



**COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT REORGANIZATION
COMMITTEE ON RULES AND PRIVILEGES, LAWS AND ORDINANCES**

**JOINT COMMITTEE HEARING REPORT
NO. EAGR-012-S-2025**

Office of the Sangguniang Panlungsod
Received by: *[Signature]*
Date: 06/01/2025
Time: 1:27 PM

Subject: **AN ORDINANCE MANDATING THE MONTHLY UPDATING OF ALL NEGATIVE LISTS BEING MAINTAINED BY VARIOUS DEPARTMENTS OF THE CITY GOVERNMENT OF THE CITY OF BACOR, CAVITE AND PROVIDING PENALTIES FOR VIOLATIONS HEREOF. (PCO 2025-048 dated 08 September 2025).**

This committee report pertains to the committee hearing conducted on September 18, 2025 followed by a public hearing held on September 25, 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 6th 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
COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT REORGANIZATION	Coun. Miguel N. Bautista Coun. Reynaldo D. Palabrica Coun. Rogelio M. Nolasco
COMMITTEE ON RULES AND PRIVILEGES, LAWS AND ORDINANCES	Coun. Reynaldo D. Palabrica Coun. Levy M. Tela Coun. Adrielito G. Gawaran Coun. Reynaldo M. Fabian

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:

After a thorough deliberation and consultation with Barangay Officials, Department Heads, and representatives from the business and private sectors, the Committee finds the following:

- The proposed ordinance seeks to institutionalize the monthly updating and consolidation of "negative lists" from all city departments. These lists will include





individuals, businesses, or institutions with unsettled violations of city laws and ordinances.

- The heads of many departments of the City Government have not regularly updated the said negative lists resulting in the ineffective implementation and enforcement of various city laws, ordinances, and government regulations.
- The E-Governance Department was identified as the lead office responsible for consolidating these lists into a centralized database, ensuring accessibility to all concerned departments.
- The Committee emphasized that the negative list is distinct from a blacklist.
 - A blacklist implies permanent disqualification.
 - A negative list, however, is conditional and temporary; once fines are paid or violations settled, names may be removed.
- The ordinance is designed to cover a wide range of violations, including but not limited to:
 - Bacoor Traffic Management Department (BTMD) – traffic and transport violations
 - Office of the Building Official (OBO) – building code violations
 - City Environment and Natural Resources/Services Office (CENRO/CESD) – environmental violations
 - Business Permits and Licensing Office (BPLO) – business permit and regulatory violations
 - City Social Welfare and Development (CSWD) – social services-related violations, if any
 - All Barangays – non-compliance with local directives and ordinances
- Resource persons, including Barangay Officials, the Bacoor Chamber of Commerce, and Homeowners' Associations, expressed general support for the measure, acknowledging its potential to:
 - Promote stricter compliance with ordinances;
 - Prevent violators from bypassing accountability through government transactions;
 - Strengthen the enforcement capacity of barangays by adapting the system into their own clearance processes.
 - Creates a centralized and transparent record of violations, easily accessible for monitoring and enforcement.
- The Human Resources Development and Management Department (HRDMD) submits its consolidated recommendations, aligned with the **2025 Rules on Administrative Cases in the Civil Service (2025 RACCS)** and the **2025 Omnibus Rules on Appointments and Other Human Resources Actions (2025 ORAOHRA)**.





- The Original draft prescribed stand-alone penalties that may conflict with the uniform penalty structure under the 2025 RACCS Rule 10 (Schedule of Penalties). The revised Section 5 aligns penalties with CSC rules for light, less grave, and grave offenses as classified under Rule 10, Sections 124-126.

Original Provision of PCO 2025-048	Proposed Amendments OF PCO 2025-048
Section 5. Penalties. The following administrative penalties shall be imposed against any person that shall violate this Ordinance pursuant to pertinent civil service regulations: First Offense: Payment of fine amounting to P5,000.00 with written reprimand issued by the Mayor. Second Offense: Suspension without pay for thirty (30) working days. Third Offense: Termination from employment.	Revised Draft (CSC-Aligned) Section 5. Penalties. Violations of this Ordinance shall constitute administrative offenses and shall be referred to the appropriate disciplining authority in accordance with the 2025 Rules on Administrative Cases in the Civil Service (2025 RACCS), Rule 10. a.) Light Offenses (Rule 10, sec 126) First Offense: Reprimand (no monetary fine) Second Offense: Suspension of one (1) to thirty (30) days Third Offense: Dismissal from service b.) Less Grave Offenses (Rule 10, Sec 125) First Offense: Suspension of one (1) month and one (1) day to six (6) months Second Offense: Dismissal from service c.) Grave Offenses (Rule 10, Sec 124) First Offense: Dismissal from service with accessory penalties of cancellation of eligibility, forfeiture of retirement benefits, perpetual disqualification from holding public office, and bar from taking civil service examinations
Section 6 (not included in original draft) Implementation	Section 6. Implementation and Coordination. The City Mayor, pursuant to Section 455 of Republic Act No. 7160 (Local Government Code of 1991), shall issue the Implementing Rules and Regulations (IRR) of this Ordinance within sixty (60) days from its effectivity. The Human





	Resources Development and Management Department (HRDMD) shall coordinate with all offices and departments, provide technical guidance, and assist in drafting the IRR to ensure harmonization with: a.) The Strategic Performance Management System (SPMS); b.) The Public Sector Rationalization and Institutional Management for Excellence in Human Resource Management (PRIME-HRM); c.) Existing E-Governance platforms and personnel information systems; and d.) All applicable CSC issuances, including the 2025 RACCS and 2025 ORAOHRA. The IRR shall clearly define the roles, responsibilities, timelines, and procedural requirements for compliance across all offices and departments of the City Government of Bacoor.
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- The Committee observed that while the proposed ordinance does not explicitly provide for the removal process from the negative list, this may be addressed in the drafting of its Implementing Rules and Regulations (IRR).

