



**COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT  
REORGANIZATION  
COMMITTEE ON YOUTH AND SPORTS DEVELOPMENT**

**JOINT COMMITTEE HEARING REPORT  
NO. EAGR-004-S-2025**

Office of the Sangguniang Panlungsod  
Received by: *[Signature]*  
Date: *01/20/2025*  
Time: *4:15pm*

Subject: *AN ORDINANCE CREATING THE CITY SPORTS DEVELOPMENT DEPARTMENT OF THE CITY OF BACOOR, CAVITE AND THE PLANTILLA THEREOF, ESTABLISHING THE BACOOR CITY SPORTS DEVELOPMENT PROGRAM, CREATING THE BACOOR SPORTS ACADEMY, AND CREATING THE BACOOR CITY SPORTS DEVELOPMENT COUNCIL. (PCO 2025-013 dated 07 July 2025)*

This committee report pertains to the joint committee hearing conducted on July 10, 2025 and August 28, 2025, relative to the above-stated subject matter. The hearing was presided over by Hon. Miguel N. Bautista, Chairperson of the Committee on Ethics, Appointments and Government Reorganization and was held at the Sangguniang Panlungsod Session Hall situated on the 6<sup>th</sup> Floor of the BLDR Building, Bacoor Government Center, Barangay Bayanan, Bacoor City, Cavite.

The following members of the following Committees were in attendance:

Name of Committee	Members Present
<b>COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT REORGANIZATION</b>	Coun. Miguel N. Bautista Coun. Reynaldo D. Palabrica Coun. Rogelio M. Nolasco
<b>COMMITTEE ON YOUTH AND SPORTS DEVELOPMENT</b>	Coun. Palm Angel S. Buncio Coun. Manolo S. Galvez

Resource persons who were invited days before the hearing were also present. Attached as an integral part of this Committee Report is the Attendance Sheet of the said hearing.

**FINDINGS:**

After due deliberation during the committee hearing on the above-captioned proposed ordinance, the Committee presents the following findings:





- Section 4 of the proposed ordinance lacks specific position titles and salary grades. The Human Resource Management Office (HRMO) recommended coordination with the Office of the City Mayor to determine appropriate titles and to finalize the department's organizational structure. The City Budget Office noted that no budgetary estimates can be computed in the absence of these essential details.
- Pursuant to the directive issued during the committee hearing, the Human Resources Development and Management Department (HRDMD) has thoroughly reviewed and evaluated the proposed positions based on current government standards, specifically:
  1. Civil Service Commission's Qualification Standards Manual and related issuance; and
  2. Department of Budget and Management's Index of Occupational Services, Position Titles and Salary Grades for Local Government Units (IOS-LGU), CY 2022 edition.
- The following plantilla positions are hereby recommended:

**NEW POSITIONS FOR CREATION:**

1. City Government Department Head Assistant I (SG-25)
2. Band Master (SG-9)

**EXISTING POSITIONS FOR TRANSFER/MERGER:**

3. Youth Development Officer (SG 10)
4. Youth Development Assistant I (SG 5)

**ADDITIONAL CONSIDERATIONS:**

It is noted that the request also includes provisions for contractual personnel under job order arrangements (referees, band members, etc.), which are not included in this plantilla recommendation as these positions are covered by separate funding mechanisms and do not require permanent plantilla allocation.

The two (2) existing positions (Youth Development Officer I and Youth Development Assistant) currently under the Sports Development Unit will be administratively transferred to the new Sports Development Department structure without requiring additional budgetary allocation for new positions.

- The City Legal Officer pointed out the existence of a 2013 ordinance creating the Youth and Sports Development Council. Clarification is needed on whether







the proposed new council will supersede, absorb, or operate independently of the existing body.

