



**COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT REORGANIZATION**

**COMMITTEE HEARING REPORT**  
NO. EAGR-011-S-2025

Office of the Sangguniang Panlungsod  
Received by: Janet Pring  
Date: 11 SEP 2025  
Time: 4:01 pm

Subject: **AN ORDINANCE CREATING AND/OR ABOLISHING VARIOUS POSITIONS IN THE PLANTILLA OF THE OFFICE OF THE SOCIAL WELFARE AND DEVELOPMENT, THE BACOOR CITY CULTURE, HISTORY, ARTS, AND TOURISM OFFICE, THE CITY PLANNING AND DEVELOPMENT COORDINATING OFFICE, CITY ENGINEERING OFFICE AND THE CITY ASSESSOR'S DEPARTMENT TO TAKE EFFECT ON FISCAL YEAR 2025 PURSUANT TO RELEVANT CIVIL SERVICE REGULATIONS. (PCO 2025-047 dated 01 September 2025).**

This committee report pertains to the joint committee hearing conducted on September 10, 2025, relative to the above-stated subject matter. The hearing was presided over by Hon. Miguel N. Bautista, Chairperson of the Committee on Ethics, Appointments and Government Reorganization and was held at the Sangguniang Panlungsod Session Hall situated on the 6<sup>th</sup> Floor of the BLDR Building, Bacoor Government Center, Barangay Bayanan, Bacoor City, Cavite.

The following members of the Committee were in attendance:

Name of Committee	Members Present
<b>COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT REORGANIZATION</b>	Coun. Miguel N. Bautista Coun. Reynaldo D. Palabrica

Resource persons who were invited days before the hearing were also present. Attached as an integral part of this Committee Report is the Attendance Sheet of the said hearing.

**FINDINGS:**

**1. General Presentation**

Ms. Natividad Ople presented the proposed creation and abolition of plantilla positions, consolidated after consultation with Committee members.





2. City Social Welfare and Development Office(CSWDO) & City Health Office (CHO)

- o Abolition of Social Welfare Officer III (SG-18) and Social Welfare Officer I (SG-11).
- o Creation of Nurse I, to be detailed to CSWD but under CHO plantilla.
- o Implementation will require a memorandum from the Mayor.

3. City Assessor's Office

- o Corrections noted in plantilla entries:  
From (Erroneous Entry) To (Corrected Entry)  
Driver Driver I (SG-3)  
Administrative Officer III To Administrative Officer V (SG-18)

Compliance with the provisions of Republic Act o. 12001 (the "Real Property Valuation and Assessment Reform Act") staffing standards is necessary to maintain SGLG eligibility.

4. City Tourism Office

- o Proposed abolition of Supervising Tourism Operations Officer (SG-22).
- o Mayor's request to replace with:
  - Tourism Officer II (SG-15)
  - Park Maintenance Foreman (SG-8).
- o Committee noted the importance of aligning positions with actual organizational needs.

5. City Engineering Office

- o Proposed creation of additional positions, including Laborer II, to support operational requirements.

6. Budget Clarification

- o Plantilla adjustments will be implemented in the FY 2026 Budget since FY 2025 has already been approved.

## RECOMMENDATION

In view of the foregoing, the Committee on Ethics, Appointments and Government Reorganization, after considering the technical corrections and compliance with budgetary requirements, recommends the **APPROVAL** of the proposed ordinance, subject to the incorporation of the necessary amendments as discussed.







**WE HEREBY CERTIFY** that the contents of the foregoing report are true and correct.

Signed this 11<sup>th</sup> day of September 2025 at the City of Bacoor, Cavite

**COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT REORGANIZATION**

**COUN. MIGUEL N. BAUTISTA**  
Chairperson

**COUN. REYNALDO D. PALABRICA**  
Vice Chairperson

**COUN. CATHERINE S. EVARISTO**  
Member

**COUN. ROGELIO M. NOLASCO**  
Member  
(On Official Business)





COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT REORGANIZATION

**MINUTES OF THE COMMITTEE HEARING**  
NO. EAGR-011-S-2025

Office of the Sangguniang Panlungsod  
Received by: *[Signature]*  
Date: *11 Sept 2025*  
Time: *4:01 pm*

