

Item No.: 19

Date: 03 2026 FEB



Republic of the Philippines
PROVINCE OF LEYTE
Provincial Capitol
Tacloban City

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PROVINCE OF LEYTE
LEGAL OFFICE

RELEASED

By: [Signature]
Date: 1.26.26 Time: 9:20

Sangguniang Panlalawigan
Province of Leyte

RECEIVED

Date: JAN 27 2026
By: [Signature]

PROVINCIAL LEGAL OFFICE

2nd INDORSEMENT

January 22, 2026

Respectfully returned to the Sangguniang Panlalawigan of Leyte, through the SP Secretary, the attached Ordinance No. 11 of the Sangguniang Bayan of Tunga, Leyte.

Issues/concerns for review/recommendation/legal opinion is/are as follows:

- Ordinance No. ¹¹(226) entitled: **“Hazard Pay Ordinance for High-Risk LGU Field Personnel.”**

REVIEW/RECOMMENDATION/LEGAL OPINION:

This office is of the opinion that the subject Ordinance is generally in accordance with its power under Section 447(a)(1)(viii)¹ of the Local Government Code of 1991 (R.A 7160) subject to the availability of funds, usual accounting and auditing rules and regulations. Hence, we recommend for the declaration of its validity.

We hope to have assisted you with this request. Please note that the opinion rendered by this Office are based on the facts available and may vary or change when additional facts and documents are presented or changed. This opinion is likewise without prejudice to the opinions rendered by higher and competent authorities and/or the courts.

ATTY. JOSE RAYMUND A. ACOL

Provincial Legal Officer

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(viii) Determine the positions and salaries, wages, allowances and other emoluments and benefits of officials and employees paid wholly or mainly from municipal funds and provide for expenditures necessary for the proper conduct of programs, projects, services, and activities of the municipal government;

Republic of the Philippines
PROVINCE OF LEYTE
Palo, Leyte
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OFFICE OF THE SANGGUNIANG PANLALAWIGAN

1ST INDORSEMENT
13 January 2026

PROVINCE OF LEYTE
LEGAL OFFICE
RECEIVED

By: 
Date: 1-14-26 Time: 9:07

The Provincial Legal Office is respectfully requested to review and submit recommendations on the herein enclosed **Municipal Ordinance No. 11, series of 2025** of **Tunga, Leyte**, entitled: **An Ordinance granting Hazard Pay to non-health and non-social worker personnel of the Local Government of Tunga, engaged in disaster response, emergency, rescue, waste management, environmental, and agricultural-related hazardous duties, including traffic enforcers, field workers, and General Services Office (GSO) employees, and providing funds therefor.**

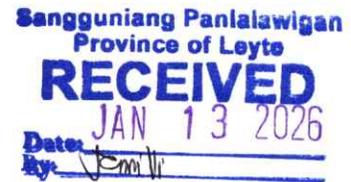

FLORINDA JILL S. UYVICO
Secretary to the Sanggunian



Republic of the Philippines
Province of Leyte
MUNICIPALITY OF TUNGA

OFFICE OF THE SANGGUNIANG BAYAN

January 13, 2026



HON. LEONARDO JAVIER JR.
Vice-Governor/Presiding Officer
Sangguniang Panlalawigan
Province of Leyte

Thru: THE SECRETARY TO THE SANGGUNIAN

Sir:

Respectfully submitting herewith fifteen (15) copies of **Municipal Ordinance No. 11, Series of 2025** – AN ORDINANCE GRANTING HAZARD PAY TO NON-HEALTH AND NON-SOCIAL WORKER PERSONNEL OF THE LOCAL GOVERNMENT UNIT OF TUNGA, ENGAGED IN DISASTER RESPONSE, EMERGENCY, RESCUE, WASTE MANAGEMENT, ENVIRONMENTAL, AND AGRICULTURE-RELATED HAZARDOUS DUTIES, INCLUDING TRAFFIC ENFORCERS, FIELD WORKERS, AND GENERAL SERVICES OFFICE (GSO) EMPLOYEES, AND PROVIDING FUNDS THEREFOR, together with its supporting documents for review and approval.

Please acknowledge receipt hereof.

Thank you.

Very truly yours,


NAOMI C. ARCALLANA
Secretary to the Sanggunian



REPUBLIC OF THE PHILIPPINES
Province of Leyte
MUNICIPALITY OF TUNGA
-oOo-

Sangguniang Panlalawigan
Province of Leyte
RECEIVED

Date: JAN 13 2026
By: [Signature]

OFFICE OF THE SANGGUNIANG BAYAN

EXCERPTS FROM THE MINUTES OF THE 24TH REGULAR SESSION OF THE SANGGUNIANG BAYAN, TUNGA, LEYTE HELD ON DECEMBER 22, 2025 AT THE SB SESSION HALL.

