



Office of the Sangguniang Panlungsod

DISTRICT I

HON. CATHERINE SARINO-EVARISTO
City Councilor

HON. MICHAEL E. SOLIS
City Councilor

HON. ADRIELITO G. GAWARAN
City Councilor

HON. RAMON N. BAUTISTA
City Councilor

HON. ALEJANDRO F. GUTIERREZ
City Councilor

HON. LEVY M. TELA
City Councilor

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City Councilor

HON. SIMPLICIO G. DOMINGUEZ
City Councilor

HON. RANDY C. FRANCISCO
Liga ng mga Barangay Vice-President

HON. PALM ANGEL S. BUNCIO
SK Federation President

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

Certified by:
HON. ROWENA BAUTISTA-MENDIOLA
City Vice Mayor

Approved by:
HON. STRIKE B. REVILLA
City Mayor

**CITY RESOLUTION NO. 2024-632
Series of 2024**

A RESOLUTION APPROVING THE ORDINANCE AUTHORIZING THE GRANT OF A SPECIAL ACHIEVEMENT BONUS TO ALL ELECTED OFFICIALS AND TO ALL PERMANENT, CASUAL, CO-TERMINOUS AND THE GRANT OF GRATUITY PAY TO JOB ORDER EMPLOYEES OF THE LOCAL GOVERNMENT OF THE CITY OF BACOR, CAVITE IN RECOGNITION OF THEIR EXEMPLARY PERFORMANCE IN CALENDAR YEAR 2024.

Sponsored by:

Hon. Rogelio M. Nolasco

Co - Sponsored by:

Hon. Roberto L. Advincula, Hon. Ramon N. Bautista, Hon. Palm Angel S. Buncio, Hon. Simplicio G. Dominguez, Hon. Catherine Sarino-Evaristo, Hon. Reynaldo M. Fabian, Hon. Randy C. Francisco, Hon. Adrielito G. Gawaran, Hon. Alejandro F. Gutierrez, Hon. Alde Joselito F. Pagulayan, Hon. Reynaldo D. Palabrica, Hon. Michael E. Solis and Hon. Levy M. Tela.

WHEREAS, the Office of the City Mayor requested the Sangguniang Panlungsod to pass a resolution approving the Ordinance authorizing the grant of a Special Achievement Bonus to all elected officials and to all permanent, casual, co-terminous and the grant of a year-end Gratuity Pay to job order employees of the local government of the City of Bacoor, Cavite in recognition of their exemplary performance in Fiscal Year 2024.

WHEREAS, on 9 December 2024, the Sangguniang Panlungsod deliberated on the above mentioned request and decided to approve the ordinance authorizing the grant of a Special Achievement Bonus and a year-end Gratuity Pay to government employees for Calendar Year (CY) 2024 in recognition of their unwavering commitment and dedication in the performance of their respective duties that contributed in the delivery of excellent services to the public, as described below:

- 1. Twenty Thousand Pesos (Php20,000.00) to all qualified Elected, Permanent, Co-Terminous, and Casual employees; and



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City Vice Mayor

Approved by
HON. STRIKE B. REVILLA
City Mayor

2. Ten Thousand Pesos (Php10,000.00) to all Job Order employees of the City of Bacoor.

WHEREAS, the employees qualified to receive the said Special Achievement Bonus and Gratuity Pay are those who rendered their services until December 9, 2024.

WHEREAS, the aggregate amount needed to finance the grant of the said Special Achievement Bonus and Gratuity Pay will be appropriated from the available funds under Personal Services in the 2024 Annual Budget of the City of Bacoor, Cavite.

NOW THEREFORE, BE IT RESOLVED AS IT IS HEREBY RESOLVED by the 5th Sangguniang Panlungsod of the City of Bacoor, Cavite in regular session duly assembled to approve the ordinance appearing below authorizing the grant of a Special Achievement Bonus and the grant of a Gratuity Pay to various government officials and employees in the City Government of Bacoor, Cavite for Fiscal Year 2024.

CITY ORDINANCE NO. 412-2024
Series of 2024

AN ORDINANCE AUTHORIZING THE GRANT OF A SPECIAL ACHIEVEMENT BONUS TO ALL ELECTED OFFICIALS AND TO ALL PERMANENT, CASUAL AND THE GRANT OF A GRATUITY PAY TO ALL JOB ORDER EMPLOYEES OF THE LOCAL GOVERNMENT OF THE CITY OF BACOR, CAVITE IN RECOGNITION OF THEIR EXEMPLARY PERFORMANCE IN FISCAL YEAR 2024.

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Co - Sponsored by:

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ga ng mga Barangay Vice-President

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tested by

[Signature]
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ngguniang Panlungsod Secretary

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[Signature]
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ty Vice Mayor

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proved by

[Signature]
N. STRIKE B. REVILLA
ty Mayor

Reynaldo D. Palabrica, Hon. Michael E. Solis and Hon. Levy M. Tela.

WHEREAS Article IX-B, Section 3 of the 1987 Philippine Constitution mandates that there shall be measures in government for the promotion of morale, efficiency, integrity, responsiveness, progressiveness, and courtesy in civil service, and for the strengthening of merits and rewards system.

WHEREAS in compliance with the constitutional directive mentioned above, the Civil Service Commission (CSC) issued Memorandum Circular No. 48, Series of 1992, which provided the guidelines in the establishment and implementation of an agency incentive and awards system. On 10 January 2001, CSC Resolution No. 010112 was issued by the CSC revising CSC Memorandum Circular No. 48, Series 1992, and required all government agencies and local government units to adopt a Program on Awards and Incentives for Service Excellence (PRAISE).

