



DISTRICT I

HON. MIGUEL N. BAUTISTA
City Councilor

HON. MICHAEL E. SOLIS
City Councilor

SICK LEAVE

HON. ROWENA BAUTISTA-MENDIOLA
City Councilor

HON. ADRIELITO G. GAWARAN
City Councilor

ABSENT

HON. VICTORIO L. GUERRERO, JR.
City Councilor

HON. ALEJANDRO F. GUTIERREZ
City Councilor

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HON. ROBERTO R. JAVIER
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 SARINO-EVARISTO
City Vice Mayor / Presiding Officer

Approved by:

HON. LANI MERCADO - REVILLA
City Mayor

CITY ORDINANCE NO. CO 157-2021
Series of 2021

AN ORDINANCE CREATING THE LOCAL ECONOMIC AND INVESTMENTS PROMOTION OFFICE (LEIPO) OF THE CITY OF BACOR, REWARDING CITY EMPLOYEES WHO PROVIDE EXCELLENT CUSTOMER SERVICE IN FAVOR OF INVESTORS AND BUSINESS OWNERS, IMPROVING THE EASE OF DOING BUSINESS WITHIN THE CITY, AND PROVIDING INCENTIVES IN FAVOR OF INVESTORS IN THE LOCAL ECONOMY OF THE CITY.

Sponsored by:

Hon. Reynaldo D. Palabrica

Co-Sponsored by:

Hon. Roberto L. Advincula, Hon. Miguel N. Bautista, Hon. Leandro A. De Leon, Hon. Mac Raven Espiritu, Hon. Adrielito G. Gawaran, Hon. Alejandro F. Gutierrez, Hon. Hernando C. Gutierrez, Hon. Roberto R. Javier, Hon. Gaudencio P. Nolasco, Hon. Alde Joselito F. Pagulayan and Hon. Michael E. Solis.

WHEREAS, good governance leads to a robust economy. Without good government, an economy will flounder and investor confidence would have no hope of improving.

WHEREAS, numerous studies independently conducted by various agencies of the Philippine government, by foreign aid groups, and by the business sector all indisputably show that the ease of doing business in a particular locality has a direct bearing on the amount of direct investments poured into the economy of that locality.

WHEREAS, Memorandum Circular No. 2010-113 of the Department of Interior and Local Government encouraged local government units to designate a Local Economic and Investments Promotions Officer who would focus on the promotion and facilitation of their local economic development.

WHEREAS, merely designating an officer who would promote and facilitate the development of a city's economy is bound to fail if that appointee is not given the tools needed to launch an effective promotion campaign and if the policies being implemented by a local government are not conducive to the infusion of capital into the economy of that locality.



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WHEREAS, in order to make the city government more business friendly, efficiency in every facet of the operations of the city government must be encouraged and rewarded. All city government employees must be made to feel and understand that they are part of one team where the spoils of victory – along with the bitterness of failure – are shared equally.

NOW, THEREFORE, during regular session assembled, upon motion of Councilor Reynaldo D. Palabrica unanimously seconded by the rest of the council, **BE IT ORDAINED AS IT IS HEREBY ORDAINED** by the 4th Sangguniang Panlungsod of the City of Bacoor THAT:

Article I
Preliminary Provisions

Section 1. Short Title. This Ordinance shall be known as the "Local Economic and Investments Promotion Ordinance of the City of Bacoor".

Section 2. Purposes. This Ordinance aims to:

- Create the Local Economic and Investments Promotion Office of the City of Bacoor;
- Promote the delivery of excellent customer services to persons applying for various permits, clearances, and certificates;
- Promote the local economy by providing an innovative, aggressive, and customer-satisfaction oriented local investment policy to be implemented and observed by all of the employees and officials of the city government; and
- Provide incentives to business entities that would invest, or that have invested, into the local economy of the City of Bacoor.

Section 3. Rules on Interpretation. In case a conflict in the interpretation hereof arises between the English version of this ordinance and its Filipino translation, the provisions of this ordinance and its annexes appearing in English shall prevail.

