



COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT REORGANIZATION

COMMITTEE REPORT
CEAGR-PCO-2024-227

Office of the Sangguniang Panlungsod
Received by: Janet Pangasinan
Date: 2/11/2024
Time: 3:47pm

Subject: *An ordinance amending Section No. 5, Paragraph 1 of City Ordinance No. 324-2023 entitled: "An ordinance regulating the engagement, work, and termination of Job Orders and Contract of Services Employees of the various departments and offices of the Local Government of the City of Bacoor, Cavite and imposing penalties for violations hereof.*

(Date referred: December 16, 2024)

The above-mentioned proposed ordinance underwent its first reading on December 16, 2024 during the 121st Regular Session of the Sangguniang Panlungsod. The said proposed ordinance was referred by the Presiding Officer, City Vice Mayor Hon. Rowena Bautista Mendiola to the Committee on Ethics, Appointments, and Government Reorganization.

FINDINGS:

Pursuant to R.A. 10911, an act prohibiting discrimination against any individual employment on account on age and providing penalties for violations, there came an equal opportunities employment program that does not require any age limitations for contract of service and job order employees.

Section 5, Paragraph 1 (Qualification for Engagement) of City Ordinance No.324-2023 is amended to wit:

1. Must be on legal age on the day of his/her appointment signed by the appointing authority.
2. Must be physically and mentally able to perform his/her duties.





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



RECOMMENDATION:

By the motion of Hon. Reynaldo C. Palabrica duly seconded by all the members of the Sangguniang Panlungsod, the above subject matter was **APPROVED** during its 123rd Regular Session.

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

Signed this 13th day of January 2025 at the City of Bacoor, Cavite.

Committee on Ethics, Appointments and Government Re-Organization



COUN. REYNALDO C. PALABRICA
Chairman



COUN. ALEJANDRO GUTIERREZ
Vice Chairman



COUN. MICHAEL SOLIS
Member



COUN. AIDE PAGULAYAN
Member





COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT REORGANIZATION

MINUTES OF THE COMMITTEE HEARING
CRPLO-PCO-2024-227

Office of the Sangguniang Panlungsod
Received by: Janet Pricio
Date: 20 JAN 2025
Time: 5:25 PM

Subject: *An ordinance amending Section No. 5, Paragraph 1 of City Ordinance No. 324-2023 entitled: "An ordinance regulating the engagement, work, and termination of job orders and contract of services employees of the various departments and offices of the local government of the City of Bacoor, Cavite and imposing penalties for violations hereof.*

(Date referred: January 06, 2025)

The Committee on Ethics, Appointments and Government Reorganization sent out invitations to the resource persons and conducted a hearing on January 9, 2025, 10:30 a.m. at the Session Hall of the Sangguniang Panlungsod.

MEMBERS OF THE COMMITTEE AND CITY COUNCILOR PRESENT:

HON. ROGELIO NOLASCO
HON. SIMPLICIO DOMINGUEZ
HON. LEVY TELA
HON. ADRIELITO GAWARAN
HON. ALEJANDRO GUTIERREZ
HON. ALDE PAGULAYAN

RESOURCE PERSONS:

ATTY. MARIUS SUMIRA - OCLS
RACHELLE ALCANTARA - HRDMD





COUN. REYNALDO PALABRICA "Our committee hearing regarding the ordinance amending Section No. 5, Paragraph 1 of City Ordinance No. 324-2023 entitled: "An ordinance regulating the engagement, work, and termination of job orders and contract of services employees of the various departments and offices of the local government of the City of Bacoor, Cavite and imposing penalties for violations hereof is now called to order."

COUN. REYNALDO PALABRICA "For the record, in attendance to this hearing are the following honorable members of the City Council. Our future Board Member Honorable Alde Pagulayan."

COUN. REYNALDO PALABRICA "From District 2, Honorable Councilor Bok Nolasco."

COUN. REYNALDO PALABRICA "From District 1, Honorable Councilor Levy Tela."

COUN. REYNALDO PALABRICA "From District 2, Honorable Councilor Simplicio Dominguez."

COUN. REYNALDO PALABRICA "From District 1 Honorable Councilor General Alex Gutierrez."

COUN. REYNALDO PALABRICA "For the record, may I request the resource persons to introduce themselves and their representation. Let's start with City Legal Services."

