



SECRET//REL TO USA, MCFI//20160215
 Civilian Police Assistance Training Team (CPATT)
 Provincial IPS Chief Assessment Form

Version 3

APPENDIX 6

Rater	First Name Frank	Last Name Narro	Rank SSG	Phone Number 242-6229
	E-mail Address frank.narro@us.army.mil	Division 4 th ID	Brigade 49 th MP BDE	Battalion 372 nd MP Bn
Chief	First Name Hussein	Second Name Khalaf	Third Name	Fourth Name
	Title Station Commander	Rank LTC	Station Al Mishadah IPS	
Assessment Criteria				Rate from 1-4
Leadership	Honor	Adheres to ethics that facilitate IPS & IIG development		1
	Courage	Displays physical and morale bravery		1
	Respect	Promotes dignity and respect towards subordinates		1
	Selfless Service	Places the IPS and IIG priorities above his own		1
	Duty	Fulfills professional, legal, and moral obligations		1
Relationships	Subordinates	Displays skill with subordinates by inspiring and motivating		1
	Peers	Works with other IPS leaders for the betterment of the ITG		2
	IPS Superiors	Complies with the intent and orders of superiors		1
	Community Leaders	Works with other community leaders for the betterment of the ITG		2
	Tribal	Overcomes tribal pressures for the good of the ITG		1
	Religious	Overcomes religious pressures for the good of the IIG		2
Integrity	Honesty	High personal and moral character; honest in word and deed		1
	Reliability	Does what he says he will do		1
	Corruption	Free from corruption or the perception of corruption		2



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Competence	Planning	Develops detailed, executable, feasible and acceptable plans	2
	Resourcing	Invests adequate time, people, money, and equipment	1
	Executing	Displays proficiency in completing missions	2
	Assessing	Assesses plans and operations and applies lessons learned	2
Organization	Accountability	Maintains strict property accountability	2
	Frugal	Makes the most of the resources on hand	3
	Administration	Maintains a neat and organized administrative system	2
	Pay Roll Procedures	IPS in his province are relatively free from pay problems	2

Assuming that the higher number is better.

Total Score	34
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Narrative: (Use as much space as required) I have provided oversight on Al Mishahdah police station for the past year. During this period of time I have seen three LTC's serve as station commanders. LTC Ammer has since retired and currently resides in Balad. LTC Hammed is the acting station XO and he resides in Mishahdah. He has been the most proactive senior officer and routinely visits the police station. LTC Hammed's major weakness is his loyalty to the wrong people. LTC Hussein has been absent from the station for fifty two days thus LTC Hammed covers his duties. The IP's report that LTC Hussein lives in Balad and that the militia continually blocks his road. The LTC fails at many tasks to include troop leading procedures and those keys areas stated above. LTC Hussein has played a role in his stations TRA dropping thus the station is a long way from achieving the desired TRA 2. All senior leadership has failed by missing work, uniform standards, code of ethics, and covering appointed duties. LTC Hussein has allowed equipment to become missing without conducting an investigation. The station fails to maintain force protection, patrol distribution plan, guard mount, check points, or sleep plan. Officers are failing to arrive on time and in the proper uniform. IP's are stealing glocks and ammo without the LTC's questioning their statements. The LTC has avoided all meetings with Coalition forces at Taji and in Tarmiyah. In past months over \$5,000 in new furniture was placed inside the station and at this time almost all furniture has broken or destroyed. The LTC does not encourage his IP's to clean or maintain the station. During the past year the station was renovated and at this time all but four heaters work. The LTC has allowed his IP's to break or destroy numerous items at the station.

Specific Examples of Excellence:

- His IP's are receiving pay
- His IP's are receiving training from IPLO's
- IP's are conducting joint patrols with Coalition forces

Specific Examples of Substandard Performance:

- LTC Hussein has no control over his shift commanders
- The LTC has not reduced the violence within his AO
- LTC has allowed equipment to be damaged



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- Allows IP's to trash and damage the new police station.