The following rules shall be observed in the interpretation of this ordinance:

- Words used in singular also include the plural. The reverse is also true;
- Words used in the present tense shall also include the past tense. The reverse is also true;
- The words "must", "shall", "will" and "may not" as used in this ordinance are mandatory;



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City Councilor - SK FEDERATION PRESIDENT

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Sangguniang Panlungsod Secretary

Certified by:

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City Vice Mayor / Presiding Officer

Approved by:

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City Mayor

3.4. The word "may" is permissive while "should" is advisory and not mandatory or required;

3.5. When used with numbers, "Up to X," "not more than X" and "a maximum of X" all include X;

3.6. Words or phrases not defined herein shall be interpreted in the context it was used in this ordinance and in consideration of the reason why the Sangguniang Panlungsod used the said terms;

3.7. In interpreting words and phrases not defined herein, the meaning of the said terms as popularly understood at the time the ordinance was approved shall be used;

3.8. Any word, phrase, or term not enumerated above but used in this ordinance shall be interpreted by taking into account the context in which it was used, its meaning as popularly understood, or its definition in either Black Law Dictionary or in the 2015 edition of Merriam -Webster Dictionary; and

3.9. Unless otherwise specified, any reference to the male gender in any provision of this ordinance shall also include the female gender and vice versa.

Section 4. Date of Effectivity. This Ordinance shall take effect immediately after it has been published at least twice in a newspaper of general circulation and after the Sangguniang Panlalawigan of the Province of Cavite has approved it.

Section 5. Automatic Review. The Sangguniang Panlungsod shall automatically review this Ordinance once every three (3) years after its approval or whenever the need for such review arises.

Section 6. Due Process Requirements. The rudimentary requirements of procedural due process shall be strictly observed prior to the imposition of any of the penalties specified hereunder. Thus, the City and all other city employees under them shall ensure that persons against whom the said penalties are intended to be imposed shall be:

- (a) Notified in writing of the acts committed or not committed that constitute a violation of this Ordinance;
- (b) Given at least 24 hours from receipt of the notice within which to comply with the particular provision of the Ordinance that was allegedly violated or to explain why he should not be held accountable for such offense/s;
- (c) Exempted from facing criminal prosecution after the suspected offender voluntarily pays the



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City Councilor - Liga ng Brgy. President

HON. MAC RAVEN ESPIRITU
City Councilor - SK FEDERATION PRESIDENT

Attested by:

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

Certified by:

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

Approved by:

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corresponding fine for the offense/s allegedly committed; and

- (d) Allowed to defend himself in a proper court of law before the imposition of any fine in case the suspected offender chooses to challenge the allegations against him.

Section 7. Repeal Clause. All ordinances, resolutions, or executive orders in conflict with the provisions of this Ordinance are hereby repealed or modified accordingly.

Section 8. Separability Clause. Any provision of this Ordinance nullified by any court of law shall not affect the validity of the remaining provisions hereof that are not affected by the said judicial declaration.

Article II

The Local Economic and Investment Promotions Office

Section 9. Creation of the Local Economic and Investments Promotions Office (LEIPO). The Local Economic and Investments Promotions Office (LEIPO) is hereby created. The LEIPO shall be a department under the control and supervision of the City Mayor and shall operate as a one-stop shop that will expeditiously receive, review, and process all applications for permits, clearances, and certificates related to land development, business, investment, and commercial activities covered by this Ordinance. The Local Economic and Investments Promotions Officer who shall be appointed by, and shall be under the direct control and supervision of, the City Mayor shall head the LEIPO. After the Sangguniang Panlungsod has confirmed his/her appointment, the Local Economic and Investments Promotions Officer shall be considered a regular employee of the city government with the rank of a Department Head.

Section 10. Qualifications of the Local Economic and Investment Promotions Officer. The Local Economic and Investments Promotions Officer shall receive a salary grade of 25 and shall possess all of the following qualifications:

- A resident of the City of Bacoor for at least two (2) years prior to the date of his/her appointment;
- No prior conviction for any crime involving moral turpitude and who has not been formally charged for any crime or offense involving dishonesty;
- Graduate of any four-year college course from any college or university with at least five (5) years experience in owning or managing a multi-million peso business and another (5) years experience in doing public relations work;



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City Councilor - SK FEDERATION PRESIDENT

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

Certified by:

HON. CATHERINE SARINO-EVARISTO
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d. Excellent oral and written communications and public relations skills;

e. Professional civil service eligibility; and

f. Willing to formally divest any interest in any business enterprise or company doing business with the City of Bacoor within thirty (30) days after his/her appointment by the City Mayor but before the confirmation of such appointment by the Sangguniang Panlungsod.