- The Committee confirmed that the ordinance does not abolish the current Sports Development Unit but merges and expands it into a formal department. Existing personnel will be absorbed and transitioned accordingly, with the Sports Development Department assuming broader and more structured responsibilities.
- Several corrections were noted in the draft ordinance and they are as follows:

Original Provision of PCO 2025-013	Proposed Amendments of PCO 2025-013
<b>Article I Section 3. Department Head.</b> The head of the CSDD must be a Filipino, of legal age, must have a college degree from a reputable educational institution, with a proven track record in sports development and management, and must possess all the qualifications for such a position as provided in pertinent civil service regulations. He/she shall be appointed by the City Mayor on a co-terminus basis and shall receive all the benefits and emoluments of the head of a department.	<b>Article I Section 3. Department Head.</b> The head of the CSDD must be a Filipino, of legal age, <u>resident of Bacoar, Cavite</u> must have a college degree from a reputable educational institution, with a proven track record in sports development and management, and must possess all the qualifications for such a position as provided in pertinent civil service regulations. He/she shall be appointed by the City Mayor on a <u>permanent position</u> and shall receive all the benefits and emoluments of the head of a department.
<b>Article I Section 4. Creation of Various Plantilla Positions.</b> The CSDD shall have the following plantilla positions:  City Government Department Head I  Duties and Functions d) Perform such tasks as maybe directed by the CSDD Head, By law, city ordinances, or by the City Mayor.  Band Conductor SG – 8  Youth Development Assistant SG - 4	<b>Article I Section 4. Creation of Various Plantilla Positions.</b> The CSDD shall have the following plantilla positions:  City Government Department Head I  Duties and Functions d) Perform such tasks as maybe directed by the <u>City Mayor</u> , by law and city ordinances.  <u>Band Master</u> <u>SG – 9</u>  Youth Development Assistant [ <u>SG – 5</u>





- HRDMD confirmed that all plantilla positions must be aligned with the Index of Occupational Services, Position Titles, and Salary Grades (IOS) of the Civil Service Commission.
- The City Budget Officer reported that the estimated Personal Services (PS) cost of the CSDD is PhP 3,190,000.00, which will be incorporated into the City's Annual Budget once the ordinance is enacted.
- The creation of the City Sports Development Department is consistent with the City Government's thrust to institutionalize sports programs, promote youth development, and strengthen community participation in sports-related activities.

#### RECOMMENDATION:

In view of the foregoing, the Committee on Ethics, Appointments and Government Reorganization, after considering the technical corrections and compliance with Civil Service and budgetary requirements, recommends the **APPROVAL** of the proposed ordinance, subject to the incorporation of the necessary amendments as discussed.

**WE HEREBY CERTIFY** that the contents of the foregoing report are true and correct.

Signed this 3<sup>rd</sup> day of September 2025 at the City of Bacoor, Cavite

#### COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT REORGANIZATION

**COUN. MIGUEL N. BAUTISTA**  
Chairperson

**COUN. REYNALDO D. PALABRICA**  
Vice Chairperson

**COUN. CATHERINE S. EVARISTO**  
Member

Member, Committee on Youth and Sports Development

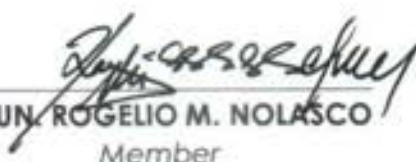






Republic of the Philippines  
Province of Cavite  
**CITY OF BACOR**  
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COUN. ROGELIO M. NOLASCO  
Member

**COMMITTEE ON YOUTH AND SPORTS DEVELOPMENT**

  
COUN. PALM ANGEL S. BUNCIO  
Chairperson

  
COUN. RANDY C. FRANCISCO  
Vice Chairperson

  
HON. MANOLO S. GALVEZ  
Member





**COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT  
REORGANIZATION  
COMMITTEE ON YOUTH AND SPORTS DEVELOPMENT**

**MINUTES OF THE JOINT COMMITTEE HEARING  
NO. EAGR-004-S-2025**

Office of the Sangguniang Panlungsod  
Received by: *[Signature]*  
Date: *[Date]*  
Time: *[Time]*

