

Item No.: 03
Date: 13 2026 JAN



Republic of the Philippines
PROVINCE OF LEYTE
City of Baybay

-0000000-



Office of the Baybay Local Government Employees' Association

December 22, 2025

VICE GOVERNOR LEONARDO M. JAVIER, JR.
Presiding Officer, Sangguniang Panlalawigan
Province of Leyte

Sangguniang Panlalawigan
Province of Leyte
RECEIVED
Date: DEC 26 2025
By: N. M. M.

Dear Vice Governor Javier, Jr.:

In response to your Notice of Call for Accreditation, kindly be informed that BAYBAY LOCAL GOVERNMENT EMPLOYEES ASSOCIATION, with office address at Baybay City Hall, Diversion Road, Brgy. Gaas, Baybay City, Leyte would like to seek accreditation by the Sangguniang Panlalawigan.

In support of this application are the following administrative requirements:

1. Duly accomplished Application Form for Accreditation;
2. Duly approved Board Resolution signifying intention for accreditation for the purpose of representation in the local special body;
3. Certificate of Registration issued by the DOLE;
4. List of Current Officers and Members;
5. CY 2025 Minutes of the Annual Meeting;
6. CY 2024 Annual Accomplishment Report; and
7. CY 2024 Financial Statements

Thank you.

Sincerely,


ENGR. ARIS S. MILLOZA
President

APPLICATION FORM FOR ACCREDITATION

Name of Organization: BAYBAY LOCAL GOVERNMENT EMPLOYEES' ASSOCIATION

Address: BAYBAY CITY HALL, DIVERSION ROAD, BRGY. GAAS, BAYBAY CITY, LEYTE

Contact No.: 09093890351 | 09176727032

Date Organized: JANUARY 08, 2016

Sector/s Represented: GOVERNMENT SECTOR (RANK-AND-FILE EMPLOYEES OF LGU BAYBAY)

Purpose:

The Baybay Local Government Employees Association (BLGEA) exists to protect, promote, and advance the welfare, rights, and professional development of all rank-and-file employees of the Local Government Unit (LGU) of Baybay. The Association fosters unity, mutual respect, and a spirit of service among its members, contributing to a more responsive, ethical, and people-centered local government.

Objectives:

1. Welfare and Protection –to advocate for the economic, social, and legal welfare of all rank-and-file employees, including fair compensation, benefits, job security, and a safe, dignified working environment.
2. Representation –to represent the collective voice of its members in dialogues and negotiations with LGU leadership and other relevant agencies regarding employment conditions, policies, and other concerns affecting employees.
3. Professional Growth –to support the continuous personal and professional development of members through training, capacity-building activities, and information sharing.
4. Unity and Solidarity –to foster camaraderie, mutual support, and a sense of solidarity among members, promoting cooperation and teamwork across all departments and offices.
5. Good Governance –to contribute positively to the goals of the LGU by upholding integrity, transparency, accountability, and excellence in public service.
6. Community Engagement –to engage in outreach and community development activities that reflect the values and commitment of LGU employees to public service and nation building.

Services that the organization provides or can participate in:

1. Financial Assistance such as hospitalization aid for all members of the organization and their direct beneficiaries, death/burial benefit, retirement benefit (pabaon), chronic illness aid.
2. Different trainings and seminar-workshops for all LGU employees including Job Order Workers (JOW) applicable to their various workplaces, which can empower, enhance and sustain their work efficiency and effectiveness.
3. Annual Christmas giveaways.

Registering Agency: CIVIL SERVICE COMMISSION (CSC) AND DEPARTMENT OF LABOR AND EMPLOYMENT (DOLE)

Date Registered: FEBRUARY 24, 2016

- Securities and Exchange Commission (SEC)
- Cooperative Development Authority (CDA)

- Department of Labor and Employment (DOLE)
- Department of Human Settlements and Urban Development (DHSUD), formerly the Housing and Land Use Regulatory Board (HLURB)
- National Commission on Indigenous Peoples (NCIP) *certification

Accrediting Agency (if any):

Date Accredited: **NONE**

- Commission on Population and Development (POPCOM)
- Department of Agriculture (DA)
- Department of Public Works and Highways (DPWH)
- Department of Social Welfare and Development (DSWD)
- Department of the Interior and Local Government (DILG)
- Department of Labor and Employment (DOLE)
- National Commission for Culture and the Arts (NCCA)
- Presidential Commission for the Urban Poor (PCUP)
- Philippine Drug Enforcement Agency (PDEA)
- Department of Labor and Employment (DOLE)
- Others (specify):

Organizational Level:

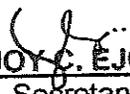
- Barangay-level
- Chapter
- Affiliate of a larger organization (identify organization): _____
- Others (specify): Regional

Depending on your organization's technical area of expertise and scope of activity, which Local Special Body are you most capable to be a member of?

- Local Development Council
- Local Health Board
- Local School Board
- Local Peace and Order Council

WE HEREBY CERTIFY to the correctness of the above information.


ENGR. ARIS S. MILLOZA
President


MARY JOY C. EJOC
Secretary



Republic of the Philippines
PROVINCE OF LEYTE
City of Baybay
-0000000-



Office of the Baybay Local Government Employees' Association

Excerpt from the

MINUTES OF THE OFFICERS AND MEMBERS OF THE BOARD MEETING OF THE BAYBAY LOCAL GOVERNMENT EMPLOYEES' ASSOCIATION (BaLGEA) CONDUCTED AT THE CONFERENCE ROOM, CITY PLANNING AND DEVELOPMENT OFFICE (CPDO), BAYBAY CITY HALL, DIVERSION ROAD, BRGY. GAAS, BAYBAY CITY, LEYTE ON DECEMBER 19, 2025.

RESOLUTION NO. 08 s. 2025

A RESOLUTION RESPECTFULLY REQUESTING THE SANGGUNIANG PANLALAWIGAN OF THE PROVINCE OF LEYTE TO ACCREDIT THE BAYBAY LOCAL GOVERNMENT EMPLOYEES' ASSOCIATION (BaLGEA)

WHEREAS, Section 108 of the Local Government Code of 1991 (RA 7160) provides for the accreditation of civil society organizations;

WHEREAS, on June 23, 2025, the Department of the Interior and Local Government issued Memorandum Circular No. 2025-060, on the Guidelines on the Accreditation of Civil Society Organizations and Selection of Representatives to the Local Special Bodies;

WHEREAS, the BaLGEA is a civil society organization duly registered with the Civil Service Commission, Department of Labor and Employment, and existing under Philippine laws;

WHEREAS, the BaLGEA Officers and Members of the Board Meeting held at the Conference Room of City Planning and Development Office, Baybay City Hall, Diversion Road, Brgy. Gaas, Baybay City, Leyte on December 19, 2025, the following resolution was approved and adopted:

RESOLVED, AS IT IS HEREBY RESOLVED, to signify our intention to be an accredited civil society organization with the Sangguniang Panlalawigan, Province of Leyte, pursuant to the procedures and guidelines set forth in Section 108 of the Local Government Code of 1991 and DILG Memorandum Circular 2025-060, and to apply for membership in a local special body in the Province of Leyte.

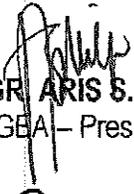
RESOLVED FURTHER, to forward a copy of this RESOLUTION to the Chairman of the Sanggunian Committee on Accreditation, the Honorable Board Member Ronnan Christian M. Reposar.

CARRIED UNANIMOUSLY.

I HEREBY CERTIFY to the correctness of the foregoing resolution, which was duly adopted during the Officers and Members of the Board Meeting of the Baybay Local Government Employees' Association (BaLGEA) held at the Conference Room, City Planning And Development Office (CPDO), Baybay City Hall, Diversion Road, Brgy. Gaas, Baybay City, Leyte on December 19, 2025.


MARY JOY C. EJOC
BaLGEA - Secretary

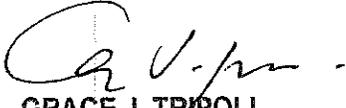
Attested and Certified to be duly adopted:



ENGR. ARIS S. MILLOZA
BaLGBA – President



MARYLOU C. CREO
Vice President



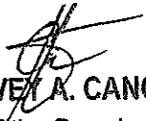
GRACE J. TRIPOLI
Auditor



SOPIO C. RIM, JR.
Sgt. at Arms



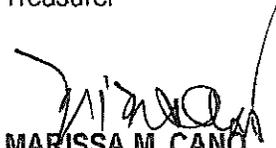
JENICA RAMIREZ
Member of the Board



MR. HARVEY A. CANO
Member of the Board



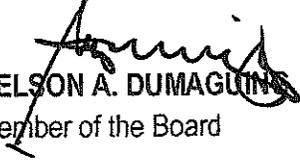
ARLAN L. CABRAS
Treasurer



MARISSA M. CANO
Public Relations Officer



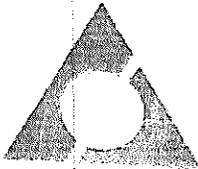
JEJOMA V. SABALONES
Sgt. at Arms



NELSON A. DUMAGUINS
Member of the Board



MS. IVY JANE R. FLANDEZ
Member of the Board



Department of Labor
and Employment



Civil Service
Commission

CERTIFICATE OF REGISTRATION

NO. 2002

TO WHOM IT MAY CONCERN:

This is to certify that the Department of Labor and Employment and the Civil Service Commission have registered

BAYBAY LOCAL GOVERNMENT EMPLOYEES' ASSOCIATION (BaLGEA)

City Hall, Baybay City, Leyte

PLACE OF OPERATION: City Government of Baybay, Leyte

City Hall, Baybay City, Leyte

pursuant to the provisions of Executive Order No. 180 dated June 1, 1987 and the Implementing Rules and Regulations Governing the Exercise of the Right of Government Employees to Self-Organization, thereby conferring upon it the right to be certified/accredited, subject to the conditions prescribed in said Executive Order and Implementing Rules, as the sole representative of the rank-and-file employees to negotiate for them, and to undertake activities not contrary to law or public policy for the furtherance of the interest of its members.

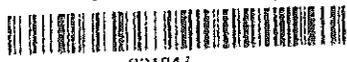
This Certificate of Registration shall subsist unless cancelled in the manner provided for by Executive Order No. 180 and its implementing rules.

