



Republic of the Philippines  
Province of Cebu  
**SANGGUNIANG PANLUNGSOD**  
City of Naga



*Atang Garbo*  
75<sup>th</sup> Session

EXCERPT FROM THE MINUTES OF THE 4<sup>TH</sup> SPECIAL SESSION OF THE 5<sup>TH</sup> SANGGUNIANG PANLUNGSOD (SP) HELD AT THE SP SESSION HALL, LEGISLATIVE BUILDING, EAST POBLACION, CITY OF NAGA, CEBU ON DECEMBER 14, 2023.

**PRESENT:**

- |                              |  |
|------------------------------|--|
| HON. VIRGILIO M. CHIONG      | - Vice Mayor /Presiding Officer                                  |
| HON. CLINT ISIDRO A. CHIONG  | - Presiding Officer Pro Tempore                                  |
| HON. CARMELINO N. CRUZ, JR.  | - Majority Floor Leader  |
| HON. SCOTT JUVENAL A. CHIONG | - Assistant Majority Floor Leader/Liga ng mga Barangay President |
| HON. ALEXANDER R. LARA       | - Sangguniang Panlungsod Member                                  |
| HON. AURELIO B. ALINSONORIN  | - Sangguniang Panlungsod Member                                  |
| HON. CHARMAINE R. NAVARRO    | - Sangguniang Panlungsod Member                                  |
| HON. RAY A. MANABAT          | - Sangguniang Panlungsod Member                                  |
| HON. JUSTINO L. DAKAY        | - Sangguniang Panlungsod Member                                  |
| HON. DOMINADOR A. LIBOR      | - Sangguniang Panlungsod Member                                  |
| HON. LETECIA F. ABANGAN      | - Sangguniang Panlungsod Member                                  |
| HON. FAITH JAMES B. SERVANO  | - SK Federation President  |

12/18/2023  
14:45  
*[Signature]*

**ORDINANCE NO. 2023-30**

**Author: Hon. Letecia F. Abangan**

*Chairperson: Committee on Finance, Budget and Ways and Means  
Committee on the Welfare of Senior Citizens and Person with Disability*

**GRANTING ONE-TIME MONETARY INCENTIVE TO ALL CITY OFFICIALS, EMPLOYEES AND JOB ORDER PERSONNEL OF THE CITY GOVERNMENT OF NAGA, CEBU IN RECOGNITION OF THEIR CONTRIBUTIONS LEADING TO THE AGENCY'S AWARDS/CITATIONS AND/OR RECOGNITIONS SUBJECT TO EXISTING GUIDELINES, RULES AND REGULATIONS**

**EXPLANATORY NOTE**

The 1987 Philippine Constitution, specifically Article X thereof, grants autonomy of the territorial and political subdivisions, including the local government units (LGUs).

Republic Act (RA) No. 9491, otherwise known as "An Act Converting the Municipality of Naga in the Province of Cebu into a Component City to be known as the City of Naga, Cebu," specifically Section 11 (a)(1)(viii), provides that "*the Sangguniang Panlungsod, as the legislative body of the city, shall enact ordinances and pass resolutions necessary for an efficient and effective city government, and in this connection, shall: determine the positions and the salaries, wages, allowances and other emoluments and benefits of officials and employees paid wholly or mainly from city funds and provide for expenditures necessary for the proper conduct of programs, projects, services and activities of the city government.*"

On December 07, 2023, the Local Finance Committee passed Resolution No. 09 Series of 2023 recommending the grant of a one-time monetary incentive to officials, employees and job order personnel in recognition of their contributions leading to the agency's awards/citations and/or recognitions.

The City of Naga, Cebu has received numerous awards and/or recognitions in the year 2023 confirming the exemplary performance of the City Government for the year. The City Human Resource Management Office (HRMO), in its collated report from various city departments/offices as of November 30, 2023, affirmed these awards and/or recognitions as enumerated below as follows:


DEPARTMENT	AWARDS	AWARDING BODY	DATE
OFFICE OF THE CITY TREASURER	SEAL OF EXCELLENCE IN LOCAL FINANCE (SELF) AWARD TOP PERFORMING CITY TREASURER in Region 7 to ANNA MARIA B. GABILAN City Treasurer City Of Naga, Cebu	Bureau of Local Government Finance in coordination with the Association of Local Treasurers and Assessors in Region 7, Inc.  Jessie B. Doctolero, REC, REA, REB Regional Director	December 6, 2022 during the Regional Leadership Congress v2.0 Mezzo Hotel, Cebu City

