Name) (Given Name) (Middle Name)			2. Rank PO3					
3. Position/Designation Admin/ Asst WCPD/ Patroller			4. Unit Assignment/Station/District Binalonan Police Station					
5. Years and Months in Current Position: 2 yrs & 8 months								
PARTS	DIMENSIONS	PERFORMANCE INDICATORS			Point Allocation	Numerical Rating	Weighted Score	
		a. Quality of Work	b. Timeliness of Work	c. Acceptability of output based on standard				
C O R E C O M P E T E N C I E S	I. Output (15 Pts.)	a. Quality of Work			4	x	5	= 20
		b. Timeliness of Work			3	x	5	= 15
		c. Acceptability of output based on standard			3	x	4	= 12
		d. Accomplishment of target			3	x	4	= 12
	II. Job Knowledge (20 Pts.)	a. Understanding of the job description			3	x	5	= 15
		b. Awareness of the vision, mission and objectives of the organization			4	x	5	= 20
		c. Community Oriented Policing System			4	x	5	= 20
		d. Creativity/Resourcefulness			3	x	4	= 12
		e. Analytical ability			3	x	5	= 15
		f. Ability to solve problems/troubleshooting			2	x	5	= 10
III. Work Management (25 Pts.)	g. Oral and written communication			4	x	5	= 20	
	h. Law Enforcement and Maintenance of Law & Order			3	x	5	= 15	
	a. Records Managements & Submission of Reports			4	x	4	= 16	
	b. Compliance with & Implementation of Policies/SOPs			4	x	4	= 16	
	c. Sense of Priority			4	x	4	= 16	
	d. Client Satisfaction/Orientation			3	x	4	= 12	
Interpersonal Relationship (20 Pts)	e. Cost Effectiveness			3	x	4	= 16	
	f. Involvement/Presence in Activities			3	x	5	= 15	
	a. Receptive to ideas/suggestions			4	x	5	= 20	
	b. Teamwork Management			4	x	5	= 20	
	c. Build linkages and networks			4	x	4	= 16	
Concern for the Orgztn (10 pts.)	d. Ability to lead and follow			4	x	4	= 16	
	e. Motivation			4	x	5	= 20	
	a. Stewardship of unit's properties			3	x	5	= 15	
Personal Qualities (10 pts.)	b. Preservation of unit interest			4	x	4	= 16	
	c. Coordination			4	x	5	= 20	
Nr of Traits with Check Marks								
TOTAL WEIGHTED SCORE (TWS)							450	
NUMERICAL PERFORMANCE RATING (NPR)=TWS+5							90	
EQUIVALENT ADJACENTIVAL PERFORMANCE RATING (APR) (Please refer to NPR-APR Table)							VS	
Rater's Assessment of Ratee: I certify that this report represents my best judgement ( ) 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)								
Acknowledged: <u>PERGUNTAZ DE SEMBRANO</u> RATER		Conformed: <u>PO3 Rhea Bulleser</u> RATEE		Attested: <u>PC1 OLIVER ALPIO ABAYAN</u> REVIEWER				

(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

PNCOPERF 3A (Rating Summary Form)

**POLICE NON-COMMISSIONED OFFICER PERFORMANCE  
EVALUATION REPORT FOR PO1 TO PO3 (FIRST LEVEL)**  
Rating Period: 01 January to 30 June 2015