RECOMMENDATION:

In view of the foregoing, and after careful evaluation, the Committee recommends the **APPROVAL** of the proposed ordinance entitled:

"AN ORDINANCE MANDATING THE MONTHLY UPDATING OF ALL NEGATIVE LISTS BEING MAINTAINED BY VARIOUS DEPARTMENTS OF THE CITY GOVERNMENT OF BACOR, CAVITE, AND PROVIDING PENALTIES FOR VIOLATION THEREOF."

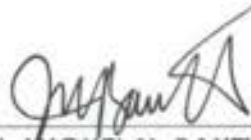
WE HEREBY CERTIFY that the contents of the foregoing report are true and correct.

Signed this 9th day of October 2025 at the City of Bacoor, Cavite





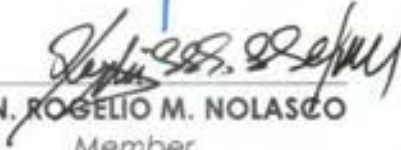
COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT REORGANIZATION



COUN. MIGUEL N. BAUTISTA
Chairperson



COUN. CATHERINE S. EVARISTO
Member



COUN. ROGELIO M. NOLASCO
Member

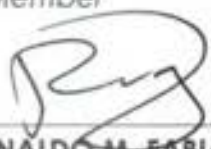
COMMITTEE ON RULES AND PRIVILEGES, LAWS AND ORDINANCES


COUN. REYNALDO D. PALABRICA
Chairperson

Vice Chairperson, Committee on Ethics, Appointments and Government
Reorganization


COUN. LEVY M. TELA
Vice Chairperson


COUN. ADRIELITO G. GAWARAN
Member


COUN. REYNALDO M. FABIAN
Member





COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT REORGANIZATION
COMMITTEE ON RULES AND PRIVILEGES, LAWS AND ORDINANCES

MINUTES OF THE JOINT COMMITTEE HEARING
NO. EAGR-012-S-2025

Office of the Sangguniang Panlungsod
Received by: 06 01 2025
Date: 06 01 2025
Time: 9:30

Subject: AN ORDINANCE MANDATING THE MONTHLY UPDATING OF ALL NEGATIVE LISTS BEING MAINTAINED BY VARIOUS DEPARTMENTS OF THE CITY GOVERNMENT OF THE CITY OF BACOR, CAVITE AND PROVIDING PENALTIES FOR VIOLATIONS HEREOF. (PCO 2025-048 dated 08 September 2025).

A committee hearing was held on September 18, 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.

Councilor Palabrica emphasized that the proposed ordinance seeks to mandate all departments to maintain and update a list of individuals, businesses, or institutions found violating city laws and ordinances.

The E-Governance Department Department was identified as having a crucial role in consolidating and maintaining an accessible system of these lists for all departments.

Atty. Khalid Atega, SP Secretary, clarified that the ordinance arose from the need for a uniform process in updating negative lists. Departments implementing ordinances must submit updated lists monthly to ensure accurate assessment of permits and applications.

It was further explained that the negative list is not the same as a blacklist. A negative list only reflects current violations but allows individuals or businesses to correct their infractions by paying fines or complying with legal requirements.

Councilor Galvez asked whether a person with a traffic violation would be affected in applying for a business permit.

- o Response: Yes, unless the violation is settled, the business permit may be held pending compliance.

Councilor Gawaran inquired if "negative list" is synonymous with "blacklist."

- o Response: No, blacklisting is permanent, while a negative list is temporary and conditional upon compliance.





The draft ordinance does not explicitly provide a process for removal from the negative list. The Committee suggested including such a provision in the Implementing Rules and Regulations (IRR).

The ordinance will also help enforce graduated penalties (1st, 2nd, 3rd offense), which currently lack proper monitoring due to the absence of a centralized system.

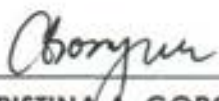
The ordinance strengthens accountability across all departments by ensuring violations are properly recorded.

The E-Governance Department plays a vital role in establishing a city-wide database accessible to concerned offices.

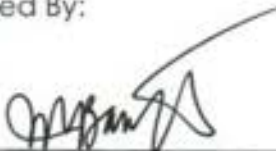
The ordinance supports the efficient implementation of the Express Business Permit Ordinance, preventing violators from bypassing accountability.

There being no other matters to be discussed, the hearing was suspended at 11:03 am.

Prepared By:


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

Attested By:


COUN. MIGUEL N. BAUTISTA
Chairperson
Committee on Ethics, Appointments
and Government Reorganization





COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT REORGANIZATION
COMMITTEE ON RULES AND PRIVILEGES, LAWS AND ORDINANCES

MINUTES OF PUBLIC HEARING
NO. EAGR-012-S-2025

Office of the Sangguniang Panlungsod
Received by: Janet P. [Signature]
Date: 08 Sept 2025
Time: 9:25 AM

Subject: AN ORDINANCE MANDATING THE MONTHLY UPDATING OF ALL NEGATIVE LISTS BEING MAINTAINED BY VARIOUS DEPARTMENTS OF THE CITY GOVERNMENT OF THE CITY OF BACOR, CAVITE AND PROVIDING PENALTIES FOR VIOLATIONS HEREOF. (PCO 2025-048 dated 08 September 2025).

A public hearing was held on September 25, 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.

The Chairperson explained that the measure seeks to institutionalize the monthly updating and consolidation of "negative lists" maintained by various city departments, with the E-Governance Department as the central database.

The Committee clarified that a negative list is temporary and names shall be removed upon settlement of penalties, unlike a blacklist, which implies permanent disqualification.

Departments identified to submit and update lists include:

- o Bacoor Traffic Management Department (traffic violations)
- o Office of the Building Official (building code violations)
- o City Environment and Services Office (environmental violations)
- o Business Permits and Licensing Department (business-related violations)
- o Barangays (compliance with directives and local ordinances)

The following penalties were discussed:

- o 1st offense: Reprimand (no monetary fine)
- o 2nd offense: 30-day suspension without pay
- o 3rd offense: termination from employment

Barangay Officials expressed support, noting that the system can also be adapted to strengthen barangay clearance processes.

