



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

REGULAR SESSION NO. 39

13TH CITY COUNCIL

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

ORDINANCE NO. 9156

**AN ORDINANCE GRANTING THE PRODUCTIVITY ENHANCEMENT INCENTIVE
TO THE EMPLOYEES OF THE CITY GOVERNMENT OF MANILA AND PROVIDING
FUNDS THEREFOR IN THE AMOUNT OF FORTY-FOUR MILLION NINE HUNDRED
FIFTY-FIVE THOUSAND PESOS (PHP44,955,000.00) THROUGH SAVINGS FROM
THE FY 2025 ANNUAL BUDGET AND FOR OTHER PURPOSES**

ADMINISTRATION MEASURE

PRINCIPAL AUTHORS: HON. TIMOTHY OLIVER "Tol" I. ZARCAL, President Pro-Tempore, HON. LOUISA MARIE "Lady" J. QUINTOS-TAN, HON. RAYMUNDO "Mon" R. YUPANGCO, Majority Floor Leader, HON. KAREN C. ALIBARBAR, HON. KUYA DOK FRANCIS MICHAEL U. ALMIRON, HON. ARLENE MAILE I. ATIENZA, HON. DON JUAN "DJ" BAGATS1NG, HON. RAFAEL "Che" P. BORROMEO, HON. RUBEN "Dr. J" F. BUENAVENTURA, HON. VOLTAIRE "Caloy" D. CASTAÑEDA, HON. EUNICE ANN DENICE G. CASTRO, HON. ROBERTO "Bobby" S. ESPIRITU II, HON. JESUS "Taga" E. FAJARDO, JR., HON. PAMELA "Fa" G. FUGOSO-PASCUAL, HON. ATTY. JAYBEE S. HIZON, HON. ROSALINO "JHUN" P. IBAY, JR., HON. MARK ANTHONY "Tol Mac" A. IGNACIO, HON. JEFFERSON "Jeff" C. LAU, HON. FERNANDO "Doc" S. MERCADO, HON. ERICK IAN O. NIEVA, HON. CHARRY R. ORTEGA, HON. ELMER "Joel" M. PAR, HON. DARWIN "Awi" B. SIA, HON. JOHN CHRISTOPHER "Bolong" SY, HON. LUCIANO "Lou" M. VELOSO, HON. ENRIQUETA "Erika" O. PLATON and HON. JULIANA RAE "Yanyan" M. IBAY



EXPLANATORY NOTE

Executive Order (E.O.) No. 201 s. 2016, entitled "Modifying the Salary Schedule of Civilian Government Personnel and Authorizing the Grant of Additional Benefits for both Civilian and Military and Uniformed Personnel", mandates the grant of Productivity Enhancement Incentive (PEI) to national and local government employees.

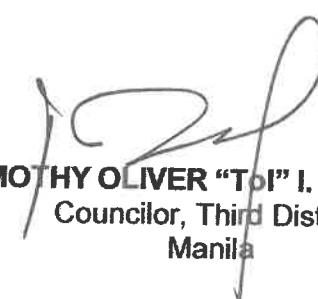
As provided by E.O. No. 201, the PEI is meant to improve the productivity of government workers. It is granted to government workers, alongside the upward adjustment of the salary schedule in the bureaucracy.

Budget Circular No. 2017-4 issued by the DBM, outlines the guidelines on the grant of PEI to government personnel.

The City Treasurer and the City Accountant has issued the Certificate of Availability of Funds as supporting document as to the funding of this Ordinance.

Section 16 of Republic Act No. 7160 otherwise known as the Local Government Code (LGC) of 1991, states that: "Every local government unit shall exercise the powers expressly granted, those necessarily implied therefrom, as well as powers necessary, appropriate or incidental for its efficient and effective governance, and those which are essential to the promotion of the general welfare. Within their respective territorial jurisdictions, local government units shall ensure and support, among other things, the preservation and enrichment of culture, promote health and safety, enhance the right of the people to a balanced ecology, encourage and support the development of appropriate and self-reliant scientific and technological capabilities, improve public morals, enhance economic prosperity and social justice, promote full employment among their residents, maintain peace and order, and preserve the comfort and convenience of their inhabitants".

Section 336 of the LGC, states that: "Funds shall be available exclusively for the specific purpose for which they have been appropriated. No ordinance shall be passed authorizing any transfer of appropriations from one item to another. However, the local chief executive or the presiding officer of the Sanggunian concerned may, by ordinance, be authorized to augment any item in the approved annual budget for their respective offices from savings in other items within the same expense class of their respective appropriations".



TIMOTHY OLIVER "Tol" I. ZARCAL
Councilor, Third District
Manila

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

SECTION 1. Productivity Enhancement Incentive (PEI). – The PEI shall be granted to the regular, casual and contractual employees of the City Government of Manila for Fiscal Year 2025 pursuant to Department of Budget and Management Budget Circular No. 2017-4 dated December 4, 2017.

SEC. 2. Augmentation. – The Special Activities Fund - Personal Services (SAF-PS) of the FY 2025 Executive Budget shall be augmented for the grant of PEI in the total amount of Forty-Four Million Nine Hundred Fifty-Five Thousand Pesos (PhP44,955,000.00).

SEC. 3. Savings. – The funds to augment the SAF-PS for the grant of PEI shall be sourced from the following savings from the FY 2025 Annual Appropriations, to wit:

Personal Services

A. Special Purpose Appropriations
- Terminal Leave Benefits

₱ 44,955,000.00

Total ₱ 44,955,000.00

Attached are the following details:

Annex A – Declaration of Savings under PS for Augmentation of Funds;

Annex B – Budgetary Requirement for Productivity Enhancement Incentive under the SAF-PS

SEC. 4. Effectivity Clause. – This Ordinance shall take effect immediately upon its approval.

This Ordinance was finally enacted by the City Council of Manila on December 2, 2025.

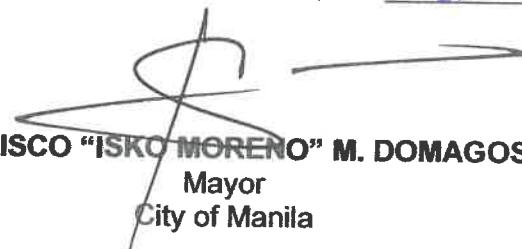
PRESIDED BY:


ANGELA LEI "Chy" I. ATIENZA
Vice-Mayor and Presiding Officer
City Council, Manila

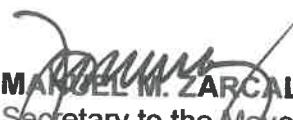
ATTESTED:


HANY S. LUNA
City Government Department Head
(Secretary to the City Council)

APPROVED BY HIS HONOR, THE MAYOR, ON DEC 02 2025


FRANCISCO "ISKO MORENO" M. DOMAGOSO
Mayor
City of Manila

ATTESTED:


MANUEL M. ZARCAL
Secretary to the Mayor