



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

REGULAR SESSION NO. 180

12TH CITY COUNCIL

**Begun and held in the City Council on Thursday,
the twenty-sixth day of December, Two Thousand Twenty-Four**

ORDINANCE NO. 9097

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. 28, SERIES OF 2024 AND PROVIDING FUNDS THEREFOR IN THE TOTAL AMOUNT OF FIFTY MILLION NINE HUNDRED FIFTY-FIVE THOUSAND PESOS (PhP50,955,000.00) AND FOR OTHER PURPOSES

PRINCIPAL AUTHORS: HON. NUMERO G. LIM, HON. PAMELA "Fa" G. FUGOSO-PASCUAL, HON. SALVADOR PHILIP H. LACUNA, Minority Floor Leader and HON. LOUISITO N. CHUA, Acting Majority Floor Leader



EXPLANATORY NOTE

On December 19, 2024, President Ferdinand R. Marcos, Jr. issued Administrative Order (AO) No. 28, Series of 2024, entitled "Authorizing the Grant of Gratuity Pay to Contract of Service and Job Order Workers in the Government for Fiscal Year 2024".


AO No. 28 provided that granting a year-end Gratuity Pay to Contract of Service (COS) and Job Order (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 considering that they do not enjoy benefits accorded to government employees as they have no employer-employee relationship with the government.

Section 5 of AO No. 28 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 2024.

On December 20, 2024, the Department of Budget and Management (DBM) issued Budget Circular No. 2024-8 regarding the guidelines on the grant of Gratuity Pay to COS and JO workers for FY 2024.

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 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.

In view of the foregoing, I seek the support of my colleagues for the passage of this proposed ordinance.


NUMERO G. LIM
Councilor, Second 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 2024 not exceeding Five Thousand Pesos (PhP5,000.00) 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. 28, s. 2024 and Budget Circular No. 2024-8 of the Department of Budget and Management.

SECTION 2. Fund Source. – The Gratuity Pay in the total amount of Fifty Million Nine Hundred Fifty-Five Thousand Pesos (PhP50,955,000.00) shall be funded from the Special Activities Fund – Maintenance and Other Operating Expenses (SAF-MOOE) under Special Purpose Appropriations (SPAs) of the FY 2024 Executive Budget.


Attached are the following details:

Annex A – Budgetary Requirement for Gratuity Pay under the SAF-MOOE of the SPAs of the FY 2024 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 26, 2024.

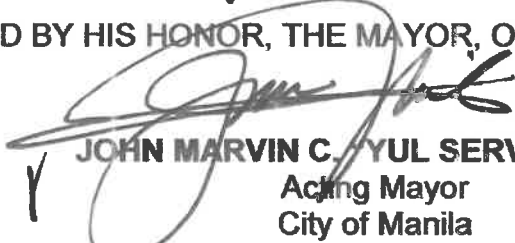
PRESIDED BY:


RODOLFO N. LACSAMANA
Acting Presiding Officer
City Council, Manila


ATTESTED:


LUCH B. GEMPIS, JR.
City Government Department Head II
(Secretary to the City Council)

APPROVED BY HIS HONOR, THE MAYOR, ON DEC 26 2024


JOHN MARVIN C. "YUL SERVO" NIETO
Acting Mayor
City of Manila

ATTESTED:


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

JMG/RRB: acl/jok/cpt/hpr/avs