**Subject: AN ORDINANCE CREATING THE CITY SPORTS DEVELOPMENT DEPARTMENT OF THE CITY OF BACOR, CAVITE AND THE PLANTILLA THEREOF, ESTABLISHING THE BACOR CITY SPORTS DEVELOPMENT PROGRAM, CREATING THE BACOR SPORTS ACADEMY, AND CREATING THE BACOR CITY SPORTS DEVELOPMENT COUNCIL. (PCO 2025-013 dated 07 July 2025)**

A joint committee hearing was conducted on July 10, 2025 at the Sangguniang Panlungsod Session Hall regarding the aforementioned subject matter with the following attendees. (See attached attendance sheet)

The hearing was presided over by Committee Chair Hon. Miguel Bautista. He also led the prayer, gave his opening remarks and acknowledged the presence of all the committee members and resource persons as well.

The hearing was called to deliberate on the proposed ordinance seeking to institutionalize a city-level sports development framework through the creation of a Sports Development Department and supporting bodies.

The following key issues were raised:

HRDMD Head Ms. Natividad Ludwig Ople pointed out that the proposed **Section 4** lacks specific position titles and salary grades. She recommended coordinating with the Office of the City Mayor to determine the appropriate organizational structure. The City Budget Officer likewise emphasized that without such details, budgeting remains unfeasible.

City Legal Officer Atty. Salve Valenciano noted that a 2013 ordinance already established a Youth and Sports Development Council. The Committee must clarify whether the proposed new council will replace or operate alongside the existing one.

Concerns were raised regarding the lack of detail in the ordinance about the proposed Bacoor City Sports Development Council's composition. The Committee advised clarifying the roles of the Chairperson, Vice-Chairperson, and other members, and specifying the frequency of meetings (e.g., quarterly or biannual). Discussion also







included the possibility of providing honoraria or per diem subject to budget availability and the Mayor's approval.

The HRDMD proposed rewording Section 5 (Core Values) to align with city standards:

- o A. "Holistic development through sports"
- o B. "Teamwork and collaboration"
- o C. "Every Bacooreño is a champion" (retained)

Mr. Sidney Solis, clarified that the proposed department will not abolish the existing Sports Development Unit but will absorb its personnel and expand its scope under the new structure.

After deliberations, the Joint Committee found the ordinance **commendable in principle**, subject to the following conditions:

- Insertion of detailed plantilla positions with corresponding salary grades.
- Clarification on the legal relationship between the proposed and existing councils.
- Definition of the council structure and its operations.
- Incorporation of the revised core values.
- Compliance check to prevent conflicts with existing ordinances.

Upon submission of the required technical inputs and revisions, the Committee agreed to endorse the proposed ordinance for second reading.

There being no other matters to be discussed, the meeting was suspended at around 9:43 AM.

Prepared By:

**MA. CRISTINA A. GOROSPE**  
Local Legislative Staff Asst. 1

Attested By:

**COUN. MIGUEL N. BAUTISTA**  
Chairperson  
Committee on Ethics, Appointments  
and Government Reorganization





**COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT  
REORGANIZATION  
COMMITTEE ON YOUTH AND SPORTS DEVELOPMENT**

**NOTICE OF THE JOINT COMMITTEE HEARING  
(PROOF OF RECEIPT)**

10 July 2025 / 9:00 a.m.

Bacoor Legislative and Disaster Resilience Building,  
Sangguniang Panlungsod Session Hall, 6th Floor, Bacoor Government Center

Subject: AN ORDINANCE CREATING THE CITY SPORTS DEVELOPMENT DEPARTMENT OF THE CITY OF BACOOR, CAVITE AND THE PLANTILLA THEREOF, ESTABLISHING THE BACOOR CITY SPORTS DEVELOPMENT PROGRAM, CREATING THE BACOOR SPORTS ACADEMY, AND CREATING THE BACOOR CITY SPORTS DEVELOPMENT COUNCIL. (PCO 2025-013 dated 07 July 2025).

