

**BASES CONVERSION AND DEVELOPMENT AUTHORITY (BCDA)  
Validation Result of 2018 Performance Scorecard**

Component			Rating Scale	Target	Submission		GCG Validation		Supporting Documents	GCG Remarks		
Objective / Measure	Formula	Weight		2018	Actual	Rating	Score	Rating				
<b>SO 1 Develop the Baselands into World-Class Economic Centers Based on Best Use and Best Time</b>												
SOCIAL IMPACT/STAKEHOLDERS	SM 1	Implementation of Developmental and Infrastructure Projects	Actual Accomplishment for the Clark International Airport (CIA) Terminal Expansion Project	10%	All or nothing	Start of Physical Construction of Passenger Terminal Building	Started physical construction on 01 August 2018	10%	Started physical construction in 2018	10%	<ul style="list-style-type: none"> <li>Monthly Progress Report No. 10 as of January 2019</li> </ul>	Acceptable.
			Actual Accomplishment for the Luzon Bypass Infrastructure Project	10%	All or nothing	Final Acceptance Test for the Design and Supply of Modular IT Facilities and Repeater Stations	Final Acceptance for Design and Supply of Modular IT Facilities and Repeater Stations	10%	Final Acceptance for Design and Supply of Modular IT Facilities and Repeater Stations	10%	<ul style="list-style-type: none"> <li>Letter from Apollo Technologies, Inc. dated 14 Dec 2018</li> <li>BCDA Certificate of Acceptance dated 21 Dec 2018</li> </ul>	
	SM 2	Preparation of the Comprehensive Integrated Master Development Plan (CIMDP) for BCDA Ecozones	Actual Accomplishment	10%	All or nothing	Board-Approved Comprehensive Integrated Master	The CIMDP was approved by the BCDA Board on 12 December 2018	10%	Board-Approved Comprehensive Integrated Master Development Plan	10%	<ul style="list-style-type: none"> <li>Secretary's Certificate on Board Resolution No. 2018-12-170 approving the CIMDP</li> </ul>	

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				Development Plan <sup>1</sup>					<ul style="list-style-type: none"> <li>CIMDP Stage Report 3</li> </ul>	
SM 3	Actual Investment in BCDA Economic Zones	Total amount in pesos	10%	<p>₱1.046 Billion and Above = 10%</p> <p>₱664 Million to ₱1.045 Billion = 5%</p> <p>less than ₱664 Million = 0%</p>	₱1,046 Million	₱1.885 Billion	10%	₱1.699 Billion	10%	<ul style="list-style-type: none"> <li>Breakdown of the Projects per funding source, implementing body, and the nature of the project</li> </ul> <p>BCDA exceeded the target. However, the GCG-validated accomplishment excludes the reported Estate Management Fees, or fund releases for operating expenses, provided to JHMC and PPMC amounting to ₱185.9 Million. The same is consistent with the validation of 2017 scorecard wherein only land-related costs were considered as investment since these are intended for the "development of</p>

<sup>1</sup> The CIMDP shall serve as a comprehensive guide on: 1. Strategic Business and Marketing Plan; 2. Transport and Network Connectivity; 3. Infrastructure and Utilities Development; 4. Environment Resource Management and Sustainable Development; 5. Disaster Risk Reduction and Management/ Climate Change Adaptation; 6. Institutional Development Plan; and, 7. Inclusive Development.

## Validation Result of 2018 Performance Scorecard (Annex A)

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										<i>the estate such as maintenance and safeguard of property, CAPEX projects and furniture, fixtures and equipment".</i>	
<b>SO 2 Optimize the Benefits of the Country from the Conversion and Development of the Baselands</b>											
SM 4	Total Remittance to the National Government	Total amount in pesos	10%	<p>₱4.20 Billion and above = 10%</p> <p>between ₱4.05 Billion to ₱4.19 Billion = 8%</p> <p>below ₱4.05 Billion = 0%</p>	₱4.20 Billion	₱6.004 Billion	10%	₱6.004 Billion	10%	<ul style="list-style-type: none"> <li>• Summary of Remittances to NG</li> <li>• Summary of Asset Disposition Proceeds</li> <li>• BTr Official Receipt Nos. 2546565 and 2547030</li> <li>• BTr 2018 Monthly Consolidated Report on NG Collections from GOCCs</li> </ul>	Acceptable. BCDA exceeded the target.
SM 5	Percentage of Satisfied Customers	Number of respondents who rated at least satisfactory /	10%	(Actual / Target) x Weight	95% of respondents rated at least Satisfactory	96% of respondents are satisfied with BCDA	10%	96%	10%	<ul style="list-style-type: none"> <li>• Presentation and Final Report of the Third-Party</li> </ul>	Reported accomplishment is acceptable. While BCDA's sample size was

