



Republic of the Philippines  
**CITY OF BACOR**  
 Province of Cavite

**OFFICE OF THE SANGGUNIANG PANLUNGSOD**

CITY ORDINANCE NO. CO 43-2015  
 Series of 2015

**A ORDINANCE PROVIDING GUIDELINES REGARDING THE PAYMENT OF PERFORMANCE ENHANCEMENT INCENTIVES (PEI) TO VARIOUS QUALIFIED EMPLOYEES OF THE LOCAL GOVERNMENT OF THE CITY OF BACOR, CAVITE.**

Sponsored by: *Hon. Miguel N. Bautista, Hon. Rowena Bautista-Mendiola, Hon. Venus D. De Castro, Hon. Bayani M. De Leon, Hon. Leandro A. De Leon, Hon. Reynaldo M. Fabian, Hon. Edwin G. Gawaran, Hon. Victorio L. Guerrero, Jr., Hon. Hernando C. Gutierrez, Hon. Roberto R. Javier, Hon. Gaudencio P. Nolasco, Hon. Reynaldo D. Palabrica, and Hon. Avelino B. Solis.*

**WHEREAS**, the Office of the President issued Executive Order No. 181 on 15 May 2015 on the implementation of the provisions of the FY2015 General Appropriations Act (GAA) on the grant of the FY2015 Productivity Enhancement Incentive (PEI) to government employees.

**WHEREAS**, the Sangguniang Panlungsod reviewed the said Executive Order and realized that there is a need to pass an Ordinance implementing the same and providing guidelines on situations not covered by the said order.

**NOW THEREFORE**, upon motion of Hon. Miguel Bautista, unanimously seconded by all the councilors present in regular session duly assembled, **BE IT ORDAINED AS IT IS HEREBY ORDAINED** by the Sangguniang Panlungsod to provide the following guidelines in the payment of **Performance Enhancement Incentives (PEI)** to qualified employees of the city government based on the pertinent provisions of EO No. 181-S-2015, to wit:

Section 1. **Personnel Covered:** Local Government Employees of Bacoor whose appointment is permanent, temporary, co-terminous and casual employment shall be entitled to the PEI.

Section 2. **PEI Amount:** Qualified employees of the city government shall be entitled to a PEI equivalent to his/her one month salary.

Section 3. **Employee Service Requirement:** To be entitled to the FY 2015 PEI, the employee must comply with the following requirements: (1) must have rendered at least a total or an aggregate of four months of service as of May 31, 2015, including leaves of absence with pay, (2) still in the service of the city government as of May 31, 2015 and (3) obtained at least a "satisfactory" rating in the latest Individual Performance Commitment Review (IPCR). Provided that:

- a) Employees who have rendered less than the total or an aggregate of four months of satisfactory service as of May 31, 2015, may still be paid the full amount of the PEI upon

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HON. ROBERT R. JAVIER  
 City Councilor

HON. VICTORIO L. GUERRERO, JR.  
 City Councilor - ABC Pres.

Attested by:  
  
 ATTY. KHALID A. ATEGA, JR.  
 Sangguniang Panlungsod Secretary

Certified by:  
  
 HON. CATHERINE S. EVARISTO  
 City Vice Mayor/Presiding Officer

Approved by:  
  
 HON. STRIKE B. REVILLA  
 City Mayor



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completion of the four months and upon acquisition of satisfactory service rating requirements before the end of FY2015;

- b) Employees hired after May 31, 2015 may aim to be paid the full amount of the PEI upon completion of the four months and upon acquisition of satisfactory service rating requirements before the end of FY2015.
- c) Employees with less than four months service in the FY 2015, or whose performance ratings are unsatisfactory are not entitled to the PEI.

Section 4. **Other Guidelines on the Payment FY2015 PEI:**

- a) The PEI of a city employee who transferred from the Bacoor City Government to another government agency shall be granted by the new agency where the employee transferred.
- b) The PEI of a city employee on detail with another government agency shall be granted by his/her mother agency.
- c) A compulsory retiree on service extension as of May 31, 2015 may be granted the PEI subject to the pertinent guidelines herein. City employees who retired prior to May 31, 2015 shall not be entitled to PEI.
- d) Personnel charged with administrative and/or criminal charges and who have been meted with the corresponding penalty in FY2015 shall not be entitled to the PEI. Those granted the PEI and later found guilty and meted with the corresponding penalty for the said administrative or criminal charges in 2015 shall refund the PEI that he/she received. If the penalty meted out is only reprimand, such penalty shall disqualify the employee concerned to the grant of the PEI.
- e) An employee from another government agency who transferred to the Local Government of Bacoor after May 31, 2015 and who was already been granted the PEI by his agency of origin shall be able to avail of the salary deferential in case the salary he is receiving in the Local Government of Bacoor is higher than what he was receiving from the said agency.
- f) Employees whose employment status and salary grade were changed (either thru promotion, demotion, transfer, transfer with promotion, etc), shall receive a PEI equivalent to his/her one month basic salary corresponding to his salary grade after May 31, 2015.
- g) Employees who have not acquired an aggregate of four months of satisfactory service at the time of giving of PEI shall receive a pro-rated amount of PEI based on DBM policies and rules on the giving of 13<sup>th</sup> month pay or bonus.

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Sangguniang Panlungsod Secretary

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City Vice Mayor/Presiding Officer

Approved by:

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**Section 5. Effectivity:** This Ordinance shall take effect immediately after it has been posted on at least three (3) conspicuous places in the City of Bacoor and after it has been published once in a newspaper of general circulation in the Province of Cavite.

**Section 6. Dissemination:** The Human Resources Development and Management Department (HRDMD) is hereby directed to ensure the proper dissemination of copies of this Ordinance to the various departments/units of the city government and to various government agencies concerned.

**ENACTED** by the Sangguniang Panlungsod of Bacoor in its Regular Session this 5<sup>th</sup> day of October 2015.

*I hereby certify that this is a true and accurate copy of the ordinance duly enacted by the Sangguniang Panlungsod on 5<sup>th</sup> day of October 2015.*

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