Business sector representatives raised concerns on whether companies would be penalized for violations of their employees. The Committee clarified that:





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- o Individual violations (e.g., traffic tickets) remain personal.
- o Corporate violations (e.g., lack of permits, environmental lapses) are charged to the company.

Resource persons agreed that the ordinance would help monitor repeat offenders and enforce graduated penalties.

Several participants acknowledged that violators often bypass accountability due to lack of centralized monitoring.

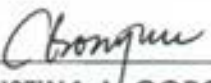
The ordinance is expected to improve compliance, enforcement, and coordination among departments and barangays.

The Human Resources Development and Management Department (HRDMD) submits its consolidated recommendations, aligned with the **2025 Rules on Administrative Cases in the Civil Service (2025 RACCS)** and the **2025 Omnibus Rules on Appointments and Other Human Resources Actions (2025 ORAOHRA)**.

The Original draft prescribed stand-alone penalties that may conflict with the uniform penalty structure under the 2025 RACCS Rule 10 (Schedule of Penalties). The revised Section 5 aligns penalties with CSC rules for light, less grave, and grave offenses as classified under Rule 10, Sections 124-126.

There being no other matters to be discussed, the hearing was adjourned at exactly 11:00 am.

Prepared By:


MA. CRISTINA A. GOROSPE
Local Legislative Staff Asst. 1

Attested By:


COUN. MIGUEL N. BAUTISTA
Chairperson
Committee on Ethics, Appointments
and Government Reorganization





COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT REORGANIZATION
COMMITTEE ON RULES AND PRIVILEGES, LAWS AND ORDINANCES

NOTICE OF THE JOINT COMMITTEE HEARING
(PROOF OF RECEIPT)

September 18, 2025 / 10:00 am

Office of the Sangguniang Panlungsod
Received by: Janet P. Pineda
Date: 18 SEP 2025
Time: 3:10 pm

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

Subject: AN ORDINANCE MANDATING THE MONTHLY UPDATING OF ALL
NEGATIVE LISTS BEING MAINTAINED BY VARIOUS DEPARTMENTS OF THE CITY
GOVERNMENT OF THE CITY OF BACOOR, CAVITE AND PROVIDING PENALTIES
FOR VIOLATIONS HEREOF. (PCO 2025-048 dated 08 September 2025).

No.	NAME	BUSINESS/OFFICE AFFILIATION	CONTACT NUMBER	SIGNATURE/DATE
1.	Hon. Catherine Evaristo	SP		<i>[Signature]</i> 09/15/25 3
2.	Hon. Reynaldo Palabrica	SP		<i>[Signature]</i> 09/15/25
3.	Hon. Rogelio Nolasco	SP		<i>[Signature]</i> 9/15/25
4.	Hon. Levy M. Tela	SP		<i>[Signature]</i> 9/15/25 FERNANDO SORIANO SPR TNG 9/15/25 6:04 pm
5.	Hon. Adrielito G. Gawaran	SP		<i>[Signature]</i> 9/15/25
6.	Hon. Reynaldo M. Fabian	SP		<i>[Signature]</i> 9/15/25 12:57 PM
7.	Atty. Aimee T. Neri	Housing, Urban Development Dept.	lcc 302	<i>[Signature]</i> 9/15/25 4:08 pm CLARA J. NERI
8.	Miss Natividad Ludwig Ople	HRDMD		<i>[Signature]</i> 9/15/25
9.	Miss Rhowena D. Alcantara	CPDC		<i>[Signature]</i> 9/15/25 Romell B. Espiritu CPDC Office
10.	Miss Emiliana DR. Ugalde	CSWD		<i>[Signature]</i> 9/15/25 HANEY S. UGALDE
11.	Miss Elmine C. Dela Cruz	ASSESSOR		<i>[Signature]</i> 9-15-25
12.	Miss Elvinia S. Guerrero	BUDGET		<i>[Signature]</i> 9/15/25

NOTICE OF THE JOINT COMMITTEE HEARING (PROOF OF RECEIPT) NO. EAGR-012-2025 Page 1
PCO 2025-048 "NEGATIVE LIST UPDATING ORDINANCE OF THE CITY OF BACOOR"





No.	NAME	BUSINESS/OFFICE AFFILIATION	CONTACT NUMBER	SIGNATURE/DATE
13.	Mr. Edwin B. Guinto	BCCHATO	0925 245 5367	<i>[Signature]</i>
14.	Mr. Lawrence San Jose	BPLO	481-4112	<i>[Signature]</i> 11:31 AM
15.	Arch. Ma. Concepcion B. De Castro	OBO	481-4100 loc. 236	<i>[Signature]</i> Sept 15 2025 11:07 AM
16.	Mr. Richard T. Quion	BDRRMO	417 0727	<i>[Signature]</i> 9/15/25 1:40 PM
17.	Atty. Marvie Kate T. Encarnado	ACCOUNTING	416-7091043	9/12/25 3:42
18.	Engr. Arthur S. San Jose	ZONING	0906-7291143	9/15/25 - <i>[Signature]</i>
19.	Miss Leslie Dianne V. Morales	BTMD	481-4100 (233)	9/15/25 <i>[Signature]</i>
20.	Engr. Jicky D. Jutba	ENGINEERING		<i>[Signature]</i> 09/12/25
21.	Ms. Ma. Theresa M. Cameros	OCCR		<i>[Signature]</i> 9.15.25
22.	Mr. Allan G. Chua	AGRICULTURE	Boedel C. Rueda	<i>[Signature]</i> 9/10/25
23.	Mr. Rolando R. Vocalan	CESD	303	<i>[Signature]</i> 9-12-24
24.	Abraham D. De Castro, Ph.D.	PESO	921-4137	<i>[Signature]</i> 9-12-25
25.	Ms. Emilie D. De Castro	POPULATION	0913675 4874	<i>[Signature]</i> 9-25-25
26.	Atty. Kim Nyca R. Lofranco	OCLS		<i>[Signature]</i> 9-15-2025
27.	Atty. Edith C. Napalan	TREASURY	PH 2306	<i>[Signature]</i> 9-15-25
28.	Dr. Ivy Marie C. Yrastorza	CHO		<i>[Signature]</i> 9-15-25
29.	Dr. Ella Mae D. Gandia	VETERINARY OFFICE		
30.	Ms. Kristine Y. Evangelista	CICRD	09935787898	9/15/25 <i>[Signature]</i>
31.	Mr. Agripino A. Pagdanganan, Jr.	GSO	204/207	9/15/2025 1:20 PM <i>[Signature]</i>
32.	Mr. Lodgene G. Asuncion	E-GOV/MIS	046 451 4100	<i>[Signature]</i> 9/15/25 11:50
33.	Ms. Nenita M. Reyes	OSCA	0915 920-5731	9-15-25 11:14 <i>[Signature]</i>