RECEIVED BY: NAME/SIGNATURE	POSITION/AFFILIATION OFFICE/ADDRESS	DATE/TIME CONTACT NUMBER
<i>Mark J. Santos</i>	<i>Budget mstr</i>	<i>903</i>
<i>Faith</i>	<i>HKMD</i>	
<i>NEL E. ALEXANDRINO</i>	<i>SP STAFF</i>	<i>7/09/25 11:10</i>
<i>Jessie Lee</i>	<i>LESA-II</i>	<i>07/09/25 11:12</i>
<i>Weng</i>	<i>SP</i>	<i>7/9/25 11:20</i>







COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT REORGANIZATION  
COMMITTEE ON YOUTH AND SPORTS DEVELOPMENT

**ATTENDANCE OF THE JOINT COMMITTEE HEARING**

10 JULY 2025 / 9:00 a.m.

Bacoor Legislative and Disaster Resilience Building,  
Sangguniang Panlungsod Session Hall, 6th Floor, Bacoor Government Center

Office of the Sangguniang Panlungsod  
Received by: Janet Piring  
Date: \_\_\_\_\_  
Time: \_\_\_\_\_

Subject: AN ORDINANCE CREATING THE CITY SPORTS DEVELOPMENT DEPARTMENT OF THE CITY OF BACOR, CAVITE AND THE PLANTILLA THEREOF, ESTABLISHING THE BACOR CITY SPORTS DEVELOPMENT PROGRAM, CREATING THE BACOR SPORTS ACADEMY, AND CREATING THE BACOR CITY SPORTS DEVELOPMENT COUNCIL. (PCO 2025-013 dated 07 July 2025)

SIGNATURE/ NAME	POSITION/AFFILIATION OFFICE/ADDRESS	CONTACT NUMBER/EMAIL
 HON. MIGUEL N. BAUTISTA	CITY COUNCILOR SANGGUNIANG PANLUNGSOD	09088178961
 HON. REYNALDO PALABRICA	CITY COUNCILOR SANGGUNIANG PANLUNGSOD	
 HON. CATHERINE S. EVARISTO	CITY COUNCILOR SANGGUNIANG PANLUNGSOD	
 HON. ROGELIO NOLASCO	CITY COUNCILOR SANGGUNIANG PANLUNGSOD	
 HON. PALM ANGEL BUNCIO	CITY COUNCILOR SANGGUNIANG PANLUNGSOD	
 HON. RANDY FRANCISCO	CITY COUNCILOR SANGGUNIANG PANLUNGSOD	





