

Component						Baseline Data (if applicable)			Target	
	Objective/Measure	Formula	Weight	Rating System <sup>al</sup>	Data Provider	2013	2014	2015	2016	
	SM 10	Efficiency in Revenue Collection	Bills produced in the year against billed amount collected	5%			N/A	N/A	N/A	75% efficiency
	<b>Sub-total</b>			<b>20%</b>						
	<b>SO 5</b>	<b>Ensure Efficient, Timely and Effective Allocation and Utilization of Assets and Human Resources</b>								
	SM 11	Budget Utilization rate for Strategic Initiative	Actual/Budget	3%			N/A	N/A	Greater than or equal to 70%	Greater than or equal to 80%
	<b>Sub-total</b>			<b>3%</b>						
<b>INTERNAL PROCESS</b>	<b>SO 6</b>	<b>Undertake an Integrated Development and Implementation of Plans and Programs in Conformity to Applicable Government Laws, Rules, Regulations and in Accordance with the Civil Aviation Laws and Integrated Management System Standards and Practices</b>								
	SM 12	Maintain the required ICAO Standard response time for Aircraft Emergencies, Security Emergencies and Medical Emergencies	Maintain the ICAO Standard Response time	2%			N/A	N/A	Maintain the required ICAO Standard response time for Aircraft Emergencies, Security Emergencies and Medical Emergencies	Maintain the required ICAO Standard response time for Aircraft Emergencies, Security Emergencies and Medical Emergencies
	SM 13	IMS audit compliance from an international accrediting body	Certified ISO-IMS	4%			N/A	N/A	Stage 1 Phase Completed	100% Certified ISO-IMS
	SM 14	% operational readiness of runway and taxiway	Certification from Operation Head for 100% operational	3%			N/A	N/A	100% operational	100% operational

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	<b>Sub-total</b>		9%						
<b>SO 7</b>	<b>Deliver Services, Develop, Maintain and Upgrade Facilities at Par with the World's Best Airports</b>								
SM 15	Formulation of Investment Plan	Actual formulation of Investment plan	2%			N/A	N/A	Formulation of Investment Plan submitted to the GCG	Implement the Investment Plan (80% investment of pre-PPP Retained Earnings)
	<b>Sub-total</b>		2%						
<b>SO 8</b>	<b>Adopt and Institutionalize a Quick Responsive Action for Customer/Client Needs</b>								
SM 16	Maintain a prompt and efficient quality response to stakeholder concerns	Develop System	5%			N/A	N/A	Development of "One Stop Shop" to address customer service concerns	Implement and refine the "One Stop Shop"
	<b>Sub-total</b>		5%						
<b>SO 9</b>	<b>Promote a Culture of Excellence and Service Quality at Par with Global Standards</b>								
SM 17	Competency and Efficiency Improvement	Pre-training exam and Post-training exam results. Measures the technical aspect by producing reports/manual of said training.	5%			N/A	N/A	Attend at least 1 training for competency & efficient for each employee within a years as per CSC-SPMS	Development of Competency Model
	<b>Sub-total</b>		5%						
<b>SO10</b>	<b>Enable a Positive Climate for Action by Continuous Improvement of Staff Competencies and Technology Infrastructure Abilities</b>								

LEARNING AND GROWTH

Component					Baseline Data (if applicable)			Target	
Objective/Measure	Formula	Weight	Rating System <sup>a/</sup>	Data Provider	2013	2014	2015	2016	
SM 18	Employees Satisfaction and Commitment Index	Actual Development of System	5%			N/A	N/A	Development of Employees Satisfaction & Commitment Index thru online rating (Note: two semesters)	MCIAA compliance with obligations under CNA: 1. Office Space 2. Vehicle for MEMA 3. Daycare Center 4. Employee's Canteen
SM 19	% of completion of the Reorganization of MCIAA Personnel	Actual implementation	10%			N/A	N/A	Submission of the Reorganization Plan to GCG on or before 15 October 2015	100% Implementation of placement of existing employees (with CSC approval)
SM 20	% of completion of the New MCIAA Operations Building	100% completion	10%			N/A	N/A	50% completion	100% completion
<b>Sub-total</b>			<b>25%</b>						
<b>TOTAL</b>			<b>100%</b>						

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