IN WITNESS WHEREOF, we have hereunto affixed our signature, with the seals of the Department of Labor and Employment and the Civil Service Commission at Manila Philippines, this *24th day of February*, 2016.

Rosalinda Dimapilis Baldoz
ROSALINDA DIMAPILIS BALDOZ

Secretary
Department of Labor and Employment

Dept. of Labor & Employment
Office of the Secretary



021002

Alicia dela Rosa-Bala
ALICIA dela ROSA- BALA

Chairperson
Civil Service Commission

List of Current Officers and Members of the
Baybay Local Government Employees' Association
(BaLGEA)

as of July 2025

Name	Position
ENGR. ARIS S. MILLOZA	President
MS. MARYLOU C. CREO	Vice-President
MS. MARY JOY C. EJOC	Secretary
MR. ARLAN L. CABRAS	Treasurer
MS. GRACE J. TRIPOLI	Auditor
MS. MARISSA M. CANO	Public Relations Officer
MR. SOPIO C. RIM, JR.	Sergeant at Arms
MR. JEJOMA V. SABALONES	Sergeant at Arms
MS. JENICA T. RAMIREZ	Member of the Board
MR. NELSON A. DUMAGUING	Member of the Board
MS. IVY JANE R. FLANDEZ	Member of the Board
MR. HARVEY A CANO	Member of the Board



Republic of the Philippines
PROVINCE OF LEYTE
 City of Baybay



BAYBAY LOCAL GOVERNMENT EMPLOYEES' ASSOCIATION (BaLGEA)

LIST OF MEMBERS

CY 2025

No.	Names	Gender	Designation
1.	Ababat, Jim S.	M	Administrative Aide I (Utility Worker I)
2.	Abadiez, Dahlia M.	F	Revenue Collection Clerk I
3.	Abadiez, Mildred G.	F	Midwife II
4.	Abadines, Anna L.	F	Medical Specialist II
5.	Abapo, Francisco M. Jr.	M	Administrative Aide I (Utility Worker I)
6.	Abapo, Pureza I.	F	Administrative Aide II
7.	Abalora, Melvin N.	M	Administrative Aide I (Utility Worker I)
8.	Abanco, Arjune B.	M	Admin Aide IV (Clerk II)
9.	Abarquez, Honeybeth S.	F	Administrative Aide I
10.	Abarquez, Sherwin Jun C.	M	Administrative Officer III
11.	Abarquez, Joy S.	M	Administrative Aide I
12.	Abarquez, Lyca S	F	Agricultural Technologist I
13.	Abayabay, Jose Arfel L	M	Administrative Aide I (Utility Worker I)
14.	Abela, Johnjes V.	M	Architect I
15.	Abenoja, Laden II	M	Construction and Maintenance Foreman
16.	Abungan, Alexander A.	M	Administrative Aide III (Driver I)
17.	Acenas, Eualfe P.	M	Nurse I
18.	Acilo, Mario S. Jr.	M	Messenger I
19.	Agravante, Renabelle F.	F	Nurse I
20.	Agustin, Desiryl E.	F	Engineer I
21.	Alao, Elmer L.	M	Revenue Collection Clerk I
22.	Alao, Ferdinand L.	M	Construction & Maint. Capataz
23.	Albarico, Estrella G.	F	Nurse III
24.	Albarico, Roel V.	M	Administrative Aide III (Driver I)
25.	Albuera, Myrna B.	F	Agriculturist I
26.	Alea, Ashley Fe D.	F	Nurse I
27.	Alejo, Kevin G.	M	Administrative Aide IV (Electrician I)
28.	Alforque, Oliveros G.	M	Nursing Attendant I
29.	Alkuino, Mary Ann R	F	Pharmacist III
30.	Allegado, Mardina B.	F	Nurse I
31.	Almayda, Ramoncito T.	M	Administrative Aide I
32.	Aludo, Ma. Salvacion E.	F	Medical Officer III
33.	Amamangpang, Joel H	M	Security Guard I
34.	Amarado, Caressa Jovi R.	F	Budget Officer I
35.	Amihan, Karen Jan B.	F	Medical Technologist II
36.	Andrade, Beverly Jean C.	F	Nursing Attendant I

37.	Andrade, Ernest James H.	M	Budgeting Assistant
38.	Andrade, Manuel H.	M	Utility Worker I
39.	Andres, Rolita A.	F	Clerk II
40.	Antonio, Kristie Rose C.	F	Medical Specialist II
41.	Anwar, Sarah B.	F	Administrative Officer V
42.	Apostol, Niño Francis I.	M	Administrative Aide I (Utility Worker I)
43.	Aragon, Rex S.	M	Farm Supervisor
44.	Araian, Larissa Euda Angela R.	F	Nurse I
45.	Ardiente, Junar G.	M	Administrative Aide I
46.	Ardiente, Naden A.	F	Utility Worker
47.	Areñola, Arhil John A.	M	Administrative Aide I (Utility Worker I)
48.	Arotcha, Marites V.	F	Stenographic Reporter III
49.	Arotcha, Renato P.	M	Computer Operator III
50.	Artajo, John Jochiel M.	M	Forester I
51.	Artajo, Refie J.	F	Nurse II
52.	Asilom, Eriberto B.	M	Administrative Aide I
53.	Asilom, Ian V.	M	Administrative Aide I (Utility Worker I)
54.	Astorga, Dairyl T.	F	Nurse I
55.	Atchecoso, Dominico M.	M	Carpenter I
56.	Atem, Eva M.	F	Social Welfare Assistant
57.	Atillo, Roberto Paulo R.	M	Medical Officer III
58.	Austero, Jay Ryan O.	M	MAAIV/OIC-City Accountant
59.	Austero, Julia Jeanette M.	F	Budgeting Assistant
60.	Austero, Priscila S.	F	Clerk II
61.	Austero, Rhyse M.	M	CDRRMO
62.	Avellana, Rudelo P.	M	Security Guard I
63.	Avila, Elwin L.	M	Administrative Aide I (Utility Worker I)
64.	Avila, Keisha L.	F	Administrative Aide I (Utility Worker I)
65.	Baclayon, Yole Erlinda I.	F	Assessment Clerk I
66.	Bactasa, Charity B.	F	Midwife II
67.	Bacus, Antonio A.	M	Administrative Aide
68.	Bagania, Shienna Marie D.	F	Medical Specialist II
69.	Bagarinao, Mae P.	F	Midwife II
70.	Bagarinao, Rolante M.	M	Instrumentman
71.	Bagaslao, Isabel G.	F	Agricultural Technologist I
72.	Bagohin, Letecia B.	F	Midwife II
73.	Balaga, Jay G.	M	Utility Worker I
74.	Balagbis, Antonia V.	F	Process Server IV
75.	Balbarino, Maria Flordeliza S.	F	Revenue Collection Clerk I
76.	Balbarino, Marjorie L.	F	Nurse II
77.	Balbarona, Anabel H.	F	Utility Worker I
78.	Balbona, Krizzelle Ann D.	F	Engineer II
79.	Ballesteros, Sharon O.	F	Laundry Worker II

80.	Balotite, Ma Jecelou C.	F	Laborer I
81.	Baltazar, Seasee Niño M.	M	Nurse I
82.	Bandalan, Roland G.	M	Administrative Aide II
83.	Bañez, Judith C.	F	Statistician I
84.	Bañoc, Rosielyn B.	F	Midwife I
85.	Bantilan, Jeffrey R.	M	Farm Worker II
86.	Bantilan, Lily May B.	F	Admin Assistant I
87.	Baquerfo, Elizabeth B.	F	Local Legislative Staff Officer II
88.	Barit, Florita M.	F	Midwife IV
89.	Barit, Maria Lounie M.	F	Administrative Aide I (Utility Worker I)
90.	Barles, Roleen A.	F	Administrative Aide I (Utility Worker I)
91.	Barrera, Annaliza P.	F	Utility Worker I
92.	Bastasa, Asei D.	F	Administrative Aide IV (Clerk II)
93.	Bathan, Cristina M.	F	Nurse III
94.	Baylosis, Jerome S.	M	Traffic Aide I
95.	Bayno, Deborah L.	F	Bookbinder III
96.	Beato, Ma Aiona C.	F	Medical Technologist I
97.	Belarmino, Carla Evelyn B.	F	Nurse I
98.	Bengalan, Emmylou L.	F	Agriculturist I
99.	Bengalan, Jose P.	M	Utility Worker I
100.	Beray, Joel L.	M	Utility Worker I
101.	Bergado, Gemelo B.	M	Administrative Aide I
102.	Bisnar, Benedict M.	M	Radiologic Technologist I
103.	Boldios, Neonito E.	M	Administrative Aide I (Utility Worker I)
104.	Bongalos, Portia F.	F	Bookbinder I
105.	Bonganciso, Catherine B.	F	Utility Worker I
106.	Bontuyan, Ivan Wesley M.	M	LDRRMO Assistant
107.	Borja, Aevee Heiresse F.	F	Stenographic Reporter I
108.	Braga, Berlito G.	M	Administrative Aide I (Utility Worker I)
109.	Braga, Josephine V.	F	Midwife I
110.	Bravo, Rovelyn D.	F	Administrative Aide II (Bookbinder I)
111.	Brezo, Ma. Lilibeth A.	F	Administrative Aide IV (Clerk II)
112.	Buenaventura, Christine L.	F	Administrative Officer III
113.	Bulacan, Erlina F.	F	Midwife III
114.	Bulawan, Edmel L.	M	Administrative Aide I (Utility Worker I)
115.	Bustamante, Rosette Fae R.	F	Nurse I
116.	Bustillo, Danilo C.	M	Security Guard I
117.	Caayuhan, Mary Jean B.	F	Administrative Aide I (Utility Worker I)
118.	Cabahit, Evangeline H.	F	Clerk I
119.	Cabison, Jose Ferdie V.	M	Driver I
120.	Caboboy, John Paul II D.	M	Architect I
121.	Cabras, Arlan L.	M	Administrative Officer IV
122.	Cabrera, Ronilo C.	M	Administrative Aide III (Carpenter I)

