



**Republic of the Philippines
CITY COUNCIL
City of Manila**

REGULAR SESSION NO. 24

12TH CITY COUNCIL

**Begun and held in the City Council on Tuesday,
the 27th day of December, Two Thousand Twenty-Two**

ORDINANCE NO. 8931

AN ORDINANCE AUTHORIZING THE GRANT OF GRATUITY PAY TO CONTRACT OF SERVICE AND JOB ORDER WORKERS IN THE CITY GOVERNMENT OF MANILA PURSUANT TO ADMINISTRATIVE ORDER NO. 3, SERIES 2022, AND PROVIDING FUNDS THEREFOR IN THE TOTAL AMOUNT OF FORTY-EIGHT MILLION THREE HUNDRED THIRTY-FIVE THOUSAND PESOS (PHP. 48,335,000.00) AND FOR OTHER PURPOSES.

PRINCIPAL AUTHORS:

HON. JOEL "JTV" VILLANUEVA
Acting Majority Floor Leader

and

HON. JOHN MARVIN C. "Yul Servo" NIETO
Vice-Mayor and Presiding Officer



EXPLANATORY NOTE

On December 23, 2022, President Ferdinand R. Marcos, Jr. issued Administrative Order (A.O.) No. 3, Series of 2022, entitled "Authorizing the Grant of Gratuity Pay to Contract of Service and Job Order Workers in the Government for Fiscal Year 2022".

A.O. No. 3 stated that while Contract of Service (COS) and Job Order (JO) workers in the government are paid salaries/wages equivalent to those received by personnel occupying comparable positions in government and a premium of up to 20% of such salary/wage, they do not enjoy benefits accorded to government employees as they have no employer-employee relationship with the government.

It further provided that granting a year-end Gratuity Pay to COS and JO workers is a well-deserved recognition of their hard work in implementing programs, projects and activities, and pivotal role in the delivery of government services amidst the on-going COVID-19 pandemic and present socio-economic challenges.

Section 5 of A.O. No. 3 mandated that local government units (LGUs) are enjoined to adopt in their respective offices the grant of Gratuity Pay to workers whose services are engaged through COS and JO, utilizing appropriate and available funding sources from their respective local government funds. The corresponding supplemental budget for the purpose shall be enacted by the local *sanggunian* concerned within FY 2022.

Section 16 of Republic Act No. 7160 or the Local Government Code of 1991 provides that the LGUs shall exercise the powers that are essential to the promotion of the general welfare. It shall ensure and support, among other things, the enhancement of economic prosperity, full employment, and social justice, and preserve the comfort and convenience of its inhabitants.

The Local Legislative Body approved Resolution No. 16, adopted by the Executive Committee of the City Development Council, entitled "A Resolution Approving the Amendment of the Annual Investment Program and the Issuance of a Supplemental Investment Program for FY 2022 for the Grant of Gratuity Pay to Contract of Service and Job Order Workers in the City Government of Manila for FY 2022 Pursuant to Administrative Order No. 3, Series 2022".



HON. JOEL "JTV" VILLANUEVA
Councilor, Fourth District
Manila

Be it ordained by the City Council of Manila, in session assembled, *THAT*:

SECTION 1. Gratuity Pay. – The grant of the one-time Gratuity Pay for FY 2022 not exceeding Five Thousand Pesos (PhP. 5,000.00) to job order and contract of service personnel in the City Government of Manila is hereby authorized subject to the conditions under Administrative Order No. 3, s. 2022.

SEC. 2. Fund Source. – The Gratuity Pay in the total amount of Forty-Eight Million Three Hundred Thirty-Five Thousand Pesos (PhP. 48,335,000.00), shall be funded by the Special Activities Fund – Maintenance and Other Operating Expenses (SAF-MOOE) from savings from the following Maintenance and Other Operating Expenses (MOOE) accounts under the FY 2022 Annual Appropriations Ordinance, to wit;

Maintenance and Other Operating Expenses

A. Office of the Vice-Mayor		
- Traveling Expenses-Local	PhP.	345,000.00
B. Office of the Sangguniang Panlungsod		
- Representation Expenses		6,020,000.00
C. Department of Social Welfare		
- Donations		<u>41,970,000.00</u>
Total	PhP.	<u>48,335,000.00</u>


Attached are the following details:

Annex A – Declaration of Savings under PS for Augmentation of Funds; and
Annex B – Budgetary Requirement for Gratuity Pay under the SAF-MOOE.

SEC. 3. Effectivity Clause. – This Ordinance shall take effect immediately upon its approval.

On the motion presented by the Honorable Joel "JTV" Villanueva, which was duly seconded by all those present, this Ordinance was finally approved for third and final reading by the City Council of Manila on December 27, 2022.


PRESIDED BY:


MACARIO M. LACSON
President Pro-Tempore
and Acting Presiding Officer
City Council, Manila


ATTESTED:


LUCH R. GEMPIS, JR.
City Government Department Head III
Secretary to the City Council

APPROVED BY HIS HONOR, THE MAYOR, ON DEC 27 2022


MARIA SHEILAH "HONEY" H. LACUNA-PANGAN, MD, FPDS
Mayor
City of Manila

ATTESTED:


MARLON M. LACSON
City Government Department Head III
(Secretary to the Mayor)