ATTY. MARIUS SUMIRA "Good morning again Mr. Chair, Atty. Marius Sumira from Office of the City Legal Services."

COUN. REYNALDO PALABRICA "Thank you Atty., next."

RACHELLE ALCANTARA "Good morning po Mr. Chair and sa lahat po. I am Rachele Alcantara from Human Resources Department."

COUN. REYNALDO PALABRICA "Thank you, where is your department head?"

RACHELLE ALCANTARA "Nag attend po ng meeting with the CSE director."

COUN. REYNALDO PALABRICA "Okay, paki paliwanag mo nga saamin ifong tungkol sa amendment na ito. Anong mangyayari dito?"

RACHELLE ALCANTARA "Yung una pong ordinance na na-issue nagkaroon po ng age limitation actually. Kasi nakalagay po na hindi na po tayo magha-hire ng 65 years old and above, and sa general rule naman po satin as mandated po ng Civil Service Commission, 65 years old po ang mandatory retirement for government employee. Kaya lang po nagkaroon po ng exception and based po sa RA 10911, yung act on prohibiting discrimination against any individual employment on account on age and providing penalties. So, nagkaroon na po





ng equal opportunities employment program na wala na pong age requirement para po sa lahat ng contract of services and job orders."

COUN. REYNALDO PALABRICA "Ibig sabihin even above 65 years old na physically able and mentally able pwede pa rin natin i-hire. And it is also in alignment with our own local ordinance on providing job opportunities to our senior citizens. Tapos na pala ang usapan dito. General what is your comment on this amendment? Pwedeng consultant or coterminous department head."

COUN. REYNALDO PALABRICA "There is a provision Atty. Marius."

Section 5. Qualifications for engagement.

1. **Must be of legal age but not exceeding ___ years old on the day his/her appointment is signed by either the appointing authority;"**

COUN. REYNALDO PALABRICA "Parang nag bigay din tayo ng limitations niyan."

ATTY. MARIUS SUMIRA "Your honor, ika-craft na lang po natin."

COUN. REYNALDO PALABRICA "Ikaw ba nag draft neto?"

ATTY. MARIUS SUMIRA "Hindi po. Ang dapat na lang pong mag rereflect ay **"must be on legal age on the day of his/her appointment is signed by either the appointing authority"**. Alisin po yung **"but not exceeding"**."

COUN. REYNALDO PALABRICA "Alisin yung term na exceeding."

ATTY. MARIUS SUMIRA "**Must be on legal age on the day his/her appointment is signed by the appointing authority"**. Wala po yung either. "

COUN. REYNALDO PALABRICA "Pwede siguro idagdag natin yung prohibition na physically and mentally able pa. Kasi baka mamaya magagamit din itong provision tapos hindi naman, diba?"

ATTY. MARIUS SUMIRA "Pwede naman po."

COUN. REYNALDO PALABRICA "Isama natin sa provision na yan. Approved naman ng HR?"

RACHELLE ALCANTARA "Yes po, thank you. Kasi meron po tayong co-terminous."

COUN. REYNALDO PALABRICA "Ang co-terminous position ay Legal, OSCA, BTMD, CIO, and Admin. Coterminous with the appointing authority."





COUN. REYNALDO PALABRICA "Let's finish this committee hearing. So, okay na? There are no issues to be discuss?"

COUN. REYNALDO PALABRICA "May I request a motion for adjournment of this hearing?"

COUN. ALEJANDRO GUTIERREZ "I moved for the adjournment of this hearing."

COUN. REYNALDO PALABRICA "It has been moved by Councilor Gutierrez, seconded that the motion is approved. Motion is approved, meeting adjourned."

The committee hearing ended at exactly 10:50 a.m

Prepared by:

RONALDO M. VERONA
Office Staff

Attested by:

COUNCILOR REYNALDO C. PALABRICA
Chairman



SCAN ME





Republic of the Philippines
Province of Cavite

CITY OF BACOOR

OFFICE OF THE SANGGUNIANG PANLUNGSOD



CGBCR-SPBac-F01.01
05/30/2024

Seal of Good Local Governance
2023 Awardee
7 YEARS ALL IN ROW!

