



Strategic Measure	Formula	Weight	Rating System	Baseline			2020 Annual Target	
				2017	2018	2019	GCG-Finalized Target	Adjusted Target
<b>SO 1: Increase number of environmentally sound buildable areas for development</b>								
SM 1: Secure approval of Government Seabed Quarry Permit (GSQP) for Lubang Island and Simo Banks-Nasugbu; Leyte-Biliran; Malapascua of Cebu; Maasin of Leyte; and Oton-Guimaras Coastal Waters for Marine Sand Quarry	Actual Accomplishment	10%	All or Nothing	Failed bidding	Government-to-Government arrangement between PRA and MGB. Submission of MGB of the Revised Technical and Financial Proposal	The draft Implementing Agreement under review of DENR-MGB. Determined two (2) alternative sites in Lubang Island and Simo Banks-Nasugbu as replacement for the Bulacan-Pampanga-Bataan site.	GM-approved Final Report on the Geo-Scientific Survey/ Investigation for Biliran, Leyte and Malapascua, Cebu Sites	Signed Implementing Agreement (IA) with DENR-MGB for Biliran, Leyte and Malapascua, Cebu
SM 2a: Implementation of Land Reclamation Activities : Pasay 360 hectare reclamation	Actual Accomplishment	7.5%	All or Nothing	N/A	N/A	N/A	Notice to Mobilize/ Notice to Proceed issued to Proponent	N/A
SM 2b: Implementation of Land Reclamation Activities : Navotas City reclamation	Actual Accomplishment	7.5%	All or Nothing	N/A	N/A	N/A	Final Review and Status Report on the Evaluation of Pre-Construction documents submitted to PRA Management	Initial/preliminary review/evaluation of the pre-construction documents
SM 2c: Implementation of Land Reclamation Activities : Batangas city reclamation	Actual Accomplishment	7.5%	All or Nothing	N/A	N/A	N/A	Notice to Mobilize/ Notice to Proceed issued to Proponent	PRA's review/evaluation and approval of the submitted pre-construction documents as pre-conditions of the Notice to Proceed issued to proponent

SOCIAL IMPACT/STAKEHOLDERS

Strategic Measure	Formula	Weight	Rating System	Baseline			2020 Annual Target	
				2017	2018	2019	GCG-Finalized Target	Adjusted Target
<b>SO 2: Develop a comprehensive coastal defense/ protection strategy</b>								
SM 3: Coastal defense strategy for Vulnerable Areas	Actual Accomplishment	10%	(Actual/Target) x Weight	PRA Board approved priority areas; Initial implementation of Coastal Defense Strategy per agreements with funder and LGU	1) GRP granted a No-Cost extension to the project; 2) Expressions of Collaboration (EOC) between PRA and Cities of Surigao and Bislig were finalized for the preparation of their respective Coastal Protection Master Plan (CPMP)	a) Completed and submitted the Final Report to GRP through One Architecture on 01 March 2019. b.1) The Coastal Protection Master Plan (CPMP) for Surigao City was approved per Resolution No. 10-2020 dated 16 January 2020 by the City Council. b.2) The Coastal Protection Master Plan (CPMP) for Bislig City was approved on 19 November 2019 per Resolution No. 2019-752 by the City Council.	A. Final Report on the Scaling-Out Project for Bulacan and Pampanga as submitted to the Global Resilience Partnership	N/A
							B. Endorsement of the Framework Plan to the LGU (signed by both PRA and the designated LGU Department/ Office)	Conduct of environmental scanning/ investigation and validation of available data; and Conduct stakeholders' workshops/ consultations  Note: activities will depend on the protocols of IATF at that time
<b>SO 3: Increase Support of Stakeholders, Address Concerns of Affected Communities and Gain Social Acceptance of Development Projects</b>								
SM 4: Percentage of Satisfied Customers/ Stakeholders	Actual Accomplishment	5%	(Actual/Target) x Weight	Hired the Development Academy of the Philippines (DAP) as the consultant to design the survey	Establish Baseline	88.9%	90%	Issuance of Notice to Proceed; and Submission of appropriate reports
<b>SO 4: Increase Revenue and Improve Cash Flow</b>								
SM 5: Net Income Commitment	Absolute Amount	15%	(Actual/Target) x Weight 0% = If less than P150Million	₱366.68 M	₱250.0 M	Php 2.9 Billion (Financial Income)	Php874 Million (Net Income after Tax)	N/A
<b>SO 5: Increase inventory of marketable land assets</b>								
SM 6: Disposition of unlawfully reclaimed areas	Absolute number	10%	(Actual/Target) x Weight	3 Board-approved applications endorsed to DENR for its recommendation for the issuance of Presidential Proclamation	• Secured Board approval for twenty-one (21) applications under PRA A.O. 2005-1 & 2008-3; • Five (5) Board approved applications endorsed to DENR for the issuance of Presidential Proclamation (PP)	18.1686-Hectares	Endorsement to the DENR for issuance of Presidential Proclamation covering twenty-seven (27) sites	Endorsement to the DENR for issuance of Presidential Proclamation (PP) covering ten sites (10) sites.

