
Sponsored by:
Hon. Coun. Paty Katy C. Boncayao
Hon. Coun. Atty. Raul R. Corro
Hon. Coun. Alexson V. Diaz
Hon. Coun. Louisito A. Arciaga
Hon. Coun. Allan Rey A. Camilon
Hon. Coun. Ting Nieves
Hon. Coun. Stephanie G. Teves
Hon. Coun. Iveye Rhia A. Tadefa
Hon. Coun. Engr. Marissa C. Rongavilla-VIA ZOOM
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-VIA ZOOM

WHEREAS, Section 458 (a) of the Local Government Code of 1991 provides that, "the Sangguniang Panlungsod is empowered to create and determine the positions, salaries, wages and other emoluments and benefits of officials and employees, paid wholly or mainly from the City Funds and provides for the expenditures necessary for the proper conduct of programs, projects, services, and activities of the City Government";

WHEREAS, Article 99(a)(1)(viii) of the Implementing Rules and Regulations (IRR) of Republic Act No. 7160 or the Local Government Code of 1991 (LGC) further provides that, "the Sangguniang Panlungsod as the Legislative Body of the city, shall enact ordinances, approve resolutions, and appropriate funds to determine the positions and the salaries, wages, allowances, and other emoluments and benefits of officials and employees";

WHEREAS, Article 163 of the LGC-IRR provides that, "every local government unit shall design and implement its own organizational structure and staffing pattern taking into consideration its priority needs, service requirements, and financial capabilities consistent with the principles of simplicity, efficiency, economy, effectiveness, dynamism and public accountability subject to the minimum standards and guidelines prescribed therefore by the Civil Service Commission (CSC)";
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WHEREAS, Article 164(a) of the LGC-IRR empowers the local government unit "to reorganize through the Sanggunian, its present organizational structure or alter its present staffing pattern in accordance with laws pertinent to government reorganization and implementing rules and regulations issued thereunder";

WHEREAS, on March 20, 2003, the "Sangguniang Panlungsod ng Muntinlupa enacted City Ordinance No. 03-089 creating the Charter of the Pamantasan ng Lungsod ng Muntinlupa (PLMun) and converting the Muntinlupa Polytechnic College into a local University";

WHEREAS, on 22 March 2007, the "Sangguniang Panlungsod ng Muntinlupa enacted City Ordinance No. 07-134 otherwise known as "An Ordinance Creating and Institutionalizing the Tutorial and Staffing Requirements of the Pamantasan ng Lungsod ng Muntinlupa (PLMun) and Appropriating Funds Therefor";

WHEREAS, on 12 November 2019, the Sangguniang Panlungsod ng Muntinlupa enacted City Ordinance No. 19-027, "creating the Pamantasan ng Lungsod ng Muntinlupa (PLMun) as a Local Economic Enterprise. The creation of PLMun as a Local Economic Enterprise (LEE) aims to establish, develop, operate, maintain and manage suitable University Enterprise to enhance the income of the University Effective Calendar Year 2020";

WHEREAS, inherent to its operations as a university and an institutional of higher learning, it is imperative to institutionalize the working force of PLMun as LEE, which is made up of the academic and non-academic personnel;

WHEREAS, consistent with Section 22 (d) of the LGC, wherein the LGU shall enjoy full autonomy in the exercise of their proprietary functions and management of their economic enterprises, and pursuant to the creation of PLMun as LEE, the Board of Regents, through its Board Resolution No. 20-005 dated 11 September 2020, deemed it necessary to restructure and streamline its organization and management for purposes of optimizing human and physical resources for an efficient effective pursuit of the LGU’s objectives;

NOW THEREFORE, on motion made and duly seconded, be it ordained, as it is hereby ordained by the 9TH Sangguniang Panlungsod of Muntinlupa in session assembled that:

SECTION 1. Title. This Ordinance shall be known as “An ordinance approving the amendment of City Ordinance No. 07-134, regarding the new Personnel Plan of the Pamantasan ng Lungsod ng Muntinlupa (PLMun) as a Local Economic Enterprise (LEE), allocating funds thereof effective January 2021.”
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SECTION 2. Definition of Personnel Plan. For the purpose of this Ordinance, the term “personnel plan” shall refer to the creation and abolition of Plantilla positions, reorganization or restructuring staffing pattern, and other similar movements and changes in personnel positions within the institution.