Committee on Rules and Privileges, Laws and Ordinances

NOTICE OF COMMITTEE HEARING

(PROOF OF RECEIPT)

(January 9, 2025 10:30 AM)

(SP Session Hall)

Office of the Sangguniang Panlungsod
Received by: JANI 2025
Date: 1-9-2025
Time: 10:30 AM

Subject: AN ORDINANCE AMENDING SECTION NO. 5, PARAGRAPH 1 OF CITY ORDINANCE NO. 324-2023 ENTITLED: "AN ORDINANCE REGULATING THE ENGAGEMENT, WORK, AND TERMINATION OF JOB ORDERS AND CONTRACT OF SERVICES EMPLOYEES OF THE VARIOUS DEPARTMENTS AND OFFICES OF THE LOCAL GOVERNMENT OF THE CITY OF BACOOR, CAVITE AND IMPOSING PENALTIES FOR VIOLATIONS HEREOF". (PCO No. 2024-227) dated (January 6, 2025).

NAME	OFFICE	CONTACT # Email Address	SIGNATURE/DATE
HON. LEVY TELA	SP		[Signature] 1/07/2025 2:10 pm
HON. ALEJANDRO GUTIERREZ			
HON. ADRIELITO GAWARAN	SP		[Signature] 1/7/25
HON. SIMPLICIO DOMINGUEZ	SP	loc 2414	[Signature] 1/7/25
HON. ROGELIO NOLASCO	SP	0029-244-2025	[Signature] 1-7-2025 2:00 pm
ATTY. KIM NYCA LOFRANCO OCLS	OCLS	415 local	[Signature] 1/7/25 4:30 pm
Ms. NATIVIDAD LUDWIG OPLE HRDMD	HRDMD	407 local	[Signature] 1/7/25 4:32 pm
Atty. AIMEE NERI TORREFRANCA City Administrator	ADMIN	405 local	[Signature] 1/7/25 4:31 pm

NOTICE OF COMMITTEE HEARING PCO 2024-227

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AN ORDINANCE AMENDING SECTION NO. 5, PARAGRAPH 1 OF CITY ORDINANCE NO. 324-2023 ENTITLED: "AN ORDINANCE REGULATING THE ENGAGEMENT, WORK, AND TERMINATION OF JOB ORDERS AND CONTRACT OF SERVICES EMPLOYEES OF THE VARIOUS DEPARTMENTS AND OFFICES OF THE LOCAL GOVERNMENT OF THE CITY OF BACOOR, CAVITE AND IMPOSING PENALTIES FOR VIOLATIONS HEREOF".



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



Cert. no. 24/181809



Committee on Ethics, Appointments and Government Reorganization

ATTENDANCE OF COMMITTEE HEARING

(PROOF OF RECEIPT)

(January 9, 2025, 10:30 AM)

(SP Session Hall)

Office of the Sangguniang Panlungsod
Received by: *Jorge Prieto*
Date: *1-9-2025*
Time: *10:30 AM*

Subject: AN ORDINANCE AMENDING SECTION NO. 5, PARAGRAPH 1 OF CITY ORDINANCE NO. 324-2023 ENTITLED: "AN ORDINANCE REGULATING THE ENGAGEMENT, WORK, AND TERMINATION OF JOB ORDERS AND CONTRACT OF SERVICES EMPLOYEES OF THE VARIOUS DEPARTMENTS AND OFFICES OF THE LOCAL GOVERNMENT OF THE CITY OF BACOOR, CAVITE AND IMPOSING PENALTIES FOR VIOLATIONS HEREOF (PCO No. 2024-227) dated (January 6, 2025)

NAME	OFFICE AFFILIATION	CONTACT NUMBER Email Address	SIGNATURE/DATE
POB. ROGELIO NOLANCO	CP		<i>[Signature]</i>
POB. LEVY TELA	CP		<i>[Signature]</i>
POB. SIMPLICIO DOMAGUEZ	CP		<i>[Signature]</i>
POB. ADRIELITO GARCERA	CP		
POB. ALVARADO GUTIERREZ	CP		<i>[Signature]</i>
ATTY. MARIUS D. SUMIRA	OCLS		<i>[Signature]</i>
RACHELLE ALCANTARA	HR/PMO		<i>[Signature]</i>
POB. ALDO REGULAN	CP		<i>[Signature]</i>

