



Office of the Sangguniang Bayan

EXTRACT FROM THE MINUTES OF THE **REGULAR** SESSION OF THE SANGGUNIANG BAYAN OF BONTOC, MOUNTAIN PROVINCE (TERM 2019-2022) HELD AT ITS SESSION HALL ON OCTOBER 14, 2019

PRESENT:	HON. EUSEBIO S. KABLUYEN,	Vice Mayor & Presiding Officer
	HON. ALSANNYSTER F. PATINGAN,	Member
	HON. VIOLA P. OKKO,	Member
	HON. JOHN F. ENNGEG,	Member
	HON. JEROME B. TUDLONG, JR,	Member
	HON. PETER C. KEDAWEN,	Member
	HON. JOHN T. PELEW,	Member
	HON. ROBERT B. DACYON,	Member
	HON. ESTEBAN O. NGUDDO,	Member
	HON. GEORGE LUIS C. FAKAT,	IPR, Member
	HON. ALEXANDER N. FANA-ANG,	LnB President, Member
	HON. SHERWIN S. CHAMKAS,	SK Chairman, Member
ABSENT:	NONE	

ORDINANCE NO. 313, S. 2019
(Sponsored by: Hon. Jerome B. Tudlong)
SB Committee on Health & Sanitation)

AN ORDINANCE GRANTING HAZARD PAY TO REGULAR EMPLOYEES OF THE MUNICIPAL ENVIRONMENT & NATURAL RESOURCES OFFICE (MENRO) AND MUNICIPAL WATERWORKS AND APPROPRIATING FUNDS THEREOF

WHEREAS, garbage collection and waste management is vested at the office of the MENRO, the job's nature of which is hazardous in view of the direct contact of assigned personnel to diseases, and countless encounter with harmful materials such as sharp glasses and metals, acids, pesticides, and hypodermic needles in trash; **while** on the case of the waterworks personnel, considering the terrain of Bontoc municipality, where households are generally scattered on high elevations, the water source is obtained from distant rugged upwelling and springs, and daily maintenance incur injurious heavy metal works, its personnel working beyond prescribed hours, during holidays and critical weather conditions to sustain continuous domestic water supply;

WHEREAS, It is a joint objective of Local Chief Executive and the Sangguniang Bayan to grant Hazard pay to MENRO and Waterworks regular employees of LGU Bontoc, invoking the provisions of Section 3 of the Local Government Code (the principles of decentralization), Section 447 (a) (1) (viii) which provides that the Sangguniang Bayan may "Determine the positions and salaries, wages, allowances, and other emoluments and benefits of officials and employees paid wholly or mainly from municipal funds and provide for expenditures necessary for the proper conduct of programs, projects, services, and activities of the municipal government";

WHEREAS, further under Section 444 (b) (1) (xvii) of the same code which provides that "for efficient, effective and economical governance the purpose of which is the general welfare of the municipality and its inhabitants ... the municipal mayor shall: Subject to availability of funds, authorize the payment of medical care, necessary transportation, subsistence, hospital or medical fees of municipal officials and employees who are injured while in the performance of their official duties and functions";

BE IT ENACTED BY THE SANGGUNIANG BAYAN in session **THAT**:


Section 1. **SHORT TITLE**: Grant of Hazard Pay to MENRO and Municipal Waterworks regular employees of Bontoc, Mountain Province.

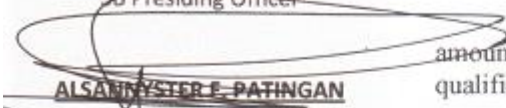
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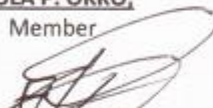
Office of the Sangguniang Bayan

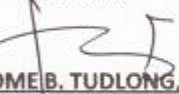
CERTIFIED CORRECT:



EUSEBIO S. RABUYEN
Mun. Vice Mayor &
SB Presiding Officer



ALSANMYSTER E. PATINGAN
Member

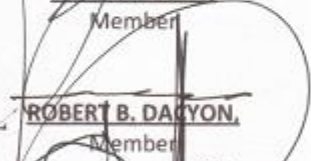

VIOLA P. OKKO,
Member

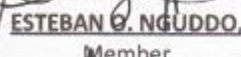

JOHN T. ENGNAGEG,
Member


JEROME B. TUDLONG, JR.
Member


PETER C. KEDAWEN,
Member

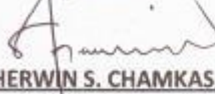

JOHN T. PELEW,
Member


ROBERT B. DACYON,
Member



ESTEBAN O. NGUDDO,
Member


ALEXANDER N. FANA-ANG,
ABC President, Member


GEORGE LUIS C. FAKAT,
IPRR, Member


SHERWIN S. CHAMKAS,
SK Chairman, Member

ATTESTED BY:


CLIFTON F. CHANGAT
LLSO IV, OIC SB Secretary

Section 2. **POLICY:** it shall be the policy of the municipal government of Bontoc to recognize the contribution of the garbage collectors and waterworks in the risks attached to their invaluable service and thereby the grant of Hazard Pay to personnel with assigned tasks whereof.

Section 3. **PROVISION FOR HAZARD PAY:** a maximum amount of One Thousand Pesos (P1,000.00) per month be granted to all qualified personnel of the MENRO and Municipal Waterworks;

Section 4. **APPROPRIATION, COVERAGE & RESTRICTION:**

(a) The Local Chief Executive shall, in every budget year, include an annual appropriation under the concerned Agencies named in this ordinance, for hazard pay benefit. (b) To guarantee a fair and commensurate grant of hazard pay, only personnel of the MENRO, and Municipal Waterworks directly engaged in jobs with high risk of exposure to health hazards as mentioned in the first premise be entitled. This will also include personnel infirmed whose condition was due to the said hazardous works who; however, are functional although reassigned to do other duties and tasks.

i. The Head of the Agency or Department concerned shall submit / endorse to the Local Chief Executive names of personnel qualified to receive hazard pay.

ii. The Rate of the Hazard Pay shall be equal or across-the-board to all qualified personnel of MENRO and Waterworks regardless of rank or salary grade.

(c) Personnel who shall not be entitled to Hazard Pay:

i. Those personnel who are never assigned in the field or are entirely performing administrative work only for the month.

ii. Those who are on leave of absence for a duration of 5 consecutive days shall not be entitled to hazard pay for that specific month the leave was incurred.

iii. Personnel who incurred unauthorized leave of absence shall not be entitled to hazard pay for that specific month such leave was made.

Section 5. **TIME & MANNER OF PAYMENT:**By way of official payroll, duly recommended by the Agency or Department Head concerned, payment of Hazard Pay shall be every first week of the month following actual service rendered subject to accounting rules and regulations.

Section 6. **EFFECTIVITY:** This ordinance shall take effect upon review by the SangguniangPanlalawigan.

APPROVED BY:


FRANKLIN C. ODSEY
Municipal Mayor