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01/20/2025



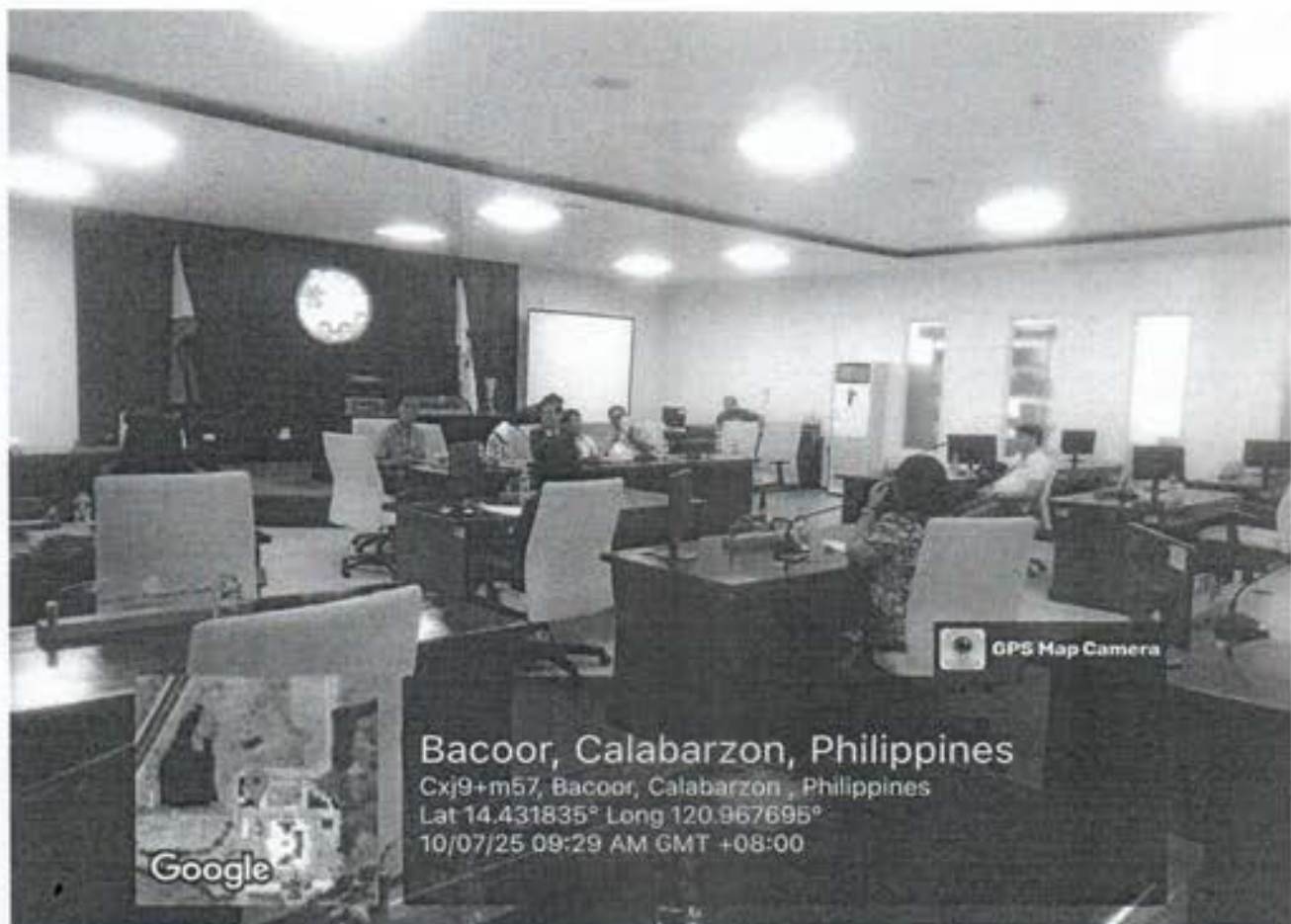
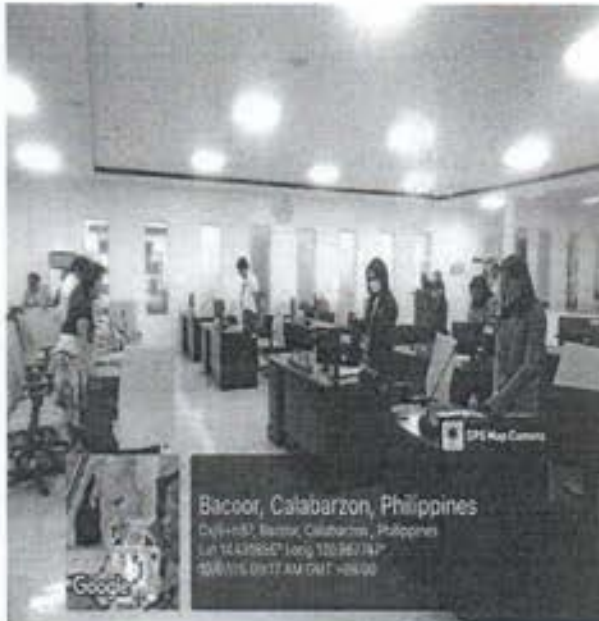
SIGNATURE/ NAME	POSITION/AFFILIATION OFFICE/ADDRESS	CONTACT NUMBER/EMAIL
 HON. MANOLO GALVEZ	CITY COUNCILOR SANGGUNIANG PANLUNGSOD	
 ELYNIA S. GUERRERO	CITY BUDGET OFFICER	0928 500 7626 guerrero-elnie@yahoo.com
Sidney V. Salic	Sports units	
Atividade L. Ople Nofall		
 SALVO P. VALENCIANO	OCLS	







**COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT  
REORGANIZATION  
COMMITTEE ON YOUTH AND SPORTS DEVELOPMENT**







**COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT  
REORGANIZATION  
COMMITTEE ON YOUTH AND SPORTS DEVELOPMENT**

**MINUTES OF THE JOINT COMMITTEE HEARING  
NO. EAGR-004-S-2025**

Office of the Sangguniang Panlungsod  
Received by: Janet Prioc  
Date: 11/28/2025  
Time: 4:00 pm

**Subject: AN ORDINANCE CREATING THE CITY SPORTS DEVELOPMENT DEPARTMENT OF THE CITY OF BACOOR, CAVITE AND THE PLANTILLA THEREOF, ESTABLISHING THE BACOOR CITY SPORTS DEVELOPMENT PROGRAM, CREATING THE BACOOR SPORTS ACADEMY, AND CREATING THE BACOOR CITY SPORTS DEVELOPMENT COUNCIL. (PCO 2025-013 dated 07 July 2025)**

A joint committee hearing was conducted on August 28, 2025 at the Sangguniang Panlungsod Session Hall regarding the aforementioned subject matter with the following attendees. (See attached attendance sheet)

The hearing was presided over by Committee Chair Hon. Miguel Baulista. He also led the prayer, gave his opening remarks and acknowledged the presence of all the committee members and resource persons as well.

The hearing was called to deliberate on the proposed ordinance seeking to institutionalize a city-level sports development framework through the creation of a Sports Development Department and supporting bodies.

**1. Presentation by HRDMD Representative (Miss Ople)**

- o Reported that recommended position titles were submitted following consultation with Mayor Strike and the City Administrator.
- o Clarified that the head of the City Sports Development Department must be a permanent employee and a resident of Bacoor, as only the City Legal Officer, City Administrator, and City Information Officer may be coterminous under Civil Service rules.
- o Noted typographical errors in the draft ordinance, including references under "Judiciary and Functions," which should reflect supervision by the City Mayor, not the CSDD Head.
- o Explained that the proposed "Band Conductor" position was mistakenly included; instead, the Civil Service index recognizes "Bandmaster."







## 2. Committee Concerns

- Members expressed concern that uncorrected documents delay hearings. They stressed the need for the committee to receive corrected versions of the ordinance before further deliberations.
- It was agreed that HRDMD will finalize the corrected position titles and align the draft with Civil Service regulations.

There being no other matters to be discussed, the meeting was adjourned at around 9:35 AM.

Prepared By:

  
**MA. CRISTINA A. GOROSPE**  
Local Legislative Staff Asst. I

Attested By:

  
**COUN. MIGUEL N. BAUTISTA**  
Chairperson  
Committee on Ethics, Appointments  
and Government Reorganization





COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT REORGANIZATION  
COMMITTEE ON SOCIAL SERVICES  
COMMITTEE ON RULES AND PRIVILEGES, LAWS AND ORDINANCES  
COMMITTEE ON FINANCE AND BUDGET APPROPRIATIONS

**NOTICE OF THE JOINT COMMITTEE HEARING**  
(PROOF OF RECEIPT)

August 28, 2025 / 10:00 am

Bacoor Legislative & Disaster Resilience Building, Sangguniang Panlungsod Session Hall,  
6th Floor, Bacoor Government Center)

Subject: AN ORDINANCE CREATING THE CHILD DEVELOPMENT SERVICE UNIT UNDER THE CITY SOCIAL WELFARE AND DEVELOPMENT DEPARTMENT AND CREATING VARIOUS POSITIONS UNDER THE PLANTILLA OF THE SAID OFFICE. (PCO 2025-027 dated 14 July 2025)

