

**BASES CONVERSION AND DEVELOPMENT AUTHORITY (BCDA)
Recalibrated 2020 Performance Scorecard**

		Component				Baseline Data		Target	
Objective/Measure		Formula	Weight	Rating Scale	2017	2018	2019	2020	
SOCIAL IMPACT	SO 1	Improve the Facilities for the Military							
	SM 1	Facilities Constructed	Actual Accomplishment for the Replication of Philippine Navy (PN) Facilities Project	7.50%	All or Nothing	N/A	N/A	NOA issued to Winning Bidder for Design Consultancy Services for Relocation/ Replication of PN Facilities	<u>Site development plan for the replication of the PN facilities</u>
			Actual Accomplishment for the Replication of Philippine Army ASCOM Facilities	7.50%	All or Nothing	N/A	N/A	N/A	<u>Start of Bidding Process</u>
	SO 2	Create Communities Where Families Can Work, Live and Play Together							
	SM 2	Mixed-Use Areas to Include Industrial, Residential, and Institutional Areas Developed	Actual Accomplishment	10%	All or Nothing	N/A	N/A	Signed Development Contract for the 500-hectare Mixed-Use Area in New Clark City	<u>Ongoing bidding for 5,700 sq. m. of BCDA lot</u>
Sub-total			25%						
FINANCIAL	SO 3	Provide Consistent Contribution to the AFP and National Government							
	SM 3	Total Remittance to the AFP and National Government	Total amount (in Philippine Peso)	10%	All or Nothing	N/A	N/A	100% remittance of required mandatory contribution to the National Government	100% remittance of required mandatory contribution to the National Government ¹

¹ Includes remittance from the proceeds for the Asset Disposition Program, guarantee fees and dividends to NG.

Component					Baseline Data		Target	
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SO 4	Ensure Sustainability of BCDA by Building Recurring Revenue Sources and Effectively Managing Costs							
SM 4	Cash Proceeds from Business Contracts	Total cash proceeds from Joint Venture Agreements and Lease Contracts (in Philippine Peso)	10%	(Actual/Target) x Weight	₱3.26 Million	N/A	₱3.91 Billion	<u>₱2.034 Billion</u>
SM 5	<u>Actual investment in BCDA Economic Zones</u>	<u>Total Amount in Philippine Peso</u>	10%	(Actual/Target) x Weight	N/A	N/A	N/A	<u>₱1.3 Billion</u>
Sub-total			30%					
SO 5	Execute and Deliver Quality Development Projects on Time, on Specs, and on Budget							
SM 6	Developmental and Infrastructure Projects Implemented	Actual Accomplishment in the Clark International Airport (CIA) Expansion Project	10%	All or Nothing	N/A	Started physical construction in 2018	Completion of 100% of the project deliverables for 2019 based on the EPC Agreement and its attachments/schedules	100% Completion of the CIA Expansion Project ²
			10%	All or Nothing	N/A	N/A	N/A	Issuance of Notice to Proceed for the Airfield Ground Lighting System of the Clark International Airport
SO 6	Cultivate Strong and Fair Partnerships with Customers and Stakeholders							
SM 7	Percentage of Satisfied Customers	Number of respondents who rated at least satisfactory / Total number of survey respondents	5%	(Actual/Target) x Weight <i>0% = If less than 80%</i>	94%	95% of respondents rated at least Satisfactory	95% of respondents rated at least Satisfactory	95% of respondents rated at least Satisfactory
Sub-total			25%					

² Based on the project's Monthly Progress Report No. 10 as of January 2019, "[t]he EPC Contractor will construct the New Terminal Building at the [CIA] which, under the EPC Contract, is generally comprised of the following: (i) Shell of the New Terminal Building; (ii) the Landside Facilities; and (iii) the Remaining Works". According to the timeline in the said progress report, the expected handover of the project is on 31 July 2020.

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INTERNAL BUSINESS PROCESS	SO 7	Design, Develop, and Ensure Full Execution of Master Plans of Communities							
	SM 8	Development of BCDA Special Economic Zones Synchronized	Actual Accomplishment	5%	All or Nothing	Bidding Completed for the Preparation of the Comprehensive Integrated Master Development Plan (CIMDP)	Board-Approved CIMDP	Board-Approved Urban Design Standards and Guidelines for New Clark City	<u>Submission of Design Standards and Guidelines for Clark Freeport zone by the Consultant</u>
	SO 8	Establish and Maintain Robust Internal Control and Governance Systems							
	SM 9	Information Technology Systems Implemented	Actual accomplishment	5%	All or Nothing	N/A	PCEO-Approved Concept Paper for Knowledge Management System Project	Installation of the Visual Framework Module	<u>Contents for BCDA History uploaded in the visual framework</u>
	SM 10	ISO Certification for all processes	Actual accomplishment	5%	All or Nothing	ISO 9001:2008 Certificate retained Readiness Certificate for ISO 9001:2015 not attained	Attained ISO 9001:2015 Certification	ISO 9001:2015 Certification Maintained	ISO 9001:2015 Certification Maintained
	Sub-total			15%					
LEARNING AND GROWTH	SO 9	Build and Maintain a Highly Competent, Creative, and Committed Work Force							
	SM 11	Percentage of Employees Meeting Required Competencies	Actual accomplishment	5%	All or Nothing	Board-approved Competency Matrix was not completed	<i>Reported Accomplishment Unverifiable</i>	Improvement in the Competency baseline of the organization	Improvement in the Competency baseline of the organization ³
	Sub-total			5%					
TOTAL			100%						

³ Improvement in the competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the following formula:

$$\frac{\sum_{b=1}^B \left[\frac{\sum_{a=1}^A (\text{Actual Competency Level})}{(\text{Required Competency Level})_a} \right]_b}{B}$$

where: a = Competency required, A = Total number of competencies required of position, b = Personnel profiled, B = Total number of personnel profiled