123.	Cabrito, Efren P.	M	Administrative Aide I (Utility Worker I)
124.	Cabugwason, Christopher Niño S.	M	Engineer I
125.	Cabugwason, Uldarico R. Jr.	M	Utility Worker I
126.	Cabugwason, Uldarico, S. II	M	Utility Worker I
127.	Cada, Roy A.	M	Agricultural Technologist I
128.	Caidlang, Hermelino Jr., V.	M	Administrative Aide I (Laborer I)
129.	Cainghug, Merare D.	F	Laborer I
130.	Cainghug, Ryan A.	M	Utility Worker I
131.	Caintic, Divina C.	F	Local Legislative Staff Officer III
132.	Caintic, Myriam I.	F	Administrative Aide I (Utility Worker I)
133.	Caintic, Rene A.	M	Laborer I
134.	Caintic, Virgilio Jr. G.	M	Administrative Aide II
135.	Calumba, Joan Anthony T.	M	Administrative Aide I
136.	Calumba, Ma. Cris A.	F	Administrative Aide I (Utility Worker I)
137.	Calumba, Rolando Jr., O.	M	Farm Worker II
138.	Calungsod, Mary Jane I.	F	Administrative Aide I
139.	Calungsod, Mila Jane I.	F	Revenue Collection Clerk I
140.	Caña, Richard G.	M	Bookbinder II
141.	Cañas, Celiaflor C.	F	Utility Worker I
142.	Cañas, Nelson R.	M	Utility Worker I
143.	Cañete, Brian N.	M	Nursing Attendant I
144.	Cañete, Christopher P.	M	Utility Worker I
145.	Cañete, Jennibeth A.	F	Nurse I
146.	Cañete, Meryl Joyce E.	F	Nurse I
147.	Cañete, Michael J.	M	Nursing Attendant I
148.	Cani, Rodante P.	M	Instrumentman
149.	Cano, Harvey A.	M	Board Secretary II
150.	Cano, Jaime Jr. D.	M	Administrative Aide I (Utility Worker I)
151.	Cano, Marissa M.	F	City Information Officer III
152.	Cano, Rowell M.	M	Revenue Collection Clerk I
153.	Capangpangan, Ma. Cristina L.	F	Utility Worker I
154.	Capili, Madona A.	F	Radiologic Technologist I
155.	Capricho, Janey P.	F	Admin Officer V
156.	Caramoan, Darnell V.	M	Administrative Aide I
157.	Cari, Kathleen	F	Nurse I
158.	Carton, Teresita M.	F	Administrative Officer II
159.	Casil, Dina D.	F	Utility Worker I
160.	Castillano, Von Raymund B.	M	Administrative Aide II (Bookbinder I)
161.	Castones, Christopher	M	Administrative Aide I (Utility Worker I)
162.	Castos, Kristine Shayne A.	F	Nurse II
163.	Catorce, Themis R.	F	Midwife I
164.	Caval, Ludivina D.	F	Medical Officer III
165.	Celaya, Alexis Norman J.	M	Construction & Maint. Man

166.	Celaya, Ann Rhea A.	F	Nurse I
167.	Ceniza, Michael Joseph C.	M	Rural Health Physician
168.	Cerna, Almario G.	M	Utility Worker I
169.	Cerna, Delia M	F	Laborer I
170.	Cerro, Maeflor Salvacion Geraldine V.	F	Radiologic Technologist I
171.	Chiong, Jezreel V.	M	Administrative Aide I (Laborer I)
172.	Chiong, Linsydale M.	F	Nurse I
173.	Chiong, Maricon Immaculada F.	F	Nurse I
174.	Chiong, May Corazon M.	F	Nursing Attendant II
175.	Chiong, Rosendo C. III	M	Nurse II
176.	Ciabu, Rhea Jane C.	F	Midwife II
177.	Cielos, Randolph Joshua O.	M	Agricultural Technologist
178.	Cinco, Arniela B	F	Midwife II
179.	Colocar, Agnes T	F	Nurse I
180.	Colocar, Jerson I.	M	Traffic Officer
181.	Cornites, Edgar R.	M	Utility Worker I
182.	Coronado, Ediiberto F.	M	Administrative Aide I (Utility Worker I)
183.	Corpuz, Roxanne Maia F.	F	Nurse I
184.	Cortez, Vilma D.	F	Nursing Attendant I
185.	Cotoner, Marinel U.	F	Nursing Attendant II
186.	Creo, Marylou C.	F	Social Welfare Officer I
187.	Cua, Odie Jorge T.	M	Nurse II
188.	Cuartero, Exequiel Jr. D.	M	Administrative Aide I (Utility Worker I)
189.	Cuerbo, Dermalito U.	M	Administrative Aide I (Utility Worker I)
190.	Cutamora, Sonia I.	F	Nurse V
191.	Cutara, Jonathan S.	M	Farm Foreman
192.	Cuyno, Ronilo C.	M	Forester I
193.	Dable, Arvin S.	M	Administrative Aide III (Utility Worker II)
194.	Dagandanan, Bernard D.	M	Administrative Aide I (Utility Worker I)
195.	Dañas, Arvin R.	M	Engineer III
196.	Dañas, Feliciano M.	M	Utility Worker I
197.	Dapiton, Janie T.	M	Social Welfare Aide
198.	Dawal, Francisco T.	M	Animal Keeper I
199.	Dayap, Agapito C. Jr.	M	Administrative Aide I (Utility Worker I)
200.	Dajao, Richard M.	M	Farm Worker II
201.	De Balocos, Princess Shalom R.	F	Administrative Aide I (Utility Worker I)
202.	De La Cruz, Felix Isidro M	M	Carpenter I
203.	De La Cruz, Jesse P.	M	Trainer/DCW I
204.	De La Cruz, Lilith P.	F	Administrative Aide II
205.	De La Fuente, Ramil M.	M	Administrative Aide I
206.	De Los Reyes, Bernadita C.	F	Administrative Aide I (Utility Worker I)
207.	De Los Santos, Lovilla Roxanne B.	F	Medical Specialist I
208.	Decena, Richard Jason V.	M	Administrative Aide I (Laborer I)

209.	Degorio, Jizza P.	F	Midwife II
210.	Dejadena, Blizel Jayne B.	F	Dentist II
211.	Dejaño, Domingo D.	M	Utility Worker I
212.	Dejarme, Russel Gerry F.	M	Medical Officer III
213.	Deoag, Emma P.	F	Nursing Attendant I
214.	Derecho, Geronimo P.	M	Utility Worker I
215.	Diao, Elsa M.	F	Seamstress
216.	Diaz, Rea J.	F	Nurse I
217.	Digman, Alma B.	F	Nursing Attendant II
218.	Doguiles, Mercedesita J	F	Midwife II
219.	Donaire, Melisa L.	F	Nurse I
220.	Donayre, Charlotte P.	F	Medical Officer III
221.	Duavis, Arthur G.	M	Medical Specialist II
222.	Dumaguing, Kristie L.	F	Nurse I
223.	Dumaguing, Mark M.	M	Nursing Attendant II
224.	Dumaguing, Mynche Darleen	F	Revenue Collection Clerk I
225.	Dumaguing, Nelson A	M	Public Services Officer III
226.	Dumaguing, Nerissa I.	F	Administrative Aide I
227.	Ebahan, Wilma T.	F	Utility Worker I
228.	Ecle, Alicia C.	F	Utility Worker I
229.	Ejoc, Mary Joy C.	F	Administrative Officer III (Supply Officer II)
230.	Elecito, Sheila P.	F	Admin Assistant
231.	Elmundo, Imelda F.	F	Midwife II
232.	Enoroba, Ruel R.	M	Laborer
233.	Eralino, Ervin C.	M	Messenger
234.	Escasinas, Domingo O.	M	Public Services Inspector I
235.	Esic, Claudette Hazel A.	F	Medical Officer III
236.	Esperanza, Gina D.	F	Midwife II
237.	Estremos, Maria Nanette P.	F	Utility Worker I
238.	Febria Junrey V.	M	Administrative Aide I (Utility Worker I)
239.	Fegi, Arnabelle O.	F	Bookbinder I
240.	Fernandez, Aiden Marie C.	F	Agricultural Technologist I
241.	Fernandez, Lesly Anne F.	F	Nurse I
242.	Fernandez, Rodel C.	M	Administrative Aide I
243.	Fernandico, Mariles T.	F	Administrative Aide I (Utility Worker I)
244.	Fernando, Jonefer A.	M	Administrative Aide I (Utility Worker I)
245.	Fernando, Michelle D.	F	Administrative Aide I (Utility Worker I)
246.	Flanco, Rhonnah L.	F	Nurse I
247.	Flandez, Eriberto C.	M	Utility Worker I
248.	Flandez, Ivy Jane R.	F	Administrative Officer II
249.	Flores, Jose Al V.	M	Utility Worker I
250.	Flores, Joseph A.	M	Administrative Aide III (Carpenter I)
251.	Flores, Kathyleen O.	F	Administrative Aide IV (Acctg. Clerk I)

