PRIMERA CUMBRE GUBERNAMENTAL DE POLÍTICA PÚBLICA PARA JEFES DE DEPENDENCIAS GUBERNAMENTALES
Lcdo. Omar J. Marrero
DIRECTOR EJECUTIVO DE LA AAFAF
1. POWERS OF AAFAF
2. PROMESA
3. FISCAL PLAN IMPLEMENTATION
A new Financial Advisory Authority and Fiscal Agency of Puerto Rico (AAFAF) was created in January 2017 with greater powers and authority to coordinate the use of government resources. The creation of AAFAF has been of great importance to the Government of Puerto Rico, as it has the responsibility to work on all the mandates of the PROMESA law.

POWERS OF AAFAF

AAFAF acts as an entity that oversees compliance with the budget and fiscal plan.

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AAFAF is responsible for initiating discussions with creditors to reach voluntary restructuring agreements.

AAFAF has the power to conduct audits and investigations, as well as order information requests as part of its oversight efforts.

AAFAF can determine overspending and can order the freezing of budget items, appoint trustees, redistribute human resources and change procedures, among other actions.
PROMESA – PURPOSE

PURPOSE

On June 30, 2016, President Obama signed into law the Puerto Rico Oversight, Management, and Economic Stability Act of 2016 ("PROMESA") to “provide a method for [Puerto Rico] to achieve fiscal responsibility and access to the capital markets.”

PROMESA established the seven-member Financial Oversight Management Board (FOMB):

- Members are appointed by the President with the Governor (or their designee) serving as an eighth member without voting rights.
- Primary responsibilities include the certification of fiscal plans and budgets for Puerto Rico, as well as the ability to facilitate fiscal restructuring with creditors who have claims against the government of Puerto Rico.
- Since the enactment of PROMESA, the FOMB, at the request of the Governor, has commenced six Title III debt restructurings for the following government entities and public corporations including the Commonwealth of Puerto Rico, COFINA, HTA, ERS, PREPA, and PBA.

GOALS OF PROMESA

- **FOSTER SUSTAINED ECONOMIC GROWTH**
  Leading structural reforms would aid in growth objectives for the economy by providing a better trained workforce, a more business friendly environment and better infrastructure.

- **FISCAL RESPONSIBILITY AND A RETURN TO CAPITAL MARKETS**
  Fiscal health can be achieved in part by right-sizing of government services and personnel while economic growth establishes a bigger tax base for the government.

- **CREATE THE CONDITIONS FOR LONG-TERM FISCAL BALANCE**
  Provide a prudent and integrated set of actions to restore fiscal balance in the short term and outline opportunities for more ambitious additional reforms.
<table>
<thead>
<tr>
<th>Title</th>
<th>Section.SYSTEM</th>
<th>Description</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title I</td>
<td>Establishment and Organization of The Oversight Board</td>
<td>(48 U.S.C.A. §§ 2121-2129)</td>
<td></td>
</tr>
<tr>
<td>Title II</td>
<td>Responsibilities of Oversight Board</td>
<td>(48 U.S.C.A. §§ 2141-215)</td>
<td></td>
</tr>
<tr>
<td>Title III</td>
<td>Adjustments of Debts</td>
<td>(48 U.S.C.A. §§ 2161-2177)</td>
<td></td>
</tr>
<tr>
<td>Title V</td>
<td>Puerto Rico Infrastructure Revitalization</td>
<td>(48 U.S.C.A. §§ 2211-2217)</td>
<td></td>
</tr>
<tr>
<td>Title VII</td>
<td>Sense of Congress Regarding Permanent, Pro-Growth Fiscal Reforms</td>
<td>(48 U.S.C.A. § 2241)</td>
<td></td>
</tr>
</tbody>
</table>
PROMESA – KEY POWERS

**TITLE I: ADMINISTRATIVE POWERS**
- Hold hearings and take testimony and seek judicial enforcement of its authority, including to prevent Government actions that impair or defeat the purposes of PROMESA.
- Issue subpoenas, demand documents and information, intervene in any litigation filed against the territorial government and seek injunctive relief.
- Overall broad powers to ensure purposes of PROMESA are met.

