OFFICE OF THE SANGGUNIANG PANLUNGSOD
City of Bacoor

CITY ORDINANCE NO. 47-2018
Series of 2018

AN ORDINANCE APPROVING THE GRANT OF A SPECIAL GRATUITY BONUS AMOUNTING TO TWENTY THOUSAND PESOS (PHP 20,000.00) TO ALL ELECTED AND APPOINTED PERMANENT, CASUAL AND CO-TERMINOUS OFFICIALS AND EMPLOYEES OF THE LOCAL GOVERNMENT OF THE CITY OF BACOOR AS A REWARD FOR THE EXEMPLARY ACHIEVEMENTS OF THE CITY GOVERNMENT FROM 2016 TO 2018 AND APPROPRIATING THE AMOUNT OF EIGHTEEN MILLION SEVEN HUNDRED THOUSAND PESOS (PHP 18,700,000.00) FROM ANY AVAILABLE SAVINGS FOR PERSONAL SERVICES UNDER THE 2018 ANNUAL BUDGET PURSUANT TO THE PROGRAM ON AWARDS AND INCENTIVES FOR SERVICE EXCELLENCE (PRAISE) OF THE CITY GOVERNMENT.


WHEREAS, Article IX-B, Section 3 of the 1987 Philippine Constitution mandates the Civil Service Commission (CSC) to adopt measures in government for the promotion of morale, efficiency, integrity, responsiveness, progressiveness and courtesy in civil service, and for the strengthening of a merits and rewards system;

WHEREAS, in compliance with the constitutional directive mentioned above, the CSC issued Memorandum Circular No. 48, Series of 1992, which provided the guidelines in the establishment and implementation of an agency incentive and awards system. On 10 January 2001, CSC Resolution No. 010112 was issued by the CSC revising CSC Memorandum Circular No. 48, Series 1992, and required all government agencies and local government units to adopt a Program on Awards and Incentives for Service Excellence (PRAISE);

WHEREAS, the City of Bacoor Employee Suggestions and Incentives Awards System (Bacoor-ESIAS) was approved by the Civil Service Commission for implementation on 24 January 1994, pursuant to the provisions of Rule X of the Omnibus Rules Implementing Book V of Executive Order No. 292, with the main objective of recognizing and rewarding officials and employees of the local government, individually

City Ordinance No. CO-47-2018 (Special Bonus Ordinance)
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or in groups, for the suggestions, inventions, superior accomplishments, and other personal efforts for improved operation of the City Government, or for other extraordinary acts of public service, and for exemplary service and conduct;

WHEREAS, Executive Order No. 39-16 was issued by Mayor Lani Mercado-Revilla on 13 December 2016, creating the Suggestion and Incentive Award Committee. Under EO No. 39-16, the SIAC may recommend the grant of gratuities to all officials and employees of the City Government who are qualified to receive the same under the Bacoor-EISIAS. Attached as Annex “A” hereof is a copy of Executive Order No. 39-16, which is made an integral part hereof;

WHEREAS, on 10 December 2018, the SIAC submitted a resolution to Mayor Mercado-Revilla listing the various awards and commendations received by the city government and by its various officials and departments from 2016 up to the present and recommending the grant of a Special Gratitude Bonus amounting to Twenty Thousand Pesos (PhP20,000.00) in favor of “all elected and appointed permanent, casual, and co-terminous officials and employees of the city government pursuant to the Program on Awards and Incentives for Service Excellence (PRAISE) of the City of Bacoor”. Attached as Annex “B” is a copy of the SIAC Resolution dated 10 December 2018, which is made an integral part hereof.

WHEREAS, on 12 December 2018, Mayor Mercado-Revilla wrote the Sangguniang Panlungsod requesting the latter to pass a measure to make her desire to “an across-the-board special gratuity bonus for CY 2018 within this month of December possibly in the amount of Twenty Thousand Pesos (PhP 20,000.00) each which may be sourced from the savings on personal services in the 2018 Annual Budget of the city.” Attached to the said letter is a list of the names of the 935 permanent, co-terminous and casual officials and employees of the city government who would qualify to receive the said gratuity and a Certification signed by the City Budget Officer, the City Treasurer, and the City Accountant regarding the source and availability of the funds to be used for the grant of the said incentive. Copies of the said documents are attached hereto as Annexes “C”, “D” and “E”, respectively, which are attached hereto and are hereby made integral parts hereof;

