



Republic of the Philippines
Province of Cavite
CITY OF BACOR

Office of the Sangguniang Panlungsod



CGBCR-SPBac-03-F01.03
07/01/2025



DISTRICT I

HON. CATHERINE SARINO-EVARISTO
City Councilor

HON. MIGUEL N. BAUTISTA
City Councilor

HON. ADRIELITO G. GAWARAN
City Councilor

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City Councilor

HON. RANDY C. FRANCISCO
City Councilor-ABC President

HON. PALM ANGEL S. BUNCIO
City Councilor- SK Federation President

Attested by:
ATTY. KHALID A. ATEGA, JR.
Sangguniang Panlungsod Secretary

Certified by:
HON. ROWENA BAUTISTA-MENDIOLA
City Vice Mayor/Presiding Officer

Approved by:
HON. STRIKE B. REVILLA
City Mayor



CITY ORDINANCE NO. 452-2025
Series of 2025

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 CITY SPORTS ACADEMY, AND CREATING THE BACOR CITY SPORTS DEVELOPMENT COUNCIL.

Proposed by:

Mayor Strike B. Revilla
(City of Bacoor, Cavite)

Sponsored by:

Hon. Miguel N. Bautista

Co-sponsored by:

Hon. Palm Angel S. Buncio, Hon. Catherine Sarino-Evaristo, Hon. Randy C. Francisco, Hon. Manol S. Galvez, Jr., Hon. Rogelio M. Nolasco, and Hon. Reynaldo D. Palabrica.

WHEREAS, Article XIV, Section 19 (1) of the 1987 Constitution provides that the State shall promote physical education and encourage sports programs, league competitions, and amateur sports, including training for international competitions, to foster self-discipline, teamwork, and excellence for the development of a healthy and alert citizenry.

WHEREAS, Section 11, (viii) of Republic Act No. 10160 (the "Charter of the City of Bacoor, Cavite") empowered the Sangguniang Panlungsod to determine the positions and the salaries, wages, allowances and other emoluments and benefits of officials and employees paid wholly or mainly from city funds and provide for expenditures necessary for the proper conduct of programs, projects, services and activities of the city government.

WHEREAS, Section 8, (b) (xix) of the Charter of the City of Bacoor empowered the City Mayor to conduct an annual palarong panlungsod which shall feature traditional sports and disciplines included in national and international games, in coordination with the Department of Education (DepED).



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WHEREAS, the City Government has no department specifically created to take charge of sports development in the City of Bacoor and to oversee the training of young Bacooreños who dream of becoming the next Manny Pacquiao, Hidelyn Diaz, or Carlos Yulo who will reap international sporting fame and recognition for the Philippines.

WHEREAS, on 10 March 2025, Mayor Strike B. Revilla formally requested the Sangguniang Panlungsod to pass an ordinance creating the City Sports Development Department which will take charge of the Bacoor City Sports Development Program and the Bacoor Sports Academy that he envisioned.

WHEREAS, the instant draft was subjected to public hearings and was found by the Sangguniang Panlungsod to sufficiently fulfill the vision of the City Mayor with regard sports development in the City of Bacoor.

NOW THEREFORE, be it ordained by the 6th Sangguniang Panlungsod of the City of Bacoor, Cavite that:

Article 1

The City Sports Development Department

Section 1. Creation of the City Sports Development Department. The City Sports Development Department (CSDD), a department to be directly supervised by the City Mayor that is dedicated to the promotion and enhancement of sports development in the City of Bacoor, is hereby created.

Section 2. Mission and Purpose. The mission of the CSDD is to help create and train the next generation of Olympic champions for the Philippines who must hail from the City of Bacoor. The purpose of the CSDD is to: (a) formulate — with the approval of the Bacoor City Sports Council — the Sports Development Program of the City of Bacoor, (b) implement the Sports Development Program of the City of Bacoor, (c) manage and maintain all sports facilities of the City of Bacoor including but not limited to the S.T.R.I.K.E. Gymnasium, the Bacoor Coliseum, the STRIKE Fitness Center, the planned Bacoor Sports Arena, and the Bacoor Sports Academy, (d) procure state of the art sports equipment and facilities, (e) recommend to the City Mayor the hiring of consultants/coaches who have proven track records in various sports disciplines in the Philippines and abroad, and (f)



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perform such tasks as may be directed by law, city ordinance, or by the City Mayor.