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		Total number of survey respondents	0% = If below 90%						<ul style="list-style-type: none"> <li>Service Provider</li> <li>Samples of accomplished survey questionnaires</li> <li>Certification on the List of Respondents</li> </ul>	apparently not in conformance with the GCG standard methodology, the justification provided is valid and acceptable as all business partners who agreed to be interviewed by BCDA's third party provider were approached.	
		<b>Sub-total</b>	<b>60%</b>			<b>60%</b>		<b>60%</b>			
<b>SO 3 Achieve Best Value from the Disposition of Lands</b>											
FINANCIAL	SM 6	Cash Proceeds from Business Contracts in BCDA Economic Zones	Total cash proceeds from JHMC and PPMC	10% greater than ₱125 Million = 10% between ₱110 Million to ₱125 Billion = 5% less than ₱110 Million = 0%	₱125 Million	₱159 Million	10%	₱159.54 Million	10%	<ul style="list-style-type: none"> <li>Summary of Cash Proceeds from Business Contracts in Ecozones</li> <li>Official receipts for January to December 2018 collections</li> </ul>	BCDA exceeded the target. The GCG-validated accomplishment was based on supporting documents submitted.

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SM 7	Cash Proceeds from Business Contracts	Total amount in pesos	10%	₱4.13 Billion	₱7.2 Billion	10%	₱6.93 Billion	10%	<ul style="list-style-type: none"> <li>Summary of Cash Proceeds from Business Contracts</li> <li>Official receipts for January to December 2018 collections</li> </ul>	BCDA exceeded the target. However, the GCG-validated accomplishment excludes the Creditable Withholding Taxes (CWT) and amount was based on the actual collection per submitted documents which are exclusive of CWT.	
<b>Sub-total</b>		<b>20%</b>				<b>20%</b>		<b>20%</b>			
<b>INTERNAL PROCESS</b>											
SO 4	<b>Strengthen and Streamline Project Management Processes</b>										
SM 8	Percentage of Simple Contracts Prepared and Reviewed Within the Applicable Processing Time	% of simple contracts processed within 8 working days / total number of contracts processed	5%	(Actual/Target) x Weight  0% = If less than 96%	100% of simple contracts prepared and reviewed within 8 working days	39 out of 39 contracts prepared within applicable time	5%	74% (32 out of 43 contracts processed within applicable time)	0%	<ul style="list-style-type: none"> <li>Summary of Simple Contracts released in 2018</li> </ul>	Target not met. The GCG-validated accomplishment presents the re-computed processing time with start date representing the time the contract was received by the legal unit and stops from the time the comment/review

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										on the said contract was released by the legal unit. Moreover, only legal holidays and weekends were deducted from the processing time.	
<b>SO 5 Optimize the Use of Information Technology</b>											
SM 9	Implementation of Information Technology Systems	Actual Accomplishment in the Implementation of Knowledge Management System (KMS) Project	5%	All or Nothing	PCEO-Approved Concept Paper for Knowledge Management System Project (with detailed functionalities of the KMS, annual deliverables, and project timeline)	Concept Paper for KMS approved by PCEO on 7 December 2018	5%	PCEO-Approved Concept Paper for Knowledge Management System Project	5%	<ul style="list-style-type: none"> <li>Internal Memorandum on KMS dated 07 December 2018</li> <li>PCEO-approved Concept Paper on KMs</li> </ul>	Acceptable.
<b>Sub-total</b>		<b>10%</b>				<b>10%</b>		<b>5%</b>			

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LEARNING AND GROWTH	SO 6	Develop a Quality Management System for All Processes										
	SM 10	ISO Certification for All Processes	Actual Accomplishment	5%	All or Nothing	Attain ISO 9001:2015 Certification	Received the ISO 9001:2015 Certificate of BCDA with validity from 16 August 2018 until 3 September 2020	5%	Attained ISO 9001:2015 Certification	5%	<ul style="list-style-type: none"> <li>ISO 9001:2015 Certification issued by TUV Rheinland on 16 August 2018</li> </ul>	Acceptable.
	SO 7	Establish a Competency-Based Framework for BCDA Personnel										
SM 11	Establishment of a Competency-Based Framework/Model	Actual Accomplishment	5%	All or Nothing	Establish Competency Baseline <sup>2</sup>	Generated baseline information on competency levels and submitted to the VP for Corporate Services on 21 December 2018	5%	Reported accomplishment unverifiable	0%	<ul style="list-style-type: none"> <li>Sample of Competency Assessment Form</li> <li>Competency -Based Matrix</li> <li>Position Profiles</li> <li>Internal memorandum on the approval competency assessment</li> <li>Collated summary</li> </ul>	Validation of BCDA's reported accomplishment disclosed that the data in the summary, mainly the figures stated in the required competency level per employee, does not match with the required level stated in the competency matrix. Further, although the conversion of	

<sup>2</sup> For positions not affected by BCDA's Proposed Reorganization Plan.

1

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									data results of the competency assessment	the 5-point Likert scale to 4-point Likert scale was already reflected in the summary data, the interpretation of the converted rating scale was not provided. Such description is necessary in determining if an employee already meets the required competency. Considering that employees with competency gaps cannot be identified in the presented data due to its insufficiency, no rating was awarded for this measure.
		<b>Sub-total</b>	<b>15%</b>			<b>10%</b>		<b>5%</b>		
		<b>TOTAL</b>	<b>100%</b>			<b>100%</b>		<b>90%</b>		