



Republic of the Philippines
CITY COUNCIL
City of Manila

REGULAR SESSION NO. 102

12TH CITY COUNCIL

Begun and held in the City Council on Thursday,
the fourteenth day of December, Two Thousand Twenty-Three

ORDINANCE NO. 9022

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. 13, SERIES OF 2023, AND PROVIDING FUNDS THEREFOR IN THE TOTAL AMOUNT OF FIFTY MILLION FIVE HUNDRED THIRTY-FIVE THOUSAND PESOS (PHP. 50,535,000.00) AND FOR OTHER PURPOSES

PRINCIPAL AUTHORS: HON. SALVADOR PHILIP H. LACUNA, Minority Floor Leader, **HON. PAMELA "Fa" G. FUGOSO-PASCUAL**, **HON. ERNESTO C. ISIP, JR.**, Majority Floor Leader, **HON. BENNY FOG T. ABANTE III**, **HON. IRMA C. ALFONSO-JUSON**, **HON. TERRENCE F. ALIBARBAR**, **HON. ARLENE MAILE I. ATIENZA**, **HON. DON JUAN "DJ" BAGATSING**, **HON. LARIS T. BORROMEO**, **HON. RUBEN F. BUENAVENTURA**, **HON. CARLOS C. CASTAÑEDA**, **HON. LOUISITO N. CHUA**, **HON. NIÑO M. DELA CRUZ**, **HON. JESUS E. FAJARDO, JR.**, **HON. MARTIN V. ISIDRO, JR.**, **HON. RODOLFO N. LACSAMANA**, **HON. MOISES T. LIM**, **HON. JOHANNA MAUREEN C. NIETO-RODRIGUEZ**, **HON. ERICK IAN O. NIEVA**, **HON. LOUISA MARIE "Lady" J. QUINTOS-TAN**, **HON. SCIENCE A. REYES**, **HON. ROMA PAULA S. ROBLES-DALUZ**, **HON. DARWIN B. SIA**, **HON. LUCIANO M. VELOSO**, **HON. JOEL "JTV" VILLANUEVA**, **HON. TIMOTHY OLIVER I. ZARCAL**, **HON. MACARIO M. LACSON**, President Pro-Tempore and Acting Presiding Officer and **HON. JOHN MARVIN C. "Yul Servo" NIETO**, Vice-Mayor and Presiding Officer



EXPLANATORY NOTE

On December 7, 2023, President Ferdinand R. Marcos, Jr. issued Administrative Order (A.O.) No. 13, Series of 2023, entitled: "Authorizing the Grant of Gratuity Pay to Contract of Service and Job Order Workers in the Government for Fiscal Year 2023".

A.O. No. 13 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 present socio-economic challenges.

Section 5 of A.O. No. 13 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 2023.

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. 8, adopted by the Executive Committee on 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 2023 for the Grant of Gratuity Pay to Contract of Service and Job Order Workers in the City Government of Manila for FY 2023 Pursuant to Administrative Order No. 13 Series 2023".



HON. SALVADOR PHILIP H. LACUNA
Councilor, Sixth 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 2023 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. 13, s. 2023 and applicable guidelines that may be issued by the Department of Budget and Management.

SEC. 2. Fund Source. – The Gratuity Pay in the total amount of Fifty Million Five Hundred Thirty-Five Thousand Pesos (PhP. 50,535,000.00) shall be funded from the Special Activities Fund – Maintenance and Other Operating Expenses (SAF-MOOE) under Special Purpose Appropriations (SPAs) of the FY 2023 Executive Budget.


Attached are the following details:

Annex A – Budgetary Requirement for Gratuity Pay under the SAF-MOOE of the SPAs of the FY 2023 Executive Budget.

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

This Ordinance was finally enacted by the City Council of Manila on December 14, 2023.


PRESIDED BY:


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


ATTESTED:


LUSH R. GEMPIS, JR.
City Government Department Head III
(Secretary to the City Council)

APPROVED BY HIS HONOR, THE MAYOR, ON DEC 15 2023


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

ATTESTED:


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

RRB: acf/jok/cpf/ebs/eyes