NOTICE OF THE JOINT COMMITTEE HEARING (PROOF OF RECEIPT) NO. EAGR-012-2025 Page 2
PCO 2025-048 "NEGATIVE LIST UPDATING ORDINANCE OF THE CITY OF BACOR"



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Province of Cavite
CITY OF BACOR
OFFICE OF THE SANGGUNIANG PANLUNGSOD



No.	NAME	BUSINESS/OFFICE AFFILIATION	CONTACT NUMBER	SIGNATURE/DATE
34.	Ms. Kathrina J. Sanchez	LEPIDO	09740881101	<i>[Signature]</i> 9/15/25
35.	Mr. Sidney V. Solis	SPORTS DEV'T. UNIT	0950 441 092 4	<i>[Signature]</i> 9/15/25
36.	Ms. Vicenta M. Lazaro	COOPERATIVES		Received by: 9/15/25 Office for the Development of Cooperatives
37.	Ms. Angie C. Cariaso	LYDO		<i>[Signature]</i> 9/15/25
38.	Mr. Emmanuel S. Carmen	CEMETERY OFC.	09855640321	<i>[Signature]</i> 9/15/25 11:17am
39.	Mr. Lemour J. Melo	PUBLIC SAFETY	09090711837	<i>[Signature]</i> 9/15/25 11:53 am
40.	Ms. Slaney Sue A. Reyes	ARTA	0948178 2427	<i>[Signature]</i> 9/15/25 1:18 PM
41.	Arch. Julius Jerome D. Padua	CAPD		<i>[Signature]</i> 9/15/25 1:31pm
42.	Mr. Jorwin B. Bautista	PWD OFC.	0924 015 4097	<i>[Signature]</i> 9/15/25
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NOTICE OF THE JOINT COMMITTEE HEARING (PROOF OF RECEIPT) NO. EAGR-012-2025 Page 3
PCO 2025-048 "NEGATIVE LIST UPDATING ORDINANCE OF THE CITY OF BACOR"





COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT REORGANIZATION
COMMITTEE ON RULES AND PRIVILEGES, LAWS AND ORDINANCES

ATTENDANCE OF THE JOINT COMMITTEE HEARING

Office of the Sangguniang Panlungsod
Received by: Janet P. Pineda
Date: 18 Sept 2025
Time: 3:00 pm

September 18, 2025 / 10:00 am

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

Subject: AN ORDINANCE MANDATING THE MONTHLY UPDATING OF ALL
NEGATIVE LISTS BEING MAINTAINED BY VARIOUS DEPARTMENTS OF THE CITY
GOVERNMENT OF THE CITY OF BACOOR, CAVITE AND PROVIDING PENALTIES
FOR VIOLATIONS HEREOF. (PCO 2025-048 dated 08 September 2025).

No.	NAME	BUSINESS/OFFICE AFFILIATION	CONTACT NUMBER	SIGNATURE/DATE
1.	Hon. Miguel N. Bautista	SP		
2.	Hon. Reynaldo D. Palabrica	SP		
3.	Hon. Rogelio M. Nolasco	SP		
4.	Hon. Levy M. Tela	SP		
5.	Hon. Adrielito G. Gawaran	SP		
6.	Hon. Reynaldo M. Fabian	SP		
7.	Hon. Catherine S. Evaristo	SP		
8.	Hon. Manolo S. Galvez	SP		
9.	Hon. Roberto L. Advincula	SP		
10.	Hon. Ricardo F. Ugalde	SP		
11.	Hon. Horacio M. Brillantes, Jr.	SP		
12.	Hon. Simplicio G. Dominguez	SP		





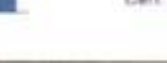
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Province of Cavite
CITY OF BACOR
OFFICE OF THE SANGGUNIANG PANYUNGRON



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04/20/2025



No.	NAME	BUSINESS/OFFICE AFFILIATION	CONTACT NUMBER	SIGNATURE/DATE
13.	Hon. Randy C. Francisco	SP		
14.	Hon. Palm Angel S. Buncio	SP		
15.	JULIUS PARRA	CARD		
16.	Ricardo Cervantes	BTSPI		
17.	Lorna Garmier	BPSH		
18.	YUDITH MONTAÑA	OCIS		
19.	Bernard Adasio	OCHS		
20.	ANIE CARIASO	LYDO		
21.	Rod Espantero	USD		
22.	Pearl Ramos	LEDIPD		
23.	Jorge Cruz	LEDIPD		
24.	Elvira Sue Raga	ARTA		
25.	EMANUEL CARRION	CENFEREKY		
26.	JEFF Gomez	SPORISUNIT		
27.	ROVINER A. PARRA	RTMD		
28.	LESLIE DIAMOND J. MORALES	RTMD		
29.	MARISA DE LUEN	BUDGET		
30.	Shirley Anne G. Gomez	BPLD		
31.	Anna Medina	INDOR		
32.	DORIS Y MARTINEZ	INDOR		
33.	ESPERANZA D. ARRIAGA	COTP		

ATTENDANCE OF THE JOINT COMMITTEE HEARING NO. EAGR-012-2025
PCO 2025-048 "NEGATIVE LIST UPDATING ORDINANCE OF THE CITY OF BACOR"