Section 11. Duties and Responsibilities of the Local Economic and Investments Promotions Officer. The Local Economic and Investments Promotions Officer shall have the following duties and responsibilities:

a. Prepare a Local Economic and Investments Promotions Plan for the City of Bacoor to be submitted to the Sangguniang Panlungsod and to the Office of the Mayor prior to his/her appointment by the City Mayor together with his/her application letter and other credentials. **Provided that:** the said plan shall be subject to the approval of the City Development Council and the Sangguniang Panlungsod;

b. Closely coordinate with the City Mayor and the Sangguniang Panlungsod in the implementation of this Ordinance and in the promotion of direct investments and business growth in the City of Bacoor;

c. Submit recommendations to the Sangguniang Panlungsod on any revision or modifications to this Ordinance;

d. Implement policies and procedures that would enhance customer satisfaction and eliminate graft and corruption in the acquisition of various permits, certificates and clearances related to land development, business, investment, and commercial activities within the City of Bacoor;

e. Coordinate and establish linkages with the private sector, foreign government, and foreign chambers of commerce on possible investment opportunities within the City of Bacoor;

f. Prepare a business directory which would contain the name, contact details, nature of business, number of employees, gross/net income per year and business growth potentials of all businesses and commercial enterprises within the City of Bacoor;

g. Coordinate with the Public Employment and Services Office (PESO) on any job vacancies related to business or commercial enterprises already operating, or those that intends to operate, in the City of Bacoor;



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Approved by:

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h. Design and formulation of procedures that would speed up the process of obtaining various permits, clearances and certificates related to land development, business, investments, and commercial activities; and

i. Assist the city government in creating more jobs for its constituents, achieving a zero unemployment rate within the city, increasing the income of ordinary individuals residing or working within the city, and in increasing the profits of business enterprises operating within the city.

Section 12. Assignment of Existing Personnel to the LEIPO. To minimize the expenses of the city government in the implementation of this Ordinance, the City Mayor is hereby empowered to assign existing personnel culled from the various departments of the city government who are familiar and skilled in the processing of various permits, clearances, and certificates being issued by the city government in relation to the various land development, business, and commercial activities subject of this Ordinance.

In order to prevent familiarization between the personnel assigned with the LEIPO and applicants for such permits, clearances, and certificates, such assignments shall be for not more than three (3) months for every one (1) fiscal year period. In order to familiarize other employees with the overlapping functions of the various departments of the city government in relation to the issuance of the said certificates, permits, and clearances, the City Mayor is hereby empowered to assign any employee from any department under the Office of the City Mayor to the LEIPO upon the recommendation of the department heads concerned and the Head of the Human Resources Development and Management Department. **Provided, that** no assignment to the LEIPO shall exceed three (3) months per fiscal year unless authorized by the Sangguniang Panlungsod by way of a Resolution.

Article III

The Enhanced Program on Awards and Incentives for Service Excellence (E-PRAISE)

Chapter 1

Creation of E-Praise and Basic Policies

Section 13. Creation of the Enhanced Program on Awards and Incentives for Service Excellence (E-PRAISE). In line with the Revised Policies on Employee Suggestions and Incentive Awards System (ESIAS) provided under Civil Service Commission (CSC) Resolution No. 010112 and CSC MC No. 01, s. 2001, the Sangguniang Panlungsod adopts the herein Enhanced Program on Awards and Incentives for Service Excellence (PRAISE) to be referred to as E-PRAISE. The E-PRAISE program shall not supplant the existing Program on Awards and



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Approved by:

HON. LAM MERCADO - REVILLA
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Incentives for Service Excellence (PRAISE) of the city government but would supplement it whenever applicable.

Section 14. E-PRAISE Goals. The E-PRAISE is hereby created for the achievement of the following goals:

- Enhance the productivity of city government employees;
- Provide incentives for all city government employees to seek ways of making it easier for investors to do business in the City of Bacoor and/or to expand their existing businesses;
- Eradicate graft, corruption, and inefficiency in the issuance of permits, clearances, and certificates related to land development projects and business activities; and
- Provide an equitable incentives distribution system for all city government employees.

Section 15. Basic Policies. The formulation and implementation of the E-PRAISE shall be guided by the following basic policies:

15.1. Every Department or Unit of the city government shall establish its own employee suggestions and incentive awards system. **Provided,** that such incentive awards system shall be subject to the approval of the City Mayor and the Sangguniang Panlungsod by way of a city ordinance and would not violate any existing policy or regulation of the national government.

