



COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT REORGANIZATION
COMMITTEE ON FINANCE AND BUDGET APPROPRIATIONS

JOINT COMMITTEE HEARING REPORT
NO. EAGR-015-S-2025

Office of the Sangguniang Panlungsod
Received by: Janet P. Pina
Date: 11/3/2025
Time: _____

Subject: AN ORDINANCE CREATING VARIOUS POSITIONS IN THE PLANTILLA OF THE OFFICE OF THE CITY MAYOR, THE CITY LIVELIHOOD AND DEVELOPMENT DEPARTMENT AND THE CITY BUDGET DEPARTMENT TO TAKE EFFECT ON FISCAL YEAR 2025 PURSUANT TO RELEVANT CIVIL SERVICE REGULATIONS . (PCO 2025-054 dated 29 September 2025).

This committee report pertains to the joint committee hearing conducted on October 02, 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 following Committees 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 FINANCE AND BUDGET APPROPRIATIONS	Coun. Rogelio M. Nolasco Coun. Reynaldo D. Palabrica Coun. Ricardo F. Ugalde

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.

BACKGROUND

The joint committees convened to deliberate on the above-mentioned subject matter which seeks to create new plantilla positions in the Office of the City Mayor, the City Livelihood and Development Department, and the City Budget Department.

The measure aims to address the increasing demand for personnel in said offices, improve administrative efficiency, and support the effective implementation of priority programs and services for the constituents of the City of Bacoor.





FINDINGS:

1. On HR and Legal Comments

- o The City Human Resource Management Office clarified that the proposed positions should reflect Fiscal Year 2026 (not 2025), since implementation and budget appropriation would only take effect the following year.
- o The City Legal Office shared the same observation, noting that although the creation of positions is necessary, the effectivity must align with the fiscal year and approved budget.

2. On Budget Availability

- o The City Budget Officer confirmed that funds for the proposed plantilla items have already been incorporated into the FY 2026 budget program.

3. On Existing Personnel (Casual Employees)

- o It was clarified that the twelve (12) casual employees currently assigned under the Office of the City Mayor and detailed with the Livelihood Department would be transferred to the new plantilla positions.
- o This ensures continuity of service without creating redundant positions.

4. On Committee Consensus

- o Members of the Committees recognized the urgency of strengthening manpower support for the Office of the City Mayor, Livelihood Department, and Budget Office.
- o The Committees agreed that the correction of the effectivity year from 2025 to 2026 should be reflected in the ordinance prior to its passage.

RECOMMENDATION/S:

In view of the foregoing, the Committee recommends the **APPROVAL** of the proposed ordinance, with the amendment that its effectivity be corrected from Fiscal Year 2025 to Fiscal Year 2026. The measure be favorably endorsed to the Sangguniang Panlungsod in Regular Session for immediate consideration and enactment.

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

Signed this 3rd day of October 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

Member, Committee on Finance and Budget Appropriations

COUN. CATHERINE S. EVARISTO
Member

Vice Chairperson, Committee on Finance and Budget Appropriations

COMMITTEE ON FINANCE AND BUDGET APPROPRIATIONS

COUN. ROGELIO M. NOLASCO
Chairperson

Member, Committee on Ethics, Appointments and Government Reorganization

COUN. RICARDO F. UGALDE
Member





COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT REORGANIZATION
COMMITTEE ON FINANCE AND BUDGET APPROPRIATIONS

MINUTES OF THE JOINT COMMITTEE HEARING
NO. EAGR-015-S-2025

Office of the Sangguniang Panlungsod
Received by: Janet R. Rina
Date: 09/07/25

Subject: **AN ORDINANCE CREATING VARIOUS POSITIONS IN THE PLANTILLA OF THE OFFICE OF THE CITY MAYOR, THE CITY LIVELIHOOD AND DEVELOPMENT DEPARTMENT AND THE CITY BUDGET DEPARTMENT TO TAKE EFFECT ON FISCAL YEAR 2025 PURSUANT TO RELEVANT CIVIL SERVICE REGULATIONS . (PCO 2025-054 dated 29 September 2025).**

A committee hearing was held on October 02, 2025 at the Sangguniang Panlungsod Session Hall regarding the aforementioned subject matter with the following attendees. (See attached attendance sheet)

Committee Chairperson Coun. Miguel Bautista welcomed the members of the committee, department heads, and resource persons. He explained that the purpose of the hearing was to deliberate on Proposed Ordinance No. 2025-054, which seeks to create various plantilla positions to strengthen manpower support for the Office of the City Mayor, City Livelihood and Development Department, and City Budget Department.

DISCUSSION

1. HR Comments

- o The HR Officer clarified that the plantilla positions should take effect Fiscal Year 2026, not 2025, since the proposed items would only be included in the budget beginning the following fiscal year.

2. Legal Department Comments

- o The City Legal Office concurred with HRDMD, stating that while there is no objection to the creation of positions, the effectivity should be properly aligned with the 2026 budget year.

3. Budget Office Confirmation

- o The City Budget Officer confirmed that funds for the proposed plantilla positions are already integrated into the 2026 budget program.

4. Livelihood Department Clarification

- o It was explained that twelve (12) casual employees currently under the Office of the City Mayor but detailed at the Livelihood Department would be transferred to the new plantilla positions.
- o This ensures continuity of work without duplicating positions.





