



REPUBLIC OF THE PHILIPPINES
SANGGUNIANG PANLUNGSOD
CITY OF MANDALUYONG



ORDINANCE NO. 912, S-2022

AN ORDINANCE GRANTING THE AMOUNT OF FOUR THOUSAND PESOS (P4,000.00) AS GRATUITY PAY FOR FY 2022 FOR QUALIFIED CONTRACT OF SERVICE AND JOB ORDER WORKERS OF THE CITY GOVERNMENT OF MANDALUYONG

WHEREAS, on December 23, 2022, President Ferdinand Marcos, Jr. issued Administrative Order No. 03 (AO 03) authorizing the grant of gratuity pay to Contract of Service (COS) and Job Order (JO) workers in Government for FY 2022;

WHEREAS, AO 03 recognizes that COS and JO workers, together with other government personnel, are required by their respective agencies to report for work regardless of the varying forms of community quarantine and mobility restrictions to ensure the continuous and responsive delivery of government services. Despite their dedication, COS and JO workers do not enjoy the benefits accorded to employees as they have no employee-employer relationship with the government;

WHEREAS, granting a year-end gratuity pay for FY 2022 to COS and JO workers is a well-deserved recognition of their hard work in implementing programs, projects and activities, including those which are part of the emergency COVID-19 response efforts and recovery efforts to socio-economic challenges of the government;

WHEREAS, AO 03 likewise covers COS and JO workers in the local government units (LGUs), and authorizes the LGUs to grant one-time gratuity pay in the amount not exceeding P5,000.00. The cost of the gratuity pay shall be chargeable to the available funds of the LGU for FY 2022.

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

SECTION 1. GRATUITY PAY FOR QUALIFIED CONTRACT OF SERVICE AND JOB ORDER WORKERS OF THE CITY GOVERNMENT OF MANDALUYONG – A gratuity pay in the amount of Four Thousand Pesos (P4,000.00) shall be granted to all qualified COS and JO workers of the City Government of Mandaluyong, subject to the guidelines prescribed in the next Section.

SECTION 2. GUIDELINES ON THE GRANT OF GRATUITY PAY FOR FY 2022 – The grant of the one-time gratuity pay to COS and JO workers shall be subject to the following conditions:

- a. The COS and JO workers have rendered a total or an aggregate of at least four (4) months actual satisfactory performance of services, as stipulated in their respective contracts, as of December 15, 2022; and

- b. The contracts of the COS and JO are still effective as of December 15, 2022.
- c. Those who have rendered less than a total or aggregate of four (4) months of actual satisfactory performance of service, as stipulated in their contracts, as of December 15, 2022, shall be entitled to a pro-rated share of the gratuity pay in the following schedule:

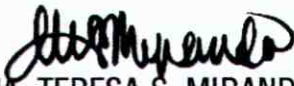
Length of Service	Amount of Gratuity Pay
3 months but less than 4 months	Not exceeding P4,000.00
2 months but less than 3 months	Not exceeding P3,000.00
less than 2 months	Not exceeding P2,000.00

- d. Actual service shall refer to services rendered on-site. Alternative work arrangements prescribed under COA- DBM JC No. 01, s.2022 shall be considered as actual service.

- SECTION 3. SOURCE OF FUND – Subject to the availability of fund, the cost of the gratuity pay for COS and JO workers shall be taken from the available funds of the City Government of Mandaluyong for FY 2022.
- SECTION 4. 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 5. EFFECTIVITY – This Ordinance shall take effect immediately after approval.

ENACTED on this 28th day of December 2022, in the City of Mandaluyong.

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


MA. TERESA S. MIRANDA
Sanggunian Secretary

ATTESTED BY:

CARMELITA A. ABALOS
City Vice Mayor &
Presiding Officer

APPROVED BY:

BENJAMIN S. ABALOS
City Mayor

Date: DEC 29 2022