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WHEREAS, in the morning of 13 December 2018, the Sangguniang Panlungsod conducted a special session in order to deliberate on the request of Mayor Mercado-Revilla, inter alia, and conduct the requisite public hearing in relation to the approval of appropriation ordinances. In attendance during the said public hearing were the City Treasurer (Atty. Edith C. Napalan), the City Budget Officer (Ms. Elvnia Guerrero), and the City Accountant (Mr. Jerry Macalatan). They confirmed that 935 permanent, casual and co-terminous officials and employees of the city government would qualify to receive the proposed gratuity and that Eighteen Million Seven Hundred Thousand Pesos (Php 18,700,000.00) out of the city government’s savings from the 2018 Annual Budget for Personal Services shall be used for the said incentive;

WHEREAS, in the afternoon of 13 December 2018, the Sangguniang Panlungsod City deliberated on the various matters raised during the public hearing and unanimously decided to approve the instant Ordinance in (a) recognition of the exemplary performance and superior accomplishments of the permanent, casuals, and co-terminous officials and employees of the city government from 2016 to 2018 resulting in the receipt of various awards and commendations by the city government in general and by its various departments in particular, and (b) to further motivate the city government employees and officials to further contribute to national development through increased productivity;

NOW THEREFORE, be it ORDAINED by the 3rd Sangguniang Panlungsod of the City of Bacoor, Cavite in special session duly assembled THAT:

Section 1. Title. This Ordinance shall be known and referred to as the “2018 Special Gratuity Bonus Ordinance of Bacoor”.

Section 2. Effectivity. The provisions of this Ordinance shall take effect upon its approval.

Section 3. Coverage. This Ordinance shall only apply in favor of permanent, casual, and co-terminous officials and employees of the local government of the City of Bacoor who were elected or appointed prior to 14 December 2018.

Section 4. Special Gratuity Bonus. The grant of a special gratuity bonus amounting to Twenty Thousand Pesos (Php 20,000.00) is hereby authorized in favor of all permanent, casual, and co-terminous officials and employees of the city government who are covered by this Ordinance.
OFFICE OF THE SANGGUNIANG PANLUNGSOD

Section 5. Appropriation. The amount of Eighteen Million Seven Hundred Thousand Pesos (Php 18,700,000.00) is hereby appropriated from any available savings for Personal Services under the 2018 Annual Budget pursuant to the Program on Awards and Incentives for Service Excellence (PRAISE) of the city government.

UNANIMOUSLY APPROVED this 13th day of December 2018 by the 3rd Sangguniang Panlungsod of the City of Bacoor, Cavite in special session duly assembled.

I hereby certify that the foregoing was duly approved in accordance with law.

Certified by:

HON. CATHERINE S. EVARISTO
Vice Mayor/Presiding Officer

Attested by:

ATTY. KHALID A. ATEGA JR.
Sangguniang Panlungsod Secretary

Approved by:

HON. LANI MERCADO-REVILLA
City Mayor

14 DEC 2018
Date of Approval
Republic of the Philippines
Province of Cavite
City of Bacoor

Granting a Special Gratuity Award for all city officials, regular and casual employees for exemplary achievements of the city government in 2018 as per SIAC Resolution No. 01 series of 2018

Source of Fund: Savings from Personal Services of Various Departments:

<table>
<thead>
<tr>
<th>Department/Office</th>
<th>Account Code</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office of the Mayor</td>
<td>5-01-01-010</td>
<td>1,000,000.00</td>
</tr>
<tr>
<td>Salaries and Wages-Regular</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Office of the Sangguniang Panlungsod</td>
<td>5-01-01-010</td>
<td>4,000,000.00</td>
</tr>
<tr>
<td>Salaries and Wages-Regular</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Office of the City Treasury</td>
<td>5-01-01-010</td>
<td>3,000,000.00</td>
</tr>
<tr>
<td>Salaries and Wages-Regular</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Office of Legal Services</td>
<td>5-01-01-010</td>
<td>2,000,000.00</td>
</tr>
<tr>
<td>Salaries and Wages-Regular</td>
<td></td>
<td></td>
</tr>
<tr>
<td>City Health Office</td>
<td>5-01-01-010</td>
<td>4,000,000.00</td>
</tr>
<tr>
<td>Salaries and Wages-Regular</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Public Employment Service Office</td>
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<td>3,000,000.00</td>
</tr>
<tr>
<td>Salaries and Wages-Regular</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bacoor Traffic Management Office</td>
<td>5-01-01-010</td>
<td>1,700,000.00</td>
</tr>
<tr>
<td>Salaries and Wages-Regular</td>
<td></td>
<td></td>
</tr>
<tr>
<td>TOTAL</td>
<td></td>
<td>18,700,000.00</td>
</tr>
</tbody>
</table>

