



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

**JOINT COMMITTEE HEARING REPORT
NO. EAGR-002-S-2025**

Office of the Sangguniang Panlungsod
Received by: Janet Pina
Date: 16 July 2025
Time: 1:10 PM

**Subject: A LETTER OF COMPLAINT FROM MS./MRS. TERESITA DIZON
AGAINST PUNONG BARANGAY THEODORE FERNANDEZ MONTES OF
BARANGAY QUEEN'S ROW EAST, BACOOR CITY, CAVITE. (PCR 014-2025 dated
07 July 2025).**

BACKGROUND:

On 10 July 2025, the Joint Committee on Ethics, Appointments and Government Reorganization and the Committee on Barangay Affairs conducted a formal inquiry on the complaint filed by Miss Teresita Dizon against Punong Barangay (PB) Theodore Fernandez Montes of Barangay Queen's Row East, Bacoor City with the following attendees (see attached attendance sheet).

The complaint centers on allegations of harassment, unfair treatment, and constructive dismissal from her role as a member of the Lupon Tagapamayapa. The issues raised stem from internal conflicts within the Barangay following a cyber libel case, alleged retaliatory acts, and administrative discord among barangay officials.

FINDINGS:

The following key facts were established:

- The complainant, Ms. Dizon, alleged that PB Montes subjected her to verbal confrontation and public embarrassment in the presence of fellow Lupon members. She was allegedly accused of siding with the former PB Siegfried De Leon and questioned for her presence at the Barangay Hall late in the evening;
- According to Ms. Dizon, she was told she would no longer be included in the Barangay payroll and that a harassment complaint had been filed against her. She claimed that this hostile environment compelled her to submit a resignation letter dated 14 May 2025—which she insists was done under constraints and as a pre-emptive measure;
- In his sworn statement, PB Montes denied dismissing Ms. Dizon. He acknowledged receipt of her resignation, effective 01 May 2025, and denied any political or retaliatory motive. He clarified that his concern stemmed from an incident





involving a barangay driver who was allegedly coerced into making a public apology online;

- The Committee notes that no formal documentation of a dismissal exists and that the complainant's resignation, though disputed in its voluntariness, appears to have been submitted prior to her allegations of harassment.

RECOMMENDATIONS:

In view thereof, the Committee recommends to **DISMISS** the above-mentioned subject matter since both parties have indicated willingness to settle the dispute amicably, which the Committee considers a constructive path forward.

Attached is the copy of the Amicable Settlement signed by both parties.

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

Signed this 14th day of July 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
(Acting Vice Mayor)






COUN. ROGELIO M. NOLASCO
Member
Member, Committee on Barangay Affairs

COMMITTEE ON BARANGAY AFFAIRS


COUN. RANDY C. FRANCISCO
Chairperson


COUN. HORACIO BRILLANTES
Vice Chairperson


COUN. LEVY M. TELA
Member





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

Office of the Sangguniang Panlungsod
Received by: Janet P. Montes
Date: 10 July 2025
Time: 1:45 pm

**MINUTES OF THE JOINT COMMITTEE HEARING
NO. EAGR-002-S-2025**

Subject: A LETTER OF COMPLAINT FROM MS/MRS. TERESITA DIZON AGAINST PUNONG BARANGAY THEODORE FERNANDEZ MONTES OF BARANGAY QUEEN'S ROW EAST, BACOOR CITY, CAVITE. (PCR 014-2025 dated 07 July 2025).

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

Committee Chairperson Councilor Miguel Bautista gave his opening remarks and acknowledged all the resource persons as well as all the attendees present.

Committee Vice Chair Councilor Reynaldo Palabrica, requested that the complainant, Miss Teresita Dizon of Barangay Queens Row East, be called for an oath before they proceed with the hearing. He also mentioned that in observance of due process, it is better that the complainant explain her complaint first. He also added that the respondent, Barangay Captain Theodore Montes be given fifteen (15) days to submit a notarized counter affidavit.

