



REPUBLIC OF THE PHILIPPINES
SANGGUNIANG PANLUNGSOD
CITY OF MANDALUYONG



ORDINANCE NO. 1040, S-2025

AN ORDINANCE IMPLEMENTING THE ISSUANCE OF PRODUCTIVITY ENHANCEMENT INCENTIVE (PEI) TO QUALIFIED GOVERNMENT EMPLOYEES OF THE CITY OF MANDALUYONG IN ACCORDANCE WITH DBM'S CIRCULAR LETTER 2025-13

WHEREAS, the Department of Budget and Management, through Circular Letter 2025-13 issued on December 17, 2025 informed all heads of departments, bureaus, agencies, local water districts, local government units, state universities and colleges (SUCs), and government-owned or controlled-corporations (GOCCs) of the grant of 2025 Productivity Enhancement Incentive (PEI) to government employees for FY 2025;

WHEREAS, the grant of the PEI is aligned with one of the governing principles of Congress Joint Resolution (JR) No. 4, s. 2009^ that "a performance-based Incentive scheme which integrates personnel and organizational personnel shall be established to reward exemplary civil servants and well-performing public institutions";

WHEREAS, notably, the PEI is one of the incentives under the Total Compensation Framework, which was established under Congress JR No. 4, s. 2009, that may be granted to government employees as a reward for exceeding agency and financial performance targets, and to motivate employee efforts toward higher productivity;

WHEREAS, the City Government of Mandaluyong has been granting said Productivity Enhancement Incentive (PEI) bonus on top of the 13th Month Pay and Cash Gift of Five Thousand Pesos (P5,000.00) in the sum of Five Thousand Pesos (P5,000.00) to all employees of the City Government of Mandaluyong, whether permanent, temporary, casual or contractual status and active as of November 30, 2025, with at least four (4) months of services, and in recognition of their valuable support in the performance of actual duties and responsibilities toward the attainment and successful accomplishment of the City, chargeable against the General Fund subject to existing COA laws and regulations;

WHEREAS, in this regard and as authorized by the President, the FY 2025 PEI shall be granted at a uniform rate of P5,000 for each qualified government employee, which shall be payable not earlier than December 15, 2025, for the purpose of improving the government employees' productivity, subject to the conditions, policies, and guidelines prescribed under Budget Circular No. 2017-45.

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

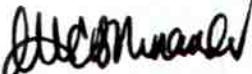
SECTION 1. SHORT TITLE. This Ordinance shall be known as "Performance Enhancement Incentive Ordinance of Mandaluyong City Employees".

SECTION 2. APPROPRIATION. An allocation of an amount not exceeding those prescribed in Circular Letter 2025-13 shall be chargeable against any 2025 appropriations, in accordance with DBM Guidelines subject to COA auditing rules and regulations.

- SECTION 3. ANNUAL GRANT.** The Productivity Enhancement Incentive (PEI) at a reasonable amount of Five Thousand Pesos (P5,000.00), effective year-end 2025 shall be released ONCE every year thereafter, subject to Personal Services limitation in the City's budget pursuant to Sections 325 (a) and 331 (b) of Republic Act No. 7160.
- SECTION 4. TERMS AND CONDITIONS.** The City Mayor shall be authorized to release the Productivity Enhancement Incentive (PEI), which may be equivalent to one (1) month basic salary, in favor of all qualified employees of the City Government of Mandaluyong City, subject to the following terms:
- a. Upon satisfaction of the requirements set forth in Section 6 paragraphs a-c of Executive Order No. 181, S-2015;
 - b. Upon satisfaction of the requirements set forth in Section 7 paragraphs a-e of Executive Order No. 181, S-2015;
 - c. Upon compliance of the City Personnel Department of the requirements pertaining to Strategic Performance Management Systems (SPMS) as mandated by the Civil Service Commission;
 - d. Upon Personal Services limitation in the City's budget pursuant to Sections 325 (a) and 331 (b) of Republic Act No. 7160; and
 - e. Upon determination of available savings in accordance with DBM Guidelines subject to COA auditing rules and regulations.
- SECTION 5. EFFECTIVITY CLAUSE.** This Ordinance shall take effect upon its approval. Upon approval hereof, the Office of the City Mayor, Accounting Department, Treasury Department, Budget Department, and Personnel Department must be furnished with their copies for proper implementation.

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:

APPROVED BY:


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


CARMELITA 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

DISTRICT II



BENJAMIN A. ABALOS III
Councilor



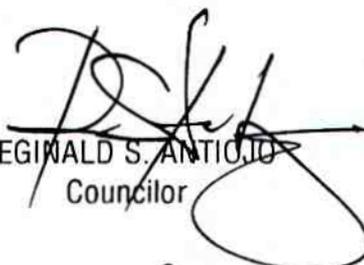
ALEXANDER C. STA. MARIA
Councilor



MICHAEL ERIC G. CUEJILO
Councilor



FERNANDO S. OCAMPO
Councilor



REGINALD S. ANTONIO
Councilor



LESLIE F. CRUZ
Councilor



DARWIN A. FERNANDEZ
LnB, President



CHERILYN V. MINA
SK Federation President