1. Ratee's Name Bulleser Rhea Lejos (Last Name) (Given Name) (Middle Name)			2. Rank PO3						
3. Position/Designation Admin/ Asst WCPD/ Patroller			4. Unit Assignment/Station/District Binaloran Police Station						
5. Years and Months in Current Position: 2 yrs & 2 months									
PARTS	DIMENSIONS	PERFORMANCE INDICATORS			Point Allocation	Numerical Rating	Weighted Score		
		a. Quality of Work	b. Timeliness of Work	c. Acceptability of output based on standard					
I.	Output (15 Pts.)	a. Quality of Work			4	x	5	= 20	
		b. Timeliness of Work			3	x	5	= 15	
		c. Acceptability of output based on standard			3	x	4	= 12	
		d. Accomplishment of target			3	x	4	= 12	
	II.	Job Knowledge (20 Pts.)	a. Understanding of the job description			3	x	5	= 15
			b. Awareness of the vision, mission and objectives of the organization			4	x	5	= 20
			c. Community Oriented Policing System			4	x	5	= 20
			d. Creativity/Resourcefulness			3	x	4	= 12
			e. Analytical ability			3	x	5	= 15
			f. Ability to solve problems/troubleshooting			2	x	5	= 10
III.	Work Management (25 Pts.)	g. Oral and written communication			4	x	5	= 20	
		h. Law Enforcement and Maintenance of Law & Order			3	x	5	= 15	
		a. Records Managements & Submission of Reports			4	x	4	= 16	
		b. Compliance with & Implementation of Policies/SOPs			4	x	4	= 16	
IV.	Interpersonal Relationship (20 Pts)	c. Sense of Priority			4	x	4	= 16	
		d. Client Satisfaction/Orientation			3	x	4	= 12	
		e. Cost Effectiveness			3	x	4	= 16	
		f. Involvement/Presence in Activities			3	x	5	= 15	
		a. Receptive to ideas/suggestions			4	x	5	= 20	
V.	Concern for the Orgztn (10 pts.)	b. Teamwork Management			4	x	5	= 20	
		c. Build linkages and networks			4	x	4	= 16	
		d. Ability to lead and follow			4	x	4	= 16	
		e. Motivation			4	x	5	= 20	
		a. Stewardship of unit's properties			3	x	5	= 15	
b. Preservation of unit interest			4	x	4	= 16			
c. Coordination			4	x	5	= 20			
VI.	Personal Qualities (10 pts.)	Personal Trait	Personal Trait		10	x	3	= 30	
		Morally Upright	✓	Civic-minded					✓
		Honest	✓	Responsible					✓
		Well Groomed	✓	Disciplined					✓
		Fair and Just	✓	Courteous/tactful					
		Loyal to the Organization	✓	Initiative Positive					✓
Nr of Traits with Check Marks									
TOTAL WEIGHTED SCORE (TWS)								450	
NUMERICAL PERFORMANCE RATING (NPR)=TWS+5								90	
EQUIVALENT ADJACENTIVAL PERFORMANCE RATING (APR) (Please refer to NPR-APR Table)								VS	
Rater's Assessment of Ratee: I certify that this report represents my best judgement ( <input checked="" type="checkbox"/> ) I DO ( <input type="checkbox"/> ) I DO NOT recommend this personnel to be granted ( <input checked="" 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)									
Acknowledged: <u>PROBLEM DE SEMBRANO</u> RATER		Conformed: <u>PO3 Rhea Bulleser</u> RATEE		Attested: <u>PCI OCHVER ALPIO ABAYAN</u> REVIEWER					

(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

## PNCOPEF 3A (Rating Summary Form)

**POLICE NON-COMMISSIONED OFFICER PERFORMANCE  
EVALUATION REPORT FOR PO1 TO PO3 (FIRST LEVEL)**  
Rating Period: 01 January - 30 June 2012

1. Ratee's Name <u>Bulleser</u> (Last Name) <u>Rhea</u> (Given Name) <u>Lejos</u> (Middle Name)			2. Rank <b>PO3</b>		
3. Position/Designation <b>FJGAD PNCO</b>			4. Unit Assignment/Station/District <b>Binaloran Police Station</b>		
5. Years and Months in Current Position: <b>10 mons</b>					
CORE COMPETENCIES	PARTS	PERFORMANCE INDICATORS			Point Allocation Numerical Rating Weighted Score
		a. Quality of Work			
		b. Timeliness of Work			
		c. Acceptability of output based on standard			
		d. Accomplishment of target			
		a. Understanding of the job description			
		b. Awareness of the vision, mission and objectives of the organization			
		c. Community Oriented Policing System			
		d. Creativity/Resourcefulness			
		e. Analytical ability			
f. Ability to solve problems/troubleshooting.					
g. Oral and written communication					
h. Law Enforcement and Maintenance of Law & Order					
a. Records Managements & Submission of Reports					
b. Compliance with & Implementation of Policies/SOP					
c. Sense of Priority					
d. Client Satisfaction/Orientation					
e. Cost Effectiveness					
f. Involvement/Presence in Activities					
a. Receptive to ideas/suggestions					
b. Teamwork Management					
c. Build linkages and networks					
d. Ability to lead and follow					
e. Motivation					
a. Stewardship of unit's properties					
b. Preservation of unit interest					
c. Coordination					
Personal Trait			Personal Trait		
Morally Upright <input checked="" type="checkbox"/>			Civic-minded <input checked="" type="checkbox"/>		
Honest <input checked="" type="checkbox"/>			Responsible <input checked="" type="checkbox"/>		
Well Groomed <input checked="" type="checkbox"/>			Disciplined <input checked="" type="checkbox"/>		
Fair and Just <input checked="" type="checkbox"/>			Courteous/tactful <input checked="" type="checkbox"/>		
Loyal to the Organization <input checked="" type="checkbox"/>			Initiative Positive action <input checked="" type="checkbox"/>		
Nr of Traits with Check Marks					
TOTAL WEIGHTED SCORE (TWS) <b>435</b>					
NUMERICAL PERFORMANCE RATING (NPR)=TWS / 5 <b>87</b>					
EQUIVALENT ADJACENTIVAL PERFORMANCE RATING (APR) (Please refer to NPR-APR T) <b>VS</b>					
Rater's Assessment of Ratee: I certify that this report represents my best judgement ( ) 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)					
Acknowledged: <u>PSI ZALDY C TUMAGOS</u> RATER		Conformed <u>PO3 Rhea L Bulleser</u> RATEE		Attested: <u>PCI ERNESTO B CORALES</u> REVIEWER	