PRESENT:

- | | |
|--------------------------------|---|
| Hon. Marietta A. Catalo | - SB Member/Temporary Presiding Officer |
| Hon. Martiniano F. Requeiz | - SB Member |
| Hon. Herman A. Ayuste | - SB Member |
| Hon. Cielito O. Esquibel | - SB Member |
| Hon. Rex S. Ergina | - SB Member |
| Hon. Juanito G. Fallorina, Jr. | - SB Member |
| Hon. Florentina A. Obsequio | - Ex-Officio Member/Liga President |

ABSENT:

- | | |
|-----------------------------|---|
| Hon. Lemuel G. Ponferrada | - Municipal Vice Mayor (Sick Leave) |
| Hon. Jose Capoporo A. Uribe | - SB Member (Forced Leave) |
| Hon. Joselito L. Arintoc | - SB Member |
| Hon. Leo Van C. Delgado | - Ex-Officio Member/SK Federation President |

MUNICIPAL ORDINANCE NO. 11
Series of 2025

AN ORDINANCE GRANTING HAZARD PAY TO NON-HEALTH AND NON-SOCIAL WORKER PERSONNEL OF THE LOCAL GOVERNMENT UNIT OF TUNGA, ENGAGED IN DISASTER RESPONSE, EMERGENCY, RESCUE, WASTE MANAGEMENT, ENVIRONMENTAL, AND AGRICULTURE-RELATED HAZARDOUS DUTIES, INCLUDING TRAFFIC ENFORCERS, FIELD WORKERS, AND GENERAL SERVICES OFFICE (GSO) EMPLOYEES, AND PROVIDING FUNDS THEREFOR.

Sponsor: Hon. Martiniano F. Requeiz
Co-Sponsors: Hon. Jose Capoporo A. Uribe
Hon. Cielito O. Esquibel

WHEREAS, Section 15, Article II of the 1987 Constitution states that the State shall protect and promote the right to health and safety of the people and instill health consciousness among them;

WHEREAS, Section 16 of Republic Act No. 7160, otherwise known as the Local Government Code of 1991, grants LGUs the power to exercise such measures as are necessary and appropriate for the general welfare of their employees and constituents;

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WHEREAS, DBM Budget Circular No. 451 authorizes the grant of hazard pay to government personnel who are exposed to dangerous, high-risk, or life-threatening working conditions, regardless of profession or Plantilla designation;

WHEREAS, Republic Act No. 10121, otherwise known as the Philippine Disaster Risk Reduction and Management Act of 2010, recognizes disaster and emergency response personnel of LGUs as frontliners in crisis situations, thus warranting compensation commensurate with the risks they face;

WHEREAS, numerous non-health and non-social work personnel of the Local Government Unit are assigned to risky, hazardous, life-threatening, or disaster-related duties, such as transporting patients, conducting rescue operations, responding to emergencies, handling garbage and hazardous waste, enforcing environmental laws, combating agricultural pest outbreaks, assessing damage in calamity areas, directing traffic as enforcers, and performing fieldwork in various municipal services;

WHEREAS, personnel assigned to the MDRRM Office, Solid Waste Management, MENRO, Municipal Agriculture Office, General Services Office (GSO) and similar units are often required to perform field operations in contaminated, toxic, disaster-prone, or physically dangerous environments;

WHEREAS, it is just and proper that these government workers be granted hazard pay in recognition of the risks inherent in their duties, especially those who are on 24/7 standby or mobilization for emergency response and disaster operations;

WHEREAS, the Local Government Unit is authorized to allocate funds for hazard pay subject to availability under the Personnel Service appropriation, MOOE, or other lawful sources;

NOW THEREFORE, be it ordained by the Sangguniang Bayan of Tunga, Leyte, in session duly assembled, that:

SECTION 1. TITLE

This Ordinance shall be known as the: "Hazard Pay Ordinance for High-Risk LGU Field Personnel."

SECTION 2. COVERAGE

This Ordinance shall apply to regular, casual, job order, or contractual LGU personnel who are not receiving hazard pay under the Magna Carta for Health Workers or Social Workers, but who are assigned to hazardous duties, including:

1. Ambulance drivers and emergency transport staff;
2. Rescue vehicle drivers, responders, and operations personnel under the MDRRMO;
3. MDRRM Officers and supervisors who direct or participate in risky emergency and disaster operations;
4. Solid Waste Management personnel handling garbage, hazardous waste, sanitation tasks, or contaminated materials;
5. MENRO personnel assigned to waste handling, environmental law enforcement, river/coastal cleanup, quarry or pollution monitoring, and field operations involving risk;

6. Agriculture Office personnel involved in livestock disease control, pest infestation response, pesticide/fertilizer application, post-disaster agricultural assessment, or hazardous field duties;
7. Traffic Enforcers assigned to road safety, traffic management, and enforcement duties;
8. Any other LGU personnel officially designated to participate in hazardous, emergency, or disaster-related work.