Miss Dizon was recognized to explain to the body regarding her complaint. According to her, on April 28, 2025 she had a meeting with the former Barangay Captain of Queens Row East, Mr. Siegfried De Leon, and the barangay driver by the name of Mr. Arnold Serpeta, regarding the suspension of cyber libel complaint filed against the former Punong Barangay. The driver Mr. Arnold Serpeta even added that he will make a public apology via social media and they also had a written agreement in the said Barangay. On the same day, Miss Dizon and the former PB De Leon had a small talk at the basketball court of the said Barangay. Miss Dizon also mentioned that she is aware that there is a CCTV camera which is connected to the Barangay Hall. After their conversation, Miss Dizon went back to the office. On April 29, Miss Dizon narrated that the former Barangay Chairman made a follow up regarding the case filed against him by the driver. And that the driver will make a public apology thru social media. She then asked the driver if he already comply with the agreement because if not the former PB De Leon will push through with his counter complaint.





According to Miss Dizon, on May 30, 2025 at around 8 to 9 in the morning, she is with PB Montes together with the complainant, the Barangay Captain's siblings and the Barangay Executive Officio member inside the Lupon ng Tagapamayapa Office. PB Montes told Miss Dizon that the driver of the Barangay filed a harassment case against her. Barangay Chairman also asked Miss Dizon of what is her business in the Barangay Hall in the late evening. According to Miss Dizon she had a transaction with the Barangay employees regarding loan payment. Miss Dizon also added that PB Montes accused her of siding with Mr. De Leon that's why they also filed a case against her in front of Lupon members. Miss Dizon narrated that she felt embarrassed in front of the Lupon members. She also added that she decided to leave the office and went home due to the embarrassment she experienced. Miss Dizon also mentioned that the PB Montes told her that she will not be included in the payroll anymore. According to Miss Dizon, after a while she was told that Barangay Kagawad Ted Montes arrived at the Lupon office and was looking for her. Lupon members told Kagawad Montes that she already left. The latter also told the Lupon members that a case of harassment was filed against her. Miss Dizon also narrated that this is so because of the conversations with the former PB De Leon. She also added that she thinks that there is nothing wrong in talking with the former Barangay Chairman. As a recourse, Miss Dizon filed a counter complaint against the Barangay driver. Miss Dizon told the body that she felt that she was illegally dismissed from service. She also added that to her knowledge in dismissing a Lupon member, the Lupon Tagapamayapa Council is the one in charge of dismissing a Lupon member. Miss Dizon also mentioned that she did not wait for the time that she will be removed from office because she felt that it will be her faith. So, she decided to file a resignation letter dated May 14, 2025. Councilor Palabrica asked for a copy of the said resignation letter and be submitted before the Committee. Miss Dizon also narrated that she felt that talking to former PB De Leon is not a crime for her to be treated that way.

Councilor Palabrica told PB Montes to submit a notarized counter affidavit. He also requested the respondent be called for an oath before given the chance to speak and explain his side. According to PB Montes, he is not politicizing Miss Dizon. For him it is not an issue if Miss Dizon talks with former PB De Leon. The issue is that Miss Dizon is forcing Mr. Arnold Serpeta to make a public apology to Mr. De Leon via social media. Barangay Chairman Montes denied that he terminated Miss Dizon from office but instead she is the one who submitted a letter of resignation effective May 1, 2025. Councilor Palabrica directed the respondent to submit a copy of the said resignation letter before the Committee.

Councilor Palabrica denied Barangay Chairman Montes for further discussion of the case and instead instructed him to submit a notarized counter affidavit and attach all the pertinent evidences. Councilor Palabrica also added that the Committee will decide base on the evidences presented before this Honorable Committee. He also reminded the respondent that he is given fifteen (15) days to submit the documents.

Atty. Salve Valenciano was recognized. She asked both the complainant and respondent if there is room for compromise. Both the complainant and the respondent agreed to settle the case amicably.