SECTION 3. PLMUN has proposed the abolition of twenty-six (26) positions and creation of seven (7) plantilla positions as follows:

SUMMARY OF POSITIONS TO BE ABOLISHED

<table>
<thead>
<tr>
<th>Position Title</th>
<th>Salary Grade</th>
<th>No. of Items</th>
<th>Total Annual Basic Salary</th>
<th>Annual Benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 ADMINISTRATIVE AIDE III</td>
<td>3-1</td>
<td>12</td>
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<td>1,074,354.36</td>
<td>2,949,081.36</td>
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<tr>
<td>2 ADMINISTRATIVE OFFICER III</td>
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<td>351,324.00</td>
<td>148,382.14</td>
<td>499,706.14</td>
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<tr>
<td>3 ADMINISTRATIVE OFFICER IV</td>
<td>15-1</td>
<td>1</td>
<td>384,636.00</td>
<td>158,431.86</td>
<td>543,067.86</td>
</tr>
<tr>
<td>4 COMPUTER MAINTENANCE TECHNOLOGIST I</td>
<td>11-1</td>
<td>1</td>
<td>267,792.00</td>
<td>123,183.92</td>
<td>390,975.92</td>
</tr>
<tr>
<td>5 GUIDANCE SERVICES SPECIALIST IV</td>
<td>22-1</td>
<td>1</td>
<td>802,404.00</td>
<td>283,222.48</td>
<td>1,085,626.48</td>
</tr>
<tr>
<td>6 PROFESSOR I</td>
<td>24-1</td>
<td>1</td>
<td>1,020,888.00</td>
<td>345,854.56</td>
<td>1,366,742.56</td>
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<tr>
<td>7 PROFESSOR IV</td>
<td>27-1</td>
<td>1</td>
<td>1,486,068.00</td>
<td>479,206.16</td>
<td>1,965,274.16</td>
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<tr>
<td>8 SECURITY GUARD I</td>
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<td>4</td>
<td>624,972.00</td>
<td>358,115.26</td>
<td>983,087.26</td>
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<tr>
<td>9 SECURITY GUARD II</td>
<td>5-1</td>
<td>3</td>
<td>521,016.00</td>
<td>286,201.26</td>
<td>807,217.26</td>
</tr>
<tr>
<td>10 SECURITY OFFICER I</td>
<td>11-1</td>
<td>1</td>
<td>267,792.00</td>
<td>123,183.92</td>
<td>390,975.92</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td></td>
<td><strong>7,607,628.00</strong></td>
<td><strong>3,380,127.38</strong></td>
<td><strong>10,987,755.38</strong></td>
</tr>
</tbody>
</table>

SUMMARY OF POSITIONS TO BE CREATED

<table>
<thead>
<tr>
<th>Position Title</th>
<th>Salary Grade</th>
<th>No. of Items</th>
<th>Total Annual Basic Salary</th>
<th>Annual Benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 GUIDANCE SERVICES SPECIALIST II</td>
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<td>1</td>
<td>505,908.00</td>
<td>195,015.58</td>
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<td>2 SUPERVISING ADMINISTRATIVE OFFICER</td>
<td>22-1</td>
<td>1</td>
<td>802,404.00</td>
<td>283,222.48</td>
<td>1,085,626.48</td>
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<tr>
<td>3 INFORMATION TECHNOLOGY OFFICER II</td>
<td>22-1</td>
<td>1</td>
<td>802,404.00</td>
<td>283,222.48</td>
<td>1,085,626.48</td>
</tr>
<tr>
<td>4 PLANNING OFFICER IV</td>
<td>22-1</td>
<td>1</td>
<td>802,404.00</td>
<td>283,222.48</td>
<td>1,085,626.48</td>
</tr>
<tr>
<td>5 SUPERVISING ADMINISTRATIVE OFFICER (HUMAN RESOURCE MANAGEMENT OFFICER IV)</td>
<td>22-1</td>
<td>1</td>
<td>802,404.00</td>
<td>283,222.48</td>
<td>1,085,626.48</td>
</tr>
<tr>
<td>6 NURSE I</td>
<td>15-1</td>
<td>1</td>
<td>384,636.00</td>
<td>167,671.86</td>
<td>552,307.86</td>
</tr>
<tr>
<td>7 COMPUTER MAINTENANCE TECHNOLOGIST II</td>
<td>15-1</td>
<td>1</td>
<td>384,636.00</td>
<td>158,431.86</td>
<td>543,067.86</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td></td>
<td><strong>4,484,796.00</strong></td>
<td><strong>1,654,009.22</strong></td>
<td><strong>6,138,805.22</strong></td>
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SECTION 4. Organizational Structure and Staffing Pattern of the PLMUn as LEE.
The New Personnel Plan of the Pamantasang Lungsod ng Muntinlupa as a Local Economic Enterprise (LEE) based on the Board of Regents Resolution No. 20-005 dated 11 September 2020 is hereby approved and adopted, and shall form part of this Ordinance as Annex "A". This new Personnel Plan shall be effective beginning January, 2021.

