



Republic of the Philippines
PROVINCE OF CAVITE
City of Bacoor

OFFICE OF THE SANGGUNIANG PANLUNGSOD

CITY ORDINANCE NO. 47-2018

Series of 2018

DISTRICT I

HON. ROWENA BAUTISTA-MENDIOLA
City Councilor

HON. MIGUEL N. BAUTISTA
City Councilor

HON. EDWIN G. GAWARAN
City Councilor

HON. MICHAEL E. SOLIS
City Councilor

HON. VENUS D. DE CASTRO
City Councilor

HON. ALEJANDRO F. GUTIERREZ
City Councilor

DISTRICT II

HON. HERNANDO C. GUTIERREZ
City Councilor
ON-LEAVE

HON. GAUDENCIO P. NOLASCO
City Councilor
ON-LEAVE

HON. LEANDRO A. DE LEON
City Councilor

HON. ROBERTO R. JAVIER
City Councilor

HON. VICTORIO L. GUERRERO, JR.
City Councilor

HON. ALDE JOSELITO F. PAGULAYAN
City Councilor

HON. REYNALDO D. PALABRICA
City Councilor-Liga ng Brgy. President

HON. MAC RAVEN ESPIRITU
City Councilor- SK Federation President

Atty. KHALID A. ATEGA, JR.
Sangguniang Panlungsod Secretary

Certified by:
HON. CATHERINE SARINON VARISTO
City Vice Mayor/Presiding Officer

Approved by:
HON. JANI MERCADO-REVILLA
City Mayor

AN ORDINANCE APPROVING THE GRANT OF A SPECIAL GRATUITY BONUS AMOUNTING TO TWENTY THOUSAND PESOS (PHP 20,000.00) TO ALL ELECTED AND APPOINTED PERMANENT, CASUAL, AND CO-TERMINOUS OFFICIALS AND EMPLOYEES OF THE LOCAL GOVERNMENT OF THE CITY OF BACoor AS A REWARD FOR THE EXEMPLARY ACHIEVEMENTS OF THE CITY GOVERNMENT FROM 2016 TO 2018 AND APPROPRIATING THE AMOUNT OF EIGHTEEN MILLION SEVEN HUNDRED THOUSAND PESOS (PHP 18,700,000.00) FROM ANY AVAILABLE SAVINGS FOR PERSONAL SERVICES UNDER THE 2018 ANNUAL BUDGET PURSUANT TO THE PROGRAM ON AWARDS AND INCENTIVES FOR SERVICE EXCELLENCE (PRAISE) OF THE CITY GOVERNMENT.

Sponsored by: Hon. Rowena Bautista-Mendiola, Hon. Miguel N. Bautista, Hon. Venus D. De Castro, Hon. Mac Raven Espiritu, Hon. Edwin G. Gawaran, Hon. Victorio L. Guerrero, Jr., Hon. Alejandro F. Gutierrez, Hon. Hernando C. Gutierrez, Hon. Roberto R. Javier, Hon. Alde Joselito F. Pagulayan, Hon. Reynaldo D. Palabrica and Hon. Michael E. Solis.

WHEREAS, Article IX-B, Section 3 of the 1987 Philippine Constitution mandates the Civil Service Commission (CSC) to adopt measures in government for the promotion of morale, efficiency, integrity, responsiveness, progressiveness and courtesy in civil service, and for the strengthening of a merits and rewards system;

WHEREAS, in compliance with the constitutional directive mentioned above, the CSC issued Memorandum Circular No. 48, Series of 1992, which provided the guidelines in the establishment and implementation of an agency incentive and awards system. On 10 January 2001, CSC Resolution No. 010112 was issued by the CSC revising CSC Memorandum Circular No. 48, Series 1992, and required all government agencies and local government units to adopt a Program on Awards and Incentives for Service Excellence (PRAISE);


WHEREAS, the City of Bacoor Employee Suggestions and Incentives Awards System (Bacoor-ESIAS) was approved by the Civil Service Commission for implementation on 24 January 1994, pursuant to the provisions of Rule X of the Omnibus Rules Implementing Book V of Executive Order No. 292, with the main objective of recognizing and rewarding officials and employees of the local government, individually




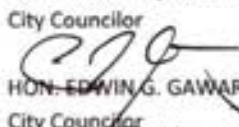
Republic of the Philippines
PROVINCE OF CAVITE
City of Bacoor