**TITLE II: FISCAL PLAN POWERS**
- Review fiscal plan submitted by the Government and “determine in its sole discretion” whether the proposed fiscal plan satisfies PROMESA’s requirements.
- Certify its own fiscal plan if Government fails to submit a fiscal plan the Board deems compliant, which “shall be deemed approved by the Governor, and the Oversight Board shall issue a compliance certification for such Fiscal Plan to the Governor and Legislature.”
- Review newly enacted legislation for consistency with the certified fiscal plan and prevent enforcement of laws it deems significantly inconsistent with the fiscal plan.
- Review proposed contracts, rules, and regulations for transparency and consistency with fiscal plan.

**TITLE II: BUDGET POWERS**
- Like the Fiscal Plan, FOMB has responsibility to review the budget submitted by the Government and, if found not compliant with the fiscal plan, then FOMB will certify its own budget, which shall be deemed approved by the Governor.
- Enforce compliance with the certified budget by “making appropriate reductions in nondebt expenditures to ensure quarterly compliance with the budget.”
- Have control of the reprogramming of funds through a review, analysis and approval process of such changes, which the Oversight Board provides to the Legislature, and certifies such reprogramming will not be inconsistent with the Fiscal Plan and Budget.
- Make recommendations to the Government on actions it may take to ensure compliance with the Fiscal Plan, or to otherwise promote the financial stability, economic growth, and other benefits.
- Debt: the government may not issue debt or similar obligatory transactions without FOMB prior approval.

**TITLE III: DEBT RESTRUCTURING**
- File a Title III restructuring proceeding.
- Act on behalf of the debtors in filing petitions and in proceedings.
- Hold exclusive power to file a plan of adjustment for the government.
SPECIFIC POWERS OF THE OVERSIGHT BOARD:

The following sections apply to Puerto Rico even if a process similar to the PROMESA Title III bankruptcy has been initiated.

Section 204: Powers on new budgetary reappropriations and legislation.

Section 205: Powers to make public policy recommendations.

Section 207: Powers over debt restructuring and issuance.
FISCAL PLAN
CURRENT STATE & KEY ACCOMPLISHMENTS

UNEXPECTED HEADWINDS

Over the past four years, Puerto Rico has faced numerous unexpected challenges including natural disasters, a governance disruption and the COVID-19 pandemic. These unexpected headwinds have added an additional layer of complexity in the efforts to improve the Island’s fiscal and economic position. Even with major disruptions caused by these unprecedented events, the Government has made significant progress.

DEBT RESTRUCTURING EFFORTS

- **Achieved** – Less than one year after PROMESA’s enactment, the Government successfully restructured GDB’s claims covering the first $5 billion of the Commonwealth’s $74 billion of funded debt. Shortly after, the Government completed restructuring COFINA, PRASA, and PRIFA-Ports, all during the backdrop of multiple creditor-initiated litigations involving the Government and Oversight Board. Addressing these legal actions often absorbed significant Government resources, yet progress continued.
- **In Process** – Significant advances have been made toward completing the remaining complex restructurings of the Commonwealth, PREPA and other credits. The net result is that final exit from Title III is in sight.

KEY ACCOMPLISHMENTS

With the objective of returning Puerto Rico to fiscal and economic stability, the Government has achieved significant milestones towards exiting Title III, including the following:
- Swift and effective response to the COVID-19 pandemic;
- Significantly reduced government expenses;
- Increased TSA cash;
- Enactment of Act 106 to provide stability to the Government’s (ERS) pension system;
- Agency consolidations, increased transparency of public funds and implementation of structural reforms.
OVERVIEW

CFP Implementation encompasses how the Government will carry out fiscal strategies through reforms. There are two types of reforms:

- **Structural reforms** to increase competitiveness of Puerto Rico’s economy by driving economic growth and improving government revenues. Without these reforms, forecasted expenditures would require deeper rightsizing to live within revenues and balanced budgets; hence structural reforms are crucial to fund government services as forecast in the CFP.
  - Examples: Permitting Reform, Launch Red Tape Commission.

- **Fiscal reforms** to ensure adequate delivery of Government services in an environment of limited resources. On a continual basis, the Government must evaluate the services it provides and determine how to deliver them more efficiently and effectively.
  - Examples: Prepare Psychiatric Hospital for Medicare Certification, Staff and Resource PRITS.

