
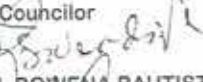


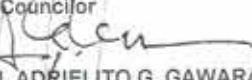


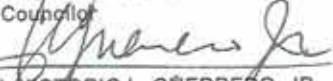
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HON. ROWENA BAUTISTA-MENDIOLA  
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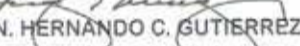
  
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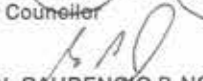
  
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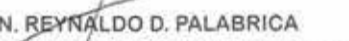
  
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HON. REYNALDO D. PALABRICA  
City Councilor - Liga ng Brgy. President

  
HON. MAC RAVEN ESPIRITU  
City Councilor - SK FEDERATION PRESIDENT

Attested by:

  
ATTY. KHALIDA A. ATEGA, JR.  
Sangguniang Panlungsod Secretary

Certified by:

  
HON. CATHERINE SARINO-EVARISTO  
City Vice Mayor / Presiding Officer

Noted by:

  
HON. LANI MERCADO - REVILLA  
City Mayor

CITY ORDINANCE NO. 189-2021  
Series of 2021

**AN ORDINANCE APPROVING THE GRANT OF GRATUITY PAY TO WORKERS OF THE LOCAL GOVERNMENT OF THE CITY OF BACOR WHOSE SERVICES WERE ENGAGED ON A JOB ORDER BASIS OR THROUGH CONTRACTS OF SERVICE PURSUANT TO THE PROVISIONS OF ADMINISTRATIVE ORDER NO. 46 DATED 29 DECEMBER 2021.**

Sponsored by:

Hon. Roberto L. Advincula, Hon. Miguel N. Bautista, Hon. Victorio Guerrero, Hon. Leandro A. De Leon, Hon. Mac Raven Espiritu, Hon. Adrielito G. Gawaran, Hon. Alejandro F. Gutierrez, Hon. Hernando C. Gutierrez, Hon. Roberto R. Javier, Hon. Gaudencio P. Nolasco, Hon. Alde Joselito F. Pagulayan, Hon. Reynaldo D. Palabrica and Hon. Michael E. Solis.

**WHEREAS** like other local government units, the City of Bacoor regularly engage the services of numerous workers on job order (JO) basis or through contracts of service (COS).

**WHEREAS** the said JO and COS workers provide services that complement the work done by permanent, casual, and co-terminous employees of the city government including in the ongoing struggle to contain the COVID-19 pandemic.

**WHEREAS** despite the valuable contributions of JO and COS workers in the delivery of public service, they were not entitled to receive year-end bonuses or personal economic relief allowances (PERA) as they are considered by the national government as having no "employer-employee" relationship with the local government units that hired them.

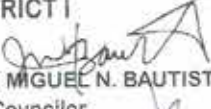
**WHEREAS** all that changed when on 29 December 2021, President Rodrigo Duterte issued Administrative Order No. 46 authorizing the grant of gratuity pay to JO and COS workers in government for fiscal year 2021.

**WHEREAS** under Section 5 of AO No. 46, local government units are enjoined to grant a year-end Gratuity Pay to JO and COS workers using appropriate and available funding through the enactment of a corresponding supplemental budget by the local sanggunian.

**WHEREAS** in the afternoon of 29 December 2021, Mayor Lani Mercado-Revilla requested the Sangguniang Panlungsod in writing to hold a special session at the soonest available time and approve an ordinance authorizing the grant of gratuity pay to qualified JO and COS workers engaged by the City Government as well as enact a supplemental budget using savings from the 2021 Annual Budget of the city government amounting to Php 7,335,000.00 to fund the grant of the said gratuity pay pursuant to AO No. 46.




