



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

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**REGULAR SESSION NO. 43**

**13<sup>TH</sup> CITY COUNCIL**

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

**ORDINANCE NO. 9164**

**AN ORDINANCE AUTHORIZING THE GRANT OF THE SERVICE RECOGNITION INCENTIVE FOR QUALIFIED GOVERNMENT EMPLOYEES FOR THE FISCAL YEAR 2025 PURSUANT TO ADMINISTRATIVE ORDER NO. 40, SERIES OF 2025, AND PROVIDING FUNDS THEREFOR IN THE AMOUNT OF EIGHTY-NINE MILLION NINE HUNDRED TEN THOUSAND PESOS (PHP89,910,000.00) AND FOR OTHER PURPOSES**

**PRINCIPAL AUTHORS: HON. JOAQUIN ANDRE "JD" D. DOMAGOSO, HON. TIMOTHY OLIVER "Tol" I. ZARCAL, President Pro-Tempore, HON. LOUISA MARIE "Lady" J. QUINTOS-TAN, HON. ATTY. JAYBEE S. HIZON, HON. JULIANA RAE "Yanyan" M. IBAY, HON. JESUS "Taga" E. FAJARDO, JR., HON. DRA. IRMA C. ALFONSO-JUSON, HON. ERICK IAN O. NIEVA, HON. ROSALINO "Jhun" P. IBAY, JR., HON. DARWIN "Awit" B. SIA, HON. EDWARD M. TAN, HON. RUBEN "Dr. J" F. BUENAVENTURA, HON. KAREN C. ALIBARBAR, HON. PAMELA "Fa" G. FUGOSO-PASCUAL, HON. ARLENE MAILE I. ATIENZA, HON. JEFFERSON "Jeff" C. LAU, HON. DON JUAN "DJ" BAGATSING, HON. SCIENCE A. REYES, HON. KUYA DOK FRANCIS MICHAEL U. ALMIRON, HON. EUNICE ANN DENICE G. CASTRO, HON. RAFAEL "Che" P. BORROMEO, HON. ROBERTO "Bobby" S. ESPIRITU II, HON. CHARRY R. ORTEGA, HON. ENRIQUETA "Erika" O. PLATON, HON. VOLTAIRE "Caloy" D. CASTAÑEDA, HON. ELMER "Joel" M. PAR, HON. LUCIANO "Lou" M. VELOSO and HON. RAYMUNDO "Mon" R. YUPANGCO, Majority Floor Leader**



## **EXPLANATORY NOTE**

On December 11, 2025, President Ferdinand R. Marcos, Jr. issued Administrative Order (AO) No. 40, authorizing the grant of a one-time Service Recognition Incentive (SRI) for each qualified government employees for FY 2025.

AO No. 40 states that "the administration recognizes all government employees for their collective and invaluable contributions to the government's continuing efforts in pursuing the objectives, commitments, targets and deliverables under the Philippine Development Plan 2023-2028 and the President's 8-Point Socioeconomic Agenda."

Section 6 of AO No. 40, provides for the grant of SRIs to employees in Local Government Units (LGUs) as follows:

"The grant of one-time SRI to employees in LGUs, including those in the barangays, shall be determined by their respective sanggunians depending on the LGU's financial capability, subject to the PS Limitation in LGU budgets under RA No. 7160 or the "Local Government Code of 1991" and the conditions set forth in Section 2 hereof, at a uniform rate not exceeding Twenty Thousand Pesos (PhP20,000.00), chargeable against their respective FY 2025 local government funds. Should the identified funding source prove insufficient to cover the full amount of the SRI, a lower but uniform amount shall be paid to all qualified employees of the LGU.

In determining the amount of SRI, the sanggunians shall exercise prudence and judicious use of government funds, ensuring that the expenditure is reasonable and will not, in any way, prejudice the delivery of services to the public.

The corresponding supplemental budget for the purpose shall be enacted by the local sanggunian concerned within FY 2025."

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

Section 16 of Republic Act (R.A.) No. 7160 or the Local Government Code of 1991 (LGC), 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 R.A. No. 7160 or the LGC mandates that: "Funds shall be available exclusively for the specific purpose for which they have been appropriated. No ordinance shall be passed authorizing the 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."

**LOUISA MARIE "Lady" J. QUINTOS-TAN**  
Councilor, Fourth District  
Manila

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

**SECTION 1. Service Recognition Incentive.** – The grant of one-time Service Recognition Incentive (SRI) for FY 2025 not exceeding Ten Thousand Pesos (PhP10,000.00) to qualified government employees is hereby authorized subject to the conditions under Administrative Order No. 40, s. 2025 and the relative budget circular as may be subsequently issued by the Department of Budget and Management (DBM) on the guidelines of implementation.

**SEC. 2. Source of Funds.** – The SRI in the total amount of Eighty-Nine Million Nine Hundred Ten Thousand Pesos (PhP89,910,000.00) shall be funded by augmenting the Special Activities Fund-Personal Services (SAF-PS) Account from savings from the herein Personal Services account under the FY 2025 Annual Appropriations Ordinance:

**Personal Services**

**A. Special Purpose Appropriations**

- Terminal Leave Pay	₱ 89,910,000.00
<b>Total</b>	<b>₱ 89,910,000.00</b>

Attached are the following details:

**Annex A - Declaration of Savings under PS for Augmentation of Funds; and Annex B - Augmentation of Account under SAF-PS of the FY 2025 Annual Budget.**

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

This Ordinance was enacted by the City Council of Manila on December 16, 2025.

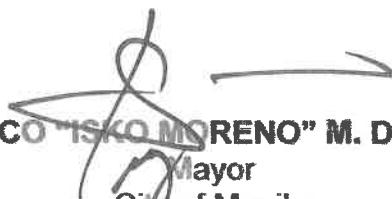
PRESIDED BY:

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

ATTESTED:

  
ATTY. HANS ROGER S. LUNA  
City Government Department Head III  
(Secretary to the City Council)

APPROVED BY HIS HONOR, THE MAYOR, ON DEC 19 2025

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

ATTESTED:

  
MANUEL M. ZARCAL  
Secretary to the Mayor  
CLN: jhb/rmd/agv/egv/jrp