PURPOSE & GOALS

Implementation of these reforms primarily serve to improve Government operating efficiency, quality of service, and sustainability.

Carrying out the fiscal strategies set by the Oversight Board helps to demonstrate Puerto Rico’s commitment to its fiscal health and provides a pathway to ensure that restructured debt can be serviced, and capital markets can be accessed.

OVERSIGHT BOARD VIEWS

The Oversight Board believes the Government has made limited progress in implementation of reforms in the last two fiscal years across agency process improvements, back-office consolidations, value-based Medicaid reform, and certain structural reforms (ease of doing business and education). The 2020 CFP introduced Incentive Milestones to release budget to CUs as progress is demonstrated.

However, the Oversight Board recognizes the current extraordinary set of challenges that Puerto Rico has been facing (e.g., political disruptions, natural disasters, COVID-19), and as such, the 2020 CFP is designed to be responsive to such challenges.

- The 2020 CFP pauses additional savings required to be achieved in FY21 for most measures to enable the Government to focus on implementation and provides for investments in immediate COVID-19 response, healthcare, public safety, education, and technology sector.
## Certified Fiscal Plan

### Commonwealth Entities Included & Excluded in the Certified Fiscal Plan (CFP)

### Included

**Major Entities Included in the Certified Fiscal Plan**
1. Central Government Entities
2. Major Component Units
3. Other Component Units and agencies

### Excluded

**Major Entities Excluded from the Certified Fiscal Plan**

### 1. TSA

- Central Government
- Agencies: Department of Education, Department of Health, Police, etc.
- Individually Reported – Comprises ~30% of Fiscal Plan Cash Flow

### 2. Major CUs

- ASEM
- CGPRC
- PRCT
- AES
- PRITA
- Ports
- PBA
- ADEA
- DDEC
- AAFAF
- HFA
- SIFC
- PRCCDA

**Roughly 45 additional agencies and component units, such as Solid Waste Authority and Public Broadcasting Authority**

### 3. Other

- Not individually reported – ~10% of Cash Flow

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1. Major CUs include the following IFCUs: ASEM, AES, PRITA, PORTS, PBA, ADEA, AAFAF, HFA, SIFC, PRCCDA.

Note: Housing Finance Authority and resources from the Cap Funds (money transferred by HUD for financing projects and repayment of bonds) are not contemplated in the New Fiscal Plan.
The Oversight Board requested a revised Commonwealth Fiscal Plan from the Government in January 2021, with the final Government Fiscal Plan due in late March and ultimate certification by the end of April.

Below reflects the timeline required by the Oversight Board for the 2021 Fiscal Plan process.

- **JANUARY 19, 2021**
  Oversight Board provided formal letter to the Government requesting a new Commonwealth Fiscal Plan and the following timeline.

- **MARCH 8, 2021**
  Governor submits a proposed updated Fiscal Plan to the Oversight Board.

- **MARCH 14, 2021**
  Oversight Board may send the Governor a notice of violation, if needed.

- **MARCH 26, 2021**
  Governor submits a revised proposed updated Fiscal Plan to the Oversight Board.

- **APRIL 23, 2021**
  Oversight Board expects to certify an updated Fiscal Plan.
The 2020 CFP includes numerous initiatives that are challenging to fully implement, under the best of circumstances. The proposed 2021 FP includes a more focused set of initiatives on economic development, government of excellence and quality of life.

2020 CFP: SCOPE OF IMPLEMENTATION INITIATIVES

- **Completion Timeframe**
  - 20% <6 months
  - 25% 6-12 months
  - 35% >12 months
  - 20% to be defined

- **Initiative Maturity**
  - 55% existing initiatives continued
  - 45% new initiatives introduced

- **220+ major initiatives**
  - with thousands of supporting action items

**spanning across the Government**
Under AAFAF’s leadership, the Government considers factors such as the Administration’s priorities, complexity, timeline, and potential impact when identifying initiatives that will receive increased focus and attention.