Page 2



Address: Training Coordinator and Disaster Services Unit
Address: National Emergency and Disaster Preparedness Unit
 Federal Bureau of Investigation, Department of Justice, 400
 ... Building, 400 ...
 Washington, DC 20535-0001
 Website: www.fbi.com/dsdo



Cert no 24/181809



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



CGBR-SPBac-F01.02
01/20/2025



No.	NAME	BUSINESS/OFFICE AFFILIATION	CONTACT NUMBER	SIGNATURE/DATE
34.	LEONOR M. VIRANON	ceap		
35.	MR. THERESA M. CAHENA	OCCR		
36.	Normelyn Lim	OFD		
37.	RICARDO O. CAHENA	OSUN		
38.	THIENESE LEONCIO	CAD		
39.	Orlene Montin	diced		
40.	Cherrie Sy	Amperis		
41.	VANESSA MENDOZA	buero		
42.	MAINE VAMENCIANO	OCLS		
43.	Shirley Velasco	ZDD		
44.	JOSE PAUL A. ORCIN	E-GU/MIS		
45.	Naive Ustre Lagatagan	EBU/MIS		
46.	Dr. Bob de Castro	PESO		
47.	Kim de Castro	EBU/MIS		
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COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT REORGANIZATION
COMMITTEE ON RULES AND PRIVILEGES, LAWS AND ORDINANCES

NOTICE OF THE PUBLIC HEARING
(PROOF OF RECEIPT)

September 25, 2025 / 10:00 am

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

Subject: AN ORDINANCE MANDATING THE MONTHLY UPDATING OF ALL
NEGATIVE LISTS BEING MAINTAINED BY VARIOUS DEPARTMENTS OF THE CITY
GOVERNMENT OF THE CITY OF BACOOR, CAVITE AND PROVIDING PENALTIES
FOR VIOLATIONS HEREOF. (PCO 2025-048 dated 08 September 2025).

No.	NAME	BUSINESS/OFFICE AFFILIATION	CONTACT NUMBER	SIGNATURE/DATE
1.	Hon. Catherine Evaristo	SP		<i>[Signature]</i> 9/23/25
2.	Hon. Reynaldo Palabrica	SP	0947817170	<i>[Signature]</i>
3.	Hon. Rogelio Nolasco	SP	0929-864-0915	<i>[Signature]</i>
4.	Hon. Levy M. Tela	SP		<i>[Signature]</i> 9/23/25
5.	Hon. Adrielito G. Gawaran	SP		<i>[Signature]</i> 9/23/25
6.	Hon. Reynaldo M. Fabian	SP		<i>[Signature]</i>
7.	Hon. Randy Francisco	SP		<i>[Signature]</i> 9/23/25
8.	Hon. Jose Agcopra	ANIBAN I	0735781117	<i>[Signature]</i>
9.	Hon. Narcisa Enriquez	ANIBAN II	09619495328	<i>[Signature]</i>
10.	Hon. Jade Emson Palma	DULONG BAYAN	09197401202	<i>[Signature]</i>
11.	Hon. Robert Castillo	HABAY I	09270716211	<i>[Signature]</i>
12.	Hon. Ma. Eliza Querijero	HABAY II		

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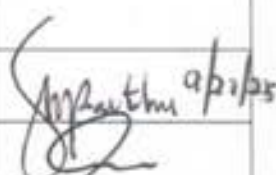
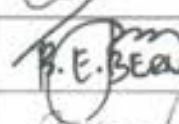
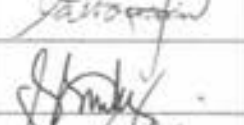
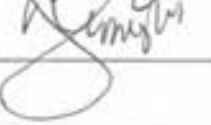
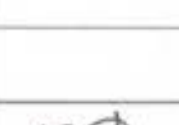
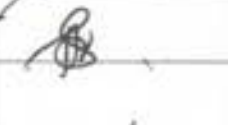
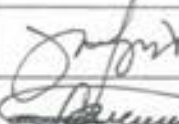
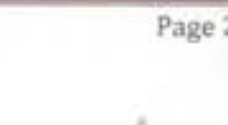
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25.	Hon. Apolonio Advincula, Jr.	MOLINO III	0969967562	
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27.	Hon. Bob Bingham	MOLINO V	09566147788	
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36.	Hon. Alma Camarce	NIOG	09088165948	<i>Alma</i>
37.	Atty. Kim Nyca Lofranco	OCLS		
38.	Hon. Armando Obligacion	Q.R. CENTRAL	0953294065	<i>Armando</i>
39.	Hon. Theodore Montes	Q.R. EAST		
40.	Hon. Jaime Abug	Q.R. WEST	09223987854	<i>Jaime</i>
41.	Hon. Brian Aganus	REAL	09052446633	<i>Brian</i>
42.	Hon. Nicanor Espiritu	SALINAS I	09972638113	<i>Nicanor Espiritu</i>
43.	Hon. Mark Torno	SALINAS II	0995511065	<i>Mark Torno</i>
44.	Hon. Alfredo Kalinisan	SAN NICOLAS I	09629293763	<i>Alfredo Kalinisan</i>
45.	Hon. Jonnel Eusebio	SAN NICOLAS II		
46.	Hon. Alfredo Arevalo	SAN NICOLAS III	09086241927	<i>Alfredo Arevalo</i>
47.	Hon. Caridad Sanchez	SINBANALI	099467929	<i>Caridad Sanchez</i>
48.	Hon. Josefino Bañas	TALABA I	09604513562	<i>Josefino Bañas</i>
49.	Hon. Rodolfo Bañas, Jr.	TALABA II	09676058203	<i>Rodolfo Bañas, Jr.</i>
50.	Hon. Emmanuel Trinidad	TALABA III	0946182598	<i>Emmanuel Trinidad</i>
51.	Hon. Vivian Ramirez	ZAPOTE I	09701638232	<i>Vivian Ramirez</i>
52.	Hon. Edwin Torres	ZAPOTE II	09205821949	<i>Edwin Torres</i>
53.	Hon. Ernesto De Rosas	ZAPOTE III	09774-236-225	<i>Ernesto De Rosas</i>
54.	Ms. Sunny Belle Basconcillo	FOSCHAI		
55.	Mr. Jayson Atienza	PCCI BACoor	09543128536	<i>Jayson Atienza</i>
56.	Ms. Guia Oller	BHOACI	09174554091	<i>Guia Oller</i>

