



Republic of the Philippines
Province of Surigao del Sur
MUNICIPALITY OF CARMEN

OFFICE OF THE SECRETARY TO THE SANGGUNIANG BAYAN

February 19, 2026

THE HONORABLE VICE-GOVERNOR

AND

THE HONORABLE SANGGUNIANG PANLALAWIGAN MEMBERS

THRU: **THE SECRETARY TO THE SANGGUNIANG PANLALAWIGAN**
Tanggapan Ng Sangguniang Panlalawigan,
Capitol Hills, Tandag City,
Surigao del Sur

Sirs/ Mesdames:

Respectfully submitting to your level, **ORDINANCE NO. 21, Series of 2026** entitled **"AN ORDINANCE MANDATING ALL LOCAL AND NATIONAL GOVERNMENT EMPLOYEES, MUNICIPAL AND BARANGAY OFFICIALS ASSIGNED OR STATIONED WITHIN THE MUNICIPALITY OF CARMEN, PROVINCE OF SURIGAO DEL SUR TO PARTICIPATE IN A ONE (1) HOUR PHYSICAL FITNESS ACTIVITY PER WEEK TO PROMOTE HEALTH AND WELLNESS, AND PROVIDING GUIDELINES FOR ITS IMPLEMENTATION"** dated February 10, 2026.

Attached herewith is the Certificate of Posting.

For your review and favorable action.

Thank you and more power.

Very truly yours,


MA. JULINA T. BORDA- JUTILO, LLB., J.D.
Secretary to the Sangguniang Bayan



Republic of the Philippines
Province of Surigao del Sur
MUNICIPALITY OF CARMEN

POSTED:

DATE: 2-13-2026

BY:

JULINA B. JUTILO
SB SECRETARY

TANGGAPAN NG SANGGUNIANG BAYAN

EXCERPTS FROM THE MINUTES OF THE 28TH REGULAR SESSION OF THE 14TH SANGGUNIANG BAYAN
OF CARMEN, SURIGAO DEL SUR HELD AT THE SB SESSION HALL, LEGISLATIVE BUILDING ON
FEBRUARY 10, 2026

PRESENT:

REGULAR SANGGUNIANG BAYAN MEMBERS:

Hon. Carlos S. Estrada		SB Member/ Acting Municipal Vice- Mayor/ Presiding Officer
Hon. Harvey S. Manawatao		SB Member
Hon. Tanie A. Quillano		SB Member
Hon. Daniel A. Tejol		SB Member
Hon. Elvie U. Ohao		SB Member
Hon. Rencio P. Valeroso		SB Member
Hon. Michael C. Escuyos		SB Member

EX-OFFICIO MEMBERS:

Hon. Blandena V. Sugian		ABC President
Hon. Jeff Anthony D. Beloria		SK Federation President

ON LEAVE:

REGULAR SANGGUNIANG BAYAN MEMBER:

Hon. Nilo S. Bigno		SB Member
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ABSENT:

Hon. Jane V. Plaza		Municipal Vice- Mayor/ Acting Municipal Mayor
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ORDINANCE NO. 21
Series of 2026

"AN ORDINANCE MANDATING ALL LOCAL AND NATIONAL GOVERNMENT EMPLOYEES, MUNICIPAL AND BARANGAY OFFICIALS ASSIGNED OR STATIONED WITHIN THE MUNICIPALITY OF CARMEN, PROVINCE OF SURIGAO DEL SUR TO PARTICIPATE IN A ONE (1) HOUR PHYSICAL FITNESS ACTIVITY PER WEEK TO PROMOTE HEALTH AND WELLNESS, AND PROVIDING GUIDELINES FOR ITS IMPLEMENTATION"

Author: Hon. Harvey S. Manawatao

Enacted: All Members Present

EXPLANATORY NOTE

WHEREAS, Section 16 of the Local Government Code of 1991 (RA 7160) empowers Local Government Units to enact Ordinances to promote the health and safety of their constituents including government employees and officials;

WHEREAS, the Local Government Unit of Carmen, Province of Surigao del Sur recognizes the importance of promoting the health and well-being of its employees and officials as a vital component of a productive and efficient workforce;

WHEREAS, regular physical activity has been proven to improve physical and mental health, reduce the risk of chronic diseases and enhance overall quality of life;

WHEREAS, government employees and officials, due to sedentary nature of many office jobs are particularly susceptible to health problems associated with physical inactivity,

WHEREAS, the promotion of physical fitness among government employees and officials aligns with the national government's health and wellness agenda;

BE IT ORDAINED, by the Sangguniang Bayan of Carmen, Surigao del Sur in Regular Session assembled, that:

Section 1. SHORT TITLE- This Ordinance shall be known as the Government Employee and Official Physical Fitness Ordinance of the Municipality of Carmen, Province of Surigao del Sur.