### 2020 CFP: IMPLEMENTATION INITIATIVE PRIORITIZATION

<table>
<thead>
<tr>
<th>Investment Category</th>
<th># of Focus Initiatives</th>
<th>Initiative Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td>Immediate Response to COVID-19</td>
<td>2</td>
<td>• Optimize Use of Federal CARES Act Funding&lt;br&gt;• Optimize Use of Local Emergency Measures Support Package Funding</td>
</tr>
<tr>
<td>Enhance Healthcare Services &amp; Infrastructure</td>
<td>8</td>
<td>• Restructure ASEM Revenue Cycle Management&lt;br&gt;• Increase Provider Reimbursement Rates and Expand Drug Coverage</td>
</tr>
<tr>
<td>Safeguard Public Safety</td>
<td>5</td>
<td>• Enhance Puerto Rico Police Bureau&lt;br&gt;• Increase Police and Firefighter Salaries and Address Back-pay</td>
</tr>
<tr>
<td>Drive Educational Outcomes</td>
<td>4</td>
<td>• Provide Enhanced Scholarships for Healthcare Students&lt;br&gt;• Increase Transitory Teacher and School Director Compensation</td>
</tr>
<tr>
<td>Foster Sustainable Economic Development</td>
<td>3</td>
<td>• Conduct Analysis to Reactivate the Manufacturing Sector&lt;br&gt;• Establish 21st Century Technical and Business Education Fund</td>
</tr>
<tr>
<td>Transform Government Services</td>
<td>8</td>
<td>• Increase GSA Staffing Levels to Support Centralized Procurement&lt;br&gt;• Complete Implementation of Segregated DC Plan Accounts</td>
</tr>
<tr>
<td>Priority Structural and Tax Reforms</td>
<td>6</td>
<td>• Launch Red Tape Commission&lt;br&gt;• Implement and Enforce of Revenue Measures</td>
</tr>
</tbody>
</table>
Agencies must deliver their value to the government and people of Puerto Rico. They also must advance toward fulfilling the promise of the government:

- Government of excellence;
- Improving quality of life for the people;
- Economic development;
- Fiscal responsibility.

These promises involve change, not just operating as usual. Accurate, timely and consistent reporting of your agency’s progress towards these goals, demonstrates your agency’s essential role in transforming Puerto Rico and delivering a bright future for everyone on the Island.

Agency leaders are encouraged to use the monthly reports as a tool to:

- Keep your teams on track with respect to implementing change in your organization.
- Keep you informed of headcount, savings and other key performance metrics and achievements that show progress to the CFP.
- Show possible delays that enable you to address risks or issues with achieving goals.
- Help your teams be accountable for achieving efficiencies and goals.
- Show alignment with the government’s platform and help manage FOMB expectations.

- The FOMB relies on this information to effectively track the status of key initiatives included in the 2020 Fiscal Plan and uses these reports in their own reporting and in conducting meetings with agency teams.

AAFAF can help your Implementation teams with consistent reporting to comply with the FOMB requirements.

- AAFAF can meet with your teams and help prepare and review reports.
- AAFAF legal must review reports prior to submission to the FOMB.
CFP IMPLEMENTATION REPORTING – CADENCE

Report components are reasonable, customary and necessary for accurate track of progress to CFP goals, and it is equally essential that reports be submitted to AAFAF for review on time.

The schedule below outlines the timing for Agency submission to AAFAF and review/editing of such reports. AAFAF is happy to schedule a standing meeting with agency teams to block time for report development and review.

**MILESTONES**

- **7th Day of the Month**: Agencies submit **DRAFT** Implementation Reports to AAFAF
- **7th - 15th of the Month**: Agencies respond to questions and make recommended edits between the 7th and 15th of the month
- **15th of the Month**: Agencies submit **FINAL** Implementation Reports to implementation@aafaf.pr.gov
The February 2021 PSA is more favorable to the Government than the prior PSA, as it decreases the amount of total hard debt and fixed consideration to GO/PBA and de-risks the structure consistent with the new economic realities of a post-COVID-19 outlook. However, the Government is not supporting the February 2021 PSA because the Oversight Board is insisting on the pension cuts.