Subject: **AN ORDINANCE CREATING AND/OR ABOLISHING VARIOUS POSITIONS IN THE PLANTILLA OF THE OFFICE OF THE SOCIAL WELFARE AND DEVELOPMENT, THE BACOR CITY CULTURE, HISTORY, ARTS, AND TOURISM OFFICE, THE CITY PLANNING AND DEVELOPMENT COORDINATING OFFICE, CITY ENGINEERING OFFICE AND THE CITY ASSESSOR'S DEPARTMENT TO TAKE EFFECT ON FISCAL YEAR 2025 PURSUANT TO RELEVANT CIVIL SERVICE REGULATIONS. (PCO 2025-047 dated 01 September 2025).**

A committee hearing was held on September 10, 2025 at the Sangguniang Panlungsod Session Hall regarding the aforementioned subject matter with the following attendees. (See attached attendance sheet)

The hearing was presided over by Committee Chair Hon. Miguel Bautista. He also led the prayer, gave his opening remarks and acknowledged the presence of all the committee members and resource persons as well.

• **Background:**

Ms. Natividad Ople, Head HRDMD, presented the proposed creation and abolition of plantilla positions, which were based on the requests of various departments. These were consolidated after consultation with Committee members.

• **CSWDO & CHO Positions:**

- Abolition of Social Welfare Officer III (SG-18) and Social Welfare Officer I (SG-10).
- Creation of Nurse I position (to be assigned under CHO but detailed with CSWD).
- The Mayor may issue a memorandum detailing the arrangement.

• **City Assessor's Office:**

Corrections to plantilla entries were noted.

From (Erroneous Entry) To (Corrected Entry)

Driver Driver I (SG-3)

Administrative Officer III To Administrative Officer V (SG-18)







• Tourism Office:

- Proposed abolition of Supervising Tourism Operations Officer (SG-22).
- Discussion highlighted whether to retain the position as "Assistant Department Head."
- The Mayor requested the abolition to allow the creation of:
  - Tourism Officer II (SG-15)
  - Park Maintenance Foreman (SG-8).

• Engineering Office:

- Creation of additional positions, including Laborer II and ten (10) casual employees.

• Budget Clarification:

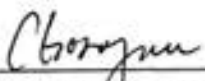
Mr. Broas, representative from the Budget Office, confirmed that the plantilla adjustments will be reflected in the FY 2026 Budget since FY 2025 has already been finalized.

• Real Property Valuation and Assessment Reform Act Compliance:

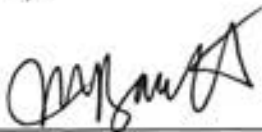
Ms. Ople stressed the need to comply with staffing pattern requirements under the Real Property Valuation and Assessment Reform Act particularly for the Assessor's Office, to maintain eligibility for the Seal of Good Local Governance.

There being no other matters to be discussed, the meeting was adjourned at 11:50 am.

Prepared By:

  
**MA. CRISTINA A. GOROSPE**  
Local Legislative Staff Asst. I

Attested By:

  
**COUN. MIGUEL N. BAUTISTA**  
Chairperson  
Committee on Ethics, Appointments





COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT REORGANIZATION

**NOTICE OF THE COMMITTEE HEARING**  
(PROOF OF RECEIPT)

September 10, 2025 / 11:00 am

Office of the Sangguniang Panlungsod  
Received by: Janet P. Pineda  
Date: 01 SEP 2025  
Time: 1:22 PM

Bacoor Legislative & Disaster Resilience Building, Sangguniang Panlungsod Session Hall,  
6<sup>th</sup> Floor, Bacoor Government Center)

Subject: **AN ORDINANCE CREATING THE AND/OR ABOLISHING VARIOUS POSITIONS IN THE PLANTILLA OF THE OFFICE OF THE SOCIAL WELFARE AND DEVELOPMENT, THE BACOR CITY CULTURE, HISTORY, ARTS, AND TOURISM OFFICE, THE CITY PLANNING AND DEVELOPMENT COORDINATING OFFICE, AND THE CITY ASSESSOR'S DEPARTMENT TO TAKE EFFECT ON FISCAL YEAR 2025 PURSUANT TO RELEVANT CIVIL SERVICE REGULATIONS. (PCO 2025-047 dated 01 September 2025).**

No.	NAME	BUSINESS/OFFICE AFFILIATION	CONTACT NUMBER	SIGNATURE/DATE
1.	Hon. Catherine Evaristo	SP		9-9-25 2:19 PM
2.	Hon. Reynaldo Palabrica	SP		9-8-25 2:09 PM
3.	Hon. Rogelio Nolasco	SP		9/8/2025/2:11 PM
4.	Miss Emiliana Ugalde	CSWD		9/8/25 1:53 PM
5.	Miss Natividad Ludwig Ople	HRDMD		9/8/25 1:58 PM
6.	Miss Elvinia Guerrero	BUDGET		9/8/25
7.	Mr. Edwin Guinto	TOURISM		9/8/25
8.	Miss Rhowena D. Alcantara	CPDC		9/8/25
9.	Miss Elmine C. Dela Cruz	ASSESSOR		9-8-25 2:04 PM
10.	ENGR. JICKY D. TUPAN	LED		Ceille Cij 9/9/25
11.				
12.				







**COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT REORGANIZATION**

**ATTENDANCE OF THE COMMITTEE HEARING**

September 10, 2025 / 11:00 am

Office of the Sangguniang Panlungsod  
Received by: *[Signature]*  
Date: 11 SEP 2025  
Time: 2:17 pm

Bacoor Legislative & Disaster Resilience Building, Sangguniang Panlungsod Session Hall,  
6<sup>th</sup> Floor, Bacoor Government Center

Subject: **AN ORDINANCE CREATING AND/OR ABOLISHING VARIOUS POSITIONS IN THE PLANTILLA OF THE OFFICE OF THE SOCIAL WELFARE AND DEVELOPMENT, THE BACOR CITY CULTURE, HISTORY, ARTS, AND TOURISM OFFICE, THE CITY PLANNING AND DEVELOPMENT COORDINATING OFFICE, CITY ENGINEERING OFFICE AND THE CITY ASSESSOR'S DEPARTMENT TO TAKE EFFECT ON FISCAL YEAR 2025 PURSUANT TO RELEVANT CIVIL SERVICE REGULATIONS. (PCO 2025-047 dated 01 September 2025).**

No	NAME	BUSINESS/OFFICE AFFILIATION	CONTACT NUMBER	SIGNATURE/DATE
1.	Hon. Miguel N. Bautista	SP		<i>[Signature]</i>
2.	Hon. Reynaldo D. Palabrica	SP		<i>[Signature]</i>
3.	Hon. Catherine S. Evaristo	SP		<i>[Signature]</i>
4.	(ON OFFICIAL BUSINESS) Hon. Rogelio M. Nolasco	SP		
5.	Miss Emiliana Dr Ugalde	CSWD		
6.	Miss Rhowena D. Alcantara	CPDC	09299346410	<i>[Signature]</i>
7.	Miss Elmine C. Dela Cruz	ASSESSOR		
8.	Mr. Edwin Guinto	BCCHATO	09178047103	<i>[Signature]</i>
9.	Miss Natividad Ludwig I. Ople	HRDMD	0916347705	<i>[Signature]</i>
10.	Miss Elvinia S. Guerrero	BUDGET OFFICE	09160-444-2499	<i>[Signature]</i>
11.	Engr. Jicky Jutba	ENGINEERING OFFICE	0997550101	<i>[Signature]</i>
12.	ADRIELITO CAJARAN	SP		<i>[Signature]</i>

ATTENDANCE OF THE COMMITTEE HEARING NO. EAGR-011-2025  
PCO 2025-047 "ORDINANCE CREATING/ABOLISHING VARIOUS PLANTILLA POSITIONS"

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Republic of the Philippines  
Province of Cavite  
**CITY OF BACOOR**  
OFFICE OF THE SANGGUNIANG PANLUNGSOD



No	NAME	BUSINESS/OFFICE AFFILIATION	CONTACT NUMBER	SIGNATURE/DATE
13.	Ross Ariel Rubion	CGMD	0997 601 1155	<i>[Signature]</i> 09/10/2025
14.	Gina Parnelas	CGMD	0927061327	<i>[Signature]</i> 09/10/2025
15.	HON. REYNALDO FABIAN	SP		<i>[Signature]</i>
16.	HON. MANDLO SALVEZ	SP		
17.	HON. LEY TELA	SP		
18.	HON. SIMPLICIO DOMINQUEZ	SP		
19.	HON. RICARDO WALDE	SP		
20.	HON. HORACIO BRILLANTES JR.	SP		
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**COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT  
REORGANIZATION**

Office of the Sangguniang Panlungsod  
Received by Planning  
Date: 2025  
Time: 2:47 pm



PHOTOS OF THE JOINT COMMITTEE HEARING NO. EAGR-011-2025  
PCO 2025-047 "ORDINANCE CREATING/ABOLISHING VARIOUS PLANTILLA POSITIONS"

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