WHEREAS the City of Bacoor Employee Suggestions and Incentives Awards System (Bacoor-ESIAS) was approved by the Civil Service Commission for implementation on 24 January 1994, pursuant to the provisions of Rule X of the Omnibus Rules Implementing Book V of Executive Order No. 292, with the main objective of recognizing and rewarding officials and employees of the local government, individually or in groups, for the suggestions, inventions, superior accomplishments, and other personal efforts for improved operation of the City Government, or for other extraordinary acts of public service, and for exemplary service and conduct.

WHEREAS Executive Order No. 39-16 led to the creation of the Suggestion and Incentive Award Committee (SIAC). Under EO No. 39-16, the SIAC may recommend the grant of gratuities to all officials and employees of the City Government who are qualified to receive the same under the Bacoor-ESIAS;

WHEREAS on 2 December 2024, the SIAC of the City of Bacoor submitted Resolution No. 001-2024 to Mayor Strike B. Revilla listing the various awards and commendations received by the city government and by its various officials and departments for calendar year 2024 and recommending the grant of a **Special Achievement Bonus** amounting to **Twenty Thousand Pesos (Php20,000.00)** in favor of all elected officials and qualified permanent, co-terminous, and casual employees of the city government pursuant to the Program

3 City Resolution No. 2024-632 and City Ordinance No. 412-2024, 9 December 2024 (**2024 Special Achievement Bonus and Gratuity Pay Ordinance of the City of Bacoor**)



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SK Federation President

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

Certified by:

HON. ROWENA BAUTISTA-MENDIOLA
City Vice Mayor

Approved by:

HON. STRIKE B. REVILLA
City Mayor

on Awards and Incentives for Service Excellence (PRAISE) of the City of Bacoor and the grant of **Gratuity Pay** amounting to **Ten Thousand Pesos (PhP 10,000.00)** in favor of all job order employees of the City of Bacoor. Attached as **Annex "A"** is a copy of SIAC Resolution No. 001-2024 dated 2 December 2024, which is made an integral part hereof.

WHEREAS on 6 December 2024, Mayor Revilla requested the Sangguniang Panlungsod in writing to approve an ordinance authorizing the grant of a **Special Achievement Bonus** amounting to **Twenty Thousand Pesos (PhP20,000.00)** in favor of all qualified elected and appointed permanent, casual, and co-terminus officials and employees of the local government of the City of Bacoor as part of its Program on Awards and Incentives for Service Excellence (PRAISE) and the grant of **Gratuity Pay** amounting to **Ten Thousand Pesos (PhP10,000.00)** to all job order employees of the City Government thru SIAC Resolution No. 001-2024 dated December 2, 2024 to be taken from the available funds under Personal Services in the 2024 Annual Budget.

WHEREAS, the Sangguniang Panlungsod unanimously decided to approve the instant Ordinance in (a) recognition of the exemplary performance and superior accomplishments of the officials and employees of the city government in 2024 resulting in the receipt of the Seal of Good Local Governance award by the city government for the eighth consecutive time, the achievement of the ISO 9001:2015 certification by the City Government on 20 February 2024, and the recognition received by the Sangguniang Panlungsod as the best local legislature in the Province of Cavite during the 2023 Local Legislative Awards, and (b) to motivate the city government employees and officials to further contribute to national development through increased productivity.

NOW THEREFORE, be it **ORDAINED** by the 5th Sangguniang Panlungsod of the City of Bacoor, Cavite in regular session duly assembled **THAT**:

Section 1. Title. This Ordinance shall be known and referred to as the **"2024 Special Achievement Bonus and 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. Coverage. This Ordinance shall only apply to elected officials of the city government and to all permanent, co-terminous, casual, and job order employees

4 City Resolution No. 2024-632 and City Ordinance No. 412-2024,
9 December 2024 (**2024 Special Achievement Bonus and Gratuity Pay Ordinance of the City of Bacoor**)



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

Certified by:
HON. ROWENA BAUTISTA-MENDIOLA
City Vice Mayor

Approved by:
HON. STRIKE B. REVILLA
City Mayor

of the local government of the City of Bacoor who have not retired, have not been terminated, have not resigned, or whose appointment did not end on or before 9 December 2024. This Ordinance shall not apply to city government officials and to city government employees who were appointed on 10 December 2024 onwards.

Section 4. Special Achievement Bonus and Gratuity Pay. The grant of a special achievement bonus amounting to **Twenty Thousand Pesos (Php 20,000.00)** is hereby authorized in favor of all elected officials and to all permanent, casual, and co-terminous employees of the city government. The grant of a gratuity pay of **Ten Thousand Pesos (Php10,000.00)** is hereby authorized in favor of all job order employees who were appointed prior to 9 December 2024.

Section 5. Source of Funds. The amount of **Thirty-Eight Million Five Hundred Ninety Thousand Pesos (Php 38,590,000.00)** realized from the available savings for Personal Services under the 2024 Annual Budget is hereby realigned and appropriated to finance the grant of the Special Achievement Bonus and Gratuity Pay mentioned in Section 4 hereof pursuant to the Program on Awards and Incentives for Service Excellence (PRAISE) of the city government.

Section 6. Effectivity. This Ordinance shall become effective immediately after its posting on the bulletin board situated at the entrance of the Bacoor City Hall and in at least three (3) other conspicuous places within the City of Bacoor, Cavite.

UNANIMOUSLY APPROVED this 9th day of December 2024 by the 5th Sangguniang Panlungsod of the City of Bacoor, Cavite in regular session duly assembled.

I hereby certify that the foregoing Resolution and Ordinance were duly approved in accordance with law.

Certified by:

HON. ROWENA BAUTISTA-MENDIOLA
Vice Mayor/Presiding Officer



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City Mayor

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Sangguniang Panlungsod Secretary

Approved by:


HON. STRINE B. REVILLA
City Mayor

Date of Approval: _____