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COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT REORGANIZATION
COMMITTEE ON RULES AND PRIVILEGES, LAWS AND ORDINANCES

ATTENDANCE OF THE PUBLIC HEARING

September 25, 2025 / 10:00 am
Bacoor Legislative & Disaster Resilience Building, Sangguniang Panlungsod Session Hall,
6th Floor, Bacoor Government Center

Subject: AN ORDINANCE MANDATING THE MONTHLY UPDATING OF ALL
NEGATIVE LISTS BEING MAINTAINED BY VARIOUS DEPARTMENTS OF THE CITY
GOVERNMENT OF THE CITY OF BACOOR, CAVITE AND PROVIDING PENALTIES
FOR VIOLATIONS HEREOF. (PCO 2025-048 dated 08 September 2025).

No.	NAME	BUSINESS/OFFICE AFFILIATION	CONTACT NUMBER	SIGNATURE/DATE
1.	Hon. Miguel N. Bautista	SP		
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3.	Hon. Rogelio M. Nolasco	SP		
4.	Hon. Levy M. Tela	SP		
5.	Hon. Adrielito G. Gawaran	SP		
6.	Hon. Reynaldo M. Fabian	SP		
7.	Hon. Catherine S. Evaristo	SP		
8.	Hon. Manolo S. Galvez	SP		
9.	Hon. Roberto L. Advincula	SP		
10.	Hon. Ricardo F. Ugalde	SP		
11.	Hon. Horacio M. Brillantes, Jr.	SP		
12.	Hon. Simplicio G. Dominguez	SP		





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14.	Hon. Palm Angel S. Buncio	SP		
15.	ROMMIE F. DOMINGO		092855731938	
16.	NICANOR ESPERITU	SP	09942638113	
17.	Lingston P. Sison		09776261630	
18.	BJ AGANUS	REAL	09052446633	
19.	ALMA CAMARCE	NIOG	09069165948	
20.	JOAN LARUA	BACOD CHAMBER	09446496943	
21.	ROSETTE ARANETA		09153455771	
22.	LOIDA P. ANGELES	BRCY. ANIBAN-1 KEND	09237353591	
23.	MARIEL M. SORIANO, JR	BRCY. B.R.E	09269878549	
24.	MARICEL JOPAN	P.F.2	09073337778	
25.	ALFREDO A. BALTAZAR	ANIBAN-1	09281873861	
26.	JAYSON R. ATIENZA	BACOD CHAMBER	09178745213	
27.	HARDINE BUIAMBON	Bayanan	09066343334	
28.	ANDREW D. RETAMANO	ORIENTAL	09177574726	
29.	RONNIE AJONZO	MULTINO 1	09099371562	
30.	ANTONIO M. BLANQUEZ	Melino 7	09997257291	
31.	MARY JOSE MARIDO	Habay I	09270716211	
32.	MARIO V. PAMPAYAN	Melino 7	09661094888	
33.	LUYSA A. ORE	Melino 7	09274054865	
	ESTHER C. PETER	Melino 7	09277575461	

ATTENDANCE OF THE JOINT COMMITTEE HEARING NO. EAGR-012-2025
PCO 2025-048 "NEGATIVE LIST UPDATING ORDINANCE OF THE CITY OF BACOD"

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No.	NAME	BUSINESS/OFFICE AFFILIATION	CONTACT NUMBER	SIGNATURE/DATE
34.	ERNESTO DE ROSA	ZAPOTE 3		
35.	Felipe H. HERNANDEZ	ZAPOTE 3		
36.	EDGAR ADRIAN	ZAPOTE		
37.	Rommel N. Nolasco	ZAPOTE 3		
38.	Cynthia Alon	PHAC 1	0915-365244	
39.	CHRISTINE F. CALATAY	Salinas 2	09197617560	
40.	ARMANDO P. KHO	Salinas 2	09955110165	
41.	Murphy Pakinga	Talaba 3	0912244877	
42.	Emmanuel Trinidad	Talaba 3	0968277906	
43.	PERCY TANIGRA	TALABA 3	0921006714	
44.	MICHAEL CASANOVA	MOUND 4	0917 801 7	
45.	KIM B. CONTE	MOUND 3	0916446262	
46.	LOUIE UGALDE	MALIKSI-1	09277901093	
47.	EVERETT DE ROSAS	ZAPOTE 3	0912187283	
48.	GILBERT SILA	Bacoor Chevron	0921920148	
49.	JOREM C. UNAS	ANIBAN-1	09065945654	
50.	CRESENCIO D. ALGO	ANIBAN 1	09074257864	
51.	LARRY VISCA	ZAPOTE 3	09277333893	
52.	JAY DELA CORT	SAN MIGUEL 3	09316255449	
53.	ROD DOMINGO	San Miguel 1	09179642004	
54.	EUSEO OLIVERA	San Miguel 3	0908644192	
55.	EDWIN GARCIA	ICD	0917013320	

