



REPUBLIC OF THE PHILIPPINES
SANGGUNIANG PANLUNGSOD
CITY OF MANDALUYONG
ISO 9001:2015 CERTIFIED



ORDINANCE NO. 874, S-2022

AN ORDINANCE GRANTING THE
AMOUNT OF FIVE THOUSAND PESOS
(P5,000.00) AS GRATUITY PAY FOR FY
2021 FOR CONTRACT OF SERVICE AND
JOB ORDER WORKERS OF THE CITY
GOVERNMENT OF MANDALUYONG

WHEREAS, on December 29, 2021, President Rodrigo Roa Duterte issued Administrative Order No. 46 (AO 46) authorizing the grant of gratuity pay to Contract of Service (COS) and Job Order (JO) workers in Government for FY 2021;

WHEREAS, DBM issued Budget Circular No. 2021-5 on December 31, 2021 prescribing the guidelines on the grant of gratuity pay to COS and JO workers in Government for FY 2021;

WHEREAS, both AO 46 and DBM Circular recognize 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 2021 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 of the government;

WHEREAS, AO 46 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 2021.

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

Section 1. GRATUITY PAY FOR CONTRACT OF SERVICE AND JOB ORDER WORKERS OF THE CITY GOVERNMENT OF MANDALUYONG – A gratuity pay in the amount of Five Thousand Pesos (P5,000.00) shall be granted to all 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 2021 – 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 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, 2021; and
- b. The contracts of the COS and JO are still effective as of December 15, 2021.
- 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, 2021, 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. Pursuant to the DBM Circular, actual service shall refer to services rendered on site, i.e., the COS and JO workers are physically reporting for work at their designated work stations. Services rendered by the COS and JO workers offsite during the period of community quarantine/alert level, e.g., work-from-home arrangement, may also be considered as actual service.

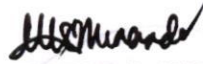
Section 3. SOURCE OF FUND – The cost of the gratuity pay for COS and JO workers shall be taken from the available funds of the City Government of Mandaluyong for FY 2021.

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.

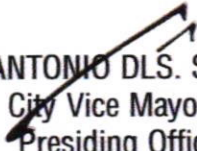
Section 5. EFFECTIVITY – This Ordinance shall take effect immediately after approval.

ENACTED on this 31st day of January, 2022 in the City of Mandaluyong.

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


MA. TERESA S. MIRANDA
Sanggunian Secretary

ATTESTED BY:


ANTONIO DLS. SUVA
City Vice Mayor &
Presiding Officer

APPROVED:


CARMELITA A. ABALOS
City Mayor

Date: FEB 07 2022