5. Committee Members' Observations

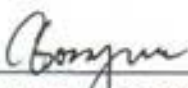
- Members agreed that the proposed ordinance is necessary to improve administrative efficiency and program delivery.
- The only amendment required is the correction of the year from 2025 to 2026.

COMMITTEE ACTION

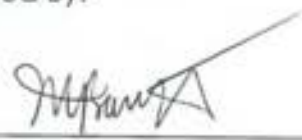
- On motion duly seconded, the Committee approved the measure with amendment, recommending that the effectivity be corrected to Fiscal Year 2026.
- The ordinance will be favorably endorsed to the Council's next Regular Session for approval.

There being no other matters to be discussed, the meeting was adjourned at 10:37 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 FINANCE AND BUDGET APPROPRIATIONS

NOTICE OF THE COMMITTEE HEARING
(PROOF OF RECEIPT)

October 02, 2025 / 10:00 am

Office of the Sangguniang Panlungsod
Received by: Jane 2025
Date: 10/1/2025

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

Subject: **AN ORDINANCE CREATING VARIOUS POSITIONS IN THE PLANTILLA OF THE OFFICE OF THE CITY MAYOR, THE CITY LIVELIHOOD AND DEVELOPMENT DEPARTMENT AND THE CITY BUDGET DEPARTMENT TO TAKE EFFECT ON FISCAL YEAR 2025 PURSUANT TO RELEVANT CIVIL SERVICE REGULATIONS . (PCO 2025-054 dated 29 September 2025).**

No.	NAME	BUSINESS/OFFICE AFFILIATION	CONTACT NUMBER	SIGNATURE/DATE
1.	Hon. Catherine Evaristo	SP		<i>[Signature]</i> 9/30/25
2.	Hon. Reynaldo Palabrica	SP		<i>[Signature]</i> 9/30
3.	Hon. Rogelio Nolasco	SP		<i>[Signature]</i>
4.	Hon. Ricardo Ugalde	SP		<i>[Signature]</i> 9/30/25
5.	Miss Natividad Ludwig Ople	HRDMD	402	<i>[Signature]</i> 9.30.25
6.	Miss Elvinia Guerrero	BUDGET	403	<i>[Signature]</i> 9/29/25
7.	Miss Carmelita F. Gawaran	LIVELIHOOD		<i>[Signature]</i> 9/29/25
8.	Atty. Aimee T. Neri	City Admin Office	405	<i>[Signature]</i> 9/29/25
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Republic of the Philippines
Province of Cavite
CITY OF BACOOR
OFFICE OF THE SANGGUNIANG PANLUNGSOD



CGBR-SPBac-F01.02
01/20/2025
AWARDEE
8 years
in a row!

No.	NAME	BUSINESS/OFFICE AFFILIATION	CONTACT NUMBER	SIGNATURE/DATE
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NOTICE OF THE COMMITTEE HEARING (PROOF OF RECEIPT) NO. EAGR-015-2025
PCO 2025-054 "ORDINANCE CREATING VARIOUS PLANTILLA POSITIONS (M.O., LIVELIHOOD, BUDGET)"

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Address: Bacoor Legislative and Disaster Resilience Bldg.
Bacoor Blvd., Brgy. Bayanan, City of Bacoor, Cavite
Hotline: (046) 417-0727
Website: www.bacoorcitysp.com



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COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT REORGANIZATION
COMMITTEE ON FINANCE AND BUDGET APPROPRIATIONS

ATTENDANCE OF THE JOINT COMMITTEE HEARING

Office of the Sangguniang Panlungsod
Received by: Janet
Date: 10/3/2025
Time: 10:00 am

October 02, 2025 / 10:00 am

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

Subject: **AN ORDINANCE CREATING VARIOUS POSITIONS IN THE PLANTILLA OF THE OFFICE OF THE CITY MAYOR, THE CITY LIVELIHOOD AND DEVELOPMENT DEPARTMENT AND THE CITY BUDGET DEPARTMENT TO TAKE EFFECT ON FISCAL YEAR 2025 PURSUANT TO RELEVANT CIVIL SERVICE REGULATIONS . (PCO 2025-054 dated 29 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		

ATTENDANCE OF THE JOINT COMMITTEE HEARING NO. EAGR-015-2025
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Republic of the Philippines
Province of Cavite
CITY OF BACOOR
OFFICE OF THE SANGGUNIANG PANLUNGSOD



CGSR-SPBac-F01.02

01/20/2025



No.	NAME	BUSINESS/OFFICE AFFILIATION	CONTACT NUMBER	SIGNATURE/DATE
13.	Hon. Randy C. Francisco	SP		
14.	Hon. Palm Angel S. Buncio	SP		
15.	Ms. Natividad Ludwig Ople	HRDMD	0906347788	Walford Oct-2, 20
16.	Ms. Elvinia guerrero	BUDGET		Agreement 10-2-20
17.	Ms. Carmelita Gawaran	LIVELIHOOD		
18.	Atty. Aimee T. Neri	CITY ADMIN OFC.		
19.	Atty. CALVE VALENZIMAN	OCUS		
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ATTENDANCE OF THE JOINT COMMITTEE HEARING NO. EAGR-015-2025
PCO 2025-054 "ORDINANCE CREATING VARIOUS PLANTILLA POSITIONS (M.O., LIVELIHOOD, BUDGET)"

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Address: Bacoor Legislative and Disaster Resilience Bldg.
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COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT REORGANIZATION
COMMITTEE ON FINANCE AND BUDGET APPROPRIATIONS

Received
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