Section 3. Department Head. The head of the CSDD must be a Filipino, of legal age, a resident of Bacoor City, Cavite, 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 permanent basis and shall receive all the benefits and emoluments of the head of a department.

Section 4. Creation of Various Plantilla Positions. The CSDD shall have the following plantilla positions:

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City Vice Mayor/Presiding Officer

Approved by:
HON. STRIKE B. REVILLA
City Mayor



Position Title	Salary Grade/ Qualifications	Duties and Functions
City Government Department Head I	- SG -25 - Bachelor's degree - Five (5) years of supervisory/management experience - One hundred twenty (120) hours of supervisory/management training - Career Executive Service Eligibility (CESEE) or Career Executive Service Eligibility (CESE)	a) Discharge various duties and functions in accordance with law, city ordinance or as may be directed by the City Mayor b) Prepare data-based assessments of the performance of all athletes being trained by the CSDD before the end of each year and submit the same for the review of the City Mayor and the Sangguniang Panlungsod c) Ensure the safety and welfare of all athletes under the wings of the CSDD and protect them from any form of abuse or maltreatment; and d) Perform such tasks as may be directed by the CSDD Head, by law, city ordinance, or by



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City Mayor



		the City Mayor.
Band Master	- SG – 9 - Completion of two (2) years in college with specialization in Music or related field - One (1) year of relevant experience in music/conducting - Four (4) hours of relevant training - Career Service (First Level) Eligibility or appropriate Civil Service eligibility	a) Design and oversee a talent recruitment and identification program from among the residents of the City of Bacoor who have the potential of winning on international sports competitions which shall include but shall not be limited to the annual holding of the Palarong Panlungsod; b) Prepare data-based assessments of the performance of all coaches, trainers, and consultants hired by the City Government before the end of each year and submit the same for the review of the City Mayor and the Sangguniang Panlungsod c) Prepare detailed cost-benefit analysis of the various sports development projects of the City of Bacoor and submit the same to the City Mayor and to the Sangguniang Panlungsod before the end of each year d) Manage and monitor the day-to-day work



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City Mayor



		performance of all office-based personnel of the CSSD, and
		e) Perform such tasks as may be directed by the City Mayor, by law and city ordinances.
Youth Development Officer I	- SG – 10 - Bachelor's degree relevant to the job - One (1) year of relevant experience - Four (4) hours of relevant training - Career Service (Professional) Second Level Eligibility	a) Take custody of all official records of the CSDD in accordance with the Records Management policies of the City of Bacoor b) Prepare all forms, correspondences, and other forms of communications for the review, approval, and signature of the CSDD Head c) Prepare and implement the social media communications plan of the CSDD in consonance with the social media communications plan of the City of Bacoor d) Perform such tasks as may be directed by the CSDD Head, by law, city ordinance or by the City Mayor.
Youth Development Assistant I	- SG – 5 - Completion of two (2) years in college - Career Service (Sub-	a) Assist the top management of the CSDD in the encoding, collection, and verification of various data



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City Mayor



	professional) First Level Eligibility	relevant to all reports, correspondences, forms, and other forms of communications mandated by the CSDD Head, by law, by city ordinance, or by the City Mayor Perform such tasks as may be directed by the CSDD Head, by law, city ordinance or by the City Mayor.
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Section 5. Benefits and Emoluments. The various personnel who shall be appointed by the City Mayor and assigned to the CSDD shall receive all benefits and emoluments as may be mandated by law or by city ordinance.

Article II
The Bacoor City Sports Council

Section 1. Creation of the Bacoor City Sports Council.
An advisory body comprised of persons of known intelligence and integrity with a background in sports is hereby created. The Council shall be comprised of people who has a background in the following fields, to wit: (a) education, (b) sports, (c) finance and management, (d) international sports competitions, (e) law, and (f) other related fields.

Section 2. Appointment and Honoraria. The members of the Council shall be appointed by the City Mayor and shall serve at the pleasure of the appointing authority by way of an executive order. The members of the Council shall also receive an honorarium in exchange for their attendance and participation in the meetings of the Council subject to availability of funds and pertinent auditing and accounting regulations.