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



CGBR-SPBac-F01.02

01/20/2025



Coun. Palabrica retracted his previous instruction to PB Montes to submit a counter affidavit to be submitted within fifteen (15) days since both complainant and respondent already agreed to an amicable settlement.

There being no further matters to be discussed, the hearing was adjourned at exactly 12:00 noon.

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 BARANGAY AFFAIRS

Office of the Sangguniang Panlungsod
Received by JUL 11 2025
Date: 7-11-2025
Time: 8:30 am

ATTENDANCE OF THE JOINT COMMITTEE HEARING

10 JULY 2025 / 11:00 a.m.

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

Subject: A LETTER OF COMPLAINT FROM MS/MRS. TERESITA DIZON
AGAINST PUNONG BARANGAY THEODORE FERNANDEZ MONTES OF
BARANGAY QUEEN'S ROW EAST, BACOOR CITY, CAVITE. (PCR 014-2025 dated
07 July 2025).

SIGNATURE/ NAME	POSITION/AFFILIATION OFFICE/ADDRESS	CONTACT NUMBER/EMAIL
 HON. MIGUEL N. BAUTISTA	CITY COUNCILOR SANGGUNIANG PANLUNGSOD	
HON. REYNALDO PALABRICA	CITY COUNCILOR SANGGUNIANG PANLUNGSOD	
HON. CATHERINE S. EVARISTO	CITY COUNCILOR SANGGUNIANG PANLUNGSOD	
HON. ROGELIO NOLASCO	CITY COUNCILOR SANGGUNIANG PANLUNGSOD	
HON. RANDY FRANCISCO	CITY COUNCILOR SANGGUNIANG PANLUNGSOD	
HON. HORACIO BRILLANTES	CITY COUNCILOR SANGGUNIANG PANLUNGSOD	





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



CGBR-SPBac-F01.02

01/20/2025



SIGNATURE/ NAME	POSITION/AFFILIATION OFFICE/ADDRESS	CONTACT NUMBER/EMAIL
 HON. LEVY TELA	CITY COUNCILOR SANGGUNIANG PANLUNGSOD	
 HON. ROGELIO NOLASCO	CITY COUNCILOR SANGGUNIANG PANLUNGSOD	
 J. DIAZ	QUEEN R. DAY	
 THEODORE F. MONTES	BRGY CHAIRMAN	094460990
 MAYOR VALENCIANO	OCL	





COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT
REORGANIZATION
COMMITTEE ON BARANGAY AFFAIRS

Office of the Sangguniang Panlungsod
Received by: Janet P. Pina
Date: 7/10/2025
Time: 1:50pm

NOTICE OF THE JOINT COMMITTEE HEARING
(PROOF OF RECEIPT)

10 July 2025 / 11:00 a.m.

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

Subject: A LETTER OF COMPLAINT FROM MS/MRS. TERESITA DIZON AGAINST
PUNONG BARANGAY THEODORE FERNANDEZ MONTES OF BARANGAY
QUEEN'S ROW EAST, BACOOR CITY, CAVITE. (PCR 014-2025 dated 07 July 2025).

RECEIVED BY: NAME/SIGNATURE	POSITION/AFFILIATION OFFICE/ADDRESS	DATE/TIME CONTACT NUMBER
 MA. PINA MONTES - VILLANUEVA	BRGY. ADMIN BRGY. Q.R. EAST	7-8-2025 2:44PM 09493243262
JC DIZON	B-21 L 2 Q.R. EAST	09214240303
 RICHARD A. ALVARADO	SP STAFF	7/09/25 11:10
 FERNANDO SORIANO	SP STAFF	07/09/2025 11:11am
 JERONIMO P. LICA	LSSA III	07/09/25 11:11am