Certified correct:

ATTY. EDITH C. NAPALAN
City Treasurer

JERRY C. MACALATAN
City Accountant

ELVINIA S. GUERRERO
City Budget Officer

Approved:

LARI L. MERCADO REVILLA
City Mayor
SIAC Resolution No.01 Series of 2018

A RESOLUTION RECOMMENDING TO THE CITY MAYOR TO REQUEST THE SANGGUNIANG PANLUNGSOD TO PASS AN ORDINANCE GRANTING A SPECIAL GRATUITY AWARD TO ALL CITY OFFICIALS, REGULAR AND CASUAL EMPLOYEES FOR EXEMPLARY ACHIEVEMENTS OF THE CITY GOVERNMENT IN 2018 AS HEREFIN LISTED

WHEREAS, the City of Bacoor Suggestion and Incentive Award Committee (SIAC) was created via Executive Order No. 39-16 which was issued by Mayor Lani Mercado-Revilla on 13 December 2016;

WHEREAS, in Section 2. Jurisdiction, Powers and Functions under EO No. 39-16, the SIAC may determine the the form of incentive awards which may be granted to city employees and officials based on superior accomplishments and extraordinary acts of public service, which rewards and incentives are designed to encourage creativity, innovativeness, efficiency, integrity and productivity;

WHEREAS, the SIAC is also tasked under EO No. 39-16 to prepare a recommendation to the City Mayor for the granting of such incentive awards to city officials and employees;

WHEREAS, all the members of the Bacoor SIAC believe and agree that the following prestigious awards and citations received by the city government from the start of the incumbent term of City Mayor Lani Mercado Revilla in July 2016 up to the present effectively translate to good governance and excellent public service, which would not be possible without the team effort, creativity, innovativeness, efficiency, superior accomplishments and extraordinary productivity of all of the City officials, employees and LGU workers:

<table>
<thead>
<tr>
<th>MAJOR AWARDS:</th>
</tr>
</thead>
<tbody>
<tr>
<td>1) 2016 SEAL OF GOOD LOCAL GOVERNANCE (SGLG) FROM DILG</td>
</tr>
<tr>
<td>2) 2017 SEAL OF GOOD LOCAL GOVERNANCE (SGLG)</td>
</tr>
<tr>
<td>3) 2018 SEAL OF GOOD LOCAL GOVERNANCE (SGLG)</td>
</tr>
<tr>
<td>4) Best City Fire Station of CY 2016</td>
</tr>
<tr>
<td>5) Natatanging Lingkod Maralita 2016 (LGU Category)</td>
</tr>
<tr>
<td>6) 2016 Seal of Child-friendly Local Governance (by DILG/DSWD and National Council for the Protection of Children)</td>
</tr>
<tr>
<td>7) 2017 Outstanding LGU (given by the Philippine National Police Regional Police Office IVA)</td>
</tr>
<tr>
<td>8) Tourism Excellence Award 2017</td>
</tr>
<tr>
<td>9) Gold Award 2017, DILG Manila Bay Day</td>
</tr>
<tr>
<td>10) 2017 Seal of Child-friendly Local Governance (by DILG/DSWD and National Council for the Protection of Children)</td>
</tr>
<tr>
<td>11) GRAND WINNER BEST TOURISM EVENT (FESTIVAL CATEGORY), given by the Association of Tourism Officers of the Philippines (ATOP)</td>
</tr>
<tr>
<td>12) 2018 GAWAD KALASAG Region IVA, 2nd place awardee (given by DILG OCD)</td>
</tr>
</tbody>
</table>
13) 2nd runner up, BEST TOURISM-ORIENTED LGU, City category given by the Department of Tourism Pearl Awards 2018

14) TOP PERFORMER 2018, City category, for the 2018 LGU Compliance Assessment by DILG and DENR on Compliance with the Supreme Court Manila Bay Mandamus, DILG Manila Bay Day

15) RED ORCHID AWARD 2018, Bacoor-BJMP, given by the Department of Health, for Tobacco-free BJMP-Bacoor

16) 2018 TOP PERFORMING CITY POLICE STATION, City of Bacoor PNP

17) MASDHING PAGHANGA AWARD 2018, given by DILG

18) GOLD Awardee 2016, Best Performance in Environmental Compliance Audit (ECA)

19) GOLD Awardee 2017, Best Performance in Environmental Compliance Audit (ECA)

20) SILVER Awardee 2018, Best Performance in Environmental Compliance Audit (ECA)