ATTENDANCE OF COMMITTEE HEARING NO. CRPLO - PCO 2024-227

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AN ORDINANCE AMENDING SECTION NO. 5, PARAGRAPH 1 OF CITY ORDINANCE NO. 324-2023 ENTITLED: "AN ORDINANCE REGULATING THE ENGAGEMENT, WORK, AND TERMINATION OF JOB ORDERS AND CONTRACT OF SERVICES EMPLOYEES OF THE VARIOUS DEPARTMENTS AND OFFICES OF THE LOCAL GOVERNMENT OF THE CITY OF BACOOR, CAVITE AND IMPOSING PENALTIES FOR VIOLATIONS HEREOF





PCO 2024-227 – AN ORDINANCE AMENDING SECTION NO. 5, PARAGRAPH 1 OF CITY ORDINANCE NO. 324-2023 ENTITLED: “AN ORDINANCE REGULATING THE ENGAGEMENT, WORK, AND TERMINATION OF JOB ORDERS AND CONTRACT OF SERVICES EMPLOYEES OF THE VARIOUS DEPARTMENTS AND OFFICES OF THE LOCAL GOVERNMENT OF THE CITY OF BACOOR, CAVITE AND IMPOSING PENALTIES FOR VIOLATIONS HEREOF”.

Office of the Sangguniang Panlungsod
Received by: JAN 2025
Date: 2025
Time: 10:30 AM





Republic of the Philippines
Province of Cavite

CITY OF BACOOR

OFFICE OF THE SANGGUNIANG PANLUNGSOD



CCBCR-SPBac-F01.01
05/30/2024



PCO 2024-227 - AN ORDINANCE AMENDING SECTION NO. 5, PARAGRAPH 1 OF CITY ORDINANCE NO. 324-2023 ENTITLED: "AN ORDINANCE REGULATING THE ENGAGEMENT, WORK, AND TERMINATION OF JOB ORDERS AND CONTRACT OF SERVICES EMPLOYEES OF THE VARIOUS DEPARTMENTS AND OFFICES OF THE LOCAL GOVERNMENT OF THE CITY OF BACOOR, CAVITE AND IMPOSING PENALTIES FOR VIOLATIONS HEREOF".

PROPOSED CITY ORDINANCE NO. 2024-227
Series of 2024

AN ORDINANCE AMENDING SECTION NO. 5, PARAGRAPH 1 OF CITY ORDINANCE NO. 324-2023 ENTITLED: "AN ORDINANCE REGULATING THE ENGAGEMENT, WORK, AND TERMINATION OF JOB ORDERS AND CONTRACT OF SERVICES EMPLOYEES OF THE VARIOUS DEPARTMENTS AND OFFICES OF THE LOCAL GOVERNMENT OF THE CITY OF BACOOR, CAVITE AND IMPOSING PENALTIES FOR VIOLATIONS HEREOF".

Sponsored by :

WHEREAS, on 13 November 2023, the Sangguniang Panlungsod enacted an ordinance known as the "Job Order Employment Regulation Ordinance of the City of Bacoor";

WHEREAS, there is a need to amend Section 5 particularly on Qualifications for Engagement, Paragraph No. 1 in order to remain the city government efficient and effective.

BE IT ORDAINED by the 5th Sangguniang Panlungsod in its regular session assembled **THAT**:

Section 1. Section 5 on Qualifications for Engagement of City Ordinance No. 324-2023 is hereby amended to read as follows:

"Section 5. Qualifications For Engagement. Only persons who possess the following qualifications shall be engaged as job order or contract of services employees:

1. Must be of legal age but not exceeding _____ years old on the day his/her appointment is signed by either the appointing authority;

2. *Physically and mentally able to work.*

xxx"

Section 2. Effectivity Date. This Ordinance shall take effect immediately after it has been published once in a newspaper of general circulation in the City of Bacoor.

P.A. 10911

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Section 3. Repeal. All city ordinances and resolutions inconsistent with the provisions hereof are hereby repealed.

Section 4. Separability. In case a provision of this Ordinance is declared void by the court of law, the remaining provisions hereof not affected by the said declaration shall remain valid.

APPROVED this _____ day of _____ 2024 by The 5th Sangguniang Panlungsod of the City of Bacoor.

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

Certified by:

HON. ROWENA BAUTISTA-MENDIOLA
City Vice Mayor/Presiding Officer

Attested by:

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

Approved by:

HON. STRIKE B. REVILLA
City Mayor

Date of Approval: _____

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