Section 3. Duties and Functions of the Council. The duties and functions of the Council are:



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City Mayor



3.1. Identify specific sports and/or sporting events where Bacooreños has the best chance of succeeding in international sports competitions in view of the limited resources of the City of Bacoor and ensure their inclusion in the Sports Development Program.

3.2. Approve the Sports Development Program to be prepared by the CSDD Head and submit the same for the final approval of the Sangguniang Panlungsod and the City Mayor.

3.3. Identify, communicate, and negotiate with local and international donors who might be interested in supporting the Sports Development Program of the City of Bacoor.

3.4. Ensure that the financial resources to be poured into the Sports Development Program are properly and prudently used through the institutionalization of measures that promote transparency, integrity and accountability.

3.5. Resolve all disputes involving athletes, coaches, consultants, and other stakeholders in the Sports Development Program subject to the final approval of the City Mayor.

3.6. Advise the City Mayor and the Sangguniang Panlungsod in the formulation, review, and revision of the Sports Development Program.

3.7. Formulate its own rules of procedure in the resolution of disputes and in the management of its finances and other resources subject to pertinent laws or city ordinances; and

3.8. Perform such tasks as may be mandated by law, city ordinance, or by the City Mayor.

Article III

The Bacoor Sports Development Program

Section 1. The Bacoor Sports Development Program.

The Bacoor Sports Development Program (the "Program") is a multi-year plan to be formulated by the CSDD subject to the approval of the Bacoor City Sports Council, the Sangguniang Panlungsod and the City Mayor. The Program shall contain



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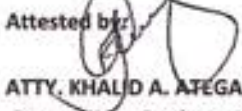
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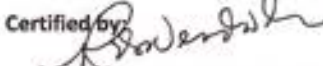
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the various programs, projects, plans, and activities that will be held or participated in by athletes from the City of Bacoor for the achievement of their dream of gaining Olympic sporting glory. The Program shall also include a grassroots approach in sports development including drumming up interest in playing traditional Filipino games so as to prepare the youth for the challenges of day-to-day living and mold them into productive members of society.

Section 2. Financing the Bacoor Sports Development Program. The Program shall be financed using funds from the City Government, the National Government, from private donors, and from various fundraisers to be launched by the Bacoor City Sports Council or the City Government. All donations for the Program from international donors shall be coursed through the Bacoor City Sports Council who shall apply the entirety of such funds into financing the various components of the Program.

Section 3. Implementation of the Program. The CSDD shall be primarily responsible to implement the various components of the Program under the supervision of the City Mayor subject to the review and monitoring of the Bacoor City Sports Council and the Sangguniang Panlungsod.

Section 4. The Mission of the Program. The mission of the Program shall be: "Transforming Bacoor Through Sports".

Section 5. Core Values of the Program. The core values of the Program shall be:

- (a) **HOLISTIC DEVELOPMENT THROUGH SPORTS:** represents the vision of the City Government to make Bacooreños healthier, happier, and more productive through sports activities and facilities that were developed and maintained by the City of Bacoor.
- (b) **TEAMWORK AND COLLABORATION:** represents the popular sentiment among Bacooreños that: (1) the improvement of the community is the responsibility of all, (2) how a community operates is correlated to the values that families and institutions teach and uphold, and (3) the bayanihan spirit is innate in the



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Filipino character and can be used to improve the City of Bacoor.

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(c) **EVERY BACOREÑO IS A CHAMPION:** represents the continuing commitment of the City Government to promote gender and people equality by recognizing the uniqueness, integrity, courage, and worth of every Bacooreño.

Section 6. Period of Submission. The CSDD shall have six (6) months from the date of appointment of the CSDD Head and of the members of the Bacoor Sports Council within which to submit the proposed Sports Development Program. The City Mayor may extend the said period for not more than sixty (60) days.

Article IV

The Bacoor Sports Academy

Section 1. The Bacoor Sports Academy. The Bacoor Sports Academy shall be one of the components of the Bacoor Sports Development Program and shall consist of the implementation of scientifically proven techniques in training world-class athletes, the development, procurement, construction and maintenance of various modern, state-of-the-art sporting facilities and equipment, and the hiring of experienced, highly trained, and well-motivated coaches, health professionals and training staff.

