

BASES CONVERSION DEVELOPMENT AUTHORITY (BCDA)

Component					Baseline Data		Target		
	Objective/Measure		Formula	Weight	Rating System	2022	2023	2024	2025
SOCIAL IMPACT	SO 1	Improve the Facilities for the Military							
	SM 1	Percentage of Completion of Facilities Constructed for the Armed Forces of the Philippines (AFP)	Number of Deliverables Attained / Total Number of Deliverables <sup>1</sup>	2.5% for Site Development of the 65-Hectare Relocation Site of PAF	(Actual / Target) x Weight	Contracts for All Packages of the Philippine Marines Corps Phase 1 Project Signed	Actual Accomplishment for the Replication of the Philippine Marine Corps (PMC) Projects:  Package 1: 44.57% Package 2: 51.70% Package 3: 32.66%	100% Accomplishment of Deliverables Based on Contract Schedule of Replication Project of the Philippine Marine Corps Facilities Project and Philippine Navy Senior Officer Quarter Project	100% Accomplishment of Deliverables Based on Contract Schedule of Replication Project for the Philippine Armed Forces (PAF), Philippine Marine Corps (PMC), and Philippine Navy (PN)
				2% for PMC Structures, Facilities and Utilities Package 1					
				2% for PMC Structures, Facilities and Utilities Package 2					
				1% for PMC Structures, Facilities and Utilities Package 3					
				2.5% for Senior Officers' Quarters for PN					
				2.5% for Married Enlisted Personnel Quarters (MEPQ)					
			98.49% Completion of 2022 Deliverables for the Replication of Philippine Army Support Command (ASCOM) Facilities						

<sup>1</sup> Measured based on Cumulative Percentage in the S-Curve and Statement of Work Accomplishment





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FINANCE	SO 2	Create Communities Where Families Can Work, Live, and Play Together							
	SM 2	Percentage of Implementation of Infrastructure Projects	Number of Deliverables Attained / Total Number of Deliverables	4% for NCC Connecting Road Package 2	(Actual / Target) x Weight	90.305% Project Completion (Construction of the Airport to New Clark City Access Road Phase 2)	Actual Accomplishment for the Airport to NCC Access Road:  Phase 3: 76.21%	100% Accomplishment of Deliverables Based on Contract Schedule of the Infrastructure Projects	100% Accomplishment of Deliverables Based on Contract Schedule of NCC Connecting Road Package 2, BSP Access Road (West Road), and NCC Access Road Phase 3
				3% for BSP Access Road (West Road)					
				3% NCC Access Road Phase 3					
	SM 3	Number of Development Contracts Signed for BCDA Properties	Actual Accomplishment	15%	(Actual / Target) x Weight	Two (2) Signed Development Contracts	Eight (8) Signed Development Contracts	Four (4) Signed Development Contracts	Five (5) Signed Development Contracts
		Sub-Total		37.50%					
SO 3	Provide Consistent Contribution to the AFP and National Government								
SM 4	Remittance to the AFP and the National Government	Total Amount Remitted to the Bureau of Treasury / Total Required Mandatory Contribution	12%	(Actual / Target) x Weight	100% Remittance of Required Mandatory Contribution to the National Government	100% of the Required Mandatory Contribution to the National Government Remitted	100% Remittance of Required Mandatory Contribution to the AFP and the National Government	100% Remittance of Required Mandatory Contribution to the AFP and the National Government	



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SO 4	Ensure Sustainability of BCDA by Building Recurring Revenue Sources and Effectively Managing Costs							
SM 5	Cash Proceeds from Business Contracts	Total Cash Proceeds from Joint Venture Agreements, Lease Contracts, and Other Business Contracts	10%	(Actual / Target) x Weight	₱7.915 Billion	₱9.874 Billion	₱6.20 Billion	₱7.8 Billion
SM 6a	Obligations Subsidy Budget Utilization Rate	Total Obligated Subsidy / Total Corporate Operating Budget from Subsidy (Both Net of PS Cost)	2.5%	(Actual / Target) x Weight	91.76%	83.88%	90%	90%
SM 6b	Disbursements Subsidy Budget Utilization Rate	Total Disbursements from Subsidy / Total Obligated Subsidy (Both Net of PS Cost)	2.5%	(Actual / Target) x Weight	85.05%	33.90%	90%	90%
SM 6c	Corporate Fund Budget Utilization Rate	Total Disbursements from Internally Generated Fund / Total Corporate Operating Budget from Internally Generated Fund (Both Net of PS Cost)	2.5%	(Actual / Target) x Weight	78.04%	31.39%	90%	90%
	<b>Sub-Total</b>		<b>29.50%</b>					