### Key Economic Terms

<table>
<thead>
<tr>
<th></th>
<th>February 9, 2020 • <strong>PLAN OF ADJUSTMENT</strong>¹</th>
<th>February 15, 2021 • <strong>PLAN SUPPORT AGREEMENT</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Debt Service</strong></td>
<td>Reduction from ~$90 billion to ~$40 billion, a 56% decrease</td>
<td>Reduction from ~$90 billion to ~$34 billion, a 62% decrease</td>
</tr>
<tr>
<td>(Incl. COFINA)</td>
<td></td>
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<tr>
<td><strong>Current Interest Maximum Annual Debt Service (Incl. COFINA)</strong></td>
<td>$1.472 million</td>
<td>$1,150 million</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
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<tr>
<td><strong>Security Structure</strong></td>
<td>50% General Obligation (“GO”) / 50% COFINA Jr.</td>
<td>100% GO</td>
</tr>
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<td></td>
<td></td>
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<tr>
<td><strong>New Debt (4.5% True-Interest Cost)</strong></td>
<td>$10.4 billion</td>
<td>$7.4 billion²</td>
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<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Cash</strong></td>
<td>$5.9 billion</td>
<td>$7.0 billion³</td>
</tr>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>GO/PBA Fixed Consideration (4.5% True-Interest Cost)</strong></td>
<td>$15.6 billion</td>
<td>$14.4 billion³</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>GO/PBA Contingent Value Instrument (“CVI”)</strong></td>
<td>None</td>
<td>Based upon sharing of outperformance of 5.5% Sales and Use Tax Collections (“5.5% SUT”)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Subject to annual ($200 million) and lifetime ($3.5 billion) caps</td>
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<tr>
<td><strong>PSA Fee for Retail Holders</strong></td>
<td>$50 million set aside so that retail holders are treated equally to PSA Parties</td>
<td>$50 million set aside so that retail holders are treated equally to PSA Parties</td>
</tr>
</tbody>
</table>

¹ February 9, 2020 Plan of Adjustment adjusted to FY21 exit and 4.507% true-interest cost for purposes of comparability. ² Includes current interest and capital appreciation bonds. ³ Assumes $350 million cash consideration contingent on FY21 outperformance available for distribution to creditors.
DEBT REDUCTION

The PSA represents an important step towards restructuring Puerto Rico’s debt, exiting Title III and re-establishing access to the capital markets, which are necessary for the termination of the Oversight Board’s presence in Puerto Rico. Upon becoming effective, the plan of adjustment will significantly reduce Puerto Rico’s debt load and allow it to be completely debt free in 25 years.

<table>
<thead>
<tr>
<th>COMMONWEALTH CLAIMS ($ IN BILLIONS)</th>
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<tbody>
<tr>
<td>Pre-POA [a]</td>
</tr>
<tr>
<td>Post-POA [b]</td>
</tr>
<tr>
<td>35.4</td>
</tr>
<tr>
<td>7.4</td>
</tr>
</tbody>
</table>

(a) Estimated Pre-POA Commonwealth Claims includes original issue discount. Includes GO and GO Guaranteed, clawback, MBA, ERS, and other estimated general unsecured claims. (b) Includes current interest and capital appreciation bonds under the new PSA. Excludes contingent value instrument.
DEBT SERVICE REDUCTION

The financial restructuring of the Commonwealth has been a complex process, which was preceded by the successful debt restructurings for Government Development Bank and COFINA. The Government is committed to collaborating with all stakeholders to reach a consensual agreement in order to emerge from the pending bankruptcy proceedings; thereby paving the way for increased investments in Puerto Rico, while protecting our retirees.

The 2021 PSA reduces Maximum Annual Debt Service inclusive of COFINA from $4.2 billion to $1.15 billion\(^1\), a reduction of ~$3 billion, or 73%.

\(^1\) Excludes payments on account of GO Capital Appreciation Bonds, which are expected to be repaid with funds released from FEMA disaster recovery funds. GO CABs are structured to be repaid in equal annual $150mm installments in 2029-2033. Additionally, excludes payments on account of GO CABs, which are expected to be repaid from 2022-2024. New debt issued as part of the 2021 PSA has a 25-year maximum maturity, after which the only Commonwealth fixed obligation is existing COFINA Senior Lien debt. Note: For the avoidance of doubt, above charts do not include annual CVI payments.
Despite the challenges that the Government has faced, the Commonwealth has made significant progress in its transformation of Puerto Rico. The Government is committed to continuing to improve the fiscal and economic conditions and move the Commonwealth forward, exit from Title III and focus on promoting private investment on the Island. Your support and agency’s engagement in executing the CFP and reporting your progress accurately and timely is essential to this transformation.

