Republic of the Philippines
SANGGUNIANG PANLUNGSOD
City Government of Naga

ORDINANCE NO. 2026-108
VVVVVVVVVVVVVVVVVVVVVV

AN ORDINANCE AMENDING CITY ORDINANCE 2018-017 ENTITLED, "AN ORDINANCE ENHANCING AND STRENGTHENING THE ANTI-ILLEGAL DRUG PROGRAM OF THE CITY GOVERNMENT OF NAGA BY PROMOTING A DRUG-FREE WORKPLACE IN THE CITY GOVERNMENT, PROVIDING SANCTIONS FOR THE VIOLATIONS THEREOF, AND APPROPRIATING FUNDS FOR THE PURPOSE":-

Authors: Hon. Melvin Ramon G. Buenafe
Hon. Gilda Gayle R. Abonal-Gomez

BE IT ORDAINED by the Sangguniang Panlungsod of Naga in session duly assembled.

SECTION 1. Section 4 thereof is hereby amended, now to read as follows:

> **"SECTION 4. - SCOPE AND COVERAGE** - This ordinance shall cover all officials and employees of the City Government of Naga – elective, appointive, regular, permanent, temporary, and casual, – regardless of rank, status, or salary, as well as applicants for employment.
>
> The substance of these provisions shall be carried into their contract of employment."

SECTION 2. Section 7 thereof is hereby amended, now to read as follows:

> **"SECTION 7. - CREATION OF THE NAGA CITY GOVERNMENT DRUG-FREE WORKPLACE COMMITTEE.-** The Naga City Government Drug-Free Workplace Committee is hereby created and is compose of the following:
>
> Chairperson : City Mayor
> Co-Chairperson : Executive Director, NCDDB
> Members : City Administrator
> : City Legal Officer
> : City Health Officer
> : City Budget Officer
> : Chief of Hospital, NCGH
> : Executive Director, PSO
> : City Social Welfare & Development Officer
> : President of NACILGUEA
> Secretariat : City Human Resources Management Officer "

SECTION 3. Section 8 is hereby amended, now to read as follows:

> **"SECTION 8. - DUTIES AND FUNCTIONS OF THE NAGA CITY GOVERNMENT DRUG-FREE WORKPLACE COMMITTEE.** - The following are the duties and functions of the committee:

a) Oversee policy formulation, adoption, periodic review, and implementation thereof.

b) Oversee drug testing, anti-drug advocacy, education and training programs.
c) Administer the Employee Assistance Program (EAP) and rehabilitation pathways.
d) File administrative/criminal sanctions in accordance with Civil Service rules and other related issuances, as warranted.
e) Submit regular reports to the Dangerous Drugs Board on the conduct of drug tests and the results thereof with strict compliance to the Data Privacy Act.

SECTION 4. Section 11 is hereby amended, now to read as follows:

"SECTION 11. - MANDATORY DRUG TEST AS REQUIREMENT BEFORE EMPLOYMENT IN THE CITY GOVERNMENT OF NAGA. - All applicants in the City Government of Naga are mandated to undergo drug tests before employment. Any applicants found positive for drug use shall be denied entry to the service. Drug tests shall be at the personal expense of the applicant.

In consonance with the pertinent Civil Service Memorandum Circulars, all applicants who wish to be employed in the government service shall be required to undergo a drug test, as follows:

a) Authorized drug testing shall be done at the Naga City General Hospital. xxx.
b) xxx.
c) Drug test certificates issued by the Naga City General Hospital and/or any accredited drug testing centers shall be attached to the Revised CSC form 211(Medical Certificate for Employment)
d) xxx. "

SECTION 5. Section 12 is hereby amended including the deletion of item (g), now to read as follows:

"SECTION 12. - SUBSEQUENT DRUG TESTING OF CITY GOVERNMENT OFFICIALS AND EMPLOYEES. -

a) The City Government shall conduct mandatory random drug tests to all incumbent city government officials and employees, as a condition for retention in the service. Expenses of which shall be borne by the City Government of Naga.
b) For cause, drug testing shall also be conducted in cases of the following:
   (i) xxx;
   (ii) xxx;
   (iii) xxx;
   (iv) xxx;
   (v) xxx;
   (vi) Officials and employees reporting to work after or while undergoing rehabilitation in a treatment and rehabilitation center or while undergoing Community Based Drug Rehabilitation Program (CBDRP);

(vii) Contemporaneous observation of impairment or aberrant behaviour;

(viii) Any analogous acts, conduct or behaviors of a similar nature indicative of or associated with drug abuse or substance abuse, provided that in cases under vii & viii, a standardized reasonable suspicion documentation be completed coupled with the supervisor's observation, verification & initial meeting before referring the employee to drug testing procedure.

c) The City Government, thru the Committee, shall conduct the drug test in accordance with existing CSC and DDB rules reiterated below:

(i) xxx. For purposes of the implementation of this ordinance, the Naga City General Hospital shall be the authorized drug testing facility of the City Government. xxx.

(ii) xxx.

(iii) xxx.

d) xxx.

e) xxx.

f) xxx."

SECTION 6. Section 13 is hereby amended by deleting subsection (e) thereof, now to read as follows:

"**SECTION 13. - INTERVENTIONS. -** The Committee, with the assistance of the Naga City Dangerous Drugs Board, shall employ the following interventions:

(a) xxx.

(b) xxx.

(c) xxx.

(d) xxx."

SECTION 7. Section 14 is hereby amended by deleting subsection (h) thereof, now to read as follows:

"**SECTION 14. - ADMINISTRATIVE LIABILITY AND SANCTIONS. -**

(a) xxx.

(b) xxx.

(c) xxx.

(d) xxx.

(e) xxx.

(f) xxx.

(g) xxx."

SECTION 8. Section 16 is hereby deleted and the remaining sections are hereby renumbered accordingly.

ENACTED: October 13, 2026.

WE HEREBY CERTIFY to the correctness of the foregoing ordinance.

LILIAN O. PASCUAL
Acting Secretary to the
Sangguniang Panlungsod

CELSO B. JULIA
SC Secretary to the
Sangguniang Panlungsod

GABRIEL H. BORDADO JR.
City Vice Mayor &
Presiding Officer

EMELIE N. DE LA CRUZ
SC City Vice Mayor
& Presiding Officer

APPROVED:

MARIA LEONOR G. ROBREDO
City Mayor

SIMEON JESUS B. ADAN JR.
Senior Citizen Mayor