



January 28, 2016

**MEMORANDUM TO:**

**ALL DEPUTY COMMISSIONERS  
 ALL DISTRICT COLLECTORS  
 ALL DEPUTY COLLECTORS FOR ADMINISTRATION  
 ADMINISTRATIVE OFFICERS  
 ALL CONCERNED**

**SUBJECT: Payment of Performance Based Bonus (PBB) FY 2014**

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- 1.0 This refers to payment of Performance Based Bonus for the year 2014 under **Special Allotment Release Order (SARO) No. BMB-A-15-0028970** dated December 29, 2015.
- 2.0 Pursuant to IATF Memorandum Circular No. 2014-01, s. 2014, ( Guidelines on the Grant of Performance Based Bonus for FY 2014), an agency is eligible for the PBB if the following criteria were satisfied/met:
- a. Achieve at least 90% of each one of the Congress-approved performance targets for the delivery of Major Final Outputs (MFO's), and the targets for Support to Operations (STO) and General Administrative and Support Services (GASS) for FY 2014;
  - b. Achieve at least 90% of each one of the priority program/project targets agreed with the President under the Key Result Areas of EO No. 43 and;
  - c. Satisfy 100% of the good governance conditions set by IATF for FY 2014.
- 3.0 Upon evaluation/deliberation of the FY 2014 Accomplishments based on Forms A (Agency Performance Targets/Accomplishments), A-1 (Details of Bureaus/Office Performance Indicators and Targets), and Form B (Agency Targets on Key Programs and Projects) the following Delivery Units (Groups/Collection Districts) are entitled:

Delivery Unit	Performance Category	No of Personnel
Intelligence Group	Best	165
Office of the Commissioner	Best	14
AOCG	Better	61
Enforcement Group/ XIP	Better	449
Internal Administration Group	Better	81
Management Information and Technology Group	Better	55
Port of Aparri	Better	11
Port of Davao	Good	78
Port of Zamboanga	Good	50



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DEPARTMENT OF FINANCE  
**BUREAU OF CUSTOMS**

Delivery Unit	Performance Category	No of Personnel
Port of Subic	Good	41
Port of San Fernando	Good	40
Port of Iloilo	Good	32
Port of Cebu	Good	102
Port of Batangas	Good	60
Port of Cagayan de Oro	Good	87
Manila International Container Port	Good	271
Ninoy Aquino International Airport	Good	534
Port of Manila	Good	1376
Port of Limay	Good	13
Revenue and Collection Monitoring Group	Good	66

4.0 The personnel of the respective DUs that qualified for the FY 2014 PBB were forced rank, and given ratings, as follows:

Performance Category	Forced Ranking	Individual Performance Category	Amount of PBB
Best	20%	Best Performer	P 35,000.00
	35%	Better Performer	P 20,000.00
	45%	Good Performer	P 10,000.00
Better	15%	Best Performer	P 25,000.00
	30%	Better Performer	P 13,500.00
	55%	Good Performer	P 7,000.00
Good	10%	Best Performer	P 15,000.00
	25%	Better Performer	P 10,000.00
	65%	Good Performer	P 5,000.00

5.0 For the Groups the personnel shall be forced rank by their Division Chiefs for submission to their Deputy Commissioners and for the Collection Districts by their District Collectors.

6.0 For your guidance.

*Alberto D. Lina*  
**ALBERTO D. LINA**  
Commissioner