21) 2017 GAWAD KALASAG Region IVA, 2nd place awardee (given by DILG OCD)

SPECIAL AWARDS:

1) 2017 FINALIST, MOST BUSINESS-FRIENDLY LOCAL GOVERNMENT UNIT AWARD, by the Philippine Chamber of Commerce and Industry

2) 2018 FINALIST, MOST BUSINESS-FRIENDLY LOCAL GOVERNMENT UNIT AWARD, by the Philippine Chamber of Commerce and Industry

3) 2016 GAWAD-SAKA, Outstanding City Fisheries and Aquatic Resources Management Council (CFARMC)

4) Model LGU Day Care Services, by DSWD ROIVA

5) National Awardee 2018 Water Warrior Award for Environmental Sustainability, by DENR

6) 4th Place in the 2016 Outstanding Local Civil Registrar Office (SUPER EXTRA LARGE CATEGORY)

7) 5th Place in the 2017 Outstanding Local Civil Registrar Office (SUPER EXTRA LARGE CATEGORY)

8) Social Services Oriented Award (Health Services and Programs for Elderly) given by the "Manila Times" last June 19, 2018 at Conrad Hotel, Mall of Asia Complex Pasay City

9) Plaque of Recognition to the City of Bacoor – City Environment and Natural Resources given by the Department of Environment and Natural Resources (DENR) Environmental Management Bureau Region IV-A CALABARZON on July 24, 2018 at Taal Vista Hotel, Tagaytay City

10) City of Bacoor Bureau of Fire Protection was awarded the "Medalya ng Kasanayan" during the 27th BFP Anniversary Celebration at the Tagaytay City on August 08, 2018

11) Special Recognition to the City Government of Bacoor by the Philippine Chamber of Commerce and Industry 2016

12) Special Recognition to the City of Bacoor "Cooperative and Development Office" given by the Provincial Government of Cavite thru Provincial Cooperative, Livelihood and Entrepreneurial Development Office in Partnership with the Provincial Cooperative and Development Council of Cavite.

13) PINK ORCHID Awardee "Bureau of Jail Management and Penology (BJMP) City of Bacoor, Cavite 2016

14) 2nd Place Awardee, Component Cities (Infrastructure) Category

15) 4th Place, Most Competitive Component Cities (Overall) Category

16) Plaque of Recognition to the "Bacoor City Disaster Risk Reduction and Management Council 2016

17) Certificate of Recognition was awarded to the City of Bacoor by the Department of the Interior and Local Government "PASSER Good Financial Housekeeping
WHEREAS, the City Mayor is desiring to show gratitude and due recognition to all the city officials, regular and casual city employees for their team effort in showing exemplary performance which led to the above superior accomplishments of the City from the year 2016 up to the present, and to further motivate the City employees and officials to contribute to national development through increased productivity;

THEREFORE, the members of the City of Bacoor Suggestion and Incentive Award Committee (SIAC) signed below respectfully recommend to the City Mayor to allow the grant of Special Gratuity Bonus to all City officials, regular and casual employees by recommending to the Sangguniang Panlungsod the passing of a City ordinance allowing the City Mayor to utilize any available savings from personal services under the 2018 Annual Budget, at a the rate that the City Mayor and the City Council may deem fit and just to all.

RESOLVED FURTHER, to recommend to the City Mayor that the City officials and employees, regular and casual, be given the amount of twenty thousand pesos (PhP 20,000.00) each and the cut-off be set on the date of signing of this resolution. Thus, there being about nine hundred and thirty five (935) permanent and casual city officials and employees, appointed or elected, upon the passing of this resolution, then the amount of Eighteen Million Seven Hundred Thousand Pesos (PhP 18,700,000.00) should be duly appropriated by the Sangguniang Panlungsod from any available savings for Personal Services under the 2018 Annual Budget for this purpose.

RESOLVED FINALLY to furnish the Office of the City Mayor, the City Administrator and the City Legal Officer with copies of this Resolution for their review and endorsement to the Sangguniang Panlungsod for proper funding.

UNANIMOUSLY APPROVED this 10th day of December 2018 in the City of Bacoor, Province of Cavite.

NATIVIDAD LUDWIG I. OPLE
SIAC COMMITTEE HEAD / City HRDMO

ATTY. EDITH NAPALAN
Member / CITY TREASURER

MR. FRANCISCO OCAMPO
Member / BPLO
Interim representative of 2nd level employees

MS. JOCelyn R. RICARDO
Member / City Information Officer
Chief of Staff, Office of the Mayor

MR. RONALDO ANGELES
Member/Interim representative, 1st level employees