**KEY PROGRESS TO DATE**

- Completed Debt Restructurings
- Structured Reforms
- Energy Transformation
- Transparency
- Federal Funds

**STEPS TO EXIT TITLE III**

- Finalize Commonwealth Plan of Adjustment
- Finalize PREPA, ERS, HTA and other Restructurings
- Continue execution of Fiscal Plan Initiatives and Jumpstart reconstruction initiatives

**OBJECTIVE**

- Achieve Fiscal responsibility and access to capital markets
- Increased private investment in Puerto Rico
- Create jobs and improve the living conditions for residents of Puerto Rico
The Government has stated to the FOMB and creditors its opposition to any pension cuts as part of any Plan of Adjustment.

The Government will not support a proposal that ignores the Government’s position of zero pension cuts.

To achieve the goal of exiting Title III as quickly as possible and move forward in improving the lives of its citizens, all of Puerto Rico’s government agencies and public corporations must fulfill their obligations under PROMESA together.
THANK YOU!
Lcdo. Juan Carlos Blanco
DIRECTOR EJECUTIVO DE LA OGP
OFICINA DE GERENCIA Y PRESUPUESTO
FACULTADES

• Formulación del presupuesto
• Administración, ejecución y control del presupuesto
• Evaluación y el análisis gerencial y programático
• Auditoría operacional, gerencial
¿QUÉ QUEREMOS?

• Enfocar en la eficiencia y en el servicio al cliente
• Facilitar con apoyo gerencial y estratégico
• Identificar oportunidades para el beneficio de los ciudadanos
• Expandir servicios: orientación, capacitación y apoyo
PRESUPUESTO 2022
Lcda. Zahira Maldonado
DIRECTORA EJECUTIVA DE LA OATRH
Primera Cumbre Gubernamental de Política Pública
• Oficina de Personal (OP), Ley Núm. 345, 12 de mayo de 1947.
• Oficina Central de Administración de Personal (OCAP), Ley Núm. 5 de 14 de octubre de 1975, Ley de Personal del Servicio Público.
• Oficina Central de Asesoramiento Laboral y de Administración de Recursos Humanos (OCALARH), Ley Núm. 45 de 25 de febrero de 1998, según enmendada, Ley de Relaciones del Trabajo para el Servicio Público.
• Oficina de Recursos Humanos del Estado Libre Asociado de Puerto Rico (ORHELA), Ley Núm. 184 del 3 de agosto de 2004, “Ley para la Administración de los Recursos Humanos en el Servicio Público del Estado Libre Asociado de Puerto Rico”.
• Oficina de Capacitación y Asesoramiento en Asuntos Laborales y de Administración de Recursos Humanos (OCALARH), Ley Núm. 133 de 12 de julio de 2011.
LEY NÚM. 8-2017

• Oficina de Administración y Transformación de los Recursos Humanos del Gobierno de Puerto Rico (OATRH).

• Ley Núm. 8-2017, según enmendada.

• Aprobada el 4 de febrero de 2017.

“Ley para la Administración y Transformación de los Recursos Humanos del Gobierno de Puerto Rico”.
• Se establece al Gobierno de Puerto Rico como Empleador Único - los empleados públicos serán empleados del Gobierno Central y no de las agencias. (Artículo 2, Sección 2.1, incisos (1) y (3)).
EMPLEADOR ÚNICO

• Propósitos:

• Mejor utilización de los recursos humanos
• Promover la continuidad de los servicios públicos
• Priorizar el reclutamiento interno para las plazas vacantes
• Facilitar el desarrollo pleno de los empleados
• Garantizar el empleo de nuestros servidores públicos
ÁREAS ESENCIALES AL PRINCIPIO DE MÉRITO

• Clasificación de Puestos
• Reclutamiento y Selección
• Ascensos, Traslados y Descensos
• Adiestramiento
• Retención
EMPLEADOR ÚNICO
## PLANES DE CLASIFICACIÓN