OFFICE OF THE SANGGUNIANG PANLUNGSOD

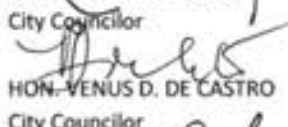
DISTRICT I

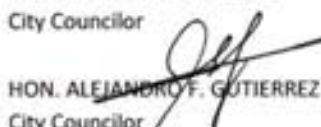

HON. ROWENA BAUTISTA-MENDIOLA
City Councilor


HON. MIGUEL N. BAUTISTA
City Councilor


HON. EDWIN G. GAWARAN
City Councilor


HON. MICHAEL E. SOLIS
City Councilor


HON. VENUS D. DE CASTRO
City Councilor


HON. ALEJANDRO F. GUTIERREZ
City Councilor

DISTRICT II

HON. HERNANDO C. GUTIERREZ
City Councilor

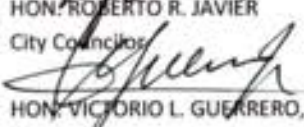
ON-LEAVE

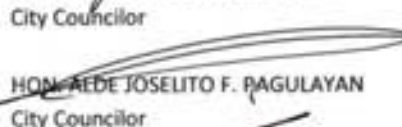
HON. GAUDENCIO P. NOLASCO
City Councilor

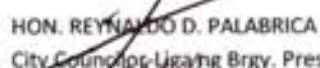
ON-LEAVE

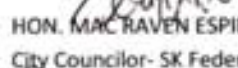
HON. LEANDRO A. DE LEON
City Councilor


HON. ROBERTO R. JAVIER
City Councilor


HON. VICTORIO L. GUERRERO, JR.
City Councilor


HON. FEBE JOSELITO F. PAGULAYAN
City Councilor


HON. REYNALDO D. PALABRICA
City Councilor-Liga ng Brgy. President


HON. MAC RAVEN ESPIRITU
City Councilor-SK Federation President

Attested by:


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

Certified by:


HON. CATHERINE GARCIA-EVARISTO
City Vice Mayor/Presiding Officer

Approved by:


HON. LANI MERCADO-REVILLA
City Mayor

or in groups, for the suggestions, inventions, superior accomplishments, and other personal efforts for improved operation of the City Government, or for other extraordinary acts of public service, and for exemplary service and conduct;

WHEREAS, Executive Order No. 39-16 was issued by Mayor Lani Mercado-Revilla on 13 December 2016, creating the Suggestion and Incentive Award Committee. Under EO No. 39-16, the SIAC may recommend the grant of gratuities to all officials and employees of the City Government who are qualified to receive the same under the Bacoor-ESIAs. Attached as **Annex "A"** hereof is a copy of Executive Order No. 39-16, which is made an integral part hereof;

WHEREAS, on 10 December 2018, the SIAC submitted a resolution to Mayor Mercado-Revilla listing the various awards and commendations received by the city government and by its various officials and departments from 2016 up to the present and recommending the grant of a **Special Gratuity Bonus** amounting to **Twenty Thousand Pesos (PhP20,000.00)** in favor of **"all elected and appointed permanent, casual, and co-terminous officials and employees of the city government pursuant to the Program on Awards and Incentives for Service Excellence (PRAISE) of the City of Bacoor"**. Attached as **Annex "B"** is a copy of the SIAC Resolution dated 10 December 2018, which is made an integral part hereof.

WHEREAS, on 12 December 2018, Mayor Mercado-Revilla wrote the Sangguniang Panlungsod requesting the latter to pass a measure to make her desire to "an across-the-board special gratuity bonus for CY 2018 within this month of December possibly in the amount of Twenty Thousand Pesos (PHP 20,000.00) each which may be sourced from the savings on personal services in the 2018 Annual Budget of the city." Attached to the said letter is a list of the names of the 935 permanent, co-terminous and casual officials and employees of the city government who would qualify to receive the said gratuity and a Certification signed by the City Budget Officer, the City Treasurer, and the City Accountant regarding the source and availability of the funds to be used for the grant of the said incentive. Copies of the said documents are attached hereto as **Annexes "C", "D" and "E"**, respectively, which are attached hereto and are hereby made integral parts hereof;



Republic of the Philippines
PROVINCE OF CAVITE
City of Bacoor

OFFICE OF THE SANGGUNIANG PANLUNGSOD

DISTRICT I

HON. ROWENA BAUTISTA-MENDIOLA
City Councilor

HON. MIGUEL N. BAUTISTA
City Councilor

HON. EDWIN B. GAWARAN
City Councilor

HON. MICHAEL E. SOLIS
City Councilor

HON. VENUS D. DE CASTRO
City Councilor

HON. ALEJANDRO F. GUTIERREZ
City Councilor

DISTRICT II

HON. HERNANDO C. GUTIERREZ
City Councilor
ON-LEAVE

HON. GAUDENCIO P. NOLASCO
City Councilor
ON-LEAVE

HON. LEANDRO A. DE LEON
City Councilor

HON. ROBERTO R. JAVIER
City Councilor

HON. VICTORIO L. GUERBERO, JR.
City Councilor

HON. ADE JOSELITO F. PAGULAYAN
City Councilor

HON. REYNALDO D. PALABRICA
City Councilor-Liga ng Brgy. President

HON. MAE RAVEN ESPIRITU
City Councilor-SK Federation President

Attested by:

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

Certified by:

HON. CATHERINE SARIBO EVARISTO
City Vice Mayor/Presiding Officer

Approved by:

HON. LAM MERCADO-REVILLA
City Mayor

WHEREAS, in the morning of 13 December 2018, the Sangguniang Panlungsod conducted a special session in order to deliberate on the request of Mayor Mercado-Revilla, *inter alia*, and conduct the requisite public hearing in relation to the approval of appropriation ordinances. In attendance during the said public hearing were the City Treasurer (Atty. Edith C. Napalan), the City Budget Officer (Ms. Elvinia Guerrero), and the City Accountant (Mr. Jerry Macalatan). They confirmed that 935 permanent, casual and co-terminous officials and employees of the city government would qualify to receive the proposed gratuity and that **Eighteen Million Seven Hundred Thousand Pesos (Php 18,700,000.00)** out of the city government's savings from the 2018 Annual Budget for Personal Services shall be used for the said incentive;

WHEREAS, in the afternoon of 13 December 2018, the Sangguniang Panlungsod City deliberated on the various matters raised during the public hearing and unanimously decided to approve the instant Ordinance in (a) recognition of the exemplary performance and superior accomplishments of the permanent, casuals, and co-terminous officials and employees of the city government from 2016 to 2018 resulting in the receipt of various awards and commendations by the city government in general and by its various departments in particular, and (b) to further motivate the city government employees and officials to further contribute to national development through increased productivity;

NOW THEREFORE, be it **ORDAINED** by the 3rd Sangguniang Panlungsod of the City of Bacoor, Cavite in special session duly assembled **THAT**:

Section 1. Title. This Ordinance shall be known and referred to as the **"2018 Special Gratuity Bonus Ordinance of Bacoor"**.

Section 2. Effectivity. The provisions of this Ordinance shall take effect upon its approval.

Section 3. Coverage. This Ordinance shall only apply in favor of permanent, casual, and co-terminous officials and employees of the local government of the City of Bacoor who were elected or appointed prior to 14 December 2018.

Section 4. Special Gratuity Bonus. The grant of a special gratuity bonus amounting to **Twenty Thousand Pesos (Php 20,000.00)** is hereby authorized in favor of all permanent, casual, and co-terminous officials and employees of the city government who are covered by this Ordinance.

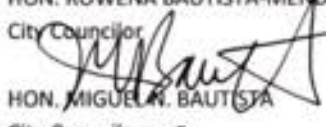



Republic of the Philippines
PROVINCE OF CAVITE
City of Bacoor

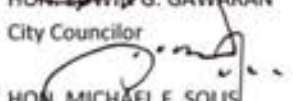
OFFICE OF THE SANGGUNIANG PANLUNGSOD

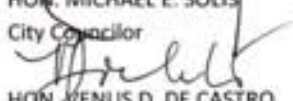
DISTRICT I

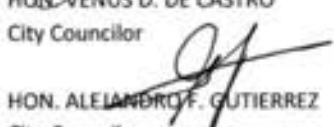

HON. ROWENA BAUTISTA-MENDIOLA
City Councilor


HON. MIGUEL M. BAUTISTA
City Councilor


HON. EDWIN G. GAWARAN
City Councilor


HON. MICHAEL E. SOLIS
City Councilor


HON. VENUS D. DE CASTRO
City Councilor


HON. ALEJANDRO F. GUTIERREZ
City Councilor

DISTRICT II

HON. HERNANDO C. GUTIERREZ
City Councilor

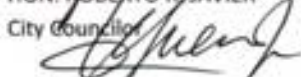
ON-LEAVE

HON. GAUDENCIO P. NOLASCO
City Councilor

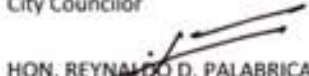
ON-LEAVE


HON. LEANDRO A. DE LEON
City Councilor


HON. ROBERTO R. JAVIER
City Councilor


HON. VICTORIO L. GUERRERO, JR.
City Councilor

~~HON. ALDE JOSELITO F. PAGULAYAN
City Councilor~~


HON. REYNALDO D. PALABRICA
City Councilor/Union Brgy. President


HON. MAC RAVEN ESPIRITU
City Councilor- SK Federation President

Attested by:

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

Certified by:

HON. CATHERINE SARINO-EVARISTO
City Vice Mayor/Presiding Officer

Approved by:

HON. LANI MERCADO-REVILLA
City Mayor

Section 5. Appropriation. The amount of **Eighteen Million Seven Hundred Thousand Pesos (Php 18,700,000.00)** is hereby appropriated from any available savings for Personal Services under the 2018 Annual Budget pursuant to the Program on Awards and Incentives for Service Excellence (PRAISE) of the city government.

UNANIMOUSLY APPROVED this 13th day of December 2018 by the 3rd Sangguniang Panlungsod of the City of Bacoor, Cavite in special session duly assembled.

I hereby certify that the foregoing was duly approved in accordance with law.

Certified by:


HON. CATHERINE S. EVARISTO
Vice Mayor/Presiding Officer

Attested by:


ATTY. KHALID A. ATEGA JR.
Sangguniang Panlungsod Secretary

Approved by:


HON. LANI MERCADO-REVILLA
City Mayor

14 DEC 2018

Date of Approval