(IF REFERRED TO THE GRIEVANCE COMMITTEE) I CERTIFY THAT THIS REPORT IS AUTHENTICATED BY  
I certify that this report was referred to the Grievance Committee for review and evaluation

MUNALIZA ENCAP ASIS  
P/ CHIEF INSPECTOR  
CHIEF, PHRDD  
Head, Grievance Committee

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Republic of the Philippines  
Department of the Interior and Local Government  
National Police Commission  
Philippine National Police  
POLICE REGIONAL OFFICE 1  
Camp Brigadier General Oscar M Florendo  
Brgy. Parian San Fernando City, La Union

RPHRDD  
SPECIAL ORDERS  
NUMBER 573

September 24, 2010

**REPLACEMENT OF CLOTHING ALLOWANCE**

Following-named PNCOS, members Pangasinan PPO are granted Replacement of Clothing Allowance (RCA) pursuant to PNP Fiscal Directive Number 20-013 NHQ PNP dated February 29, 2000 effective on dates shown. Subject: Payment of Replacement of Clothing Allowance 4<sup>th</sup> Quarter Calendar Year 2010.

<b>RANK/NAME</b>	<b>BADGE NO.</b>	<b>EFFECTIVE DATE OF ENTITLEMENT</b>
PO2 Isagani Obra Badua	157906	November 02, 2010
SPO2 Dante Sanidad Bagayan	025991	December 16, 2010
PO1 Mandy Duque Bagayan	137528	December 15, 2010
PO3 Randy Ferrer Bandong	137531	December 15, 2010
PO2 Armie Fernandez Baniqued	137532	December 15, 2010
PO3 Domingo Garcia Baniqued	127689	November 17, 2010
PO2 Ranny Casilang Bataan	158019	November 02, 2010
PO2 Cristopher Abalos Bautista	157903	November 02, 2010
✓ SPO1 Reynaldo Parajas Bauzon	086991	December 16, 2010
PO2 Rocky Taan Bravo	158025	November 02, 2010
PO1 Nostradamus Tengasantos Bugarin Jr	182897	December 01, 2010
SPO1 Romeo Tumadiang Buizon	025565	December 16, 2010
PO1 Marcelino Caasi Bulatao Jr	157986	November 02, 2010
<b>PO2 Rhea Lejos Bulleser</b>	<b>158002</b>	<b>November 02, 2010</b>
PO2 Sandy Pangangaan Bustarnante	158013	November 02, 2010
SPO1 Bernardo Soriano Bustarde	035972	December 16, 2010
PO2 Troadio Navalta Bustria Jr	137540	December 15, 2010
SPO2 Leonel Carvajal Caacbay	014297	December 15, 2010
SPO2 Ernesto Ramos Caballero	034876	October 01, 2010
PO1 Rusty Ganuelas Cabanizas	157938	November 02, 2010
PO2 Jesus Tan Cabansag	119309	November 16, 2010
PO3 Darius Escaño Cabotaje	137546	December 15, 2010
PO3 Gregorio Calip Cacho Jr	119331	November 16, 2010
PO3 Renand Aguado Calaunan	104906	November 17, 2010
PO1 Roberto Madrid Caliboso	182994	December 01, 2010

**BY COMMAND OF POLICE CHIEF SUPERINTENDENT MABUTAS:**

OFFICIAL:

**FERDINAND GALVEZ SEVILLA, PESE**  
Police Senior Superintendent  
Regional Chief Directorial Staff

**REYNALDO GUBAN BIAY**  
Police Senior Superintendent, DSC  
Chief, Regional Personnel and Human  
Resource Development Division

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9/24/10, B