<table>
<thead>
<tr>
<th>Antes</th>
<th>Ahora</th>
</tr>
</thead>
<tbody>
<tr>
<td>Más de 176 planes de Clasificación de Puestos en las agencias del Gobierno Central</td>
<td>Total: 2 Planes de Clasificación de Puestos: 1 de carrera y 1 de confianza</td>
</tr>
<tr>
<td>Más de 24,000 especificaciones de clases</td>
<td>1,575 (1,391 carrera + 184 confianza) Reducción de un 94%</td>
</tr>
<tr>
<td>Diferentes cualificaciones y requisitos de preparación académica y experiencia mínima para clases de puestos similares en cada agencia.</td>
<td>Se unificaron los títulos y requisitos mínimos de preparación académica y experiencia para las clases de puestos similares.</td>
</tr>
</tbody>
</table>
PLAN DE RETRIBUCIÓN UNIFORME

- Se elaboraron dos planes de retribución uniforme para el servicio de carrera, según dispuesto por la Ley Núm. 8-2017:
  - Personal Unionado
  - Personal Gerencial
- $50 millones de dólares se destinarán para iniciar la primera fase del Plan de Clasificación y de Retribución Uniforme para los empleados públicos.
- Actualmente, nos encontramos en espera de aprobación por parte de la Junta de Supervisión Fiscal.
La Ley Núm. 8-2017, según enmendada, en su Artículo 3, Inciso (30) define la movilidad como:

"Proceso para atender con flexibilidad las iniciativas del Gobierno, identificando los recursos humanos necesarios que permitan la adecuada prestación y continuidad de los servicios que se le ofrecen a la ciudadanía y que a su vez propicien la mejor utilización y retención de los recursos humanos".

Es un elemento necesario para la mejor utilización y retención de los recursos humanos en el Gobierno de Puerto Rico.
• La OATRH será encargada de poner en función cada plan de movilidad en la prestación de servicios y funciones en el Gobierno de Puerto Rico.

• Deben responder a la necesidad inmediata en la prestación de servicios esenciales en el Gobierno.

• Al momento de realizarse los planes de movilidad en primera instancia, se deberá identificar qué empleados desean participar de forma voluntaria.

• Aplicará a empleados de la Rama Ejecutiva, que ocupen puestos en el Servicio de Carrera o en el Servicio de Confianza con derecho a reinstalación.
FACTORES A TOMAR EN CONSIDERACIÓN AL MOMENTO DE EFECTUAR LA MOVILIDAD

- La necesidad de servicio
- La preparación y experiencia del empleado
- Los años de servicio
- El domicilio del empleado
- El lugar geográfico de prestación de servicios
- Los convenios colectivos
- Disponibilidad del empleado
MOVILIDAD

- INICIO DEL PROCESO DE MOVILIDAD VOLUNTARIA
PROCESO PARA CUBRIR PUESTOS VACANTES

- **RECURSOS INTERNOS**
- **REGISTRO DE MOVILIDAD VOLUNTARIA**
- **CONVOCATORIA INTERNA**
- **CONVOCATORIA EXTERNA**
LEY NÚM. 36-2020

- Ley Núm. 36-2020, según enmendada, conocida como “Ley de Trabajo a Distancia del Gobierno de Puerto Rico” (en adelante, Ley Núm. 36-2020).

- Aprobada a los fines de ordenar a las agencias, instrumentalidades y corporaciones públicas del Gobierno de Puerto Rico a adoptar las medidas necesarias para implementar un Programa de Teletrabajo, mediante el cual se les permitirá a los empleados participantes cumplir, parcial o totalmente, desde sus hogares u otras oficinas satélites de la entidad gubernamental a la cual pertenece, con los deberes y responsabilidades que les requiere su puesto.
MEMORANDO ESPECIAL NÚM. 34-2020

- El 12 de noviembre de 2020, se promulgó el Reglamento (Modelo) de la OATRH para la implementación del Programa de Teletrabajo o Trabajo a Distancia en los organismos públicos, conforme a la Ley Núm. 36-2020.

- Establece las reglas para la implementación del Teletrabajo o Trabajo a Distancia en cada entidad gubernamental.