SECTION 3. CONDITIONS FOR ENTITLEMENT

To qualify for hazard pay, personnel must:

- a. The Municipal Mayor shall issue a written office order designating personnel to hazardous or emergency duties;
- b. Be exposed to physical, chemical, biological, or environment hazards in the performance of their functions;
- c. Perform hazardous tasks such as disaster response, rescue, cleanup, transport of patients, handling of toxic or contaminated materials, environmental enforcement, or agricultural emergency operations;
- d. Be on active duty, field assignment, standby, or on-call status related to hazardous operations.

SECTION 4. RATE OF HAZARD PAY

Eligible personnel shall be entitled to hazard pay not exceeding twenty-five percent (25%) of their monthly basic salary, computed on a prorated basis according to the actual duration and extent of exposure.

The applicable hazard pay rate shall be determined based on the assessed level of risk—low, moderate, or high—and the specific activities performed, subject to evaluation and certification by the respective department heads.

This entitlement shall be separate and distinct from hazard pay benefits granted to health workers and social workers under special laws.

SECTION 5. FUNDING SOURCE

Hazard pay under this Ordinance shall be chargeable to:

- a. Personnel Services allotment of the LGU;
- b. Maintenance and Other Operating Expenses (MOOE);
- c. Trust fund or special accounts, when applicable.

SECTION 6. ADMINISTRATION

The Human Resource Management Office (HRMO), in coordination with the MDRRMO, MHO, MENRO, MAO, GSO, Budget Office, and Accounting Office, shall prepare the implementing guidelines, certify eligibility, and process payments.

SECTION 7. SEPARABILITY CLAUSE

If any provision of this Ordinance is declared invalid, the remaining portions not affected thereby shall remain in full force and effect.

SECTION 8. REPEALING CLAUSE

All Ordinances, rules, or regulations inconsistent with this Ordinance are hereby modified or repealed.

SECTION 9. EFFECTIVITY

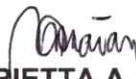
This Ordinance shall take effect fifteen (15) days after posting in three (3) conspicuous places within the municipality.

ENACTED by the Sangguniang Bayan, in session assembled this 22nd day of December 2025 at Tunga, Leyte.

I HEREBY CERTIFY to the correctness of the foregoing Municipal Ordinance.

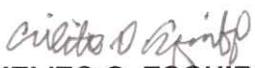

NAOMI C. ARCALLANA
Secretary to the Sanggunian

ATTESTED:


MARIETTA A. CATALO
SB Member/Temporary Presiding Officer


MARTINIANO F. REQUIEZ
SB Member


HERMAN A. AYUSTE
SB Member

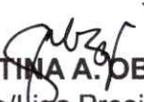

CIELITO O. ESQUIBEL
SB Member

(Forced Leave)
JOSE CAPOPORO A. URIBE
SB Member

(absent)
JOSELITO L. ARINTOC
SB Member


REX S. ERGINA
SB Member


JUANITO G. FALLORINA, JR.
SB Member


FLORENTINA A. OBSEQUIO
Ex-Officio/Liga President

(absent)
LEO VAN C. DELGADO
Ex-Officio/SK Fed. President

APPROVED:


REINBERT C. COSTELO
Municipal Mayor
Date: 1-12-2026



Republic of the Philippines
Province of Leyte
MUNICIPALITY OF TUNGA

OFFICE OF THE SANGGUNIANG BAYAN

CERTIFICATE OF POSTING

TO WHOM THIS MAY CONCERN:

THIS IS TO CERTIFY that *Municipal Ordinance No. 11, S. 2025* entitled: “**AN ORDINANCE GRANTING HAZARD PAY TO NON-HEALTH AND NON-SOCIAL WORKER PERSONNEL OF THE LOCAL GOVERNMENT UNIT OF TUNGA, ENGAGED IN DISASTER RESPONSE, EMERGENCY, RESCUE, WASTE MANAGEMENT, ENVIRONMENTAL, AND AGRICULTURE-RELATED HAZARDOUS DUTIES, INCLUDING TRAFFIC ENFORCERS, FIELD WORKERS, AND GENERAL SERVICES OFFICE (GSO) EMPLOYEES, AND PROVIDING FUNDS THEREFOR**”, has been posted in three (3) conspicuous places within the municipality and shall remain posted for three (3) consecutive weeks.

Issued this 13th day of January 2026 at Tunga, Leyte.


NAOMI C. ARCALLANA
Secretary to the Sanggunian