252.	Fuentes, Angelyn L.	F	Administrative Aide IV (Storekeeper I)
253.	Gabieta, Chona R.	F	Midwife II
254.	Gabieta-Pasana, Sarah Jean R.	F	Medical Technologist
255.	Gabor, Rosa L.	F	Revenue Collection Clerk I
256.	Gacasan, Glenda J.	F	Administrative Aide I (Laborer I)
257.	Galado, Celso V. Jr.	M	Animal Keeper I
258.	Galano, Arnel D.	M	Traffic Aide I
259.	Galgo, Keanu Jay C.	M	Administrative Officer II (Tax Mapper I)
260.	Gallego, Enrique B.	M	Farm Worker II
261.	Gallego, Glen Emmanuel A.	M	Farm Worker II
262.	Galvez, Charlston Phyl L.	M	Nurse I
263.	Galvez, Gina A.	F	Nursing Attendant I
264.	Garcia, Alma D.	F	Bookbinder III
265.	Garzon, Marissa Bella B.	F	Nursing Attendant I
266.	Garzon, Marlo B.	M	Midwife I
267.	Germina, Aileen Gray D.	F	Engineer I
268.	Geromo, Eriinda C.	F	Utility Worker I
269.	Gica, Necky Neil L.	M	Nurse I
270.	Gingone, Serviliano B.	M	Heavy Equipment Operator II
271.	Gloria, Arlou P.	F	Administrative Aide IV (Clerk II)
272.	Goder, Marvin I.	M	Administrative Aide I
273.	Godoy, Gines R.	M	Heavy Equipment Operator I
274.	Gofredo, Nilda A.	F	Administrative Aide I (Utility Worker I)
275.	Gonzaga, Samuel L.	M	Administrative Aide IV (Driver II)
276.	Gonzales, Margie D.	F	Social Welfare Officer III
277.	Gorgonio, Sheila G.	F	Nurse I
278.	Gorre, Marcelino G.	M	Administrative Aide I (Utility Worker I)
279.	Granada, Janno V.	M	Revenue Collection Clerk I
280.	Granada-Gutierrez, Josefina G.	F	Tourist Receptionist II
281.	Granaderos, Julie Ann U.	F	Accounting Clerk I
282.	Groves, Eden A.	F	Laborer I
283.	Guiot, Eustacio	M	Administrative Aide I (Utility Worker I)
284.	Gula, Dianne A.	F	Radiologic Technologist I
285.	Gumapac, Joy C.	F	Midwife II
286.	Gumaya, Robilyn S.	F	Administrative Aide II (Bookbinder I)
287.	Gunhuran, Wayne P.	M	Public Health Nurse II
288.	Gutierrez, Joel A.	M	Assistant Admin III
289.	Herbolingo, Rogelio U.	M	Bookkeeper
290.	Hinandoy, Ma. Clara S.	F	Administrative Aide I (Utility Worker I)
291.	Honorio, Adelfa G.	F	Nursing Attendant I
292.	Honorio, Ruth O.	F	Administrative Aide I (Utility Worker I)
293.	Hoyumpa, Louila T.	F	Midwife II
294.	Ibañez, Generoso D.	M	Welder I

295.	Ibañez, Roberto P.	M	Administrative Aide II (Bookbinder I)
296.	Ibañez, Ruel C.	M	Administrative Aide I
297.	Ibo, Ignacio C., Jr	M	Administrative Aide I
298.	Israel, April Joyce T.	F	Medical Technologist I
299.	Israel, Carlos S.	M	Administrative Aide I (Utility Worker I)
300.	Israel, Liza P.	F	Utility Worker I
301.	Israel, Novem Khan V.	M	Nursing Attendant I
302.	Itable, Mesael B.	M	Administrative Assistant II
303.	Iyana, Rodolfo Jr. C.	M	Administrative Aide I (Utility Worker I)
304.	Jaca, Claire L.	F	Administrative Aide I (Utility Worker I)
305.	Jaca, Sergio S.	M	Laborer I
306.	Julgado, Anita D.	F	Administrative Aide II
307.	Julgado, Narciso N	M	Administrative Aide I (Utility Worker I)
308.	Kangleon, Rogelio B.	M	Midwife I
309.	Kangleon, Ryan B.	M	Driver I
310.	Labador, Evangeline O.	F	Administrative Aide I
311.	Labeña, Ery T.	M	Driver I
312.	Lacaba, Atina B.	F	Medical Specialist II
313.	Lacandazo, Felipe A.	M	Medical Technologist II
314.	Lacema, Jorge Aristotiles P.	M	Utility Worker I
315.	Lanzar, Jason Jan V.	M	Nursing Attendant I
316.	Lanzar, Maden Therese B.	F	Pharmacist I
317.	Lanzar, Sharee Mae C.	F	Nurse II
318.	Lao, Florie Mae A.	F	Administrative Aide I (Utility Worker I)
319.	Lapasanda, Jovelita M.	F	Utility Worker I
320.	Lapasanda, Mario Diosito V.	M	Administrative Aide III (Driver I)
321.	Largo, Maria Katrina P.	F	Agriculturist II
322.	Larraga, Marco Antonio Jr., D.	M	Nurse I
323.	Lastimado, Elsa M.	F	Administrative Aide VI
324.	Latoreno, Rio Abegail S.	F	Environmental Management Specialist I
325.	Latoreno, Roy P.	M	Administrative Aide III (Carpenter I)
326.	Laurenté, Vitaliz B.	F	Administrative Aide I (Utility Worker I)
327.	Lecciones, Pablita I.	F	Nursing Attendant I
328.	Leocadio, Ivy M.	F	Administrative Aide I (Utility Worker I)
329.	Leomo, Victoria Nastassa M.	F	Medical Officer III - Anaesthesiologist
330.	Libot, Margie J.	F	Administrative Assistant
331.	Lico, Jazzjin C.	F	Nurse I
332.	Lim, Jellica P.	F	Administrative Assistant II (Clerk IV)
333.	Lim, Marlen O.	F	Administrative Aide I (Utility Worker I)
334.	Lingaoingao, Rescel P.	F	Administrative Aide I
335.	Llagas, Rolando P.	M	Electrical Inspector II
336.	Llanos, Malitchel B.	F	Medical Technologist I
337.	Lonzano II, Voltaire M.	M.	Engineer I

338.	Lopez, Eriberto P.	M	Utility Worker I
339.	Lopez, Ric Francis F.	M	Revenue Collection Clerk I
340.	Lopez, Roberto	M	Bookbinder I
341.	Loreno, Annette S.	F	Administrative Aide I (Utility Worker I)
342.	Loreto, Chona C.	F	Administrative Aide I
343.	Loreto, Edna C.	F	Nursing Attendant I
344.	Loreto, Esterlita L.	F	Midwife II
345.	Loreto, Jane Michelle A.	F	Administrative Aide I (Utility Worker I)
346.	Loreto, Jasmine Joy F.	F	Utility Worker I
347.	Loreto, Jose H.	M	Laborer I
348.	Loreto, Ken Lindel D.	F	Revenue Collection Clerk I
349.	Loreto, Nepomoceno, Jr. I.	M	Laborer I
350.	Loreto, Rosendo D.	M	Clerk II
351.	Lucero, Jonathan N.	M	Admin Aide IV (Tax Mapping Aide)
352.	Lumba, Jimmy M.	M	Utility Worker I
353.	Maala, Renmir Jan, D.	M	LDRRMO II
354.	Wabuto, Phil Jude R.	M	Administrative Aide II (Bookbinder I)
355.	Macaraya, Julian M.	M	Revenue Collection Clerk I
356.	Macaraya, Rodrigo Jr. M.	M	Administrative Aide II
357.	Maceda, Analiza F.	F	Laborer I
358.	Macion, Shelly Kate M.	F	Food Service Supervisor I
359.	Mahinlo, Berta L.	F	Administrative Aide I
360.	Malate, Ken A.	M	Engineer I
361.	Malesido, Mary Ann P.	F	Social Welfare Officer I
362.	Managbanag, Anneth F	F	Process Server V
363.	Managbanag, Ariel S.	M	Instrumentman
364.	Managbanag, Elizer Jr. R.	M	Administrative Aide I (Utility Worker I)
365.	Managbanag, Harvey A.	M	Engineer III
366.	Managbanag, Maribeth A.	F	Midwife III
367.	Managbanag, Marivic M.	F	Clerk IV
368.	Managbanag, Roy B.	M	Administrative Aide I
369.	Managbanag, Zyra Joy A.	F	Local Assess. Operations Officer II
370.	Manang, Miguelito Jr., D.	M	Administrative Aide I (Utility Worker I)
371.	Mandras, Blaziel T.	F	Administrative Aide I (Utility Worker I)
372.	Mangayaay, Maxima N.	F	Admin Assistant II
373.	Manggay, Elizabeth T.	F	Utility Worker I
374.	Manggay, Natan L.	M	Administrative Aide I (Utility Worker I)
375.	Mantua, Ellen Grace U.	F	Pharmacist I
376.	Maranian, Francis P.	M	Medical Specialist I
377.	Maratas, Schenly Marie B.	F	Medical Specialist II
378.	Marte, Jessica S.	F	Administrative Aide I
379.	Martinez, Mark Louie G.	M	Electrical Inspector II
380.	Mascariñas, Mona Liza P.	F	Bookbinder III

381.	Matillano, Maria Luisa D.	F	Midwife II
382.	Maurillo, Anita O.	F	Farm Foreman
383.	Mazo, Karen L.	F	Nurse I
384.	Mazo, Ma. Luningning O.	F	Tax Mapping Aide
385.	Meano, Karina Michelle Ann A.	F	Nurse I
386.	Mejorada, Jhun Ivan P.	M	Administrative Aide III (Driver I)
387.	Mercado, Ruben Jr., P.	M	Agricultural Technologist I
388.	Metante, Amy C.	F	Administrative Aide I
389.	Millan, Hunter Paul B.	M	Medical Technologist I
390.	Millapez, Pat Rick P.	M	Administrative Aide I
391.	Millapez, Roselyn M.	F	RCC I
392.	Milloza, Aris S.	M	Engineer III
393.	Miode, Pedro G.	M	Administrative Aide I (Utility Worker I)
394.	Mirata, Angelito D.	M	Sanitation Inspector II
395.	Modina, Jheff A.	M	Youth Development Assistant I
396.	Modina, Maria Teresa A.	F	Admin Assistant I
397.	Modina, Sir Minoel R.	M	Administrative Aide I
398.	Montajes, Deca Variña G.	F	Clerk II
399.	Montalban, Bernaliza M.	F	Administrative Aide I (Utility Worker I)
400.	Montes, Esmeralda T.	F	Disbursing Officer I
401.	Monteza, Gisela B.	F	Administrative Aide VI (DEMO I)
402.	Morales, Remegio T.	M	Administrative Aide I (Utility Worker I)
403.	Morata, Ignacio M.	M	Administrative Aide IV (Driver II)
404.	Moreno, Alyssa S.	F	Revenue Collection Clerk I
405.	Moreno, Ariel S.	M	Nurse II
406.	Moreno, Cincinita S.	F	Administrative Aide I
407.	Moreno, Noel M.	M	Nurse I
408.	Morquianos, Glya G.	F	Administrative Aide I (Utility Worker I)
409.	Muego, Nerina Marison S.	F	Administrative Aide I (Utility Worker I)
410.	Muertigue, Rodney A.	M	Pharmacist II
411.	Muñez, Marvenito G.	M	Utility Worker I
412.	Murillo, Jose Allan F.	M	Administrative Aide I
413.	Murillo, Mikon Gazelle, F.	F	Utility Worker I
414.	Narciso, Nenita L.	F	Clerk II
415.	Necio, Jocelyn F.	F	Utility Worker I
416.	Ngalot, Ray Giovanni B.	M	Engineer IV
417.	Nicolas, Cathylyn N.	F	Nursing Attendant I
418.	Noay, Amalia A.	F	Administrative Aide III
419.	Nopal, Algie D.	M	Administrative Aide I
420.	Nopal, Gemma D.	F	Nurse I
421.	Notarte, Ricardo Jr., N.	M	Utility Worker I
422.	Nuñez, Adejo A.	M	Cook I
423.	Nuñez, Eva S.	F	Midwife II