15.2. The E-PRAISE shall be designed to encourage creativity, innovativeness, efficiency, integrity and productivity in the public service by recognizing and rewarding officials and employees, individually or in groups for their efforts which contribute to the efficiency, economy, or other improvement in city government operations, or for other extraordinary acts or services in the public interest particularly in the expediting the processes involved in starting or running a business in the City of Bacoor.

15.3. The E-PRAISE shall adhere to the principle of providing incentives and awards based on performance, innovative ideas and exemplary behavior especially in the field of eliminating bureaucratic red tape, graft and corruption, and government inefficiency geared towards attracting more investments into the local economy of the City of Bacoor.

15.4. The E-PRAISE shall give emphasis on the timeliness of giving award or recognition. Aside from conferment of awards during the traditional or planned awarding ceremonies, the spirit of the on-the-spot grant of recognition shall be institutionalized. The City Mayor and City Vice Mayor are hereby given the power to recognize the exemplary



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

Certified by:

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

Approved by:

HON. LONI MERCADO - REVILLA
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performance of the duties of their respective subordinates during the flag raising ceremonies of the city government.

15.5. E-PRAISE shall provide both monetary and non-monetary awards and incentives to recognize, acknowledge and reward productive, creative, innovative and ethical behavior of employees through formal and informal mode.

15.6. E-PRAISE shall provide a system of equitable distribution of incentives to all regular and co-terminous employees of the city government to motivate employees who have contributed ideas, suggestions, inventions, discoveries, superior accomplishments and other personal efforts that would lead to a significant increase in the amount of direct investments into the local economy and in the achievement of the city government's revenue collection goals.

Chapter II
Definition of Terms

a. **Awards** – recognition which may be monetary or non-monetary conferred on individual or group of individuals for ideas, suggestions, invention, discoveries, superior accomplishments, exemplary behaviors, heroic deeds, extraordinary acts or services in the public interest which contribute to the efficiency, economy, improvement in government operations which lead to organizational productivity.

b. **Career** –positions in the civil service characterized by: (1) entrance based on merit and fitness to be determined as far as practicable by competitive examination, or based on highly technical qualifications; (2) opportunity for advancement to higher career positions; and (3) security of tenure.

c. **Contribution** –any input which can be in the form of an idea or performance. Under E-PRAISE, there are three (3) types of contributions that would entitle an employee to an award:

(1) **Idea type contribution** –this shall refer to an idea, a suggestion, or an invention or discovery for improvement to effect economy in operation, to increase production and improve working conditions;

(2) **Performance type contribution** – this shall refer to: (i) performance of an extraordinary act or service in the public interest in connection with or related to one's official employment; (ii) outstanding community service or heroic acts in the public interest; or (iii) sustained work performance for a minimum period of one (1) year which is over and above the normal position requirement of the individual or group; and (4) exemplary service and conduct; and

(3) **Excellent Customer Service contribution** – the consistent delivery of excellent customer service by all regular



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and co-terminous employees of the city government that led to a significant increase in direct investments into the City of Bacoor or that contributed greatly to the collection of the various revenue collection goals of the city government, or both, within a certain period or fiscal year.

c. **Discovery** – is the uncovering of something previously existing but found or learned for the first time that will improve public service delivery.

d. **Incentive** – monetary or non-monetary motivation or privilege given to an official or employee for contributions, suggestions, inventions, ideas, satisfactory accomplishment/s or demonstration of exemplary behavior based on agreed performance standards and norms of behavior.

e. **Invention** – the creation of something previously non-existing that will benefit the government.

f. **Non-career** – positions expressly declared by law to be in the non-career service; or those whose entrance in the service is characterized by: (1) entrance on bases other than those of the usual tests of merit and fitness utilized for the career service and (2) tenure which is limit to the duration of particular project for which purpose employment was made.

f. **Suggestion** – idea or proposal that improves work performance, systems and procedures and economy in operations that will benefit the government.

Chapter III Types of Awards and Rewards

Section 16. The following awards are hereby created:

a. **The Excellent Customer Service Award** – Given to any career and/or non-career city government employee who consistently provided excellent customer service to the investors or business owners. To qualify for this award, the recipient must have been the subject of at least ten (10) letters of commendation or thanks from any investor or business owner that was either sent via regular mail or courier, text message, email, or social media posting to the City Mayor or City Vice Mayor within one (1) calendar year. The recipient should also not be the subject of any complaint from any member of the general public who is not under the employ of the city government within the same time frame.

b. **The Fastest Permit Processor Award** – Given to the career or non-career city government employee who consistently managed to assist prospective investors or business enterprises doing business in the city to secure various permits, clearances and certificates from any department of the city government within 24 hours after the submission of all the documentary requirements and payment of all fees for such permits within one fiscal year without asking for, or receiving, any favor, benefit, or payment for his/her personal gain.



