




**CITY ORDINANCE NO. CO 156-2021**  
**Series of 2021**

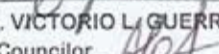
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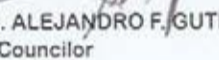
  
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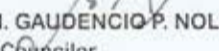
  
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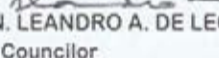
  
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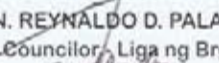
  
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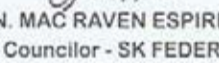
  
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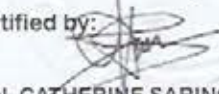
  
 HON. REYNALDO D. PALABRICA  
 City Councilor - Liga ng Brgy. President

  
 HON. MAC RAVEN ESPIRITU  
 City Councilor - SK FEDERATION PRESIDENT

Attested by:

  
 ATTY. KHALID A. ATEGA, JR.  
 Sangguniang Panlungsod Secretary

Certified by:

  
 HON. CATHERINE SARINO-EVARISTO  
 City Vice Mayor / Presiding Officer

Approved by:

  
 HON. LANI MERCADO - REVILLA  
 City Mayor

**AN ORDINANCE CREATING ADDITIONAL POSITIONS IN THE PLANTILLA OF THE CITY HEALTH OFFICE, PROVIDING ADDITIONAL BENEFITS FOR MEDICAL HEALTH PROFESSIONALS CURRENTLY EMPLOYED, AND THOSE TO BE EMPLOYED, BY THE LOCAL GOVERNMENT OF THE CITY OF BACOR, CAVITE WHO ARE DIRECTLY INVOLVED IN THE TREATMENT, SURVEILLANCE, OR MONITORING OF COVID-19 PATIENTS, AND AUTHORIZING THE HUMAN RESOURCES DEVELOPMENT AND MANAGEMENT DEPARTMENT TO EXERCISE SPECIAL POWERS TO FACILITATE THE IMMEDIATE HIRING OF ADDITIONAL HEALTH CARE PROFESSIONALS THAT WILL HELP THE CITY GOVERNMENT DURING THE PANDEMIC.**

Sponsored by:

Hon. Roberto L. Advincula, Hon. Miguel N. Bautista, Hon. Rowena Bautista-Mendiola, Hon. Leandro A. De Leon, Hon. Mac Raven Espiritu, Hon. Adrielito G. Gawaran, Hon. Victorio L. Guerrero, Jr., Hon. Hernando C. Gutierrez, Hon. Alejandro F. Gutierrez, Hon. Gaudencio P. Nolasco, Hon. Alde Joselito F. Pagulayan, Hon. Reynaldo D. Palabrica and Hon. Michael E. Solis.

**WHEREAS**, Section 458 (a) (1) (viii) of Republic Act No. 7160 authorizes the Sangguniang Panlungsod to "determine the positions and the salaries, wages, allowances and other emoluments and benefits of officials and employees paid wholly or mainly from city funds and provide for expenditures necessary for the proper conduct of programs, projects, services, and activities of the city government".

**WHEREAS**, Article 99 of the Rules and Regulations Implementing Republic Act No. 7160 empowered the Sangguniang Panlungsod to enact ordinances and appropriate funds to ensure the general welfare of the city.

**WHEREAS**, Article 163 of Rules and Regulations Implementing Republic Act No. 7160 provides that "the local government unit shall design and implement its organizational structure and staffing pattern taking into consideration its priority needs, service requirements and financial capabilities, consistent with the principles of simplicity, efficiency, economy, effectiveness, dynamism and public accountability subject to the minimum standards and guidelines prescribed by the Civil Service Commission (CSC)".



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City Councilor - SK FEDERATION PRESIDENT

Attested by:

ATTY. KHALID A. ATEGA, JR.  
Sangguniang Panlungsod Secretary

Certified by:

HON. CATHERINE SARINO-EVARISTO  
City Vice Mayor / Presiding Officer

Approved by:

HON. LAM MERCADO - REVILLA  
City Mayor

**WHEREAS**, as of 18 April 2021, at least three (3) health centers under the City Health Office situated within the City of Bacoor, Cavite has temporarily ceased operation due to the infection of various health care workers under the employ of the CHO with the dreaded COVID-19.

