ORDINANCE NO. 2020-084

AN ORDINANCE GRANTING COVID-19 HAZARD PAY TO EMPLOYEES OF THE CITY GOVERNMENT OF MUNTINLUPA AND OTHER BENEFITS DURING THE PERIOD OF NATIONAL EMERGENCY.

Sponsored by:  
Hon. Coun. Atty. Raul R. Corro  
Hon. Coun. Alexson V. Diaz  
Hon. Coun. Paty Katy C. Boncayao  
Hon. Coun. Louisito A. Arciaga  
Hon. Coun. Allan Rey A. Camilon  
Hon. Coun. Ting Nieves  
Hon. Coun. Stephanie G. Teves  
Hon. Coun. Ivey Rhia A. Tadefa  
Hon. Coun. Engr. Marissa C. Rongavilla  
Hon. Coun. Francis Ian T. Bagatsing  
Hon. Coun. Mark Lester M. Baes  
Hon. Coun. Engr. Arlene D. Hilapo  
Hon. Coun. Cornelio M. Martinez  
Hon. Coun. Walter A. Arcilla  

WHEREAS, Administrative Order (AO) No. 26 dated March 23, 2020 authorizes the grant of Hazard Pay, to be called as COVID-19 Hazard Pay, to government employees and workers engaged through Contract of Service (COS) Job Order (JO) basis who physically report for work during the implementation of an Enhance Community Quarantine in their respective work stations, in an amount not exceeding Five Hundred Pesos (Php500.00) per day per person;

WHEREAS, Administrative Order (AO) No. 26 is consistent with Congress Joint Resolution No. 4 dated June 17, 2009 which authorizes the grant of Hazard Pay to government personnel exposed to hazardous situation, such as, but not limited to, disease-infected places, which pose occupational risks or perils to life;

WHEREAS, the Department of Budget and Management (DBM) has issued Budget Circular No. 2020-1 dated March 24, 2020 in compliance with AO No. 26, requiring it to issue guidelines on the grant of COVID-19 Hazard Pay;

WHEREAS, the City Government of Muntinlupa (CGM) recognizes the reality of endangerment faced by its Health Workers and other employees put in the frontline to combat the threats and damaging effect of COVID-19;

NOW, THEREFORE, BE IT ORDAINED, AS IT IS HEREBY ORDAINED, by the 9th Sangguniang Panlungsod in Session assembled that:
SECTION 1. Coverage. Covid-19 Hazard Pay shall be given to employees, permanent, casual, and other City Government of Muntinlupa engaged through Contract of Service (COS), Job Order (JO), and others alike.

SECTION 2. Guidelines and Conditions. The City Mayor may grant the COVID-19 Hazard Pay which shall not exceed Five Hundred Pesos (Php500.00)/day per person which shall be computed as follows:

\[
\text{COVID-19 Hazard Pay} = \text{Php500.00} \times \text{No. of days physically reporting for work during the Quarantine Period.}
\]

Provided, the personnel/workers have been authorized to physically report for work at their respective offices or work stations on the prescribed official working hours by the Head of Office and approved by the City Mayor or City Administrator, or in case of the Sangguniang Panlungsod, by the City Vice Mayor, during the period of implementation of Enhanced Community Quarantine measures in the area of such office or work station.

Further, that the total rate of the COVID-19 Hazard Pay shall be based on the number of days an employee/worker physically reports for work during the Enhanced Community Quarantine period using the formula aforesaid.

Finally, the amount of Five Hundred Pesos (Php500.00) COVID-19 Hazard Pay shall represent eight (8) hours of work hence those who reported or worked less than eight (8) hours shall receive a proportionate pay having the maximum of Five Hundred Pesos (Php500.00) as the basis. Health Workers who work for more than eight (8) hours shall still be entitled to overtime pay.

SECTION 3. Health Care Assistance to Employees in the frontline services. Employees in the frontline services shall be entitled to reimbursement of their expenses due to hospitalization and other health related or accidents relative to the performance of their work during this period of National Emergency, in the amount not to exceed One Hundred Thousand Pesos (Php100,000.00). This assistance however shall not be available to employee in case the hospitalization, health or accident related event has nothing to do with the employee’s performance of work or for his/her failure to comply with the required safety measures being applied for employees’ protection, or for his/her negligence.

SECTION 4. Funding Source - The grant of COVID-19 Hazard Pay shall be taken from the budget of Personal Services (PS) in cases of permanent, casual, and contract of service having the nature of employer-employee relationship. While for those COE, JO, and the likes, shall be taken from the MOOE allotment. In case of Personal Services (PS), the same shall be compliant to the rule on Personal Services limitation.
Page 3
Ordinance No. 2020-084


SECTION 6. *Separability Clause.* If for any reason/s any part or provisions of this ordinances shall be held to be unconstitutional or invalid, other parts or provisions hereof which are not affected thereby shall continue to be in full force and effect.

SECTION 7. *Repealing Clause.* All previous ordinances inconsistent with this ordinance shall be deemed repealed or modified accordingly.

SECTION 8. *Effectivity Clause.* This ordinance shall take effect after its approval.

ENACTED, by the 9th Sangguniang Panlungsod this 6th day of April 2020, on its 39th Regular Session.

CONCURRED:

DISTRICT 1:

COUN. ATTY. RAUL R. CORRO
Member

COUN. PATY KATY C. BONCAYAO
Member

COUN. ALLAN REY A. CAMILON
Member

COUN. STEPHANIE G. TEVES
Member

COUN. ALEXSON V. DIAZ
Member

COUN. LOUISITO A. ARCIAGA
Member

COUN. TING NIEFES
Member

COUN. IVEE RHIA A. TADEFA
Member

DISTRICT 2:

COUN. ENGR. MARISSA C. RONGAVILLA
Member

COUN. FRANCIS IAN T. BAGATSING
Member

COUN. MARK LESTER M. BAES
Member

CONCURRED: [Signatures]
Page 4
Ordinance No. 2020-084

COUN. MA. DHERISREE G. AREVALO
Member

COUN. ENGR. MAURERIO T. SEVILLA, JR.
Member

COUN. ENGR. ARLENE D. HILAPO
Member

COUN. CORNELIO M. MARTINEZ
Member

COUN. WALTER A. ARCILLA
President
Sectoral Representative
Association of Barangay Chairman

COUN. KENICHI D. TAKAGI, JR.
President
Sectoral Representative
Federation of Sangguniang Kabataan

I HEREBY CERTIFY, as to the correctness of the foregoing Ordinance.

CECILIA C. LAZARTE
Secretary to the Sangguniang

ATTESTED:
ARTEMIO A. SIMUNDAC
City Vice-Mayor/Presiding Officer

APPROVED:
ATTY. JAIME R. FRESNEDI
City Mayor

Date: 07 APR 2020

Norie/9th SP