Section 2. DECLARATION OF POLICY- It is hereby the policy of the Municipality of Carmen, Province of Surigao del Sur to promote the health and well-being of all local and national government employees and officials assigned or stationed within its territorial jurisdiction by mandating their participation in regular physical fitness activities.

Section 3. COVERAGE- This Ordinance shall apply to all permanent, temporary, contractual, casual, appointed, elected Municipal and Barangay Officials of the Local and Barangay Local Government Units of the Municipality of Carmen, Surigao del Sur including all national offices or stations located within the territorial jurisdiction of this Municipality.

This includes also, but not limited to employees and officials of the following;

- a. Municipal Government
- b. Barangay Local Government
- c. National Agencies like the PNP, BFP, Department of Education, DOH and other national offices stationed in the Municipality

Section 4. MANDATORY PHYSICAL FITNESS ACTIVITY-

- a. All covered employees and officials shall be required to participate in a minimum of one (1) hour of physical fitness activity per week.
- b. The physical fitness activity may include, but is not limited to the following:
 - Zumba
 - Calisthenics
 - Dancing
 - Any other activity that promotes physical exertion and improves cardiovascular health
- c. The physical fitness activity may be conducted individually or in groups.
- d. Employees and officials are encouraged to choose activities that they enjoy and that are appropriate for their physical condition.
- e. Heads of Department/ Offices shall be responsible for ensuring that their employees comply with this Ordinance.

Section 5. SCHEDULING & IMPLEMENTATION-

- a. Heads of Department/ Offices shall coordinate with their employees to schedule the one (1) hour physical fitness activity in a way that does not disrupt essential government services.
- b. The Physical fitness activity may be conducted during office hours on a Friday from 4 PM to 5PM once a week and subject to the approval of the head of entity.
- c. A flexible schedule shall be implemented to accommodate the diverse needs and preferences of employees and officials.
- d. The Human Resource Management Office and the Rural Health Unit shall provide guidance and support to offices/departments in the implementation of this ordinance.

Section 6. MONITORING & EVALUATION-

- a. Heads of Offices/Departments shall monitor the participation of their employees in the physical fitness activity and submit monthly report to the Human Resource and Management Office (HRMO). The report shall include the following information:
 - Number of employees and officials participating in the activity
 - Types of activities undertaken
 - Schedule of Activities
 - Any challenges encountered in the implementation of the Ordinance
- b. The Human Resource and Management Office (HRMO) shall evaluate the effectiveness of the Ordinance and submit an annual report to the Municipal Mayor and the Sangguniang Bayan.

Section 7. INCENTIVES & RECOGNITION-

- a. The Local Government Unit of Carmen, Province of Surigao del Sur may provide incentives and recognition to employees and officials who demonstrate exemplary commitment to physical fitness.
- b. Incentives may include, but not limited to:
 - Certificate of Recognition
 - Awards (Cash or In-Kind)

Section 8. EXEMPTIONS-

- a. Employees and officials with medical conditions that prevent them from participating in physical fitness activities may be exempted from the mandatory requirement, provided that they submit a medical certificate from a Registered Physician.
- b. Pregnant Women may be exempted or may be allowed to participate in modified activities subject to the recommendation of the Physician.

Section 9. IMPLEMENTING RULES AND REGULATIONS- The Human Resource and Management Office (HRMO) and the Rural Health Unit (RHU) shall formulate the necessary ~~Implementing Rules and Regulations (IRR)~~ to effectively implement this Ordinance within ninety days after its approval in the territorial jurisdiction of Carmen, Province of Surigao del Sur.

Section 10. SEPARABILITY CLAUSE- If, for any reason, any provision of this Ordinance is declared invalid or unconstitutional, the remaining provisions shall remain in full force and effect.

Section 11. REPEALING CLAUSE- All Ordinances, rules and regulations or parts thereof, inconsistent with the provisions of this Ordinance are hereby repealed or modified accordingly.