FINANCE

Strategic Measure	Formula	Weight	Rating System	Baseline			2020 Annual Target	
				2017	2018	2019	GCG-Finalized Target	Adjusted Target
<b>SO 6: Implement Clear and Efficient Reclamation Guidelines and Public Estates Development and Management</b>								
SM 7. Formulation of a new policy	Actual Accomplishment	5%	All or Nothing	Draft Administrative Order on the Conduct of Competitive Challenge; Board approved policy on appraisal of properties; and, Board approved new security plan	PRA Board approved "Guidelines and Procedures for the Competitive Challenge for Unsolicited Proposals to Reclaim"	The PRA Board approved the policy on the integration of coastal protection and green spaces in reclamation projects under Resolution No. 5047. It was published at Philippine Star and filed with the UP Law Center on 06 December 2019.	Publication of Board-approved Utilization Guidelines on the Social Environmental Fund (SEF) in newspapers of general circulation and filing with UP Law Center	N/A
SM 8. Development of PRA Properties : Re-development of Coastal Plaza Condominium Project (CPCP)	Actual Accomplishment	7.5%	All or Nothing	N/A	Finalized business plan was presented to the Board	Implementing Strategy was not completed.	100% of the deliverables for the year are implemented based on the Board-approved CPCP Business Plan	Board-approved CPCP Business Plan
SM 9. Maintenance and timely repair of roads and other infrastructure projects : Construction of One Road at Superblock B; and Rehabilitation of PDMB, Asean Ave., and Diokno Blvd.	Actual Accomplishment	5%	All or Nothing	Preparation of TOR and Bid Documents for hiring consultant of consultant for civil works and complete detailed engineering	Revision of bidding documents	Failure of First (1st) and Second (2nd) Bidding on September 24, 2019 and December 16, 2019, respectively, due to lack of interested bidders.	Implementation of 100% Contract Deliverables for the Detailed Engineering Design	Implementation of 20% Contract Deliverables for the Detailed Engineering Design
<b>SO 7. Strengthen culture of continuous training and innovation in the organization</b>								
SM 10. Percentage of Employees Meeting Required Competencies	Actual Accomplishment	5%	All or Nothing	Position Profiling	Board-Approved competency-based job descriptions for all positions	Competency assessment was conducted among 100% of the PRA employees; Baseline was established.	Improve Competency Baseline of PRA	Continuous provision of training/interventions to address the competency gap and assess the improvement of Competency Baseline of PRA Employees (in reference to the 2019 Competency Baseline) through the ff. activities: a. HR Learning Sessions on Competency based interview, learning measurement, succession planning and employee engagement; and b. Individual Development Planning and writing
<b>SO 8. Implement a Quality Management System (QMS)</b>								
SM 11. Improve Processes to Quality Management System	Actual Accomplishment	5%	All or Nothing	Management-approved QMS Manual	Certification under ISO 9001:2015	Passed the Surveillance Audit	Pass the 2nd Surveillance Audit	N/A
	<b>Total</b>	<b>100%</b>						

INTERNAL PROCESS

ORGANIZATION

Approved by:

- Original signed -

  
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**ATTY. JANILO E. RUBIATO**  
General Manager and CEO

**August 26, 2020**  
Date

- Original signed -

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**ATTY. ALBERTO C. AGRA**  
Chairman, Board of Directors

**August 26, 2020**  
Date