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



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



RECEIVED BY: NAME/SIGNATURE	POSITION/AFFILIATION OFFICE/ADDRESS	DATE/TIME CONTACT NUMBER
 Lovely Mae D. Deslate Date Received	SP STAFF	07/09/25 - 8:20 AM
 DANDY DE GUZMAN	SP	7/9/2025 - 11:25 AM 0929-864-0945
 Liza F.	SP	7/9/15 - 5:03 PM



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



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





Republic of the Philippines
Province of Cavite
City of Bacoor
SANGGUNIANG PANLUNGSOD

COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT REORGANIZATION

Miss Teresita Dizon
Complainant

vs


PB Theodore Montes
Respondent


AMICABLE SETTLEMENT

We, complainant and respondent do hereby voluntarily agree to settle our dispute as follows:

- The complainant voluntarily withdrew her charges against the respondent.
- The respondent shall not file counter charges against the complainant.
- Both parties shall cooperate with one another in preserving peace and order in their locality.

Entered this 10th day of July 2025

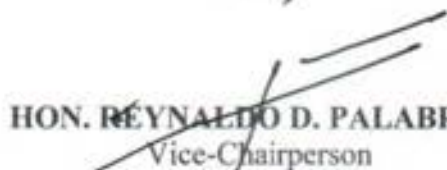

TERESITA C. DIZON
Complainant


THEODORE F. MONTES
Respondent

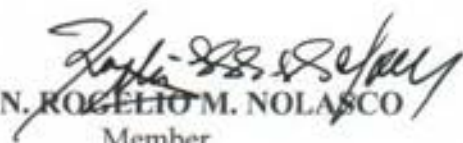
ATTESTATION:

We hereby certify that the foregoing amicable settlement was entered into by the parties freely and voluntarily, after we had explained to them the nature and consequence of such settlement.


HON. MIGUEL N. BAUTISTA
Chairperson


HON. REYNALDO D. PALABRICA
Vice-Chairperson

HON. CATHERINE S. EVARISTO
Member


HON. ROGELIO M. NOLASCO
Member



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



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01/20/2025



COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT

REORGANIZATION

COMMITTEE ON BARANGAY AFFAIRS

Office of the Sangguniang Panlungsod
Received by: Janet Pina
Date: 11 JUL 2025
Time: 11:33 AM



PHOTOS OF THE JOINT COMMITTEE HEARING NO. EAGR 002 S-2025
PCR 014-2025- "LETTER OF COMPLAINT AGAINST BRGY. CHAIRMAN THEODORE MONTES"

Page 1



Address: Bacoor Legislative and Disaster Resilience Bldg.
Bacoor Blvd., Brgy. Bayanan, City of Bacoor, Cavite
Telephone: (046) 417-0727
Website: www.bacoorcity.gov.ph



Cert. no. 24/181809



Republic of the Philippines
Province of Cavite
CITY OF BACOOR
Office of the City Mayor



16 May 2025

HON. ROWENA BAUTISTA-MENDIOLA
Vice Mayor, City of Bacoor
6th Floor, New Bacoor Legislative Building
Bacoor City, Province of Cavite

OFFICE OF THE
SANGGUNIANG PANLUNGSOD
RECEIVED
BY: RUTH /
DATE: 5/14/25 TIME: 10:15
BACOOR CITY, CAVITE

THRU : Atty. KHALID A. ATEGA JR.
Sanggunian Panlungsod Secretary
Sangguniang Panlungsod

SUBJECT : ENDORSEMENT OF LETTER-COMPLAINT OF MS. / MRS.
TERESITA C. DIZON

Dear Hon. Bautista-Mendiola,

Greetings in the name of public service!

The undersigned respectfully endorses to your good office the letter-complaint of Ms. / Mrs. Teresita C. Dizon of B24 L2 Barangay Queens Row East, Bacoor City against Barangay Captain Theodore Fernandez Montes over her alleged illegal removal from being a Lupong Tagapamayapa, among other complaints.

In consideration of the foregoing, the undersigned respectfully requests the esteemed members of the Sangguniang Panlungsod to take appropriate and necessary action as regards the herein letter-complaint of Ms. / Mrs. Teresita C. Dizon.