No.	NAME	BUSINESS/OFFICE AFFILIATION	CONTACT NUMBER	SIGNATURE/DATE
1.	Hon. Catherine Evaristo	SP		<i>[Signature]</i> 8/27/25
2.	Hon. Reynaldo Palabrica	SP	09988929105	<i>[Signature]</i> 8/27/25
3.	Hon. Adrielito Gawaran	SP	0992462148	<i>[Signature]</i> 8/27/25 4PM
4.	Hon. Reynaldo Fabian	SP		<i>[Signature]</i> 8/27/25 1:54 PM
5.	Hon. Levy Tela	SP		<i>[Signature]</i> 8/27/2025 2:00 PM
6.	Hon. Ricardo Ugalde	SP	5419	<i>[Signature]</i> 8/27/25 1:53
7.	Hon. Manolo Galvez	SP		OFFICE OF COORDINATOR Received by: <i>[Signature]</i> Date & Time: 8/27 1:20 PM
8.	Hon. Horacio Brillantes, Jr.	SP		<i>[Signature]</i> 8/27/25 10:55
9.	Hon. Rogelio Nolasco	SP		<i>[Signature]</i> 8/27/2025
10.	Hon. Roberto Advincula	SP		<i>[Signature]</i> 8/27/25 2:00 PM
11.	Miss Emiliana Ugalde	CSWD	451-4114	<i>[Signature]</i> 8/27/25
12.	Miss Natividad Ludwig Ople	HRDMD		<i>[Signature]</i> 8/27







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OFFICE OF THE SANGGUNIANG PANLUNGSOD



CGBR-SPBac-F01.02

01/20/2025



No.	NAME	BUSINESS/OFFICE AFFILIATION	CONTACT NUMBER	SIGNATURE/DATE
13.	Miss Elvinia Guerrero	Budget Office	481-4141	<i>[Signature]</i> 8/27/2025
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NOTICE OF THE JOINT COMMITTEE HEARING (PROOF OF RECEIPT) NO. EAGR-006-2025 Page 2  
PCO 2025-027 "ORDINANCE CREATING CHILD DEVELOPMENT SERVICE UNIT"



Address: Bacoor Legislative and District Headquarters Bldg.  
Barrio Del Rio, Bayan, City of Bacoor, Cavite  
Telephone: (045) 417-6122  
Website: [www.bacoorcity.gov.ph](http://www.bacoorcity.gov.ph)



Cert no. 24/181809



COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT REORGANIZATION  
COMMITTEE ON SOCIAL SERVICES  
COMMITTEE ON RULES AND PRIVILEGES, LAWS AND ORDINANCES  
COMMITTEE ON FINANCE AND BUDGET APPROPRIATIONS

**ATTENDANCE OF THE JOINT COMMITTEE HEARING**

August 28, 2025 / 10:00 am

Bacoor Legislative & Disaster Resilience Building, Sangguniang Panlungsod Session Hall,  
6<sup>th</sup> Floor, Bacoor Government Center

Subject: *AN ORDINANCE CREATING THE CHILD DEVELOPMENT SERVICE UNIT UNDER THE CITY SOCIAL WELFARE AND DEVELOPMENT DEPARTMENT AND CREATING VARIOUS POSITIONS UNDER THE PLANTILLA OF THE SAID OFFICE. (PCO 2025-027 dated 14 July 2025)*

No	NAME	BUSINESS/OFFICE AFFILIATION	CONTACT NUMBER	SIGNATURE/DATE
1.	Hon. Miguel N. Bautista	SP		
2.	Hon. Reynaldo D. Palabrica	SP		
3.	Hon. Catherine S. Evaristo	SP		
4.	Hon. Reynaldo M. Fabian	SP		
5.	Hon. Levy M. Tela	SP		
6.	Hon. Ricardo F. Ugalde	SP		
7.	Hon. Manolo S. Galvez	SP		
8.	Hon. Horacio Brillantes, Jr.	SP		
9.	Hon. Rogelio M. Nolasco	SP		
10.	Hon. Roberto L. Advincula	SP		
11.	Hon. Adrielito Gawaran	SP		
12.	Miss Natividad Ludwig I. Ople	HRDMD		
13.	Miss Emiliana DR. Ugalde	CSWD		