424.	Nuñez, Ginelle C.	F	Revenue Collection Clerk I
425.	Nuñez, Lucila M.	F	Nursing Attendant I
426.	Nuñez, Zacarias M.	M	Heavy Equipment Operator I
427.	Ocado, Marilyn M.	F	Utility Worker I
428.	Ocampo, Ma Tita V	F	Utility Worker I
429.	Ocañada, Mitzi L	F	Senior Agriculturist
430.	Oceña, Rosemary O.	F	Administrative Officer I (Records Officer I)
431.	Odicta, Ma. Linda P	F	Agricultural Technologist I
432.	Oja, Adoracion O.	F	Nurse I
433.	Omega, Victorino Jr. B.	M	Administrative Aide I (Utility Worker I)
434.	Omila, Antonio D.	M	Utility Worker II
435.	Omila, Enneciolo P.	M	Administrative Aide I (Laborer I)
436.	Omillon, Irene R.	M	Administrative Aide I (Utility Worker I)
437.	Ompoy, Arsenio P.	M	Administrative Aide I (Laborer I)
438.	Ompoy, Vilma A.	F	Utility Worker I
439.	Onde, Jehiel A.	M	Engineer I
440.	Oppura, Mar Danilo L.	M	Administrative Aide I (Utility Worker I)
441.	Oracan, Mary Ann T.	F	Farm Supervisor
442.	Oracion, Gilbert G.	M	Administrative Aide I
443.	Oracion, Jonas S.	M	Administrative Aide I
444.	Oracion, Rogem Anthony D.	M	Administrative Aide IV (Storekeeper I)
445.	Oracion, Sabino A.	M	Administrative Aide I
446.	Ordiz, Julito C.	M	Utility Worker I
447.	Orquilla, Leomar A.	M	Administrative Aide III (Clerk I)
448.	Otom, Conrado P.	M	Administrative Aide I (Utility Worker I)
449.	Ouano, Anne Raida C.	F	Nurse I
450.	Pacanan, Rito Jr. G.	M	Nurse I
451.	Pacion, Jaime A.	M	Security Guard I
452.	Padilla, Rosalie S.	F	Administrative Aide I (Utility Worker I)
453.	Padua, Luisito N.	M	Administrative Aide I
454.	Palermo, Arnel R.	M	Utility Worker I
455.	Palermo, Maria Ruvic D.	F	Administrative Aide I
456.	Pancito, Cresente L.	M	Administrative Aide I (Laborer I)
457.	Pando, Romel N.	M	Driver
458.	Pantollano, Joy Lyn M.	F	Administrative Aide I (Laborer I)
459.	Pantollano, Mylen G.	F	Administrative Aide I (Utility Worker I)
460.	Pantoñal, Kristine Kay B.	F	Agricultural Technologist I
461.	Pardillo, Joselito C.	M	Clerk I
462.	Pardillo, Luella May C.	F	Utility Worker I
463.	Pardillo, Teresa M.	F	Administrative Aide (Utility Worker I)
464.	Pastoril, Erlolinda M.	F	Agricultural Technologist I
465.	Patolilic, Al Rey U.	M	Nursing Attendant I
466.	Patolilic, Diesebel G.	F	Administrative Aide I

467.	Patolillo, Teresita M.	F	Administrative Aide I
468.	Payot, Luisito G.	M	Utility Worker I
469.	Pelipel, Divah Grace D.	F	Agricultural Technologist
470.	Peñones, Annaliza T.	F	Utility Worker I
471.	Peñones, Jeffrey T.	M	Electrician I
472.	Pesales, Gielany R.	F	Nurse I
473.	Peseral, Alano M.	M	Driver I
474.	Pesodas, Eliseo S.	M	Driver II
475.	Pesodas, Mary Joy M.	F	Administrative Aide IV (Clerk II)
476.	Piamonte, Romeo	M	Farm Worker II
477.	Plaza, Flordeliza C.	F	Youth Development Officer III
478.	Plaza, Jea C.	F	Computer Operator II
479.	Polea, Cesar A.	M	Traffic Aide I
480.	Poliquit, Jirah Joy A.	F	Project Evaluation Officer I
481.	Polo, Nenita S.	F	DEMO III
482.	Polo, Roland N.	M	Administrative Aide I (Utility Worker I)
483.	Pontiilla, Alvin E.	M	Animal Keeper I
484.	Posas, Marlene B.	F	Medical Technologist II
485.	Postrero, Rosie P.	F	Midwife II
486.	Potot, Welnit B.	F	Utility Worker I
487.	Prado, Alnie I.	M	Administrative Aide I (Utility Worker I)
488.	Prieto, Daisy G.	F	Utility Worker I
489.	Prieto, Gay Marie S.	F	Nursing Attendant I
490.	Puzon, Demetrio F.	M	Bookbinder III
491.	Ramirez, Jenica T.	F	Supply Officer III
492.	Razaga, Federico Jr., D.	M	Utility Worker I
493.	Rebeca, Rolando P.	M	Capataz
494.	Rebucas, Irene Joy D.	F	Nurse I
495.	Rebuyas, Bernardo	M	Admin Aide I
496.	Retana, Teofilo N.	M	Administrative Aide I (Utility Worker I)
497.	Rim, Sopia, Jr. C.	M	Agriculturist I
498.	Roa, Niño L.	M	Administrative Aide I
499.	Roa, Rhea D.	F	Sanitation Inspector I
500.	Roca, Jane Antonia M.	F	Revenue Collection Clerk I
501.	Rodriguez, Maria Catherine D.	F	Laboratory Aide II
502.	Rola, Aileen B.	F	Administrative Aide I (Utility Worker I)
503.	Romano, Dominador Jr. T.	M	Administrative Aide I
504.	Romero, Myrna P.	F	Agricultural Technologist I
505.	Rondovio Juli Marie M.	F	Food Service Supervisor I
506.	Royo, Martin Jay V.	M	Nurse I
507.	Sabalones, Jejoma V.	M	Accounting Clerk I
508.	Sabando, Joenel I.	M	Administrative Aide I
509.	Sabando, Marfred V.	M	Administrative Aide IV

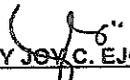
510.	Sabando, Rommel	M	Administrative Aide III (Driver I)
511.	Sablas, Ricardo T.	M	Administrative Aide I (Utility Worker I)
512.	Sabucido, Analou L.	F	Community Affairs Asst. I
513.	Samorin, Genda I.	F	Nursing Attendant I
514.	Sacay, Algerico V.	M	Administrative Aide I (Utility Worker I)
515.	Sacro, Ma. Nella M.	F	Process Server V
516.	Salubre, Tessie M.	F	Administrative Aide VI (Accounting Clerk II)
517.	Salve, Mark Louie N.	M	Building Inspector
518.	Samante, Evelyn O.	F	Agricultural Technician I
519.	Samante, Susano F.	M	Administrative Aide IV (Mechanic I)
520.	Samson, Wilgremor P.	F	Administrative Aide I (Laborer I)
521.	Sanchez, Sweet Angely B.	F	Administrative Aide I
522.	Santiago, Erma N.	F	Administrative Aide IV (Bookbinder II)
523.	Sapaula, Darwin L.	M	Admin Aide III (Driver I)
524.	Semeno, Ruth L.	F	Nursing Attendant II
525.	Seno, Prescillano, Jr. C.	M	LDRRMO II
526.	Serania, Ailan M.	M	Administrative Aide I
527.	Serot, Mary Flor V.	F	Administrative Aide I (Utility Worker I)
528.	Sese, Millette B.	F	Clerk II
529.	Solis, Juliet A.	F	Midwife I
530.	Solis, Mariboy M.	M	Revenue Collection Clerk I
531.	Soller, Jose Jr., N.	M	Medical Equipment Technician II
532.	Sombilon, Bezaleel V.	M	Youth Development Assistant I
533.	Sombilon, Severino D.	M	Utility Worker I
534.	Soria, Roan D.	F	Utility Worker I
535.	Soriano, Ma. Lindell L.	F	Revenue Collection Clerk II
536.	Sosmeña, Editha Y.	F	Utility Worker I
537.	Suba-an, Gersalita B.	F	Administrative Assistant III
538.	Subayno, Danilo G.	M	Welder I
539.	Sumabal, Miriam V.	F	Sanitation Inspector III
540.	Suñer, Arcelita C.	F	Administrative Aide II
541.	Suñer, Avelino M.	M	Laborer I
542.	Suraita, Nelita P.	F	Utility Worker I
543.	Taboada, Zhiena C.	F	Nurse I
544.	Tabudlong, John Kenneth R.	M	Farm Foreman
545.	Tabudlong, Rene I.	M	Utility Worker I
546.	Tabudlong, Z Jose D.	M	Farm Supervisor
547.	Talatayod, Beb Cheryl D.	F	Administrative Aide III
548.	Tambeling Reymund	M	Administrative Aide I
549.	Tan, Elmer G.	M	Utility Worker I
550.	Tan, Junadel Era O.	F	Senior Agriculturist
551.	Tan, Michelle Ryan E.	F	Administrative Aide I (Utility Worker I)
552.	Tan, Mirian L.	F	Community Affairs Officer I