A copy of the letter-complaint, along with all the necessary attachments, will be provided to your good office immediately.

Thank you very much.

Sincerely yours,

STRIKE B. REVILLA
City Mayor



SBR20254982

ORIGINAL SIGNATURE

STRIKE



STRIKE
AS

Address: Bacoor Government Center, Bacoor Blvd.,
Brgy. Bayanan, City of Bacoor, Cavite
Trunkline: 434-1111
Website: www.bacoor.gov.ph



Cert. no. 24/181809



Letter of Complain (1).docx

May 9, 2025

The Honorable Strike B. Revilla
Municipal Mayor of City of Bacoor Cavite

Subject: Urgent Complaint Regarding Illegal Dismissal without valid reason and
Deliberate Embarrassment to Co-workers at Lupong Tagapamayapa of Barangay
Queens Row East

Dear Mayor Strike,

I am writing to formally bring to your attention an unjust and illegal dismissal I have recently experienced as part of Lupong Tagapamayapa at Barangay Queens Row East, which is located within your jurisdiction.

On May 2, 2025, I was abruptly terminated from my position as Lupong Tagapamayapa without valid grounds. The reason cited for my termination was incorrect and unsubstantiated, which I believe was a wrongful and discriminatory action. This unjust dismissal has also caused me significant embarrassment, distress, anxiety, depression, and a loss of self-esteem among my colleagues and within the community, as it was carried out publicly and without proper cause.

Despite my genuine dedication and adherence to company policies, I was dismissed unfairly, violating my dignity. I have attempted to address this issue directly with the proper channel, but no satisfactory resolution has been provided.

I humbly request your intervention to review this case, and kindly assist in ensuring that justice is restored. Your support in encouraging the relevant authorities or the person/s involved to reconsider my dismissal and to uphold fairness will be greatly appreciated.

Thank you very much for your time and consideration. I trust that your office will act to protect the rights of your constituents and restore my dignity.

Sincerely,


Jess Dizon

Lupong Tagapamayapa, Barangay Queens Row East
City of Bacoor, Cavite

0921 424 0303

Jess Dizon



Republic of the Philippines
Province of Cavite
CITY OF BACOR



**OFFICE OF THE SENIOR
CITIZENS AFFAIRS**

ID No. 1215



Name: BEA L. GARCIA

Address: BEA L. GARCIA, 1st St. East

Birthday: Nov. 17, 1952 Date of Issue: Nov. 7, 2016

CARD HOLDER'S SIGNATURE

**TEAM
LOVE
BACOR**

BENEFITS AND PRIVILEGES UNDER REPUBLIC ACT NO. 9994

- Free medical and dental, diagnostic & laboratory services in all govt. facilities.
- 20% discount on purchase of medicines, essential medical supplies, accessories and equipment, including prescribed vitamins.
- 20% discount on hotels, restaurants, recreation centers, etc.
- 20% discount on theaters, cinema houses and concert halls, etc.
- 20% discount on medical & dental services, diagnostic & laboratory fees in private facilities.
- 20% discount on fare for domestic air, sea travel and public land transportation.
- 5% discount on purchase of basic goods up to P 1,300/week.
- 5% discount on light & water consumption up to 100 kw & 30 cu m for registered senior citizens.
- 20% discount Professional fees of attending Physicians and Health Workers.
- 20% discount funeral and burial services.
- Free vaccination against influenza and pneumococcal diseases for 60-year & older seniors.
- Educational Assistance to pursue post-secondary, tertiary and vocational.
- Express lanes in all commercial and government establishments.
- Death benefits of P 2,000.00.
- Indigent Senior Citizens shall be covered by PhilHealth.

THIS CARD IS NON-TRANSFERABLE AND VALID ANYWHERE IN THE COUNTRY

OFFICIAL SEAL

2016 Chairman

[Signature]
LANI MERCADO REVILLA
City Mayor