**WHEREAS**, the number of physicians now effectively working under the CHO is perilously low because many of their colleagues have fallen ill due to COVID-19 or have already resigned because of the financial, physical, emotional and mental stress caused by the pandemic.

**WHEREAS**, the number of Bacoor City residents afflicted by COVID-19 continue to rise every day while the number of health care professionals under the employ of the CHO who can care for them continues to dwindle.

**WHEREAS**, while the city government has enough funds to hire more health care workers, no health care professionals are applying for available vacancies under the plantilla of the City Health Office because the salaries being offered by the city government under existing civil service regulations are not enough to attract them to work for the CHO and help battle the ravages of COVID-19.

**WHEREAS**, the existing plantilla of the CHO is short of Nurse III positions which results in a significant diminution in the ability of the said office to effectively address the public health threats posed by COVID-19.

**WHEREAS**, the situation painted above poses a serious threat not only to public health but to the general welfare as well which would justify the creation of additional plantilla positions under the CHO and the payment of additional benefits for health care professionals now under the employ, and those yet to be employed, by the city government who are directly engaged in the treatment, surveillance, monitoring of COVID-19 patients within the City of Bacoor, Cavite.

**NOW THEREFORE**, be it ordained by the 4<sup>th</sup> Sangguniang Panlungsod of the City of Bacoor, Cavite THAT:

**Section 1. Creation of New Medical Officer III, Nurse III, Nurse II, and Nurse I Positions Under the Plantilla of the City Health Office.** The following positions are hereby created under the plantilla of the City Health Office:

Position Title	Salary Grade	No. of Positions Created
Medical Officer III	21	2



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City Mayor

Nurse III	19	2
Nurse II	17	3
Nurse I	15	8

**Section 2. Additional Benefits for Health Care Professionals Under the CHO.** The following additional benefits – on top of what they are currently receiving or entitled to – shall be given to health care professionals under the employ, or are yet to be employed, by the city government under the City Health Office who are directly engaged in the treatment, surveillance, or monitoring of COVID-19 patients within the City of Bacoor, Cavite or in the vaccination of city residents.

- Financial assistance amounting to Php 2,000.00 per day of isolation, quarantine, or hospitalization due to COVID-19 of the employee, his/her spouse, and of his/her children or parent/s due to COVID-19;
- Financial assistance amounting to not more than Php 2,000.00 per dialysis session/treatment of the employee, his/her spouse, or his/her parents due to complications related to COVID-19;
- Financial assistance not exceeding 30% of the cost of medicines not in the inventory of the City Health Office used in the treatment of the employee, his/her spouse or children, or his/her parent/s due to COVID-19;
- Free board and lodging for the employee while he/she is on duty and to his/her household members who are in need of isolation/quarantine outside of his/her residence due to COVID-19;
- Burial assistance not exceeding Php30,000.00 in favor of regular employees covered by this Ordinance who dies due to COVID-19 or other diseases;
- Free transportation for the employee to and from his/her place of work/residence on work days; and
- Free COVID-19 testing and vaccination for the employee and for not more than four (4) of his/her household members who are qualified to undergo such testing or vaccination.

**Provided that:** the payment of the aforementioned benefits are subject to the availability of funds and shall



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Attested by:

ATTY. WALID A. ATEGA, JR.  
Sangguniang Panlungsod Secretary

Certified by:

HON. CATHERINE SARINO-EVARISTO  
City Vice Mayor / Presiding Officer

Approved by:

HON. LANI MERCADO - REVILLA  
City Mayor

only be done while the City of Bacoor, Cavite is under any form of community quarantine due to COVID-19.