553.	Tan, Rehina L.	F	Utility Worker I
554.	Tanaid, Alberto C.	M	Administrative Aide I
555.	Tanaid, Noel C.	M	Farm Foreman
556.	Tanaid, Rosalio C.	M	Heavy Equipment Operator II
557.	Tello, Annaliza C.	F	Nurse I
558.	Toledo, Ernesto S.	M	Traffic Aide II
559.	Tomada, Jennifer I.	F	Revenue Collection Clerk I
560.	Trigosa, Celso C.	M	Admin Aide I
561.	Trigosa, Kristel Joy R.	F	Medical Technologist I
562.	Trigosa, Maria Loina B	F	Administrative Aide II
563.	Tripoli, Grace J.	F	Internal Auditor IV
564.	Tripoli, Maximo M.	M	Administrative Aide III
565.	Tumulak, Lourdes R.	F	Nursing Attendant I
566.	Turan, Aleli L.	F	Nutritionist/Dietitian II
567.	Urbona, Marlon G.	M	Midwife I
568.	Uy, John Oliver V.	M	Radiologic Technologist II
569.	Uy, Werner D.	M	Computer Operator II
570.	Valencia, Herman T.	M	Local Legislative Staff Asst. III
571.	Valenzona, Amalia P.	F	Laborer I
572.	Valenzona, Ann Elta V.	F	Agricultural Technologist I
573.	Valenzona, Bithyl V.	M	Farm Foreman
574.	Valenzona, Dina M.	F	Laborer I
575.	Valenzona, Evaristo M.	M	Security Guard I
576.	Valenzona, Gabby Liza G.	F	Revenue Collection Clerk I
577.	Valenzona, Julius Elfred F.	M	Nurse I
578.	Valenzona, Myrna V.	F	Administrative Aide I (Utility Worker I)
579.	Valenzona, Nelson B.	M	Utility Worker I
580.	Varela, Rodel S.	M	Administrative Aid I (Driver)
581.	Varron, Gregorio G.	M	Utility Worker I
582.	Vega, Joel A.	M	Administrative Aide I
583.	Vega, Maria Eumen M.	F	Nurse I
584.	Velasco, Melanie B.	F	Nurse II
585.	Veloso, Leonardo P.	M	Administrative Aide IV (Driver II)
586.	Veloso, Sergio C.	M	Driver
587.	Vidal, Angeli Nor P.	F	Farm Worker II
588.	Vidal, Marinelle P.	F	Administrative Aide IV (Acctg. Clerk I)
589.	Villalino, Aileen G.	F	Utility Worker I
590.	Villamor, Karl Benedict B.	M	Nurse I
591.	Villaroya, Venice Karmel C.	F	Radiologic Technologist II
592.	Villocino, Marjorie C.	F	Nurse I
593.	Vitualla, Judith M.	F	Midwife I
594.	Vitualla, Ricardo, Jr., R.	M	Administrative Aide I (Laborer I)
595.	Wales, June Fritz D.	M	Nurse I

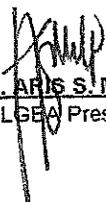
596.	Yap, Jesus, Jr. M.	M	Const & Maint. Gen. Foreman
597.	Yap, Joseph Martin M.	M	Nurse I
598.	Yap, Karen Krisna Miralyn M.	F	Environmental Management Specialist I
599.	Yu, Princess Ethel P.	F	Revenue Collection Clerk I

I hereby certify that the above-mentioned names are the official members of the Baybay Local Government Employees' Association (BaLGEA) as of February 28, 2025.

CERTIFIED CORRECT:


MARY JOY C. EJOC
BaLGEA Secretary

ATTESTED BY:


ENGR. ARIS S. MILLOZA
BaLGEA President



Republic of the Philippines
 PROVINCE OF LEYTE
 City of Baybay
 -0000000-



MINUTES OF MEETING

**BAYBAY LOCAL GOVERNMENT EMPLOYEES' ASSOCIATION (BaLGEA)
 GENERAL ASSEMBLY MEETING**

February 21, 2025, at 2:00 P.M.

4th Floor Assembly Hall, Baybay New City Hall, Diversion Road, Brgy, Gaas, Baybay City, Leyte

Present:

ENGR. ARIS S. MILLOZA	-	President
MS. MARYLOU C. CREO	-	Vice-President
MS. MARY JOY C. EJOC	-	Secretary
MR. ARLAN L. CABRAS	-	Treasurer
MS. GRACE J. TRIPOLI	-	Auditor
MS. MARISSA M. CANO	-	Public Relations Officer
MR. SOPIO C. RIM, JR.	-	Sergeant at Arms
MR. JEJOMA V. SABALONES	-	Sergeant at Arms
MS. JENICA T. RAMIREZ	-	Member of the Board
MR. NELSON A. DUMAGUING	-	Member of the Board
MS. IVY JANE R. FLANDEZ	-	Member of the Board
MR. HARVEY A CANO	-	Member of the Board

410 BaLGEA members

The general assembly meeting started at 2:00 pm.

Program Flow:

Prayer	: Mr. Jejoma V. Sabalones, BaLGEA Sergeant at Arms
National Anthem	: Sound System
Baybay Hymn	: Sound System
Welcome Message	: Engr. Aris S. Milloza, BaLGEA President

Agenda:

- A. INDUCTION OF OFFICERS & MEMBERS OF THE BOARD FOR CY 2025-2028;**
- B. FINANCIAL REPORT AS OF DECEMBER 31, 2024;**
- C. PRESENTATION OF NEWLY APPOINTED MEMBERS OF THE BALGEA'S WORKING COMMITTEES**
- D. AMENDMENTS OF GUIDELINES FOR THE AVAILMENT OF MUTUAL AIDS AND THE CONSTITUTION AND BY-LAWS (CBL) OF THE ASSOCIATION;**
- E. UPDATE ON LGU EMPLOYEES UNIFORM; AND**
- F. OTHER MATTERS**

Proper Meeting Discussion:

A. INDUCTION OF OFFICERS & MEMBERS OF THE BOARD FOR CY 2025-2028;

- The BaLGEA's set of officers and members of the board for year 2025-2028 is presented to the body (pursuant to the result of the BaLGEA Election that was held on January 10, 2025 (*Minutes from Commission on Election is attached*)).

President	: ENGR. ARIS S. MILLOZA
Vice-President	: MS. MARYLOU C. CREO
Secretary	: MS. MARY JOY C. EJOC
Treasurer	: MR. ARLAN L. CABRAS
Auditor	: MS. GRACE J. TRIPOLI
Public Relations Officer	: MS. MARISSA M. CANO
Sgt. At Arms	: MR. SOPIO C. RIM, JR.
	: MR. JEJOMA V. SABALONES
Members of the Board	: MS. JENICA T. RAMIREZ
	: MR. NELSON A. DUMAGUING
	: MS. IVY JANE R. FLANDEZ
	: MR. HARVEY A. CANO

- *No further concerns/questions were raised.*

B. FINANCIAL REPORT AS OF DECEMBER 31, 2024;

- Mr. Arlan L. Cabras, BaLGEA Treasurer, presented to the body the Association's Financial Report such as the Statement of Operation and the Financial Condition as of December 31, 2024 (*as Attached*).
- Under the Statement of Operation for the year ended December 31, 2024, the total revenues is Php1,651,552.26 and the net income is Php279,296.81. Under the Financial Condition, the total assets, total liabilities, and member's equity of the association is Php2,178,554.05 as of December 31, 2024.
- *No further concerns/questions were raised.*

C. PRESENTATION OF NEWLY APPOINTED MEMBERS OF THE BALGEA'S WORKING COMMITTEES

- The newly appointed Chairman, Co-Chair and members of the BaLGEA's Working Committee is being presented to the body. The said appointment was according to the Minutes of Meeting during the Officers and Members of the Board Meeting held on January 31, 2025, at 2:00 o'clock in the afternoon, at the City Planning and Development Office (CPDO) Conference Room, Baybay New City Hall, as follows:

Committee on Membership

Chairman	: MR. HARVEY A. CANO
Co-chair	: MR. ROGELIO U. HERBOLINGO
Members	: MR. SIR MENOEL R. MODINA
	: MS. AEVEE HEIRESSHE F. BORJA

Committee on Grievance

Chairman	: MR. SOPIO C. RIM, JR.
Co-chair	: MR. JEJOMA V. SABALONES
Members	: MR. JERSON I. COLOCAR
	: MS. RIO ABEGAIL S. LATORENO

Committee on Labor Education & Research

Chairman : MS. MARISSA M. CANO
Co-chair : MS. MIRIAN L. TAN
Members : MS. MA. LILIBETH A. BREZO
 : MS. LILY MAY B. BANTILAN
 : MS. FLORIE MAE A. LAO

Committee on Employees' Welfare

Chairman : MS. MARYLOU C. CREO
Co-chair : MS. IVY JANE R. FLANDEZ
Members : MS. JEA C. PLAZA
 : MS. MARY JOY M. PESODAS

- *No further concerns/questions were being raised.*

D. AMENDMENTS OF GUIDELINES FOR THE AVAILMENT OF MUTUAL AIDS AND THE CONSTITUTION AND BY-LAWS (CBL) OF THE ASSOCIATION;

Proposed Amendments for the Availment of Mutual Aids:

a. Member's Beneficiary for Hospitalization Aid, as follows:

Single – Mother/Father
Married – Spouse/Children (18yrs old & below)
Common-Law Spouse – Parents/Children

If the husband and wife are both members, the beneficiary must only be their child

Suggestions/questions/concerns that were being raised from the members:

1. How about for those married members who do not have an 18 yrs. old child? Does his/her parent/s be qualified as beneficiary?
 - **Majority voted: It was approved by the body that for those married members who has child/children, 21 years old and below will be the new age limit to be considered as qualified beneficiary instead of 18 yrs. old and below. In the case of having child/children aged more than 21 yrs. old already, his/her beneficiary will be the husband or wife only.**
2. How about those childless married couples and both were members of the association?
 - **Majority voted: It was agreed by the body that if this is the case, both of them could make their senior citizen parents as their qualified beneficiary.**
3. How about if a member is widow/widower, no child who is under 18 yrs. Old, no parents (deceased), who can be his/her qualified beneficiary?
 - **Majority voted: The body agreed that in this case, a member could designate beneficiary from 1st degree to 2nd degree relatives, however, he/she must be a senior citizen or aged 21 yrs. old and below.**
4. How about for those married member with no other child that aged 21 yrs. old and below but has a special child and aged more than 21 yrs. old?
 - **Majority voted: The body agreed that in this case, a PWD child is automatically considered as qualified beneficiary regardless of his/her age.**

- **Majority voted: It was agreed by the body that the BaLGEA Officers would produce a form to be filled-up by all active members of the association for their updated list of qualified beneficiaries.**
- **Majority voted: Considering all of the suggestions/questions/concerns, the body approve the amendment of the member's beneficiary for hospitalization aid, as follows:**

Member's Beneficiary for Hospitalization Aid, as follows:

Single	- Mother/Father
Legally Separated	- Mother/Father/Children (21yrs old & below)
Solo Parent	- Mother/Father/Children (21yrs old & below)
Married	- Spouse/Children (21yrs old & below)
	- PWD child (regardless of age)
	- Senior Citizen Parents (if childless)
Widow/Widower	- can designate beneficiary from 1 st degree to 2 nd degree relatives (senior citizen or aged 21 yrs. old and below)
Common-Law Spouse	- Parents/Children (21yrs old & below)
If the husband and wife are both members, the beneficiary must only be their child	

- *No further concerns/questions were being raised.*
- b. Increase the Mortuary Aid from Php5,000.00 to Php10,000.00.
- **Majority voted: It was approved by the body to increase Mortuary Aid from Php5,000.00 to Php10,000.00.**
 - *No further concerns/questions were being raised.*
- c. Increase the Retirement Benefit "Pabaon" from Php3,000.00 to Php5,000.00.