- Aplica a todos los empleados de carrera, de confianza, en período probatorio y transitorios de las entidades gubernamentales.
DEBERES DE LA AUTORIDAD NOMINADORA

• Informar que la participación es voluntaria y determinar cuáles empleados son elegibles para Teletrabajo;
• Adiestrar a los empleados elegibles y sus supervisores;
• Realizar Acuerdo escrito entre el empleado y la entidad gubernamental;
• Establecer un plan de evaluación del Programa;
• Monitorear los niveles de productividad de los teletrabajadores;
• Divulgar el Programa a todos los empleados de la entidad gubernamental
CARTA CIRCULAR DE LA SECRETARÍA DE LA GOBERNACIÓN

GOBIERNO DE PUERTO RICO

Carta Circular Núm. 042-2021-066
Secretaría de la Gobernación

Memorando Especial Núm. 6-2021
Opciones para la Administración y Transparencia de los Recursos Humanos del Gobierno de Puerto Rico

Señor(a)s, Jefe de Agencia y Directores Ejecutivos
Depto. Administrativo, Agencias, Comisiones, Juntas, Administraciones, Autoridades, Corporaciones Públicas, Instrumentalidades y demás organizaciones o entidades componentes de la Banda Eje Efectiva del Gobierno de Puerto Rico ("Entidades Gubernamentales")

Video apresentado: [Enlace a video]

Directora Ejecutiva
OATPI

23 de febrero de 2021

REQUERIMIENTO DE TRABAJO PRESENCIAL EN LAS ENTIDADES GUBERNAMENTALES Y PROCESO INTEGRADO PARA LOS EMPLEADOS QUE Tengan CAUSA JUSTIFICADA PARA SER CONSIDERADOS A REALIZAR SUS LABORES MEDIANTE TELÉFONO  O TRABAJO A DISTANCIA

El Gobierno de Puerto Rico, llel. Pedro S. Ferrada Urquía, ha promulgado el Reglamento Administrativo Núm. 06-2021-41 (en adelante, Orden) con el propósito de establecer parámetros aplicables a la solicitud del trabajo a distancia, establecer las medidas a observarse que permitan mantener la seguridad estricta de los empleados que deseen realizar sus funciones laborales a distancia y prevenir el riesgo de contagio con COVID-19 en Puerto Rico.

Señalamos que la Orden dispone que, desde el martes, 8 de febrero de 2021 hasta el domingo, 14 de marzo de 2021, inclusive, se establece una extensión de horas de quedo en Puerto Rico, a tal efecto, se ampliará en horario de 12:00 a.m. a 5:00 a.m. Aclaramos que tales disposiciones pueden ser armonizadas conforme se controcele la emergencia y se considere necesario.

*Hechismo a la Sección 177 de la Orden.

[Enlaces a sitios web oficiales]
• Emitido en conjunto por la Oficina de la Secretaria de la Gobernación y la OATRH el 25 de febrero de 2021.

• Se establece que, en cuanto a las operaciones gubernamentales, como norma general, los Jefes de Agencia deberán solicitar que sus empleados laboren presencialmente y cumplan con las jornadas establecidas por cada agencia. A tales efectos, las agencias tomarán las medidas de seguridad contenidas en sus planes de control de exposición, para no comprometer la seguridad y la salud de sus empleados. Los planes de trabajo de las agencias deberán ser actualizados para reflejar lo aquí dispuesto.
• Para **octubre de 2021** la OATRH deberá presentar a la Asamblea Legislativa un informe en torno a los resultados de la implementación de la Ley Núm. 36-2020.

• Luego de dicho primer informe, la Oficina continuará presentando el mismo en o antes del **1 de marzo** de cada año.

• A tales efectos, la OATRH estará requiriendo oportunamente a las Agencias, el detalle de los esfuerzos y resultados concernientes a la implementación de la Ley Núm. 36-2020.
• El Proyecto persigue enmendar parte del articulado de la Ley Núm. 8-2017, según enmendada, para que de manera centralizada, la oficina gestione el reclutamiento en el sector gubernamental.

• Convertiría a nuestra agencia en la “Oficina de Administración de Personal del Gobierno de Puerto Rico” (OAP), con la misión de fortalecer el mérito como principio regente en la administración de los recursos humanos públicos.