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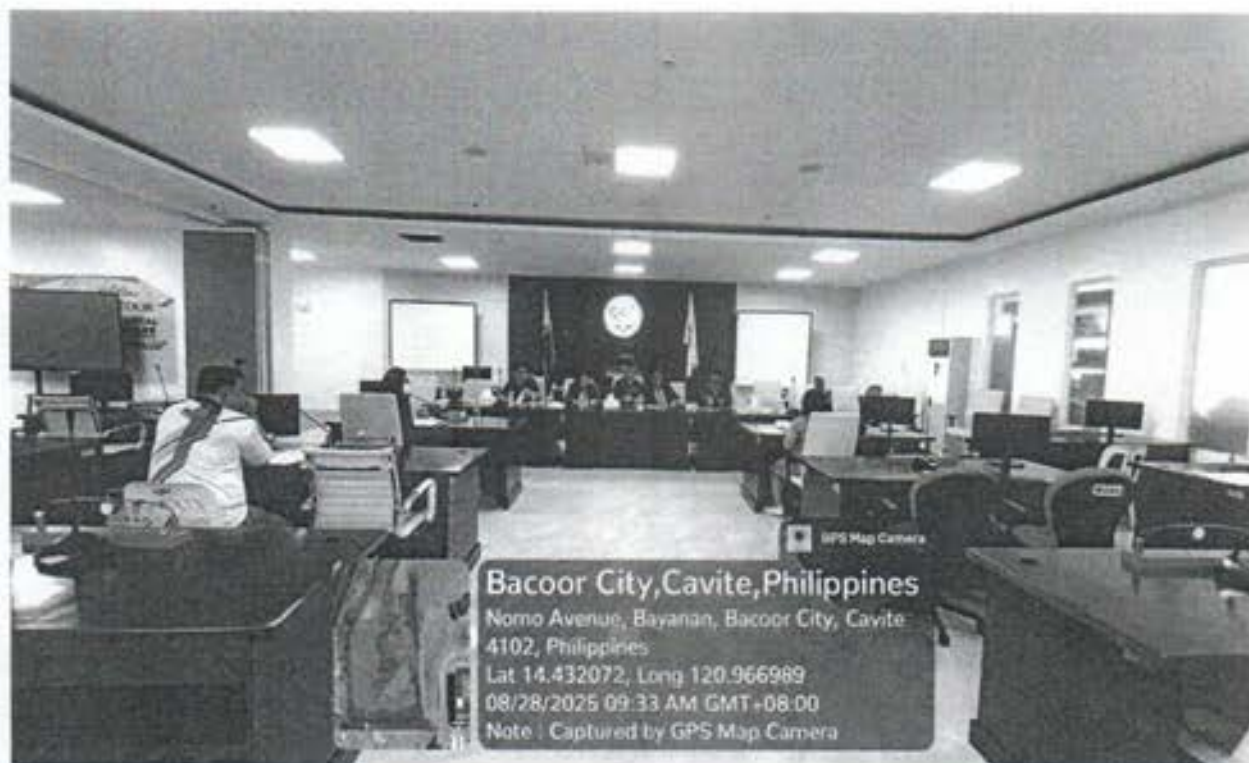


No	NAME	BUSINESS/OFFICE AFFILIATION	CONTACT NUMBER	SIGNATURE/DATE
14.	Miss Elvinia S. Guerrero	BUDGET OFFICE	0938307332	
15.	Gina Parnelos	Certo	09270673227	
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**COMMITTEE ON ETHICS, APPOINTMENTS AND GOVERNMENT REORGANIZATION  
COMMITTEE ON YOUTH AND SPORTS DEVELOPMENT**



Bacoor City, Cavite, Philippines  
Nomo Avenue, Bayanan, Bacoor City, Cavite  
4102, Philippines  
Lat 14.432072, Long 120.966989  
08/28/2025 09:33 AM GMT+08:00  
Note: Captured by GPS Map Camera



Bacoor, Calabarzon, Philippines  
229 New Bacoor City Hall Access Rd, Bacoor, Calabarzon,  
Philippines  
Lat 14.431809° Long 120.967623°  
28/08/25 09:22 AM GMT+08:00

PHOTOS OF THE JOINT COMMITTEE HEARING NO. EAGR 004 S-2025  
PCO 2025-013 "ORDINANCE CREATING THE CITY SPORTS DEVELOPMENT DEPARTMENT"

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