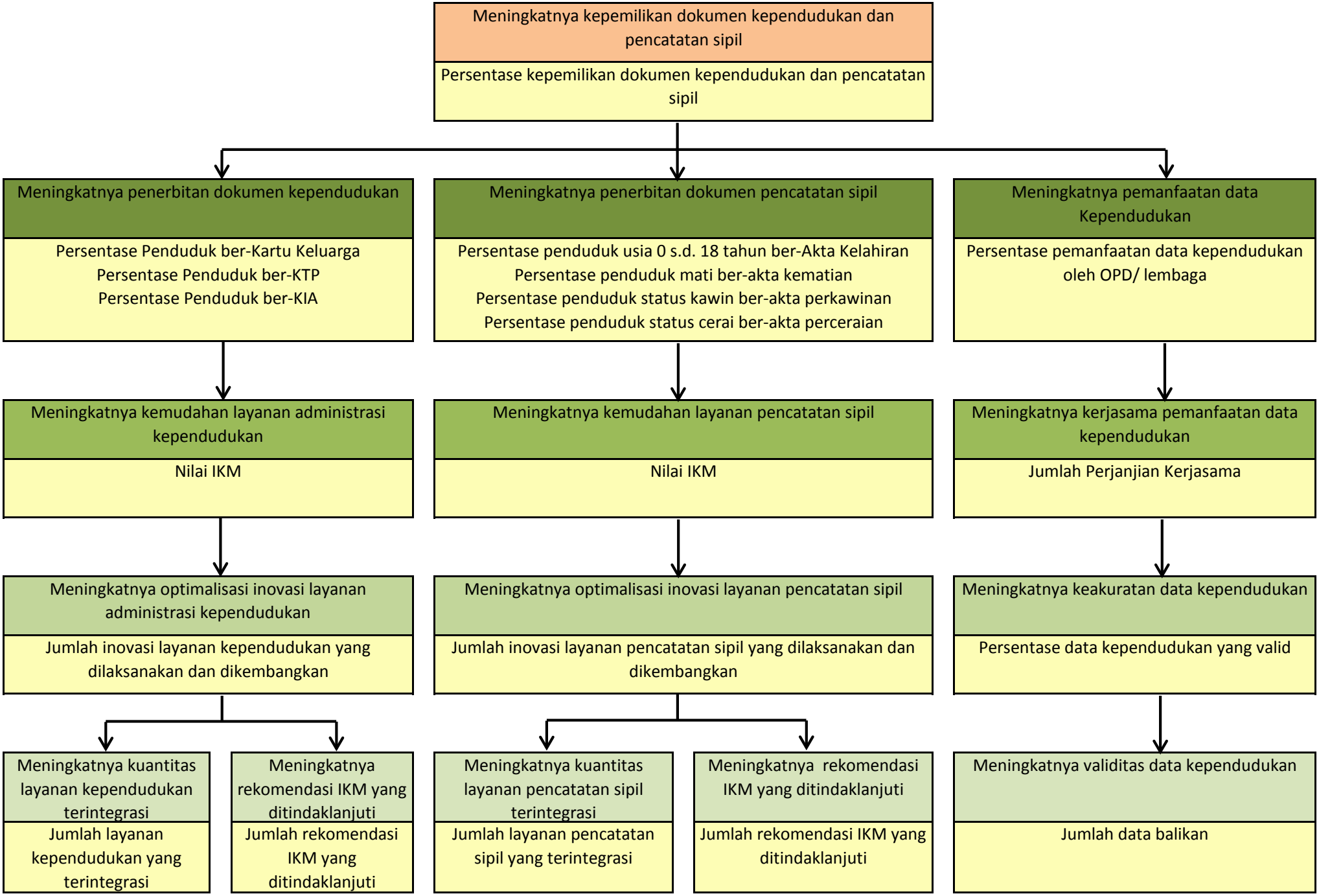POHON KINERJA DISPENDUKCAPIL KOTA PASURUAN