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City Councilor

SICK LEAVE

HON. ROWENA BAUTISTA-MENDIOLA
City Councilor

HON. ADRIELITO G. GAWARAN
City Councilor

ABSENT

HON. VICTORIO L. GUERRERO, JR.
City Councilor

HON. ALEJANDRO E. GUTIERREZ
City Councilor

DISTRICT II

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City Councilor

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

HON. MAC RAVEN ESPIRITU
City Councilor - SK FEDERATION PRESIDENT

Attested by:

ATTY. NIVALDO 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

c. **The Gantimpala Agad Award** – Given outright by the City Mayor or Vice Mayor to employees under their respective offices who were commended by clients for their courtesy, promptness, efficiency and dedication to duty.

Section 17. The following rewards shall be given to the winners of the above-mentioned awards:

a. **For the winner/s of the Excellent Customer Service Award** – P10,000.00 plus a Certificate of Commendation signed by the Mayor, Vice-Mayor and Representative of the City to the House of Representatives;

b. **For winner/s of the Fastest Permit Processor Award** – P5,000.00 plus a Certificate of Commendation signed by the Mayor, Vice-Mayor and Representative of the City to the House of Representatives; and

c. **For winner/s of the Gantimpala Agad Award** – Token gift the value of which shall not exceed P3,000 or cash amounting to P2,000 at the option of the City Mayor or Vice Mayor plus a Certificate of Commendation signed by the Mayor, Vice-Mayor and Representative of the City to the House of Representatives.

Section 18. Criteria, Selection Process, and Funding Sources for Awards. The HRDMD and the City Budget Office are hereby tasked to submit to the Sangguniang Panlungsod its recommendations on the various criteria, selection process, and funding sources for the awards and rewards mentioned above within 120 days after the date of effectivity of this Ordinance.

Article IV

The Ease of Doing Business Code of the City of Bacoor

Section 19. Guiding Principles. Each department and every employee of the City Government shall be guided by the following principles when dealing with prospective investors and/or persons already doing business in the City of Bacoor:

19.1. Helping entrepreneurs conduct their business with the least amount of hassle is the duty of every Bacooreño;

19.2. Satisfying customers is the only reward that a city government employee or official should expect from investors into the local economy and from businesses operating within the city;

19.3. A permit issued beyond 24 hours after an application has been duly submitted is a source of shame for the whole city government;

19.4. An act of dishonesty or corruption perpetrated by a city government employee or official against an investor into



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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 SARINO-EVARISTO
City Vice Mayor/ Presiding Officer

Approved by:

HON. LANI MERCADO - REVILLA
City Mayor

the local economy is an affront against the entire city government;

19.5. A business enterprise that became profitable because of the city government will hire more Bacooreños; and

19.6. The revenues of the city government will increase if the income of ordinary individuals and businesses residing or operating with the City of Bacoor increases.

Section 20. Mandate to Streamline Procedures and Rationalize Fees. Each department of the city government is hereby mandated to submit to the Sangguniang Panlungsod and to the City Mayor written reports that dwell on such measures as may be needed to streamline the various procedures such departments are using in relation to the issuance of various permits, clearances, or certificates to prospective investors or to persons already doing business in the city. The said departments are likewise mandated to submit to the Sangguniang Panlungsod and to the City Mayor written recommendations on how to rationalize or decrease the amount of fees being paid by prospective investors or to persons already doing business in the city to encourage them to do more business within the city. The said reports must be submitted to the Sangguniang Panlungsod and to the City Mayor within 120 days after the effectivity of this Ordinance. The head of each department are hereby mandated to consult with his/her subordinates regarding the measures he/she shall recommend to the Sangguniang Panlungsod and to the City Mayor before finalizing the same for submission. In formulating the measures to be recommended to the Sangguniang Panlungsod and to the City Mayor, the various department heads must be guided by the principles mentioned in Section 19 hereof.