Suggestions/questions/concerns were being raised from the members:

1. How about making it into Php10,000.00 Pabaon/Retirement Benefit for those who became an active member for about 5 yrs. and above during his/her retirement?
2. How about making it into Php5,000.00 Pabaon/Retirement Benefit for those who became an active member less than 5 yrs. during his/her retirement?
3. Became an active member of less than 10yrs – Php5,000.00 Pabaon/Retirement Benefit
4. Became an active member for more than 10yrs. – Php10,000.00 Pabaon/Retirement Benefit
5. How about if all active members will be deducted an amount of Php200 each from their Mid-Year and Year-End bonus then the total amount will be divided for those all-retirees members for that current year?
6. How about if whenever a member will retire, his/her pabaon will be calculated based on how many years he/she became a member of the association, then every year will be equivalent to Php500.00.

Example: a member will retire this current year 2025 then he/she became an active member in 2020, so the computation would be: 5 yrs x Php500 = Php2,500.00 would be his/her Pabaon/Retirement Benefit.

7. In connection to #6, how about making it to Php1,000/year (as an active member of the association) but a maximum of Php10, 000.00 only.
 8. In connection to #5, a Php500.00 Mid-Year deduction, then make it to Php20,000.00 Pabaon/Retirement Benefit.
 9. In connection to #5, a Php300.00 Mid-Year deduction, then make it to Php20,000.00 Pabaon/Retirement Benefit.
- The BaLGEA President, Engr. Aris S. Milloza reminded the body that the suggestions being raised are still in need of further analysis to ensure that our fund can suffice considering that our association is only relying from the monthly dues of its members. Engr. Milloza, requested the body that at the moment, how about let's focus on the original proposal of Php5,000.00 for pa Pabaon/Retirement Benefit as it was being analyzed and forecasted already.
 - Majority voted: The body approved the amendment for the Retirement benefit "Pabaon" of Php5,000.00. In addition, for the several suggestions about the pabaon, it was agreed by the body also that it still needs further study and analysis before its implementation.
 - *No further concerns/questions were raised.*
- d. If a member resigns, he/she can avail Resignation Benefit "Pabaon" amounting to Php3, 000.00, considering that he/she contributed for at least 10 years to the association.
- Majority voted: It was approved by the body that a member could avail Resignation Benefit "Pabaon" amounting to Php3, 000.00, considering that he/she contributed for at least 10 years to the association.
 - *No further concerns/questions were raised.*

Proposed Amendments for the Constitution and By-Laws (CBL) of BaLGEA

- Existing: Article IV. Membership. Section 2. Qualified rank and file employees of the AGENCY may become members of the ASSOCIATION by written application approved by the President upon recommendation of the Committee on Membership and after payment in full of the required admission fee.

Amendment: Article IV. Membership. Section 2. Qualified rank and file employees of the AGENCY may become members of the ASSOCIATION by filling up the Application Form/Registration Form, which may be secured from the Application In-Charge at the City Accounting Office and after payment in full of the required admission fee.

Additional Section for Article IV: Article IV. Membership. Section 5. The association does not compel qualified rank and file employees to join in the association; Nevertheless, if the employee is not interested to be part of the association, he/she must fill out a Waiver and shall pay an agency fee of 10% for every monetary value received benefited from the Collective Negotiation Agreement (CNA).
- Existing: Article VII. Standing Committees. Section 1.a. Committee on Membership- The Committee on Membership shall receive and process application for membership and make recommendations thereon to the Secretary. It shall implement rules, regulations and decisions as may be promulgated by the Officers and the Board or the general membership for the admission of members in the ASSOCIATION.

Amendment: Article VII. Standing Committees. Section 1.a. Committee on Membership. The Committee on Membership shall conduct an Annual Membership Education Seminar (MES) regarding BaLGEA's Policies and Programs, including Benefits of the members. The Committee shall secure the list of participants from the Application In-Charge from the City Accounting Office or from the BaLGEA Secretary. Sections 5-9 of Article VIII must be included in the MES, as well as Sections 3 & 4 of Article X of the Constitution.

Proposed Increase of the Honorarium of Officers and Members of the Board:

- From P500.00 to P800.00 for the President, Secretary and Treasurer; and
- From P300.00 to P500.00 for Vice President, Auditor, Public Relations Officer, Sgt. At Arms and Members of the Board.
- Majority voted: The body approved the increase of the honorariums of officers and members of the board of the association.
- Ms. Mirian L. Tan, an active member of the association, moved to pass the resolution for the abovementioned amendments of the association's CBL.
- Mr. Rolando P. Llagas, an active member of the association, seconded the motion, and the rest of the body.
- No further concerns/questions were raised.

E. UPDATE ON LGU EMPLOYEES UNIFORM; AND

- Ms. Jenica T. Ramirez, Member of the Board, presented to the body the updates of the employee's clothing particularly the figures of delivered and undelivered uniforms for Regular and JO's (as attached).
- Ms. Ginelie C. Nuñez, RCC of City Treasurer Office and an active member of the association, presented the Total Cash Advances/Cash on Hand Available for the payments of the employee's clothing for last year 2024 (as attached).
- Ms. Marinelle P. Vidal, Accounting Clerk of City Accounting Office and an active member of the association, presented the cost of materials and labor for employees' clothing for last year 2024. Suppliers are Brazilian for the cloth and Kamiseta ni Julio for the labor.

Suggestion/question/concern is being raised from the members:

1. Ms. Maribeth A. Managbanag, an active member of the association, asked for the individual expenses or breakdown of expenses that will show the cost of the cloth and labor.
- Ms. Vidal confirmed to post it to the BaLGEA Group Chat since she was not able to bring with her the copy. Then, the body agreed it.
- Furthermore, the supplier from Kamiseta ni Julio was fortunately granted our request to attend this general assembly to give us an update as to when the employee's uniforms will be completed and released. With their presence, the following suggestions/questions/concerns were being raised from the members, as follows:
 1. Ms. Gersalita B. Suba-an, an active member of the association, asked the representative from the Kamiseta ni Julio if they can all finish the 4 sets of uniform before Charter Day which will be on June 16, 2025?

- The representative replied that they cannot confirm considering that they only have more or less three tailors, according to him, they will discuss it first with Atty. Jun Cayunda what to do whenever they cannot complete it to the requested date.
- 2. Mr. Jerson I. Colocar, an active member of the association, requested to pass a resolution urging the Kamiseta ni Jullo (the supplier) to finish and deliver the LGU employee's uniform on or before Charter Day of Baybay City.
- This was noted and agreed by the Officers and Members of the Board and the body.
- Ms. Vidal continued to present the financial statement of the clothing allowance last year 2024 (as attached). She added that everyone has change from last year, however, because of the agreement that –any change we have from last year will be contributed for the uniforms of JOs, we will no longer receive any change from the last year's clothing allowance, and, the body agreed this. However, it was found out that there were still a balance to pay for JO Uniforms after consolidating the total change from last year.
- Based on the computation, the remaining balance cost for JO Uniforms will be fully paid if all regular employees will be deducted with Php728.55 from the Clothing Allowance this current year 2025.
- In addition, it is suggested to add an additional deduction of Php500.00 to all regular employees (with their own uniforms like medical staff, etc.) who were being released with full cash of their Clothing Allowance last year 2024.
- So, the proposed deduction for this year's Clothing Allowance 2025 would be, the following:
 - Php728.55 – For those regular employees who availed the 4 sets of LGU Uniforms last year 2024;
 - Php728.55 + Php500.00 – For those regular employees who did not avail the LGU Uniforms because they have their own uniforms like medical staff, nurses, and traffic enforcers.
- **Majority voted: This proposed deductions for this current year 2025 Clothing Allowance has been approved by the body.**
- *No further concerns/questions were raised.*

F. OTHER MATTERS

- Informed the body that the collection of Php500.00 fines will be strictly imposed for those absent during tree planting activity last year 2024. The list of names for those absent will be posted for their guidance, and they can make the payment to Mr. Arlan L. Cabras, BaLGEA Treasurer.
- **Majority voted: It was approved by the body.**
- *No further concerns/questions were raised.*

Closing Remark: Ms. Marylou C. Creo, BaLGEA Vice-President

There being no other matters to be discussed, the meeting was moved for adjournment, duly seconded by the rest of the members present. The meeting adjourned at 4:55 pm

I hereby certify to the correctness of the foregoing minutes.