	in recognition of her invaluable contribution to the Revenue Generation Program and Treasury Operations of the Bureau of Local Government Finance, Department of Finance, Region VII, for having ranked 1st among the Cities in Region VII, with an average Collection Efficiency rating of 271.02% on all local revenue sources for FY 2021.		
<b>CITY GOVERNMENT</b>	<b>GOOD FINANCIAL HOUSEKEEPING (GFH) PASSER OF CY 2022</b> (as stated in the letter received from the DILG RO VII Provincial Director dated February 7, 2023)	Department of the Interior and Local Government - Region VII  Ian Kenneth B. Lucero Provincial Director	February 7, 2023
<b>PUBLIC EMPLOYMENT SERVICES OFFICE (PESO)</b>	<b>PLAQUE OF RECOGNITION to CITY OF NAGA, CEBU - PESO</b> headed by the <b>PESO Manager JOEL N. ANDALES</b> in grateful appreciation for the relentless support and commitment in the implementation of DOLE Programs and services, making Mr. Andales as one of the <b>Top Performing Public Employment Services Office (PESO) Manager</b> in the Region for FY 2022.	Department of Labor and Employment Regional Office No. VII  Lilia A. Estillore Regional Director	July 6, 2023 Lapu-lapu City, Cebu
<b>CITY DISASTER RISK REDUCTION &amp; MANAGEMENT OFFICE</b>	<b>CERTIFICATE OF RECOGNITION</b> is hereby awarded to <b>CITY OF NAGA DRRMO</b> for consistently and effectively responding to the needs of Placido L. Señor National High School by providing Training, Workshop and Demonstration through the platform of Research Scenarios and Disaster Readiness, held in Foxhole, Inoburan, City of Naga, Cebu.	Division of City Schools Placido L. Señor National High School  Evangelina L. Alberio Principal II	December 2, 2023
	<b>CERTIFICATE OF APPRECIATION</b> is awarded to <b>CITY DISASTER RISK REDUCTION MANAGEMENT OFFICE (CDRRMO) - City of Naga</b> in grateful commendation for spearheading the <b>First Aid Orientation and Conduct of Earthquake Drill at DepEd City of Naga Division</b>	Department of Education Region VII - Central Visayas City of Naga, Cebu  Rosalie M. Pasaol EdD, CESO V Schools Division Superintendent	March 9, 2023 DepEd City of Naga, Cebu
	<b>CERTIFICATE OF APPRECIATION</b> is presented to <b>CDRRMO CITY OF NAGA</b> for generously sharing its invaluable knowledge and input during the <b>Standard First Aid and Earthquake Drill Orientation for My Refuge House</b> held in May 17, 2023.	<b>My Refuge House</b>  Rose Ann Ababa Director Program Operations  Omar Burdeos Director of Administrative Operations	May 17, 2023 My Refuge House Residential Center, Cebu
	<b>CERTIFICATE OF RECOGNITION</b> is given to <b>CDRRMO CITY OF NAGA</b> for his/her valuable service rendered as <b>Resource Speaker</b> during the <b>Earthquake and Fire Drill</b> on 08 June 2023, at City of Naga Division Conference Hall.	DepEd City of Naga  Vincent A. Padron Division DRRM Coordinator  Ronald G. Gutay Schools Division Superintendent	June 8, 2023 City of Naga Division Conference Hall, Ecology Center, West Poblacion, City of Naga, Cebu

