



Republika ng Pilipinas
SANGGUNIANG PANLUNGSOD NG MARIKINA

PRESENT:

HON. JOSE FABIAN I. CADIZ, M.D. City Vice Mayor
Presiding Officer

1st DISTRICT

HON. RONNIE S. ACUÑA City Councilor
HON. FRANKIE C. AYUSON City Councilor
HON. JOSEPH B. BANZON City Councilor
HON. MARIO M. DE LEON City Councilor
HON. EVA AGUIRRE-PAZ City Councilor

2nd DISTRICT

HON. PAUL B. DAYAO City Councilor
HON. MARK ALBERT J. DEL ROSARIO City Councilor
HON. ERNESTO M. FLORES City Councilor
HON. SUSANA P. MAGTUBO City Councilor
HON. RUBEN R. REYES City Councilor
HON. XYZA DIAZEN-SANTOS City Councilor

SECTORAL REPRESENTATIVE

HON. LEVY DL. DE GUZMAN Liga President

ON OFFICIAL BUSINESS:

HON. ARIEL V. CUARESMA City Councilor

ON LEAVE:

HON. WILLIE N. CHAVEZ City Councilor
HON. SAMUEL S. FERRIOL City Councilor
HON. THADDEUS ANTONIO M. SANTOS, JR. City Councilor
HON. ROMMEL F. ORTIZ City Councilor

ORDINANCE NO. 024
Series of 2016

**ORDINANCE AUTHORIZING THE GRANT OF MID-YEAR BONUS
EQUIVALENT TO ONE (1) MONTH BASIC SALARY TO LOCAL
GOVERNMENT EMPLOYEES OF MARIKINA CITY**

Introduced by:

Councilor MARK ALBERT J. DEL ROSARIO
Councilor RONNIE S. ACUÑA
Councilor FRANKIE C. AYUSON
Councilor JOSEPH B. BANZON
Councilor WILLIE N. CHAVEZ
Councilor ARIEL V. CUARESMA
Councilor PAUL B. DAYAO
Councilor MARIO M. DE LEON
Councilor SAMUEL S. FERRIOL

Councilor ERNESTO M. FLORES
Councilor SUSANA P. MAGTUBO
Councilor ROMMEL F. ORTIZ
Councilor EVA AGUIRRE-PAZ
Councilor THADDEUS ANTONIO M. SANTOS, JR.
Councilor XYZA DIAZEN-SANTOS
Councilor RUBEN R. REYES
Councilor LEVY DL. DE GUZMAN
and Vice Mayor JOSE FABIAN I. CADIZ, M.D.

WHEREAS, Executive Order No. 201, Series of 2016 was signed on February 19, 2016 by the President of the Philippines, His Excellency, Benigno S. Aquino III which embodies the modification of salary schedule of Civilian Government Personnel and Authorizing the Grant of Additional Benefits for both Civilian and Military Uniformed Personnel;

WHEREAS, Section 4 of the aforementioned Executive Order states that:

"Section 4. Mid-Year Bonus. Beginning FY 2016, a Mid-Year Bonus equivalent to one (1) month basic salary as of May 15, shall be granted to those who have rendered at least four (4) months of satisfactory service and are still in the service as of same date, to be given not earlier than May 15 of every year. This shall be in addition to the Standard Allowances and Benefits under the Total Compensation Framework embodied in the Congress Joint Resolution No. 4 (s. 2009). The existing Year-End Bonus equivalent to one (1) month basic salary and Cash Gift at prescribed rates shall be given in November of every year."

WHEREAS, relative to the aforementioned E.O., the Department of Budget and Management issued Budget Circular No. 2016 – 3 which contains, among others, Paragraphs 1.0, 2.0, and 5.0 which states that:

1.0 Purpose

This Circular is issued to prescribe the rules and regulations on the grant of the Mid-Year Bonus to government personnel for FY 2016 pursuant to Executive Order (EO) No. 201, s. 2016, entitled "Modifying the Salary Schedule for Civilian Government Personnel and Authorizing the Grant of Additional Benefits for Both Civilian and Military and Uniformed Personnel," as approved by the President on February 19, 2016."

2.0 Coverage

This Circular shall apply to the following positions and personnel:

2.1 All positions for civilian personnel, whether regular, casual, or contractual in nature, appointive or elective, full-time or part-time, now existing or hereafter created in the Executive, Legislative and Judicial Branches, the Constitutional Commissions and other Constitutional Offices; SUCs, and GOCCs covered by the Compensation and Position Classification System (CPCS) under

Republic Act (RA) No. 6758, as amended by Senate and House of Representatives Joint Resolutions No. 1, series of 1994 and No. 4, series of 2009; and in LGUs; and,

2.2 Military personnel of the Armed Forces of the Philippines under the Department of National Defense and uniformed personnel of the Philippine National Police, Philippine Public Safety College, Bureau of Fire Protection, and Bureau of Jail Management and Penology of the Department of the Interior and Local Government; Philippine Coast Guard of the Department of Transportation and Communications; and National Mapping and Resource Information Authority of the Department of Environment and Natural Resources.