Additional positions may be created based on the needs of PLMUn and subject to existing and applicable laws, rules, and regulations.
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SECTION 5. Plantilla Positions; Existing; Creation. Pursuant to the new Personnel Plan, existing positions currently filled up shall be adopted as is and shall form part of the Local Economic Enterprise (LEE) staffing pattern.

Positions not currently existing are deemed created by virtue of this Ordinance except those covered by transfer of positions from other office/department. All positions created and transferred into the LEE shall be allocated the corresponding budget.

The proposed Personnel Plan affecting plantilla positions shall be subject to the Civil Service Law and other existing and applicable laws, rules, and regulations.

SECTION 6. Funding Requirements. The funding requirements of the economic enterprise shall be sourced from their respective operating income or users’ fees.

SECTION 7. Appropriations. The amount of Eighty-Two Million Five Hundred Sixty-Four Thousand Six Hundred and 86/100 (Php82,564,600.86) Pesos, from the General Fund of PLMun shall be appropriated to pay the basic salaries, wages, and other emoluments and benefits of officials and employees who will occupy the newly-created positions provided in the New Personnel Plan. This appropriation shall be subject to the existing and applicable accounting and budgeting laws, rules, and regulations.

Copies of the detailed computation for the list of seven (7) created positions and list of twenty-six (26) abolished positions provided by the City Human Resources Management Department are hereto attached marked as Annexes “B” and “B-1” and hereby made integral parts hereof.

A copy of the Summary of Existing, to be Abolished and to Be created Positions submitted by the PLMun Human Resources Development and Management Office is hereto attached marked as Annex “C” and made an integral part hereof.

A copy of the Amended Personnel Plan with Appropriations submitted by the PLMun Finance Office is hereto attached marked as Annex “D” and made an integral part hereof.

SECTION 8. Implementing Rules and Regulations. The PLMun as LEE, through its Human Resource Development and Management Office (HRDMO), shall formulate the Rules and Regulations for the implementation of this Ordinance and shall submit its new staffing pattern to the Board of Regents for approval.

SECTION 9. Separability Clause. If any provision of this Ordinance is declared invalid or unconstitutional, the remaining provisions or parts not affected thereby shall continue to be in full force and effect.

SECTION 11. Repealing Clause. All other ordinances, resolutions, and executive orders, which are inconsistent with the provisions of this Ordinance are hereby repealed or modified accordingly.
SECTION 12. Publication. This Ordinance shall be published pursuant to the requirements of the Local Government Code.

SECTION 13. Effectivity. This ordinance shall take effect immediately upon its approval.

ENACTED, by the 9th Sangguniang Panlungsod of Muntinlupa this 14th day of September 2020 on its 62nd Regular Session.
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COUN. ENGR. ARLENE D. HILAPO
Member

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

COUN. CORNELIO M. MARTINEZ
Member

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 Sanggunian

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

APPROVED:
ATTY. JAIME R. FRENSEDI
City Mayor
Date: 15 SEP 2020

Norie/9th SP