



REPUBLIC OF THE PHILIPPINES
SANGGUNIANG PANLUNGSOD
CITY OF MANDALUYONG



ORDINANCE NO. 1038, S-2025

AN ORDINANCE GRANTING THE AMOUNT OF TEN THOUSAND PESOS (P10,000.00) AS SERVICE RECOGNITION INCENTIVE (SRI) FOR FY 2025 FOR QUALIFIED EMPLOYEES OF THE CITY GOVERNMENT OF MANDALUYONG

WHEREAS, on December 11, 2025, President Ferdinand Marcos, Jr. issued Administrative Order No. 40 authorizing the grant of Service Recognition Incentive to Government Employees for FY 2025 at a uniform rate not exceeding Twenty Thousand Pesos (P20,000.00) in favor of each qualified government employee in recognition of his or her hard work, commitment and dedication to public service;

WHEREAS, the said grant shall be governed by the guidelines on the grant of Service Recognition Incentive to government employees for FY 2025 issued by the Department of Budget and Management (DBM), by virtue of Budget Circular No. 2025-3, issued on December 15, 2025;

WHEREAS, AO 40 likewise covers employees of the Local Government Units (LGUs) and authorizes the LGUs to grant one-time SRI to be determined by the local Sanggunian depending on the financial capability of such LGU in an amount not exceeding P20,000.00, subject to Personal Services (PS) limitation under RA 7160. The SRI shall be chargeable to the FY 2025 local government funds. Should the identified funding source be insufficient to cover the full amount of the SRI, a lower but uniform amount shall be paid to all qualified employees of the LGU;

WHEREAS, 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.

NOW, THEREFORE, be it ORDAINED by the Sangguniang Panlungsod of the City of Mandaluyong, in session assembled:

- Section 1. SERVICE RECOGNITION INCENTIVE (SRI) FOR QUALIFIED EMPLOYEES OF THE CITY GOVERNMENT OF MANDALUYONG – In the exercise of prudence and judicious use of government funds, a uniform Service Recognition Incentive in the amount of Ten Thousand Pesos (P10,000.00) shall be granted to each qualified employee of the City Government of Mandaluyong, subject to the conditions set forth in Section 2 hereof.
- Section 2. CONDITIONS ON THE GRANT OF THE SRI – The SRI shall be granted subject to the following conditions:

- a. The civilian personnel are occupying a regular, contractual, or casual positions;
- b. The personnel are still in the government service as of November 30, 2025;
- c. The personnel have rendered at least a total or an aggregate of four (4) months of satisfactory service as of November 30, 2025, inclusive of services rendered under any of the alternative work arrangements prescribed by the Civil Service Commission;
- d. Those who have rendered less than a total or aggregate of four (4) months of satisfactory service as of November 30, 2025 shall be entitled to a pro-rated share of the SRI in the following schedule:

Length of Service	Percentage of SRI
3 months but less than 4 months	40%
2 months but less than 3 months	30%
1 month but less than 2 months	20%
less than 1 month	10%

and;

- e. The personnel have not received any additional year-end benefit in FY 2025 over and above the benefit authorized under RA 6686, as amended by RA 8441.

Section 3. EXCLUSIONS FROM THE GRANT OF THE SRI – Those engaged with the City having no employer-employee relationship and whose compensation are funded from non-Personnel Services (PS) appropriations/budgets are excluded from the grant of SRI:

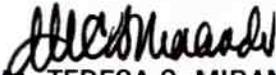
- a. Consultants and experts engaged for a limited period to perform specific activities or services with expected outputs;
- b. Laborers engaged through job contracts (pakyaw) and those paid on a piecework basis;
- c. Student workers and apprentices; and
- d. Individuals and groups of people whose services are engaged through job orders, contracts of service, or others similarly situated.

Section 4. SOURCE OF FUND – The SRI shall be chargeable against the available funds of the City Government of Mandaluyong for FY 2025, subject to the PS limitation in LGU budgets pursuant to Sections 325(a) and 331(b) of RA 7160.

- Section 5. SEPARABILITY CLAUSE – If any provision of this Ordinance is determined to be invalid, illegal or unenforceable, its remaining provisions shall remain in full force as though this Ordinance did not originally include such invalid, illegal, or unenforceable provision.
- Section 6. EFFECTIVITY – This Ordinance shall take effect immediately after approval.

ENACTED on this 26th day of December 2025, in the City of Mandaluyong.

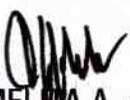
I HEREBY CERTIFY THAT THE FOREGOING ORDINANCE WAS ENACTED BY THE SANGGUNIANG PANLUNGSOD OF MANDALUYONG IN A SPECIAL SESSION HELD ON THE DATE AND PLACE FIRST ABOVE GIVEN.


MA. TERESA S. MIRANDA
Sanggunian Secretary

ATTESTED BY:

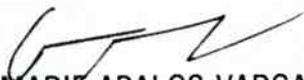

ANTONIO DLS. SUVA, JR.
City Vice Mayor
& Presiding Officer

APPROVED BY:

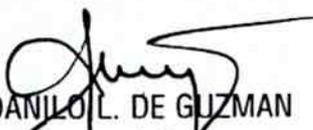

CARMELMA A. ABALOS
City Mayor

Date: DEC 26 2025

DISTRICT I


CHARISSE MARIE ABALOS-VARGAS
Councilor


ANJELO ELTON P. YAP
Councilor


DANILO L. DE GUZMAN
Councilor


CARISSA MARIZ S. MANALO
Councilor


GRACE MARIE V. ANTONIO
Councilor


ESTANISLAO V. ALIM III
Councilor


DARWIN A. FERNANDEZ
LNB President


CHERILYN V. MINA
SK Federation President

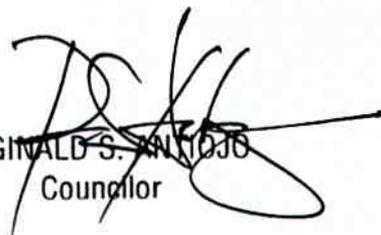
DISTRICT II


BENJAMIN A. ABALOS III
Councilor


ALEXANDER C. STA. MARIA
Councilor


MICHAEL ERIC G. CUEJILO
Councilor


FERNANDO S. OCAMPO
Councilor


REGINALD S. ANTOJITO
Councilor


LESLIE F. CRUZ
Councilor