Section 21. Mandate of the City Mayor to Use Recommendations to Improve the Ease of Doing Business within the City. The City Mayor is hereby mandated to use any of the measures submitted to him/her by the various departments of the city government to improve the ease of doing business within the City of Bacoor such that it would be comparable to the standards of economically advanced cities abroad such as Singapore, Tokyo, or New York. The said measures, once implemented, shall be constantly monitored by the LEIPO to assess how effective they are and whether they should be revised, tweaked, or discarded.

Article IV
The Investments and Incentives Code of the
City of Bacoor

Section 22. Schedule of Incentives for New Investors. The following incentives shall be granted to all businesses established after the date of effectivity of this ordinance that possess the following qualifications:



DISTRICT I

HON. MICHAEL N. BASTISTA
City Councilor

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City Councilor

SICK LEAVE

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City Councilor

HON. ADRIELITO G. GAWARAN
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City Councilor

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

HON. MAC RAVEN ESPERITU
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

Type of Business	Total Capital	Filipino Equity %	Business Location	# of Employees Residing in Bacoor	Incentive/s	Period of Availment
Manufacturing	P100M and above	65% or more	Molino IV, V, VI or VIII, Bayanan, Niog, San Nicolas 1, 2, and 3, Panapaan 1-7, Talaba 1-7, Zapote 1-5	70% or more but not less than 2,000 employees	30% discount on business taxes on gross sales; Exemption from Truck Ban Ordinance from 11-am to 3:00 pm Monday-Friday	3 years from start of business operation
Green Technologies	P50M and above	65% or more	Sineguela san, Talaba 1-7, Zapote 1-7, Molino 1-7	70% or more	40% discount on business taxes on gross sales; 50% discount on environmental permits fees	3 years from start of business operation
Business Process Outsourcing	P100M and above	70% or more	All barangays	70% or more but not less than 1,000 employees	60% discount on business taxes on gross sales	4 years from start of business operation
Retail	P50M and above	65% or more	All barangays	70% or more but not less than 1,000 employees	10% discount on business taxes on gross sales; Exemption from Truck Ban Ordinance from 11-am to 3:00 pm Monday-Friday	2 years from start of business operation



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City Councilor - Liga ng Brgy. President

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City Councilor - SK FEDERATION PRESIDENT

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

Certified by:

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City Vice Mayor / Presiding Officer

Approved by:

HON. LANI MERCADO - REVILLA
City Mayor

Construction	P2M and above	80% or more	All barangays	100% but not less than 30 employees	20% discount on business taxes on gross sales	Year-to-year depending on compliance to various local ordinances
Environmental Protection/ Agri-business	P2M and above	65% or more	All barangays	100% but not less than 20 employees	40% discount on business taxes on gross sales; 50% discount on environmental permits fees	3 years from start of business operation
Others	P10M and above	65% or more	All barangays	100% but not less than 20 employees	10% discount on business taxes on gross sales	One year from start of business operation

Section 23. Schedule of Incentives for Expanding Businesses. The following incentives shall be granted to all businesses that increased the number of its employees who are registered voters of the City of Bacoor or who are SBR (Special Bacoor Resident) Card Holders after the date of effectivity of this ordinance that possess the following qualifications:

Type of Business	Total Capital	Filipino Equity %	% Increase in number of Employees Residing in Bacoor starting 2017	Incentive/s	Period of Availment
Manufacturing	P100M and above	65% or more	20% or more	30% discount on business taxes on gross sales; Exemption from Truck Ban Ordinance from 11-am to 3:00 pm Monday-Friday	3 years from start of business expansion



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City Councilor - Liga ng Brgy. President

HON. MAC RAVEN ESPIRITU
City Councilor - SK FEDERATION PRESIDENT

Attested by:

ATTY. KHALIDA 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

Green Technologies	P50M and above	65% or more	20% or more	40% discount on business taxes on gross sales; 50% discount on environmental permits fees	3 years from start of business expansion
Business Process Outsourcing	P100M and above	70% or more	20% or more	60% discount on business taxes on gross sales	4 years from start of business expansion
Retail	P50M and above	65% or more	30% or more	10% discount on business taxes on gross sales; Exemption from Truck Ban Ordinance from 11-am to 3:00 pm Monday-Friday	2 years from start of business expansion
Construction	P2M and above	80% or more	30% or more	20% discount on business taxes on gross sales	Year-to-year depending on compliance to various local ordinances
Environmental Protection/Agri-business	P2M and above	65% or more	30% or more	40% discount on business taxes on gross sales; 50% discount on environmental permits fees	3 years from start of business expansion
Others	P10M and above	65% or more	30% or more	10% discount on business taxes on gross sales	One year from start of business expansion

Section 24. Schedule of Incentives for Loyal Businesses.

