



Republic of the Philippines  
Province of Pangasinan  
**MUNICIPALITY OF URBIZTONDO**  
**OFFICE OF THE SANGGUNIANG BAYAN**

EXCERPT FROM THE RECORD OF PROCEEDINGS OF THE 38th REGULAR SESSION OF THE SANGGUNIANG BAYAN OF URBIZTONDO, PANGASINAN, HELD ON SEPTEMBER 17, 2018 AT THE LEGISLATIVE HALL

Present:

Vice Mayor Marilyn S. Sison	Presiding Officer
Coun. Dyna P. de Guzman	Member
Coun. Zenaida P. Espinosa	Member
Coun. Volter D. Balolong	Member
Coun. Edwin T. Tamondong	Member
Coun. Danilo M. Tamondong	Member
Coun. Pepito N. Calugay	Member
Coun. Brandy M. Palisoc	Member
Coun. Fernando L. Tapiador	Member (ABC Pres.)
Coun. Rozel Clyde D. Uson	Member (SKF Pres.)

Absent:

Coun. Vicente A. Frias, Jr.	Member
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**MUNICIPAL ORDINANCE NO. 7 – 2018**

Sponsored by: Coun. Brandy M. Palisoc

**Ordinance Institutionalizing the Moral Recovery Program (MRP) in the Municipality of Urbiztondo, Pangasinan**

**WHEREAS**, the 1987 Constitution calls on the government to support efforts to strengthen the ethical and spiritual values and to develop the moral character of the Filipino people;

**WHEREAS**, Proclamation No. 62, dated September 30, 1992, declared a Moral Recovery Program in response to the need to strengthen the moral resources of the Filipino people rooted in Filipino culture, values and ideas that are pro GOD, pro people, pro country and pro nature;

**WHEREAS**, Executive Order No. 319, dated April 3, 1996, provides for the institutionalizing of the Moral Recovery Program in all government departments, offices, agencies and Government-Owned and Controlled Corporations through the establishment of Integrity Circles;

**WHEREAS**, DILG Memorandum Circular No. 2011-58, dated April 25, 2011, provides the significance on Moral Recovery and Values Formation Movement and Program in provinces, cities, municipalities and barangays nationwide;

**WHEREAS**, the Municipal Government of Urbiztondo is committed to provide excellent public service to its constituents by stirring a workforce that is guided by the seven (7) core values, namely Commitment to Service, Courtesy, Dependability, Honesty, Integrity, Professionalism and Teamwork;

**WHEREAS**, in order to exemplify and strengthen the core values, the Municipal Government of Urbiztondo gives importance to the development of its employees in consonance with the official government policy on the Moral Recovery Program.

**WHEREFORE**, on motion of Coun. Brandy M. Palisoc, duly seconded, it was –

Be it enacted by the Sangguniang Bayan in session duly assembled that:

**SECTION 1. TITLE OF THE ORDINANCE.** – This Ordinance shall be known as “**Ordinance Institutionalizing the Moral Recovery Program (MRP) in the Municipality of Urbiztondo, Pangasinan**”

**SECTION 2. OBJECTIVE.**

- a. To uphold the seven (7) core values of the Municipal Government of Urbiztondo, in attaining and sustaining optimum performance, quality service and ultimate client satisfaction.
- b. To uphold the morality, integrity and honesty of every government official and employee.

**SECTION 3. DEFINITION OF TERMS.**

- a. **Institutionalization** – to formally officially recognize, accept and include the Moral Recovery Program’s vision, values, strategies and structures in the training/development programs and structures of all government departments, offices, agencies and government-owned and controlled corporations and instrumentalities to formally allocate adequate and regular budget for this purpose.
- b. **The Moral Recovery Program (MRP)** – refers to the national campaign for moral renewal which includes the objectives, strategies and cumulative experiences generated in the course of implementing Presidential Proclamation No. 62, dated 30 September 1992.
- c. **Integrity Circles** are the basic operating units of MRP’s structure and promotional mechanism whereby government and civil society organizations are able to actively express/create/promote/enhance/advance/realize their members own wholeness and integrity towards the achievement of the shared national vision. As such, they constitute MRP’s basic operational structure to lay the necessary foundation of the moral recovery crusade for the Filipino core values’ infusion into the organizational culture, system and processes.
- d. **Agencies/instrumentalities** are units attached to the departments which operate and function in accordance with their respective characters, laws or orders creating them, except as otherwise provided in the Administrative Code.
- e. **Moral Recovery Officer (MRO) and/or Values Integration Officer (VIO)** refers to a person appointed or designated by the Municipal Government to initiate/convoke/inspire the formation of integrity circles or similar mechanisms, strategies and activities that would evoke mass action addressed at affecting personal change and lead to appropriate systematic and structural change within the organization. In the meantime that there is no separate MRO or VIO appointed, this shall refer to the Chief Administrative Officer who shall serve as such, without additional compensation.