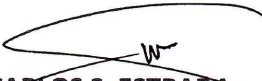
Section 12. EFFECTIVITY CLAUSE- This Ordinance shall take effect fifteen (15) days after its posting in at least two (2) conspicuous places in the Municipality of Carmen, Province of Surigao del Sur.

ENACTED this 10th day of February, 2026 at Carmen, Surigao del Sur.

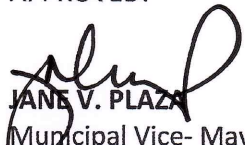
I HEREBY ATTEST to the correctness of the foregoing Ordinance.


MA. JULINA T. BORDA-JUTILO, LLB., J.D.
Secretary to the Sangguniang Bayan

CERTIFIED CORRECT:


CARLOS S. ESTRADA
SB Member/
Acting Municipal Vice-Mayor/
Presiding Officer

APPROVED:


JANE V. PLAZA
Municipal Vice-Mayor/
Acting Municipal Mayor
2/13/2026



Republic of the Philippines
Province of Surigao del Sur
MUNICIPALITY OF CARMEN

TANGGAPAN NG SANGGUNIANG BAYAN

CERTIFICATE OF POSTING

In compliance to Section 59 of RA 7160, Article 113, IRR of ra 7160, the hereunder approved ordinance is hereby posted:

ORDINANCE NO. 21, SERIES OF 2026 entitled **“AN ORDINANCE MANDATING ALL LOCAL AND NATIONAL GOVERNMENT EMPLOYEES, MUNICIPAL AND BARANGAY OFFICIALS ASSIGNED OR STATIONED WITHIN THE MUNICIPALITY OF CARMEN, PROVINCE OF SURIGAO DEL SUR TO PARTICIPATE IN A ONE (1) HOUR PHYSICAL FITNESS ACTIVITY PER WEEK TO PROMOTE HEALTH AND WELLNESS, AND PROVIDING GUIDELINES FOR ITS IMPLEMENTATION”**

Date Enacted : February 10, 2026

Date Approved : February 13, 2026

Date Posted : February 13, 2026

Place Posted : Carmen Municipal Hall, Carmen, Surigao del Sur

MA. JULINA T. BORDA- JUTILO, LLB., J.D.
Secretary to the Sangguniang Bayan

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Republic of the Philippines
Province of Surigao del Sur
MUNICIPALITY OF CARMEN
TANGGAPAN NG SANGGUNIANG BAYAN

POSTED: DATE: 3-13-2026
BY: MA. JULINA T. BORDA- JUTILO, LLB., J.D.
S.B. SECRETARY

EXCERPTS FROM THE MINUTES OF THE 28TH REGULAR SESSION OF THE 14TH SANGGUNIANG BAYAN OF CARMEN, SURIGAO DEL SUR HELD AT THE SB SESSION HALL, LEGISLATIVE BUILDING ON FEBRUARY 10, 2026

PRESENT:

REGULAR SANGGUNIANG BAYAN MEMBERS:		
Hon. Carlos S. Estrada	_____	SB Member/ Acting Municipal Vice- Mayor/ Presiding Officer
Hon. Harvey S. Manawatao	_____	SB Member
Hon. Tanie A. Quillano	_____	SB Member
Hon. Daniel A. Tejol	_____	SB Member
Hon. Elvie U. Otao	_____	SB Member
Hon. Rencio P. Valeroso	_____	SB Member
Hon. Michael C. Escuyos	_____	SB Member
EX-OFFICIO MEMBERS:		
Hon. Blandena V. Sugan	_____	ABC President
Hon. Jeff Anthony D. Beloria	_____	SK Federation President

ON LEAVE:

REGULAR SANGGUNIANG BAYAN MEMBER:		
Hon. Nilo S. Bigno	_____	SB Member

ABSENT:

Hon. Jane V. Plaza	_____	Municipal Vice- Mayor/ Acting Municipal Mayor
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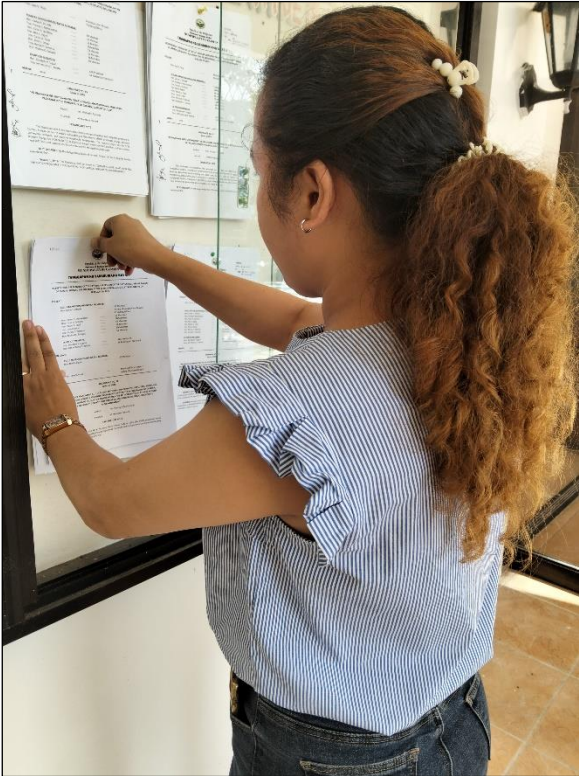
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Author: Hon. Harvey S. Manawatao
Enacted: All Members Present

EXPLANATORY NOTE

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Date Enacted : February 10, 2026

Date Approved : February 13, 2026

Date Posted : February 13, 2026

Place Posted : Carmen Public Market, Carmen, Surigao del Sur

MA. JULINA T. BORDA- JUTILO, LLB., J.D.
Secretary to the Sangguniang Bayan

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Republic of the Philippines
Province of Surigao del Sur
MUNICIPALITY OF CARMEN

TANGGAPAN NG SANGGUNIANG BAYAN

EXCERPTS FROM THE MINUTES OF THE 32nd REGULAR SESSION OF THE 14th SANGGUNIANG BAYAN OF CARMEN, SURIGAO DEL SUR HELD AT THE SB SESSION HALL, LEGISLATIVE BUILDING ON FEBRUARY 10, 2026

PRESENT:

REGULAR SANGGUNIANG BAYAN MEMBERS:		
Hon. Carlos S. Estrada	_____	SB Member/ Acting Municipal Vice- Mayor/ Presiding Officer
Hon. Harvey S. Manawatao	_____	SB Member
Hon. Tanie A. Quillano	_____	SB Member
Hon. Daniel A. Tejol	_____	SB Member
Hon. Elvie U. Oñao	_____	SB Member
Hon. Rencio P. Valeroso	_____	SB Member
Hon. Michael C. Escuyos	_____	SB Member
EX-OFFICIO MEMBERS:		
Hon. Blandena V. Suglan	_____	ABC President
Hon. Jeff Anthony D. Beloria	_____	SK Federation President

ON LEAVE:

REGULAR SANGGUNIANG BAYAN MEMBER:		
Hon. Nilo S. Bigno	_____	SB Member

ABSENT:

Hon. Jane V. Plaza	_____	Municipal Vice- Mayor/ Acting Municipal Mayor
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Author: Hon. Harvey S. Manawatao
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MUNICIPALITY OF CARMEN

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Date Enacted : February 10, 2026

Date Approved : February 13, 2026

Date Posted : February 13, 2026

Place Posted : Carmen Public Terminal, Carmen, Surigao del Sur

MA. JULINA T. BORDA- JUTILO, LLB., J.D.
Secretary to the Sangguniang Bayan

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Republic of the Philippines
Province of Surigao del Sur
MUNICIPALITY OF CARMEN

TANGGAPAN NG SANGGUNIANG BAYAN

EXCERPTS FROM THE MINUTES OF THE 28TH REGULAR SESSION OF THE 14TH SANGGUNIANG BAYAN OF CARMEN, SURIGAO DEL SUR HELD AT THE SB SESSION HALL, LEGISLATIVE BUILDING ON FEBRUARY 10, 2026

PRESENT:

REGULAR SANGGUNIANG BAYAN MEMBERS:	
Hon. Carlos S. Estrada	SB Member/ Acting Municipal Vice-Mayor/ Presiding Officer
Hon. Harvey S. Manawatao	SB Member
Hon. Tanie A. Quillano	SB Member
Hon. Daniel A. Tajol	SB Member
Hon. Clyde U. Chao	SB Member
Hon. Rencio P. Valeroso	SB Member
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REGULAR SANGGUNIANG BAYAN MEMBER:	
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