The following incentives shall be granted to all businesses that have been established prior to the date of effectivity of this ordinance that possess the following qualifications:

Type of Business	# of Years Operating Prior to 2017	Incentive/s	Period of Availment
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ABSENT

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City Councilor

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City Councilor

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City Councilor - Liga ng Brgy. President

HON. MAC RAVEN ESMIRITU
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

Manufacturing	10 years and above	10% discount on business taxes on gross sales; Exemption from Truck Ban Ordinance from 11-am to 3:00 pm Monday-Friday	January 2018-January 2020
Green Technologies	2 years and above	10% discount on business taxes on gross sales; 50% discount on environmental permits fees	January 2018-January 2020
Business Process Outsourcing	2 years and above	20% discount on business taxes on gross sales	January 2018-January 2019
Retail	15 years and above	10% discount on business taxes on gross sales; Exemption from Truck Ban Ordinance from 11-am to 3:00 pm Monday-Friday	January 2018-January 2020
Construction	3 years and above	10% discount on business taxes on gross sales	Year-to-year depending on compliance to various local ordinances
Environmental Protection/Agri-business	2 years and above	30% discount on business taxes on gross sales; 50% discount on environmental permits fees	January 2018-January 2020
Others	10 years and above	10% discount on business taxes on gross sales	January 2018-January 2020

Section 25. Cumulative Effect of Incentives. Business enterprises that qualify for all of the incentives provided under Sections 22, 23, and 24 may avail all of the said incentives but in no instance shall the said incentives when summed up exceed a 50% discount on business taxes on gross receipts of a particular year and shall not be for more than four (4) years after the date of effectivity of this Ordinance.

Section 26. Special Incentives. The Sangguniang Panlungsod shall grant special incentives to new investors who



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

HON. MAC RAVEN ESPIRITU
City Councilor - BK 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. LAM MERCADO - REVILLA
City Mayor

will use high technology in the operation of their business/es, employ not less than 3,000 registered voters of the City of Bacoor, and who shall include environmental protection in all of its core business plans and operations.

**Article V
Penalties**

Section 27. Prohibited Acts. The following acts shall be considered punishable under this Ordinance:

1. Failure of any city government official or employee to issue the permits, clearances, or certificates being applied for within the period/s indicated by any law, government regulation, executive order, or ordinance without any legal or justifiable reason;
2. Failure to apprise the applicant of all the documents that the applicant should submit within the same working day after the application has been submitted;
3. Failure to issue the permits, clearances, and/or certificates being applied for within fifteen (15) working days from the date the application was submitted or within the period promised to the applicant;
4. Failure to address or communicate with the applicant or any of the applicant's representatives, employees, or agents courteously and professionally;
5. Failure to issue an official receipt for whatever amount received from an applicant or from the applicant's representatives, employees, or agents within the same day when such payment was made;
6. Loss, misplacement, or destruction of any document, file, or record submitted by an applicant in support of an application for a permit, clearance, or certificate; and
7. Any act or omission similar or analogous to any or all of the foregoing including such acts and omissions that caused or might cause any diminution in the public's goodwill towards the city government.

Section 28. Penalties.

a. Any officer or employee of the city government who violates any provision hereof shall be imprisoned for not more than six (6) months or be required to pay a fine of not more than Two Thousand Five Hundred Pesos (PhP 2,500.00) or both.



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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 SARINO-EVARISTO
City Vice Mayor / Presiding Officer

Approved by:

HON. LANI MERCADO - REVILLA
City Mayor

b. Any City Government employee who issues any permit, clearance, or certificate in favor of any person despite the latter's violation of this Ordinance, or any prevailing law, government regulation, ordinance related to land development, business, commercial, and investment activities shall be subjected to the appropriate administrative penalty/ies.

ORDAINED by Sangguniang Panlungsod of Bacoor, Province, Cavite this 31st day of May 2021.

Certified by:

HON. CATHERINE S. EVARISTO
City Vice Mayor / Presiding Officer

Attested by:

ATTY. KHALID A. ATEGA JR.
Secretary to the Sangguniang Panlungsod

Approved by:

HON. LANI MERCADO-REVILLA
City Mayor

Date Approved: _____