

**“AN ORDINANCE GRANTING DEATH BENEFIT WELFARE ASSISTANCE IN THE  
AMOUNT OF AT LEAST TEN THOUSAND PESOS (PHP10,000.00) TO THE  
BEREAVED FAMILIES OF REGULAR, CASUAL AND CO-TERMINOUS EMPLOYEES OF  
TUGUEGARAO CITY GOVERNMENT WHO DIED IN THE LINE OF SERVICE”**

Sponsored by: Hon. Gilbert S. Labang  
Hon. Jude T. Bayona  
Hon. Grace B. Arago  
Hon. Ronaldo S. Ortiz



**WHEREAS**, the City Government recognizes the fact that it owes the employees so much for the progress and development that Tuguegarao City has achieved thus far, and it is just but necessary to think of ways to show its sincere gratitude and great respect for them;

**WHEREAS**, to express our sincerest gratitude to our beloved employees who are considered the living link to our history up to their time of demise, and considering further the high cost of burial services nowadays, there is a need to give an additional benefit to their bereaved families in the form of death benefit welfare assistance;

**NOW, THEREFORE**, BE IT ORDAINED BY THE CITY COUNCIL OF TUGUEGARAO CITY IN REGULAR SESSION ASSEMBLED:

**SECTION 1. SHORT TITLE** – This Ordinance shall be known as the “TUGUEGARAO CITY EMPLOYEES DEATH BENEFIT WELFARE ASSISTANCE ORDINANCE OF 2024”

**SECTION 2. DECLARATION OF POLICY** – It is the policy of the Tuguegarao City Government to adopt measures whereby our employees are properly and immediately assisted and appreciated by the community as a whole, and to establish programs beneficial to the employees of the community they serve, by virtue of the objectives of social welfare assistance program.

**SECTION 3. OBJECTIVE** – This Ordinance aims to provide and extend not only moral but also financial or benefit welfare assistance during unforeseen and unavoidable events, such as death, to the bereaved family of the deceased employees whether indigent or non-indigent.

**SECTION 4. COVERAGE** – Regardless of the cause of death of the employees, the legitimate beneficiary/ies shall be entitled to receive the amount of at least Five Thousand Pesos (Php5,000.00) as death benefit welfare assistance from the City Government. Such amount may be increased or augmented, subject to the availability of funds.

**SECTION 5. PROCESSING OF CLAIMS** – No claim for death benefit welfare assistance shall be processed unless the following requirements are submitted to the City Mayor’s Office.

1. Employment Certificate
2. Photocopy of the Death Certificate of the deceased employee
3. Sufficient identification and proof of relationship of the claimant and/or beneficiary. The Marriage Contract shall be presented by the surviving spouse, if the deceased is married; and
4. Such other documents which may be deemed necessary

**SECTION 6. TO WHOM PAYABLE** – The death benefit welfare assistance shall be payable only to the legal spouse who survives the deceased employees upon presentment of the former of their Certificate of Marriage. Provided, however, that where no spouse survives the decedent or if the decedent is not married, the assistance shall be limited to relatives in the following order of degree of kinship: children (legitimate or illegitimate), parents, brothers or sisters, grandparents, grandchildren, uncles and aunts.

**SECTION 7. APPROPRIATION** – The funds necessary for the implementation of this Ordinance shall be taken from the one percent (1%) of General Fund of the city allocated for the program, projects, and activities for AICS Funds subject to the availability of funds.

The City Mayor's Office shall administer and facilitate the fund and shall always appropriate an amount every year in the Annual City Budget for its continuous implementation.

**SECTION 8. PENALTIES FOR ABUSE OF PUBLIC FUNCTION AND EMPLOYMENT OF CRAFT, FRAUD, OR DISGUISE** – Any public officer who shall be found abusing their public function to take advantage of the said death benefit welfare assistance for employees shall be administratively liable and penalized in accordance with this Ordinance. They shall be punished with a fine not exceeding Five Thousand Pesos (Php5,000.00) and imprisonment not exceeding one (1) year or both subject to the discretion of the court.

Any person who shall be found employing craft, fraud, or disguise to take advantage of the said death benefit welfare assistance shall be penalized in accordance with this Ordinance. They shall be punished with a fine not exceeding Three Thousand Pesos (Php3,000.00) and imprisonment not exceeding one (1) year or both subject to the discretion of the court.

**SECTION 9. IMPLEMENTING RULES AND REGULATIONS** – the City Mayor's Office thru the City Social Services Development Department and other agencies concerned shall be enjoined to craft the Implementing Rules and Regulations of this Ordinance.

**SECTION 10. SEPARABILITY CLAUSE** – Should any provision of this Ordinance be declared unconstitutional or illegal by any court of competent jurisdiction, those parts that are not so declared shall remain in full force and effect.

**SECTION 11. REPEALING CLAUSE** – Any previous Ordinance/s or parts thereof, which are inconsistent with this Ordinance are hereby repealed or superseded accordingly.

**SECTION 12. EFFECTIVITY CLAUSE** – This Ordinance shall take effect immediately upon its approval.