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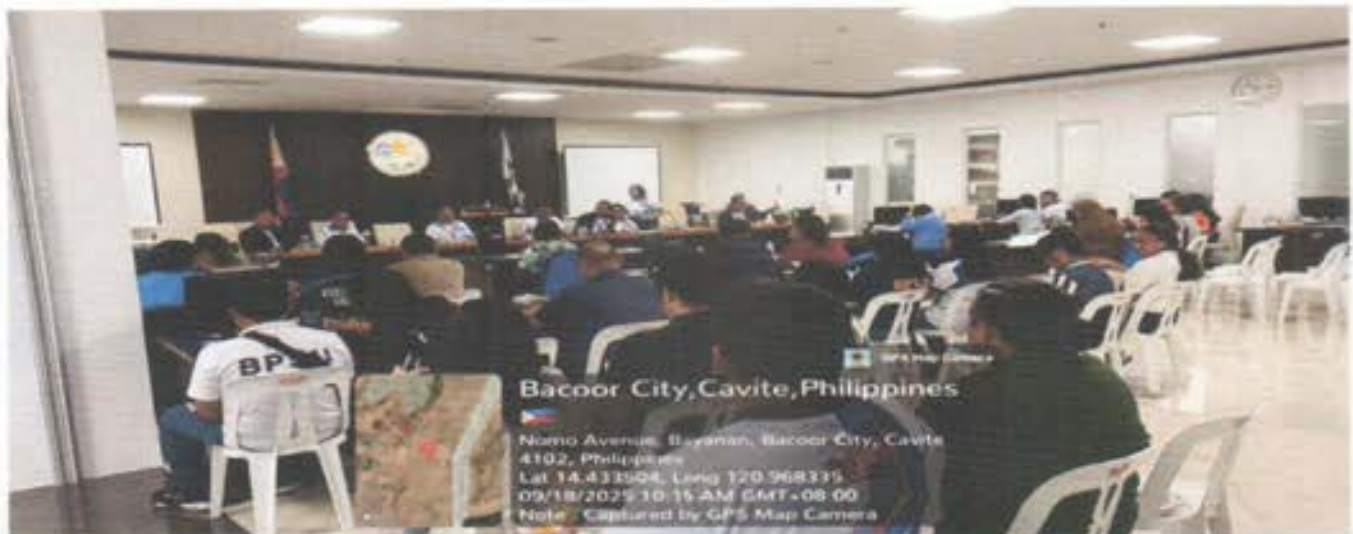


No.	NAME	BUSINESS/OFFICE AFFILIATION	CONTACT NUMBER	SIGNATURE/DATE
56.	VIVIAN C. RAMIREZ	ZAPOTE 1	044 4773885	
57.	ERNESTO D. ZWISTIK	ZAPOTE 1	0905 934 108	
58.	EVA S. AREVALO	ZAPOTE 1		
59.	Henny Yohanon	BHDAE 1	0977 240 016	
60.	BOB F. BINABAY	MILNER J	0916 647 777	
61.	ERNESTO D. ZWISTIK	BHDAE 1	0917 647 777	
62.	JOSE ERNESTO D. ZWISTIK		0905 462 774	
63.	Margia Clever	BHDAE 1		
64.	Iron Balisi	Habay - 1	0960 289 572	
65.	Raul Adreano	Habay - 1	0909 996 699	
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**COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT REORGANIZATION
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PCR 2025-048 "NEGATIVE LIST UPDATING ORDINANCE OF THE CITY OF BACOR"





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Province of Cavite
CITY OF BACOR
OFFICE OF THE SANGGUNIANG PANLUNGSOD



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COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT REORGANIZATION
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COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT REORGANIZATION
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Republic of the Philippines
Province of Cavite
CITY OF BACOOD



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HUMAN RESOURCES DEVELOPMENT and MANAGEMENT DEPARTMENT

2nd Floor Bacoor City Hall Building, Bacoor Government Center, Bacoor Boulevard, Brgy. Bayanan, Bacoor City 4102
Tel. No.: (046) 481-4143/ (046) 481-4100 Local 407

September 29, 2025

HON. MIGUEL N. BAUTISTA

City Councilor

Sangguniang Panlungsod

City Government of Bacoor

Subject: HR Comments and Recommendations on Draft City Ordinance No. 0830-2025 ("Negative List Updating Ordinance of the City of Bacoor")

Dear Hon. Bautista:

In response to your instruction to review and redraft Section 5 (Penalties) of the proposed ordinance, the Human Resources Development and Management Department (HRDMD) respectfully submits its consolidated recommendations, aligned with the **2025 Rules on Administrative Cases in the Civil Service (2025 RACCS)** and the **2025 Omnibus Rules on Appointments and Other Human Resource Actions (2025 ORAOHRA)**.

I. RATIONALE FOR REVISIONS

1. **Alignment with CSC Penalty System** – The original draft prescribed stand-alone penalties that may conflict with the uniform penalty structure under the 2025 RACCS, Rule 10 (Schedule of Penalties). The revised Section 5 aligns penalties with CSC rules for light, less grave, and grave offenses as classified under Rule 10, Sections 124–126.
2. **Due Process Safeguards** – The revised draft incorporates procedural due process requirements under Rule 4 (Formal Charge and Preliminary Conference) and Rule 5 (Answer and Formal Investigation) of the 2025 RACCS, ensuring notice, opportunity to be heard, and right to appeal before penalties are imposed.
3. **Finality of Findings for Negative List Inclusion** – Only employees with final and executory administrative or judicial findings may be included in the Negative List, consistent with Rule 17 (Finality and Execution of Decisions) of the 2025 RACCS, protecting employees from reputational harm arising from unresolved cases.
4. **Department Head Accountability** – Liability is clarified consistent with Rule 10, Section 125(j) (Neglect of Duty) and Section 124(a) (Gross Neglect of Duty), applying only in cases of willful neglect or gross negligence that directly result in non-compliance, and not for matters beyond reasonable control or good faith errors.
5. **System Integration and Implementation** – A new Section 6 clarifies HRDMD's role in coordinating and providing technical guidance for the Implementing Rules and Regulations (IRR), while the Mayor retains authority to issue it, consistent with Section 455 of Republic Act No. 7160 (Local Government Code of 1991).



