



REPUBLIC OF THE PHILIPPINES  
DEPARTMENT OF FINANCE  
**BUREAU OF CUSTOMS**  
MANILA 1099

February 4, 2008

CUSTOMS MEMORANDUM ORDER  
NO. 6-2008

TO: All Plantilla Position Holders of:  
a. Collector of Customs V  
b. Collector of Customs VI  
c. Directors I and III  
d. Assistant Commissioner of Customs  
e. Deputy Commissioners of Customs  
Other Plantilla Holders but are designated to the above positions  
And All other Bureau CES Eligibles, CSE Eligibles or CEO Eligibles

SUBJECT: Adoption of the Career Executive Service Performance Evaluation System (CESPES)

I. Objectives:

To implement the provisions of the Career Executive Service Board (CESB) Resolution No. 661 dated January 23, 2007 prescribing the Guidelines, Rules and Regulations of the Career Executive Service Performance Evaluation System (CESPES) and CESB Circular No. 11, Series of 2007 directing the implementation of the new CESPES effective CY 2008.

II. Adoption of the Guidelines/Rules and Regulations of the Career Executive Service Performance Evaluation System (CESPES)

The Guidelines/Rules and Regulations of the Career Executive Service Performance Evaluation Systems (CESPES), Rules I to XI as per CESB Resolution No. 661 dated January 23, 2007 and circulated through CESB Circular No. 11, Series of 2007 is hereby adopted in its entirety and shall be the Individual Performance Management System (IPMS) that will be used by Customs officials appointed to third level positions as follows:

1. Commissioner of Customs
2. Deputy Commissioner of Customs
3. Assistant Commissioner of Customs
4. Director III

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5. Director II
6. Collector of Customs VI
7. Collector of Customs V

Other Customs officials appointed as Chief Customs Operations Officer/Equivalent Division Chiefs and Collector of Customs IV and others occupying lower positions shall also be covered by this CESPES provided they are:

1. Career Executive Service (CES) Eligibles, Career Service Executive (CSE) eligibles, or Career Executive Officer (CEO) eligibles; and/or
2. Designated in Acting or Officer-in-Charge (OIC) capacity to the positions enumerated above for an uninterrupted period of at least three (3) months.

### III. Prescribed Percentage Weight Allocations

1. Pursuant to Section 2.E, Subtitle I, Rule VI, the following shall be the percentage weight allocation scheme for the Leading and Innovating Milestones (LIM) and Routine/Regular Milestones (RRM) for different positions/levels in the Bureau:

Kind of Milestone	Collector V, VI and Director II and III	Assistant Commissioner, Deputy Commissioner and Commissioner
LIM	60%	70%
RRM	40%	30%
Total	100%	100%

2. Pursuant to Section 7.F, Subtitle III, Rule VI, the following shall be the percentage weight allocation scheme for Superior and Subordinate Raters in the Bureau:

Superior	Subordinate
50%	50%

*R* (08-2024)<sub>2</sub>

IV. CESPES Coordinator

Pursuant to Section 2, Rule V, the Chief, Human Resources Management Division, this Bureau is hereby assigned as the CESPES Coordinator. Considering that Bureau third level officials are likewise assigned in ports outside Metro Manila, the CESPES Coordinator may seek the assistance of Chief, Administrative Division/Equivalent Unit for the proper implementation and strict adherence to the provisions of these Guidelines.

V. Effectivity

The implementation of the CESPES using this new instrument shall take effect beginning CY 2008 and all concerned shall abide with Schedule of Activities prescribed in Section 8.C, Subtitle III, Rule VI of the Guidelines.

NAPOLEON D. MORALES  
Commissioner