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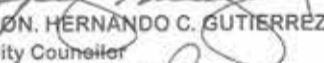
  
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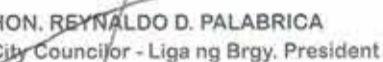
  
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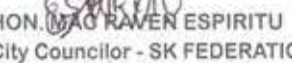
  
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 City Councilor - Liga ng Brgy. President

  
 HON. MAG RAVEN ESPIRITU  
 City Councilor - SK FEDERATION PRESIDENT

Attested by:

  
 ATTY. KHALID A. ATEGA, JR.  
 Sangguniang Panlungsod Secretary

Certified by:

  
 HON. CATHERINE SARINO-EVARISTO  
 City Vice Mayor / Presiding Officer

Noted by:

  
 HON. LANI MERCADO - REVILLA  
 City Mayor

**WHEREAS** on 30 December 2021, the Sangguniang Panlungsod conducted a special session to deliberate on the request of Mayor Mercado-Revilla. In attendance during the said session were Atty. Jesson Labao (City Treasurer-OIC), Ms. Elvinia Guerrero (City Budget Officer), Mr. Jerry Macalatan (City Accountant), and Ms. Natividad Ludwig I. Ople (HRDMD Officer). The said city government officials confirmed that 1,467 JO and COS workers would qualify to receive the proposed gratuity pay and that **Seven Million Three Hundred Thirty-Five Thousand Pesos (Php 7,335,000.00)** out of the city government's savings from the 2021 Annual Budget for "Other Maintenance and Operating Services" may be used for the grant of the said incentive.

**WHEREAS**, the Sangguniang Panlungsod unanimously decided to approve the instant Ordinance in (a) recognition of the valuable contribution of JO and COS workers in the delivery of public service to the people of the City of Bacoor including in the ongoing fight to curb the ravages of the COVID-19 pandemic, and (b) in faithful compliance with the provisions of AO No. 26.

**NOW THEREFORE**, be it **ORDAINED** by the 4<sup>th</sup> Sangguniang Panlungsod of the City of Bacoor, Cavite in special session duly assembled THAT:

**Section 1. Title.** This Ordinance shall be known and referred to as the **"2021 Gratuity Pay Ordinance of the City of Bacoor"**.

**Section 2. Period of Implementation and Effectivity.** This Ordinance shall be implemented immediately upon its approval pursuant to the pertinent provisions of Republic Act No. 10160 (the "Charter of the City of Bacoor").

**Section 3. Grant of Gratuity Pay.** All workers whose services are engaged through COS and JO basis, who have rendered a total of at least four (4) months of actual satisfactory performance of services, as stipulated in their respective contracts as of 15 December 2021, and whose contracts are still effective as of same date, may be granted a one-time Gratuity Pay of **Five Thousand Pesos (P 5,000) each**.

Those who have rendered less than (4) months of actual satisfactory performance of services, as stipulated in their respective contracts as of 15 December 2021, and whose contracts are still effective as of same date, may also be granted the one-time Gratuity Pay on a pro rata basis, as follows:


Length of service	Amount of Gratuity Pay
3 months or more but less than 4 months	P 4,000
2 months or more but less than 3 months	P 3,000
Less than 2 months	P 2,000




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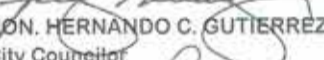
  
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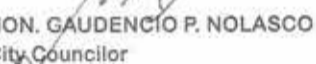
  
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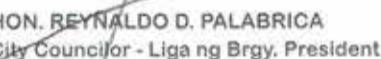
  
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Attested by:

ATTY. KHALID A. ATEGA, JR.  
Sangguniang Panlungsod Secretary

Certified by:

HON. CATHERINE SARINO-EVARISTO  
City Vice Mayor / Presiding Officer

Noted by:

HON. LANI MERCADO - REVILLA  
City Mayor

For purposes of this Ordinance, the phrase "actual service" shall refer to services rendered by COS and JO workers physically at their designated workstations or through "work from home" arrangements duly authorized by the City Mayor or by the City Vice Mayor.

**Section 4. Separability.** If, for any reason, any section or provision of this Ordinance is declared invalid or unconstitutional, other sections or provisions thereof which are not affected thereby shall continue to be in full force and effect.

**UNANIMOUSLY APPROVED** this 30<sup>th</sup> day of December 2021 by the 4<sup>th</sup> Sangguniang Panlungsod of the City of Bacoor, Cavite in special session duly assembled.

*I hereby certify that the foregoing was duly approved in accordance with law.*

Certified by:

  
HON. CATHERINE S. EVARISTO  
Vice Mayor/Presiding Officer

Attested by:

  
ATTY. KHALID A. ATEGA JR.  
Sangguniang Panlungsod Secretary

Approved by:

  
HON. LANI MERCADO-REVILLA  
City Mayor

DEC 30 2021  
Date of Approval