	<p><b>CERTIFICATE OF APPRECIATION to CITY OF NAGA DRRMO</b> for its invaluable support and contribution in the conduct of <b>24-Hour Standard First Aid and Basic Life Support Training</b> held at the Plant Site, Asian Grains Corporation, Rizal St. South Poblacion, City of Naga from 12-14 July 2023.</p>	<p>Asian Grains  Stanley L. Go General Manager</p>	<p>July 14, 2023 Asian Grains Corporation City of Naga, Cebu</p>
	<p><b>CERTIFICATE OF RECOGNITION</b> is awarded to <b>CITY DISASTER RISK REDUCTION MANAGEMENT OFFICE - CITY OF NAGA</b> in grateful acknowledgement for invaluable services rendered as <b>GUEST SPEAKER AND VOLUNTEER</b> for Brigada Eskwela 2023 of Naga Central Elementary School, with the theme "Brigada Eskwela: Bayanihan para sa Matatag na Paaralan".</p>	<p>Department of Education Region VII - Central Visayas <b>DIVISION OF CITY SCHOOLS</b> District of Naga I <b>NAGA CENTRAL ELEMENTARY SCHOOL</b>  Jennifer M. Acedillo School Principal III</p>	<p>August 17, 2023 Naga Central Elementary School Social Hall, West Poblacion, City of Naga, Cebu</p>
	<p><b>CERTIFICATE OF APPRECIATION</b> proudly presented to <b>CDRRMO CITY OF NAGA RESOURCE SPEAKER</b> For imparting the expertise and invaluable insights as a Resource Speaker during the DRRM Training/ Seminar in connection of International Youth Day/ Linggo ng Kabataan 2023. Theme: Green Skills for Youth: Towards a Sustainable World</p>	<p>Barangay Tagjaguimit  Mariel C. Iglesia SK Chairperson  Victoria L. Requito Barangay Captain</p>	<p>August 23, 2023 Tagjaguimit Covered Court, Barangay Tagjaguimit, City of Naga, Cebu</p>
<p><b>CITY DISASTER RISK REDUCTION &amp; MANAGEMENT OFFICE</b>  <b>CITY SOCIAL WELFARE DEVELOPMENT OFFICER</b></p>	<p><b>CERTIFICATE OF COMMENDATION</b> to <b>CITY OF NAGA LDRRM COUNCIL</b> for the impressive efforts on maintaining the Disaster Assistance Family Access Card (DAFAC) Databasing</p>	<p>Regional Disaster Risk Reduction and Management Council Office of Civil Defense Region VII in partnership with the Department of Social Welfare and Development Field Office VII  Shalanie Marie S. Lucero, CESO IV Regional Director, DSWD7 Vice Chairperson, Disaster Response  Segundo S. Bolo Regional Director, OCD7 Chairperson, RDRRMC7</p>	<p>August 31, 2023 Golden Prince Hotel &amp; Suites, Cebu City, Cebu</p>
	<p>Confer this <b>PRESIDENTIAL AWARD</b> to <b>DR. ETHEL G. UY</b></p>	<p>Department of Health Association of Dentists</p>	<p>March 5, 2023 Sorsogon Convention Center, Sorsogon City</p>
<p><b>OFFICE OF THE CITY HEALTH OFFICER</b></p>	<p><b>CERTIFICATE OF RECOGNITION</b> is awarded to <b>CITY OF NAGA</b> for winning the 2022 Social Media Awards for <b>BEST CITY NUTRITION FACEBOOK PAGE</b></p>	<p>Department of Health CV CHD  James S. Bernadas, MD, MGM, CESO III Regional Director National Nutrition Council Region VII  Parolita A. Mission, DPA, RN Nutrition Program Coordinator</p>	<p>August 11, 2023 Waterfront Cebu City Hotel and Casino Salinas Drive, Lahug, Cebu City</p>

<p><b>PLAQUE OF RECOGNITION</b> to <b>DR. CAMILLE F. PEÑALOSA</b> <b>Outstanding CHO - City of Naga,</b> <b>Cebu</b> in recognition for her contribution in promoting and supporting the Barangay Health Workers' welfare, and collaborating efforts to ensure that everyone in the community is not left behind in the pursuit of Universal Health Care.</p>	<p>Regional BHW Federation of Region VII, Inc.  Hermelinda Ybañez Abadiano Regional President</p>	<p>September 2, 2023 during the 33rd Regional BHW Federation Anniversary at the Grand Hall, 2nd floor, Sarrosa International Hotel, Cebu City</p>
<p><b>PLAQUE OF RECOGNITION</b> to <b>SOL MARIE R. NIJAGA</b> <b>Outstanding Nurse - City of Naga,</b> <b>Cebu</b> in recognition for her contribution in promoting and supporting the Barangay Health Workers' welfare, and collaborating efforts to ensure that everyone in the community is not left behind in the pursuit of Universal Health Care.</p>	<p>Regional BHW Federation of Region VII, Inc.  Hermelinda Ybañez Abadiano Regional President</p>	<p>September 2, 2023 during the 33rd Regional BHW Federation Anniversary at the Grand Hall, 2nd floor, Sarrosa International Hotel, Cebu City</p>
<p><b>BLOOD SERVICES PLATINUM AWARD</b> to <b>CITY OF NAGA, CEBU</b> For its continuing support in the promotion of voluntary blood donation and in the organization of mass blood donation activities yielding <b>1140 units in 10 years of partnership</b> thereby becoming an active partner of the Philippine Red Cross in saving lives by ensuring an adequate supply of safe and quality blood</p>	<p>Philippine Red Cross  Richard J. Gordon Chairman and CEO</p>	<p>October 23, 2023 Cebu City, Cebu</p>
<p><b>PLAQUE OF RECOGNITION</b> is awarded to <b>CITY OF NAGA</b> As <b>TOP 9 LGU</b> (High Population Category) with the highest coverage of 2023 Measles Rubella and bivalent Oral Poliovirus Vaccine Supplemental Immunization Activity (MR-bOPV SIA) Campaign.</p>	<p>Department of Health CV CHD  James S. Bernadas, MD, MGM, CESO III Regional Director</p>	<p>November 17, 2023 during the 2023 Public Health Summit Summit Galleria Cebu, Cebu City</p>
<p><b>A.R.M.O.R.R.E.D</b> (Active in Risk Management, Outstanding in Risk Reduction in Emergencies and Disasters)  <b>CERTIFICATE OF RECOGNITION</b> to <b>CITY OF NAGA, CEBU</b> for the Local Government Unit's exemplary efforts achieving full compliance on the <b>Disaster Risk Reduction and Management in Health (DRRMH) Institutionalization</b> in Central Visayas.</p>	<p>Department of Health CV CHD  James S. Bernadas, MD, MGM, CESO III Regional Director</p>	<p>November 30, 2023 Waterfront Cebu City Hotel &amp; Casino Cebu City, Cebu</p>