**SECTION 4. COMPOSITION OF MORAL RECOVERY TEAM.**

Chief Administrative Officer

MoralRecovery/Values Integrated Officer

Municipal Administrator Office of the Mayor	Member
Municipal Social Welfare and Development Officer (MSWDO)	Member
Representative of the National Chaplain of the Phil., Inc.	Member
Representative of the Catholic Ministry	Member
Representative of Employees' Cooperatives -	Members

**SECTION 5. IMPLEMENTATION.** – The Moral Recovery Officer, Moral Recovery Team shall integrate in its programs and cause various programs and activities pertaining to the Moral Recovery Program to be institutionalized in the system of the Municipal Government of Urbiztondo which can be duplicated municipalwide.

- a. The Moral Recovery Team shall determine the needs of municipal employees and stakeholders which have an effect in their morale and level of spiritual and psychological fulfillment;
- b. The Moral Recovery Team shall plan in writing programs, projects and activities which will encourage morale development which shall be approved by the Local Chief Executive for implementation;
- c. The Office of the Chief Administrative Officer, which is the arm of the Municipal Government in managing personnel services and employee development shall implement activities which will not degrade the employees' level of status, gender, age, race, capability, belief and cultural background and shall remain positive in the promotion of good morale level and employee satisfaction through its Equal Opportunity Policy which is imbedded in its various programs and services;
- d. The Office of the Chief Administrative Officer shall continue to coordinate with the Civil Service Commission in establishing a high morale organization composed of performing and highly motivated employees;
- e. The Office of the Chief Administrative Officer shall continue to conduct learning activities which will focus on guiding the employees towards the fulfillment of the core values of the Municipal Government which are commitment to Service, Courtesy, Dependability, Honesty, Integrity, Professionalism and Teamwork and improve their level of morale and work-life balance;
- f. The Office of the Chief Administrative Officer shall encourage team morale development through sustained organization wide activities which promote harmonious working relationship among employees;
- g. The Office of the Chief Administrative Officer shall also consider programs that will enhance employees' physical and medical conditions which are vital in their work performance;
- h. The Office of the Chief Administrative Officer shall sustain the efforts of the Municipality in rewarding and recognizing civil servants and increase their level of morale beneficial to their work performance;
- i. The Moral Recovery Team shall institute programs, projects and activities which are focused in developing the spiritual confidence and formation of employees and its stakeholders;

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- k. The Moral Recovery Team shall improve employees' sense of belongingness;
- l. The Moral Recovery Team shall encourage public morale recovery;
- m. The Municipal Social Welfare and Development Office shall serve as the instrument in improving the communities' level of morale and gender equality;
- n. The Human resource Management and Development Office shall enrich the existing system of monitoring and evaluation of effectiveness of programs, projects and activities that aim to boost and improve the level of morale of the employees and the stakeholders of the Municipal Government of Urbiztondo such as the Employee Morale Survey and Client Satisfaction and Feedback System;
- o. The National Chaplain of the Phil., Inc. shall represent the other faith-based groups and the public and the Catholic Ministry shall represent the municipal employees and work with the CSC, Office of the Chief Administrative Officer, and MSWDO in the development of a high morale community in the Municipality of Urbiztondo.

**SECTION 6. DUTIES AND FUNCTIONS. –**

The Moral Recovery Officer duly designated by the Chief Executive shall formulate plans and programs that will initiate the formation of Integrity Circles or any similar mechanism to lay the necessary foundation that would lead to appropriate, systematic and structural change within the Municipal Government.