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II. COMPARATIVE MATRIX OF CHANGES

Provision	Original Draft	Revised Draft (CSC-Aligned)
Section 5 Penalties	"Any person found to have violated this Ordinance shall be penalized as follows: First offense – written reprimand; Second offense – suspension for thirty (30) days; Third offense – dismissal from service. Department Heads who fail to enforce this Ordinance shall be held automatically liable."	Section 5. Penalties and Disciplinary Actions. Violations of this Ordinance shall constitute administrative offenses and shall be referred to the appropriate disciplining authority in accordance with the 2025 Rules on Administrative Cases in the Civil Service (2025 RACCS), Rule 10. Classification and Penalties: a) Light Offenses (Rule 10, Sec. 126): First Offense: Reprimand Second Offense: Suspension of one (1) to thirty (30) days Third Offense: Dismissal from service b) Less Grave Offenses (Rule 10, Sec. 125): First Offense: Suspension of one (1) month and one (1) day to six (6) months Second Offense: Dismissal from service c) Grave Offenses (Rule 10, Sec. 124): First Offense: Dismissal from service with accessory penalties of cancellation of eligibility, forfeiture of retirement benefits, perpetual disqualification from holding public office, and bar from taking civil service examinations. Due Process: Pursuant to Rule 4 and Rule 5 of the 2025 RACCS, no penalty shall be imposed without proper notice, formal charge, opportunity to answer, formal investigation where necessary, and right to appeal. Negative List Inclusion: An employee may only be included in the Negative List upon finality and executory status of the administrative or judicial decision, as provided under Rule 17 of the 2025 RACCS. Department Head Liability: Department Heads or officials who fail to comply with this Ordinance may be held administratively liable only upon showing of willful neglect of duty or gross neglect





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Provision

Original Draft

Revised Draft (CSC-Aligned)

of duty as defined under Rule 10, Sections 125(j) and 124(a), respectively, of the 2025 RACCS, and only after compliance with due process requirements.

Section 6 –
Implementation (Not included in original draft)

Section 6. Implementation and Coordination. The City Mayor, pursuant to Section 455 of Republic Act No. 7160 (Local Government Code of 1991), shall issue the Implementing Rules and Regulations (IRR) of this Ordinance within sixty (60) days from its effectivity. The Human Resources Development and Management Department (HRDMD) shall coordinate with all offices and departments, provide technical guidance, and assist in drafting the IRR to ensure harmonization with: a) The Strategic Performance Management System (SPMS); b) The Public Sector Rationalization and Institutional Management for Excellence in Human Resource Management (PRIME-HRM); c) Existing E-Governance platforms and personnel information systems; and d) All applicable CSC issuances, including the 2025 RACCS and 2025 ORAOHRA. The IRR shall clearly define the roles, responsibilities, timelines, and procedural requirements for compliance across all offices and departments of the City Government of Bacoor.

III. LEGAL BASES AND SUPPORTING AUTHORITIES

The following laws, rules, and regulations support the proposed revisions:

1. **2025 Rules on Administrative Cases in the Civil Service (2025 RACCS)** – Promulgated under CSC Resolution No. 2500314 dated April 15, 2025, the 2025 RACCS is the





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governing framework for all administrative disciplinary proceedings in the civil service. It supersedes the 2017 RACCS and integrates recent legislative changes including Republic Act No. 11032 (Ease of Doing Business and Efficient Government Service Delivery Act of 2018).

- **Rule 4** – Formal Charge and Preliminary Conference
 - **Rule 5** – Answer and Formal Investigation
 - **Rule 10** – Schedule of Penalties:
 - Section 124 – Grave Offenses and Penalties
 - Section 125 – Less Grave Offenses and Penalties
 - Section 126 – Light Offenses and Penalties
 - **Rule 17** – Finality and Execution of Decisions
2. **2025 Omnibus Rules on Appointments and Other Human Resource Actions (2025 ORAOHRA)** – Promulgated under CSC Resolution No. 2500358 dated April 30, 2025, effective August 2, 2025. The 2025 ORAOHRA governs personnel actions including appointments, promotions, and maintenance of personnel records; ensures that negative findings are properly documented only upon finality.
 3. **Republic Act No. 7160 (Local Government Code of 1991)**, Section 455 – Grants the local chief executive the authority to promulgate implementing rules and regulations of local ordinances.
 4. **Republic Act No. 6713 (Code of Conduct and Ethical Standards for Public Officials and Employees)** – Establishes ethical standards and accountability mechanisms for public service.
 5. **Republic Act No. 11032 (Ease of Doing Business and Efficient Government Service Delivery Act of 2018)** – Mandates streamlined processes and accountability in government service delivery.
 6. **Public Sector Rationalization and Institutional Management for Excellence in Human Resource Management (PRIME-HRM)** – DBM-CSC Joint Circular No. 2004-1, establishing standards for HR management systems in government.
 7. **ISO 9001:2015 Quality Management System** – Requires documented procedures, compliance monitoring, and continual improvement in service delivery, aligned with the City's commitment to quality governance.

IV. RECOMMENDATION

The HRDMD respectfully recommends the adoption of the revised Section 5 and the new Section 6 as the official text of the ordinance. These revisions ensure:

- **Legal Compliance** with the 2025 RACCS and all applicable CSC rules and regulations;
- **Protection of Employee Rights** through strict adherence to procedural due process;
- **Integrity of Personnel Records** by limiting Negative List inclusion to final and executory findings only;
- **Proportionate Accountability** for Department Heads, avoiding automatic liability for matters beyond their control;
- **Consistency with Existing Systems** including SPMS, PRIME-HRM, and E-Governance platforms; and
- **Clear Implementation Guidance** through a well-defined IRR process.





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V. CONCLUSION

Incorporating these adjustments will create a balanced, legally sound framework that upholds accountability, protects the constitutional and statutory rights of government personnel, and strengthens compliance with national civil service policies and local governance standards.

The HRDMD remains committed to providing technical assistance in drafting the IRR upon enactment of the ordinance and to ensuring seamless integration with existing human resource systems. The Department stands ready to provide clarification or further legal and technical support as may be required by the Honorable Sangguniang Panlungsod.

This recommendation reflects our shared commitment to public service excellence, fairness, and the development of a compassionate yet accountable civil service for the people of Bacoor.

Respectfully submitted,

NATIVIDAD LUDWIG I. OPLE

City Government Department Head I

Copy Furnished:

- **ATTY. KHALID A. ATEGA, JR.** – Secretary, Sangguniang Panlungsod
- **ATTY. KIM NYCA LOFRANCO** – City Legal Officer



SCAN ME



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