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CUSTOMERS	SO 5	Cultivate Strong and Fair Partnerships with Customers, Partners, and Stakeholders							
	SM 7	Percentage of Satisfied Customers	Number of Respondents Who Rated At Least Satisfactory / Total Number of Survey Respondents	8%	(Actual / Target) x Weight  If Less Than 80% = 0%	100% <sup>2</sup>	98%	90%	90% <sup>3</sup>
		Sub-Total		8%					
INTERNAL PROCESS	SO 6	Design, Develop, and Ensure Full Execution of Master Plans of Communities							
	SM 8	Implementation of Developmental Information Projects	Actual Accomplishment	5%	All or Nothing	Smart City Urban Guidelines Submitted to the Board	National Government Administrative Center Lot Information Web Maps Implemented	Completion of Lot Information Web Maps for the New Clark City Area, Clark Freeport Zone, and Clark Civic Aviation Complex	Board-Approved Comprehensive Master Development Plan of Camp John Hay
	SO 7	Establish and Maintain Robust Internal Control and Governance Systems							
	SM 9	Implementation of the Information Systems Strategic Plan (ISSP)	Total Number of Deliverables <sup>4</sup> Due for 2025 Attained / Total Number of Deliverables Due for 2025	5%	(Actual / Target) x Weight	7 out of 9 Deliverables Implemented	Implemented 100% of 2023 Deliverables Under the 2023-2025 ISSP	100% Implementation of the 2024 Deliverables Based on the ISSP for 2023-2025	100% Implementation of the 2025 Deliverables under the 2023-2025 ISSP

<sup>2</sup> The baseline data provided is based on the survey results using the methodology of the Governance Commission

<sup>3</sup> Based on GCG-ARTA Joint Memorandum Circular No. 1, series of 2023. Covers External Services only.

<sup>4</sup> Deliverables refer to systems/applications



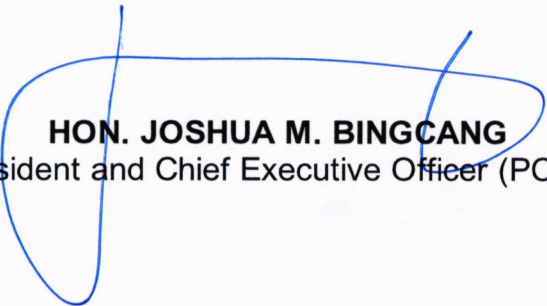
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	SM 10	ISO 9001:2015 Certification	Actual Accomplishment	5%	All or Nothing	ISO 9001:2015 Certification Maintained	ISO 9001: 2015 Recertification	Maintenance of ISO 9001:2015 Certification (Pass First Surveillance Audit)	Maintenance of ISO 9001:2015 Certification (Pass Second Surveillance Audit)
		Sub-Total		15%					
	SO 8	Build and Maintain a Highly Competent, Creative, and Committed Workforce							
LEARNING AND GROWTH	SM 11	Development and Implementation of Disaster Risk Reduction and Management (DRRM) Plan	Actual Accomplishment	5%	All or Nothing	Not Applicable	Not Applicable	Not Applicable	Board-Approved Public Service Continuity Plan (PSCP)
	SM 12	Percentage of Employees Meeting the Required Competencies	Competency Level 2025 - Competency Level 2024  (where Competency Level= Total Number of Employees with Required Competencies Met/ Total Number of Employees)	5%	All or Nothing	Improvement in the Competency Baseline of the Organization	Competency Baseline of the Organization Improved	Increase from the Competency Level	Increase from the 2024 Competency Level
		Sub-Total		10%					
		TOTAL		100%					

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BONUS STRATEGIC MEASURES							
GAD Budget Utilization Rate		1%	All or Nothing	N/A		5% of Total COB	
ISO Certification on any of the following Standards		1%	All or Nothing	N/A		Certification on Environmental Management System (ISO 14001:2015) or Business Continuity Management System (ISO 22301:2019)	
i. Environmental Management System (EMS) Certification							
ii. Business Continuity Management Systems (BCMS)							

For GCG:

  
**ATTY. BRIAN KEITH F. HOSAKA**  
Commissioner

For BCDA:

  
**HON. JOSHUA M. BINGCANG**  
President and Chief Executive Officer (PCEO)