**Section 3. Grant of Special Powers to the Human Resources Development and Management Department in the Hiring of Health Care Professionals.** The following special powers are hereby granted to the Head of the HRDMD subject to the prior approval of the City Mayor:

- a) To directly communicate, meet, and negotiate with officials of colleges, universities, and medical institutions that have access to health care professionals who obtained a degree in medicine, nursing, medical technology and other related professions qualified to work for the CHO in the battle against COVID-19 in order to ensure the speedy filling up of vacant positions in the plantilla of the CHO;
- b) To publish the various benefits being offered to health care professionals under this Ordinance on social media such as Facebook, Instagram, and the like with the technical assistance of the Public Information Office of the City of Bacoor, Cavite;
- c) To hold online job fairs for the purpose of expeditiously filling up all vacancies in the plantilla of the CHO; and
- d) To exercise such powers as may be necessary to give full force and effect to the exercise of the foregoing powers subject to the approval of the City Mayor.

**Provided that:** the foregoing powers may only be exercised by the Head of the HRDMD under the direct control and supervision of the City Mayor or the City Administrator. **Provided further that:** the City Health Officer shall be consulted by the Head of the HRDMD while exercising the said powers. **Provided lastly that:** the exercise of the said powers may only be done while a vacancy exists in the CHO and while the City of Bacoor is under any form of community quarantine due to COVID-19.

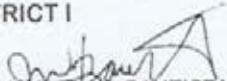
**Section 4. Authority to Realign Funds.** The City Mayor is hereby authorized to realign such funds as may be necessary – subject to strict compliance with prevailing laws and regulations – under her/his office to pay for the salaries and benefits herein granted.

**Section 5. Repeal.** All ordinances in conflict with this Ordinance are hereby repealed or modified.

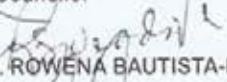
**Section 6. Separability.** In case a court of law declares any provision of this Ordinance void or unconstitutional, the validity or enforceability of any other provisions of this Ordinance not affected by such declaration shall not be affected.

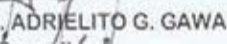


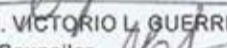
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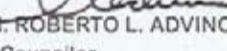
  
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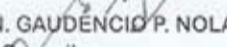
  
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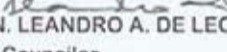
  
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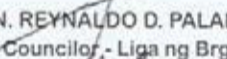
  
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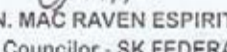
  
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HON. CATHERINE SARINO-EVARISTO  
City Vice Mayor / Presiding Officer

Approved by:

HON. LANI MERCADO - REVILLA  
City Mayor


**Section 7. Effectivity.** This ordinance shall take effect ten (10) days from the date a copy hereof is posted in a bulletin board at the entrance of the City Hall of Bacoor and in at least two (2) other conspicuous places in the City of Bacoor not later than five (5) days after approval thereof. A copy of this Ordinance shall also be published once in a newspaper of general circulation in the Province of Cavite.

**Section 8. Dissemination.** The Sangguniang Panlungsod Secretariat is hereby directed to furnish the Bacoor City Health Office, the Office of the City Mayor, the University of the Philippines-Office of the National Administrative Register (UP-ONAR), all private hospitals operating within the City of Bacoor and all government agencies and offices concerned with copies of this ordinance.

**UNANIMOUSLY APPROVED** by the 4<sup>th</sup> Sangguniang Panlungsod of the City of Bacoor, Cavite this 17<sup>th</sup> day of May 2021 during its 54<sup>th</sup> regular online session duly assembled.

*I hereby certify the truth and correctness of the above-quoted Ordinance.*

Certified by:

  
HON. CATHERINE SARINO-EVARISTO  
City Vice Mayor / Presiding Officer

Attested by:

  
ATTY. KHALID A. ATEGA, JR.  
Sangguniang Panlungsod Secretary

Approved by:

  
HON. LANI MERCADO-REVILLA  
City Mayor

Date Approved: MAY 26 2021