Section 2. Management and Maintenance of the Bacoor Sports Academy. The CSDD shall manage and maintain the Bacoor Sports Academy and shall have the S.T.R.I.K.E. Gymnasium as its head office. The Academy shall include all of the sports facilities owned, constructed, developed and/or operated by the City Government including future developments such as the Bacoor Sports Arena and the Bacoor Sports Stadium projects. The said facilities shall be managed and maintained by the CSDD to ensure that their maximum potential may be utilized for the sporting needs not only of athletes but of every Bacooreño.

Article V

Miscellaneous Provisions



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Section 1. Whistleblowing Policy. The CSDD shall be committed to maintain the highest standards of operation in order to ensure that the valuable resources of the City Government are not wasted, every athlete is protected and feels safe, and every Bacooreño shall have an equal chance to enjoy every facet of the Sports Development Program. To achieve this, the CSDD shall adopt the following mechanisms to encourage whistleblowers to freely and fearlessly report any wrongdoing in relation to the implementation of the Sports Development Program.

Section 2. Whistleblowing Policy Objectives. The Policy aims to achieve the following objectives:

- Provide a channel that will encourage and allow the reporting of alleged or suspected commission of fraud, abuse, bullying, corruption, or other wrongdoings by any City Government employee or by any person connected with the implementation of the Sports Development Program.
- Provide guidelines on how to report, investigate, and resolve any suspected or alleged commission of fraud, abuse, bullying, corruption, or other wrongdoings by any City Government employee or by any person connected with the implementation of the Sports Development Program.
- Protect whistleblowers from any and all acts of harassment, retaliation, bullying, and recriminations for reports made in good faith; and
- Create a culture of accountability, responsibility, and transparency among all stakeholders in the implementation of the Sports Development Program.

Section 3. Scope of Policy. This Policy shall apply to all employees of the City Government, all donors, and all consultants of the City Government that contribute to any aspect of the Sports Development Program.

Whistleblowers may raise concerns or make reports on suspected incidences under the following categories. This list is non-exhaustive and serves to demonstrate examples of fraud, corruption, abuse and/or sexual harassment.

(a) Fraud:

- Deliberate error(s) in the preparation, evaluation, review, and/or audit of financial accounts and records.



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HON. RICARDO F. UGALDE
City Councilor

HON. LEVY M. TELA
City Councilor

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City Councilor-ABC President

HON. PALM ANGEL S. BUNCIO
City Councilor- SK Federation President

Attested by:
ATTY. KHALID A. ATEGA, JR.
Sangguniang Panlungsod Secretary

Certified by:
HON. ROWENA BAUTISTA-MENDIOLA
City Vice Mayor/Presiding Officer

Approved by:
HON. STRIKE B. REVILLA
City Mayor



(ii) Misrepresentation and other false statements in project costing, bidding, contracting, procurement, grant and other financial/financing related matters.

(iii) Theft, forgery or alteration of cheques and other documents related to the release of funds.

(iv) Stealing of cash/assets which include sports equipment, office supplies, and the like.

(v) Pocketing money from donors.

(vi) Making unsubstantiated claims for overtime and transport allowances.

(vii) Accessing athletes' personal records for purposes of committing identity theft or to perpetrate online bullying.

(viii) Unauthorized use/wrongful disclosure of privileged or confidential information such as personal data and restricted information maintained by the CSSD; and

(ix) Other types of wrongdoing that are similar or analogous to any of the foregoing.

(b) Corruption:

(i) Bribery as defined by relevant Philippine laws and regulations.

(ii) Engaging by any City Government employee or official in business transactions in relation to the implementation of the Sports Development Program with an undisclosed conflict of interest.

(iii) Extortion which involves obtaining a favor or money by intimidation, violence or misuse of influence or authority; and

(iv) Other acts of corruption that are similar or analogous to any of the foregoing.

(c) Abuse and/or Sexual Harassment

(a) The commission of any abusive act or any act constituting sexual harassment that falls under any Philippine law, city ordinance, or Philippine government regulation.

(b) The commission of any act that constitutes bullying or victim shaming as defined by law or city ordinance; and

(c) The commission of any act that are similar or analogous to abuse, sexual harassment, bullying, or victim shaming.