The programs established for policy formulation and implementation for plans and programs, for direction and supervision of day to day operations and for the implementation of the programs and projects from the Local Government Unit (LGU) down to the grassroots level. The operational structure shall likewise include operations and support services staff and volunteer groups and individuals from the community.

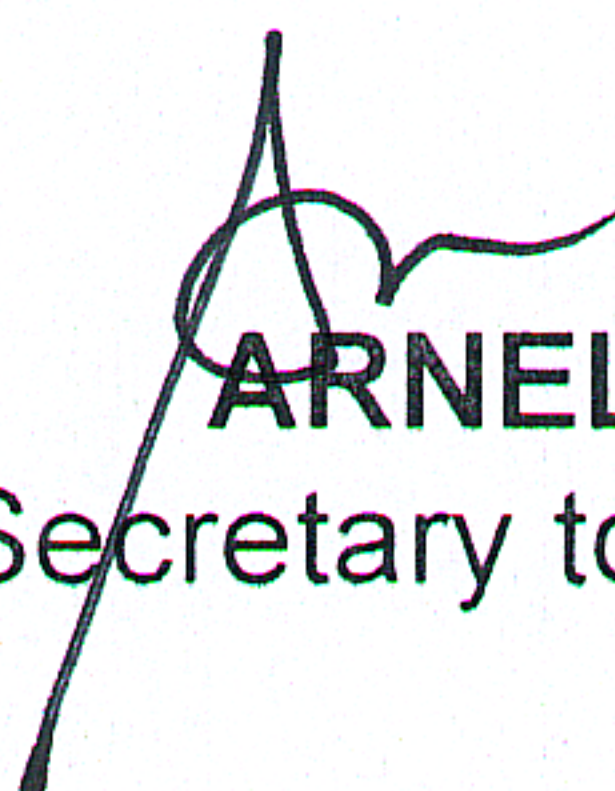
**SECTION 7. FUNDING.** –The Municipal Government shall appropriate Ten Thousand Pesos (Php10,000.00) from the General Fund for the Human Resource Development training and operational expenses of the Moral Recovery Program.

**SECTION 8. SEPARABILITY CLAUSE.** – If any provision or Section of this Ordinance is declared invalid or unconstitutional, other parts thereof not so declared as such shall remain valid and effective.

**SECTION 9. REPEALING CLAUSE.** – Any local laws, ordinances, resolutions and issuances or part thereof inconsistent with the provisions of this ordinance shall be deemed repealed or amended accordingly.

**SECTION 10. EFFECTIVITY.** – This ordinance shall take effect upon approval. The Implementing Rules and Regulations of the MRP in the Municipality of Urbiztondo shall be implemented in accordance with the IRR governing Moral Recovery Program as laid down under Executive Order 319.

I hereby certify to the passage of the foregoing Ordinance which was duly approved by the Sangguniang Bayan of Urbiztondo on the 17th day of September, 2018.

  
**ARNEL C. RUFO**  
Secretary to the Sanggunian

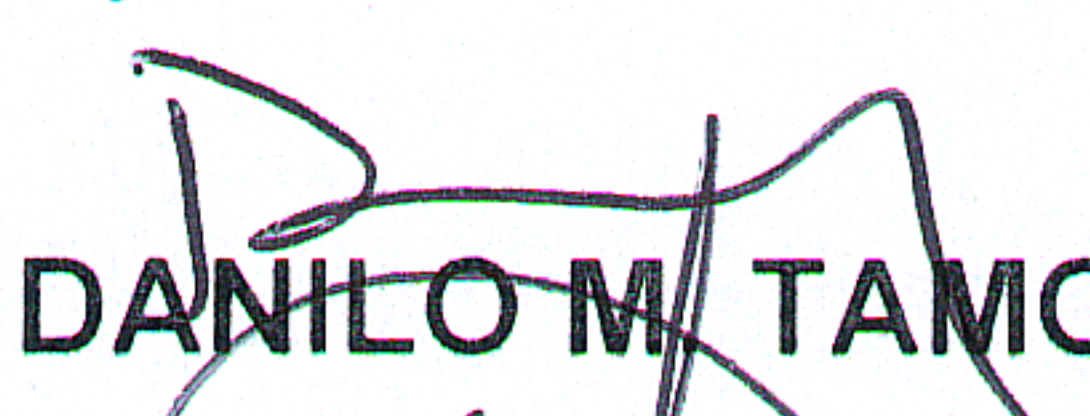
CONCURRED:

  
COUN. DYNA P. DE GUZMAN

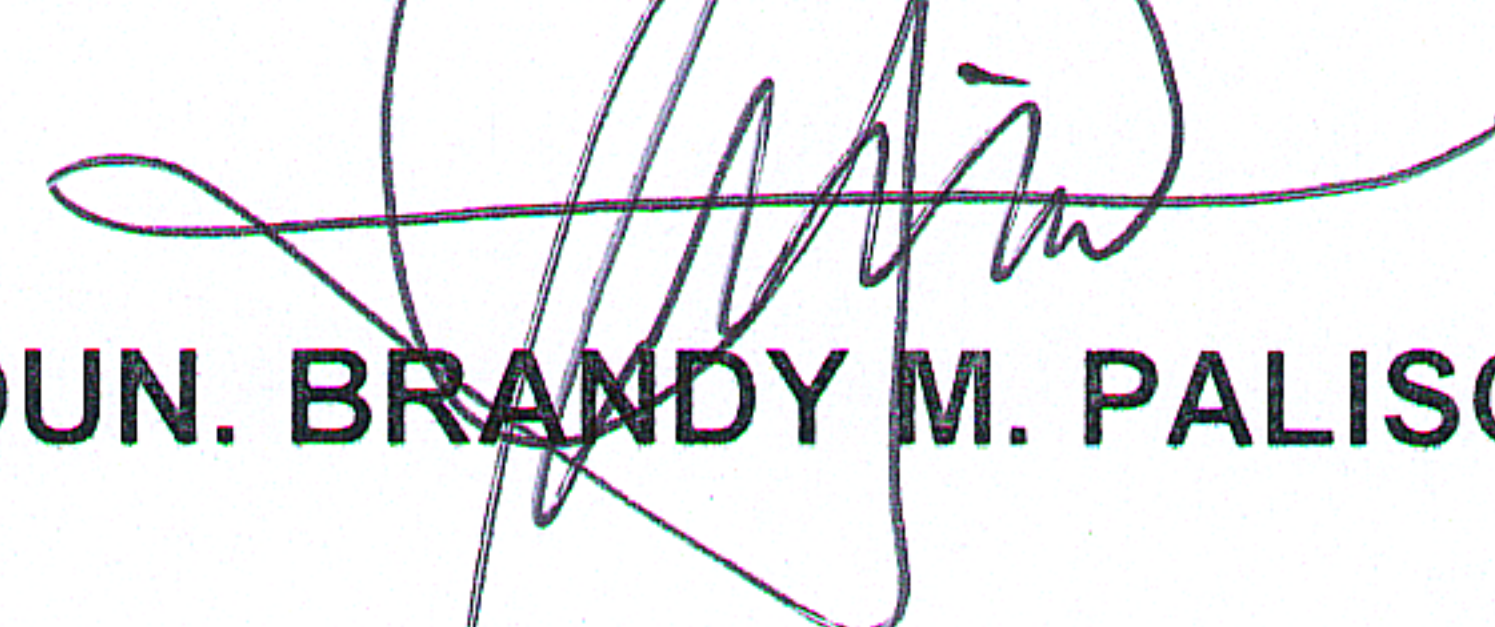
  
COUN. ZENAIDA P. ESPINOSA


  
COUN. VOLTER D. BALOLONG

  
COUN. EDWIN T. TAMONDONG

  
COUN. DANILO M. TAMONDONG

  
COUN. PEPITO N. CALUGAY

  
COUN. BRANDY M. PALISOC

  
COUN. FERNANDO L. TAPIADOR

  
COUN. ROZEL CLYDE D. USON

ATTESTED:

  
VICE MAYOR MARILYN S. SISON  
Presiding Officer

APPROVED:

  
MAYOR MARTIN RAUL S. SISON, II