MARY JOY C. EJOC
BaLGEA - Secretary

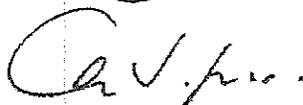
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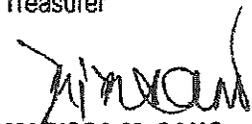

ENGR. ARIS S. MILLOZA
BaLGEA - President

With our conformity:


MARYLOU C. CREOL
Vice President

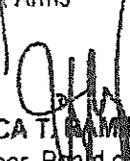

ARLAN L. CABRAS
Treasurer


GRACE J. TRIPOLI
Auditor


MARISSA M. CANO
Public Relations Officer


SOPIO C. RIM, JR.
Sgt. at Arms


JEJOMAR V. SABALONES
Sgt. at Arms


JENICA T. RAMIREZ
Member, Board of Director


NELSON A. DUMAGUINA
Member, Board of Director


IVY JANE R. FLANDEZ
Member, Board of Director


HARVEY A. CANO
Member, Board of Director

Public Sector Employees' Association
ANNUAL ACCOMPLISHMENT REPORT
For the Year 2023-2024

I. Union Profile:

Name of Employee Association (EA)	<u>Baybay Local Government Employees' Association (BaLGEA)</u>
Name of Agency	<u>LGU Baybay City, Leyte</u>
Address of Operations	<u>Brqy. Cogon, Diversion Road, Baybay City Hall, Baybay City, Leyte</u>
Registration No. and Date of Issue	<u>COR No. 2002 Issued on February 24, 2016</u>
Accreditation No. and Date of Issue	<u>Accreditation No. 1049 Issued on June 21, 2016</u>
CNA Registration No. and Date of Issue	<u>CNA No. 2651 Issued on December 29, 2022</u> <u>(Effectivity period from November 27, 2022 to November 26, 2025)</u>
Number of CNAs Concluded (If applicable and pls. specify Period of effectivity)	<u>2</u> <u>CNA No. 1844 Issued on December 18, 2019</u> <u>(Effectivity period from September 19, 2019 to September 18, 2022)</u> <u>CNA No. 1154 Issued on December 15, 2016</u> <u>(Effectivity period from October 06, 2016 to October 05, 2019)</u>

II. Reportorial Requirements:

1. Amendment of the Constitution and By-laws, Minutes of adoption/ratification of such amendments together with the signatures of the members who ratified the same;
2. Financial Report;
3. List of Officers and Members of the Board;
4. List of Members; and
5. Annual Accomplishment Report

III. Accomplishments:

- a. **Employees Association's Initiatives** (programs and projects that give distinct benefits to members of the EA concerned):

The Baybay Local Government Employees' Association (BaLGEA) is committed to providing not only to its members but also to all employees (including Job Order Workers) of City Government of Baybay with valuable initiatives that enhance their professional skills and overall workplace experience. One of the Employees Association's Initiatives is the **Seminar-Workshop on Basic Records Management for LGU Employees, designed to equip participants with basic knowledge of records keeping and management to efficiently and effectively organize records in the office.** By participating in this workshop, participants gain practical skills that directly apply to their roles, empowering them to ensure efficiency and accuracy in their work. Additionally, the EA's broader suite of initiatives—including career development opportunities, wellness programs, and networking events—further enhances the community's support system, fostering both individual growth and collaborative success among its members.

In addition, BaLGEA is committed to enhancing the lives of its members through a variety of impactful initiatives designed to provide distinct benefits and foster a sense of community. Among these initiatives is the Annual "Christmas Giveaways" program, which brings holiday cheer every December by distributing half (½) sack of rice. This gesture not only helps alleviate the financial burden of holiday expenses but also reinforces the spirit of togetherness and gratitude within the association. Through these initiatives, the Employees Association ensures that its members feel valued and supported throughout the year.

Moreover, BaLGEA is dedicated to supporting its members through a range of vital initiatives designed to provide distinct benefits and enhance their overall well-being. Among these invaluable program is the Financial Assistance (FA) through **Hospitalization Benefits**, which offer crucial support for members and their designated beneficiaries in times of medical emergencies; **Assistance for Chronic Illnesses**, ensuring that members have access to necessary resources and care when facing long-term health challenges; **Retirement Benefit**, helping them plan for a secure and comfortable post-employment life; and in the unfortunate event of a member's passing, BaLGEA offers a **Death Benefit** to support bereaved families during their time of need. BaLGEA were able to provide various assistance on FA claims to the members, as follows:

FA Claims CY 2023

- a. *Hospitalization Benefits (member & beneficiary)* – 79 claims
- b. *Retirement Benefit (Pabaon)* – 9 claims
- c. *Chronic Illness Aid* – 5 claims
- d. *Death Benefit* – 1 claim

FA Claims CY 2024

- a. *Hospitalization Benefits (member & beneficiary)* – 69 claims
- b. *Retirement Benefit (Pabaon)* – 13 claims
- c. *Chronic Illness Aid* – 3 claims
- d. *Death Benefit* – 2 claims

Through these comprehensive initiatives, the Association demonstrates its unwavering commitment to enriching the lives of its members and fostering a caring community.

b. Best Practices in the Agency involving the EA: (programs/projects that are jointly undertaken by the Management and EA that resulted in improved relations and harmony in the workplace:

The association is actively seeking advices and guidance from the LGU Management Councils whenever there is a need to implement the association's new strategies, projects, or initiatives, and one of those is the Collective Negotiation Agreement (CNA). This collaborative approach ensures that decisions are made with the benefit of experienced leadership, aligning the association's goals with the expertise and vision of those in higher management. By consulting higher management, the association can leverage their insight to mitigate risks, optimize outcomes, and maintain a clear direction. This practice fosters informed decision-making and strengthens the overall effectiveness of the association's initiatives.

Another best practice within our association is the commitment of all members to contribute funds for the uniforms of Job Order (JO) employees. This collective effort not only ensures that every member is equipped with high-quality uniforms but also fosters a sense of unity and shared responsibility within our community. By pooling our resources in this manner, we can enhance the overall appearance and professionalism of our team, while also reinforcing the importance of collaboration and support for one another in achieving our common goals. This practice exemplifies our dedication to maintaining a strong, cohesive identity as an association.

In addition, the association is always ready to take on greater responsibilities, such as serving as a facilitator during the Government Employees Night. This kind of event not only provides an opportunity for recognition and celebration of the hard work of our employees, but it also strengthens camaraderie and

collaboration within the local government unit. By stepping into this role, the association demonstrates leadership and commitment to enhancing employee morale and fostering a positive work environment. Such practice are vital for building a supportive community and highlighting the value we place on our employees.

Moreover, the BaLGEA conducted general assembly meeting every beginning of the year, which hold collaborative feedback sessions where members (rank and file employees) can voice their concerns and suggestions regarding the association & workplace policies and practices. This initiative fosters open communication and transparency, allowing management to address issues proactively, resulting in a more cooperative and harmonious work environment.

These best practices underscore the importance of collaboration between the Management and the Employees' Association, resulting in a more engaged, satisfied, and harmonious workforce.

c. Challenges Encountered:

Associations often face a variety of challenges that can influence their effectiveness and the satisfaction of their members. One significant is ensuring effective communication; miscommunication or lack of communication can lead to misunderstandings and a sense of disconnect among members. Furthermore, adapting to changing needs and expectations is essential, as members may seek new services or initiatives that align with their evolving priorities in a rapidly changing environment.

Another challenge is member engagement; keeping members actively involved and committed can be difficult, particularly in a landscape where people have numerous competing priorities.

d. Actions on Challenges:

1. Ensured Effective Communication through establishing communication channel such as social media (messenger group chat and association's Facebook page), Regular Updates, and Transparency through putting up a visible bulletin board to keep members informed with regular updates about the association's plans, projects, and decisions and for open discussions.
2. Regularly reviewed and updated the association's strategic plan to reflect the evolving needs of the members.
3. Develop services and initiatives that provide clear benefits to members.
4. Encourage members participation in an events and activities designed to engage and educate such as Seminar-Workshops, Tree Planting, Government Employees Night, Fun-Run, and others.
5. Facilitate Open Dialogue for members to voice their opinions and concerns through General Assembly.
6. Foster an environment where diverse opinions are encouraged and valued, including clear processes for nominations and elections for leadership roles.
7. Encourage inclusivity within the association to ensure all voices are heard and valued, helping to reduce conflicts and enhance communication.

Submitted by:


ENGR. ARIS S. MILLOZA
(Signature over Printed Name)

BaLGEA President
(Position in the Association)

March 14, 2025
(Date)



Republic of the Philippines
 Province of Leyte
 City of Baybay

BAYBAY LOCAL GOVERNMENT EMPLOYEES ASSOCIATION (BaLGEA)

STATEMENT OF OPERATION
 For the year ended December 31, 2024

Membership Fee	(# 622-640)	19	(# 642-655)	14	33	3,300.00
Agency Fee December 2023						120,000.00
Member's Donations to J.O.						52,800.00
Monthly Dues:	2023	December				113,400.00
	2024	January to December				1,361,000.00
Interest Income						<u>1,052.26</u>
TOTAL REVENUES						1,651,552.26
LESS: EXPENSES						
Member's Benefit- Rice Assistance						833,280.00
F/A Hospitalisation		69				315,000.00
Chronic F/A		3				15,000.00
Death Benefit/ Burial		2				10,000.00
F/A Pabaon		13				39,000.00
Honorarium	Quarter	4				97,800.00
Meal & Snacks						30,844.00
Miscellaneous						<u>31,121.00</u>
Net Operating Income						<u>1,372,045.00</u>
LESS: Withholding Tax						279,507.26
Net Income						<u>210.45</u>
						<u><u>₱ 279,296.81</u></u>

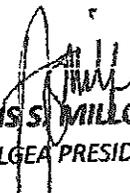
Prepared by:


ARLAN L. CABRAS
 BaLGEA TREASURER

Approved:


GRACE J. TRIPOLI
 BaLGEA AUDITOR

Conforme:


ARIS S. MILLOZA
 BaLGEA PRESIDENT



Republic of the Philippines
Province of Leyte
City of Baybay

BAYBAY LOCAL GOVERNMENT EMPLOYEES ASSOCIATION (BaLGEA)

FINANCIAL CONDITION
For the year ended December 31, 2024

ASSETS

Cash on Hand	13,846.00
Cash In Bank	<u>2,164,708.05</u>
TOTAL ASSETS	<u>₱ 2,178,554.05</u>

LIABILITIES & MEMBER'S EQUITY

LIABILITY	
Liabilities	0
MEMBER'S EQUITY	
Undivided Retained Earnings	<u>2,178,554.05</u>
TOTAL LIABILITIES & MEMBER'S EQUITY	<u>₱ 2,178,554.05</u>

Prepared by:


ARLAN L. CABRAS
BaLGEA TREASURER

Approved:


GRACE J. TRIPOLI
BaLGEA AUDITOR

Conforme:


ARIS MILLOZA
BaLGEA PRESIDENT