5.0 Guidelines on the Grant of Mid-Year Bonus

5.1 The Mid-Year Bonus equivalent to one (1) month basic pay as of May 15 shall be given to entitled personnel not earlier than May 15 of the current year, subject to the following conditions:

5.1.1 Personnel has rendered at least a total or an aggregate of four (4) months of service from July 1 of the immediately preceding year to May 15 of the current year;

5.1.2 Personnel remains to be in the government services as of May 15 of the current year; and

5.1.3 Personnel has received at least a satisfactory performance rating in the immediately preceding rating period.

5.2 Those who have rendered a total or an aggregate of less than four (4) months of service from July 1 of the preceding year to May 15 of the current year, and those who are no longer in the service as of the latter date, shall not be entitled to the Mid-Year Bonus.

5.3 The Mid-Year Bonus of personnel hired on part-time service in one or more agencies shall be in direct proportion to the number of hours/days of part-time services rendered.

5.4 The Mid-Year Bonus of those on detail to another government agency shall be paid by the parent agency, while those on secondment shall be paid by the recipient agency.

5.5 The Mid-Year Bonus of personnel who transferred from one agency to another shall be paid by the new agency.

5.6 A compulsory retiree, whose services have been extended, may be granted Mid-Year Bonus, subject to the pertinent provisions of this Circular.

5.7 Those who are formally charged administrative and/or criminal cases which are still pending for resolution, shall be entitled to Mid-Year Bonus until found guilty by final and executory judgment, provided that:

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5.7.1 Those found guilty shall not be entitled to Mid-Year Bonus in the year of finality of the decision. The personnel shall refund the Mid-Year Bonus received for that year.

5.7.2 If the penalty imposed is only a reprimand, the personnel concerned shall be entitled to the Mid-Year Bonus.

WHEREAS, the grant of Mid-Year Bonus (or 13th Month Pay) Equivalent to One (1) Month Basic Salary to Local Government Employees shall be subject to the Rules and Regulations prescribed under the Department of Budget and Management Budget Circular No. 2016 – 3 and 2016 – 4, Rules and Regulations on the Grant of the Mid-Year Bonus for FY 2016 and Updated Rules and Regulations on the Grant of the Year-End Bonus and Cash Gift for FY 2016 and Years Thereafter issued on April 28, 2016 pursuant to Executive Order (E.O.) No. 201, Series of 2016;

WHEREAS, Section 458 (a), sub-paragraph 1 (viii) of Republic Act No. 7160 otherwise known as the Local Government Code of 1991 provides that:

(a) The sangguniang panlungsod, as the legislative body of the city, shall enact ordinances, approve resolutions and appropriate funds for the general welfare of the city and its inhabitants pursuant to Section 16 of this Code and in the proper exercise of the corporate powers of the city as provided for under Section 22 of this Code, and shall:

(1) Approve ordinances and pass resolutions necessary for an efficient and effective city government, and in this connection, shall:

x x x

(viii) Determine the positions and the salaries, wages, allowances and other emoluments and benefits of officials and employees paid wholly or mainly from city funds and provide for expenditures necessary for the proper conduct of programs, projects, services, and activities of the city government;”

NOW THEREFORE, BE IT ORDAINED, AS IT IS HEREBY ORDAINED BY THE SANGGUNIANG PANLUNGSOD OF MARIKINA, in session duly assembled, that:

SECTION 1. The City Government of Marikina hereby authorizes the grant of Mid-Year Bonus equivalent to one (1) month basic salary to local government employees of Marikina City.

SECTION 2. Coverage. As provided for under Section 2 of Executive Order No. 201, Series of 2016, the grant of this benefit shall cover employees of the local government units, regardless of appointment status, whether regular, contractual or casual, appointive or elective and on full-time and part-time basis.

However, individuals whose services are engaged through job orders, contracts of service, consultancy contracts, and service contracts with no employer-employee



relationship are excluded from the salary increase and benefits authorized by said Executive Order.

SECTION 3. *Funding.* The aforementioned amount shall be chargeable against the local fund and subject to personal services limitations.

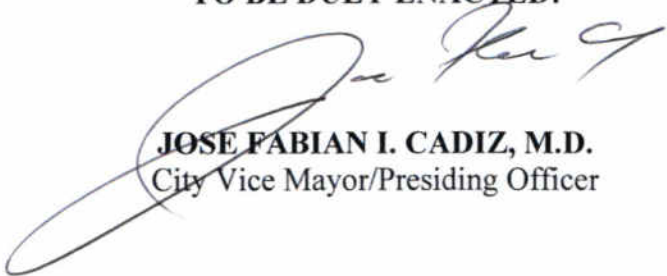
SECTION 4. *Effectivity.* This Ordinance shall take effect upon approval.

UNANIMOUSLY ENACTED by the **SANGGUNIANG PANLUNGSOD of MARIKINA**, this 4th day of May, 2016.

I HEREBY CERTIFY to the correctness of the foregoing Ordinance which was duly enacted by the *Sangguniang Panlungsod* during its 17th Regular Session held at the City Council Session Hall on May 4, 2016.


NORALYN R. TINGCUNGO
City Council Secretary

**ATTESTED AND CERTIFIED
TO BE DULY ENACTED:**


JOSE FABIAN I. CADIZ, M.D.
City Vice Mayor/Presiding Officer

APPROVED by the **HON. CITY MAYOR** on MAY 16 2016


DEL R. DE GUZMAN
City Mayor