Section 4. Reporting. Whistleblowers are encouraged to report any alleged or suspected commission of fraud, corruption, abuse, sexual harassment, bullying, or victim shaming with the 8888 Citizens' Complaint Hotline under the Office of the President through 8888complaint@malacanang.gov.ph or with the Board of Discipline under the Office of the City Mayor through the following dedicated email address:



Republic of the Philippines
Province of Cavite
CITY OF BACOR

Office of the Sangguniang Panlungsod



CGBCR-SPBac-03-F01.03
07/01/2025

msbrsecretariat@gmail.com,
mayorstrike2022@gmail.com.

and

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City Vice Mayor/Presiding Officer

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HON. STRIKE B. REVILLA

City Mayor



All reports must be made formally in writing via email with full details and background information of the allegations. The following information should be provided, if available:

(a) Brief description of the fraud, corruption, abuse, sexual harassment, bullying, or victim shaming committed.

(b) The date, location and how the alleged fraud, corruption, abuse, sexual harassment, bullying, or victim shaming was committed.

(c) Identity of the alleged party.

(d) Particulars of witnesses, if any.

(e) Supporting evidence and/or documents.

(f) Other details deemed to be useful for review or investigation.

Whenever possible, the whistleblower is encouraged to disclose his/ her personal details (i.e name and contact details) as the reporting party may be required to make a statement or provide evidence as part of the investigative process or in reporting the matter to any relevant law enforcement authority.

Section 5. Confidentiality and Protection of Whistleblowers. The City Government shall not tolerate any harassment or victimization of the whistleblower because of a report made in good faith, and / or evidence provided during an investigation. The whistleblower is assured protection against unfair treatment, such as intimidation and threats of dismissal or disciplinary action taken against them. The City Government is also committed to ensuring that all disclosed information, including the identity of the whistleblower, shall be handled in strict confidence unless required by the court or other regulatory authorities.

Section 6. Responsibility of the Whistleblower. The whistleblower is expected to ensure that his/her reports are made in good faith and are supported by facts and not merely based on rumors or suspicions. If a report is made in good faith, no legal action shall be taken against the whistleblower even if the report is not confirmed after investigation. However, if the report is proven to have been done in bad faith and caused harm or injury to the subject of the report, the City Government shall assist the offended party in filing the appropriate legal action against the whistleblower in the proper venue.

Section 7. Feedback. The City Government shall report the results of all investigations related to a whistleblower report to all its employees, donors, and partners.



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in the implementation of the Sports Development Program. If a report is found to be true, the appropriate criminal and/or administrative charges shall be filed by the City Legal Services Office against the perpetrator/s of the said offense in accordance with law or the appropriate city ordinance.

Section 8. Abolition and Absorption of Personnel, Records, and Assets of the Sports Development Unit. Upon the date of effectivity of this Ordinance, the Sports Development Unit shall cease to exist, and all its personnel, records, assets, budget and equipment shall be absorbed by the CSDD upon the date of its effectivity. Its various personnel who are qualified to the plantilla positions herein created shall be given preference for appointment thereto by the City Mayor pursuant to relevant civil service regulations.

Section 9. Repeal Clause. All ordinances and executive orders that are inconsistent with this Ordinance are hereby repealed or modified accordingly.

Section 10. Separability Clause. In case any provision of this Ordinance is declared void by any competent court of law, the remaining provisions hereof not affected by the said judicial declaration shall remain valid.

Section 11. Automatic Review. This Ordinance and the Sports Development Program shall be automatically reviewed by the Sangguniang Panlungsod once every two years following the date of effectivity hereof.

Section 12. Implementing Rules and Regulations. The Office of the City Legal Service shall submit the implementing rules and regulations of this Ordinance for the review and approval of the City Mayor not later than sixty (60) working days after the date of effectivity hereof.

Section 13. Effectivity Date. This Ordinance shall become effective immediately after copies hereof has been posted in at least three (3) conspicuous places in the City of Bacoor which shall include the bulletin board at the Bacoor City Hall.

APPROVED this 11th day of September 2025 at the City of Bacoor, Cavite.

I hereby certify that the foregoing Ordinance was duly approved in accordance with law.

Certified:

HON. ROWENA BAUTISTA-MENDIOLA
City Vice Mayor/Presiding Officer



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City Mayor

Attested:

ATTY. KHALID A. ATEGA JR.
Sangguniang Panlungsod Secretary

Approved:

HON. STRIKE B. REVILLA
City Mayor

Date of Approval: 15 SEP 2025