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	<p align="center"><b>A.R.M.O.R.R.E.D</b> (Active in Risk Management, Outstanding in Risk Reduction in Emergencies and Disasters)</p> <p align="center"><b>CERTIFICATE OF CITATION BEST HEALTH EMERGENCY COMMODITIES</b> to <b>CITY OF NAGA, CEBU</b> for the Local Government Unit's exemplary efforts achieving full compliance on the <b>Disaster Risk Reduction and Management in Health (DRRMH) Institutionalization</b> in Central Visayas.</p>		
OFFICE OF THE CITY POPULATION DEVELOPMENT	<p align="center"><b>CERTIFICATE OF RECOGNITION</b> presented to <b>NAGA CITY HEALTH OFFICE TEEN CENTER</b> As an Adolescent Friendly Health Facility compliant to Level I requirements per Department Of Health National Standard for the Provision of Adolescent Friendly health Service</p>	<p align="center">Province of Cebu  Aimee A. Galinato, RN Provincial FP and ARH Coordinator Cebu Provincial Health Office  Rannie Corazon P. Gravador, MD FPSMS Provincial Health Officer II Province of Cebu</p>	<p align="center">February 22, 2023 Province of Cebu</p>
	<p align="center"><b>CERTIFICATE OF RECOGNITION</b> to  <b>DR. CELESTIAL C. LIANZON</b> for the exemplary and commendable effort in lobbying for policy support, resource mobilization, and inclusion of Responsible Parenthood and Family Planning (RPF), Adolescent Health and Development (AHD), and Population and Development (POPDEV) Integration to the local government's projects and activities.</p>	<p align="center">The Commission on Population and Development VII  Atty. Bruce N. Ragas Regional Director</p>	<p align="center">November 16, 2023 Mezzo Hotel, Cebu City</p>
 <p align="center">CITY INFORMATION AND COMMUNITY RELATIONS DEPARTMENT</p>	<p align="center"><b>50th SINULOG CARMEN 2ND PLACER</b></p>	<p align="center">Cebu Provincial Government/ Municipality of Carmen, Cebu</p>	<p align="center">January 23, 2023</p>
	<p align="center"><b>RHEA GULLAS CUP 2023</b> Volleyball Champion - U21 Boys 2nd Placer - U21 Girls  Tennis Champion - U21 Boys Dou 2nd Placer - U15 Boys 2nd Placer - U15 Girls</p>	<p align="center">Office of Congresswoman Rhea A. Gullas</p>	<p align="center">March 4, 2023</p>
	<p align="center"><b>2022 ANTI-DRUG ABUSE COUNCIL PERFORMANCE AUDIT</b>  <b>HIGH FUNCTIONAL ANTI-DRUG ABUSE COUNCIL IN CEBU PROVINCE</b></p>	<p align="center">Department of the Interior and Local Government</p>	<p align="center">July 23, 2023</p>
	<p align="center"><b>PASIGARBO SA SUGBO 2023 3RD PLACE WINNER</b></p>	<p align="center">Cebu Provincial Government</p>	<p align="center">October 21, 2023</p>

This LGU acknowledges and affirms that these awards and/or recognitions were made possible through the concerted efforts of all the city officials, regular and casual employees, and job order personnel.

Thus, the city leadership considers the grant of a one-time incentive a well-deserved recognition of their hard work, sacrifices and perseverance to provide the city's constituents the quality of public service they deserve.

Moreover, the Local Finance Committee confirmed that this LGU has incurred for the year 2023 savings from its Personnel Services Account.

**NOW, THEREFORE, BE IT ORDAINED**, as it is hereby **ORDAINED** by the Sangguniang Panlungsod of the City of Naga, Cebu, in special session assembled, that:

**SECTION 1. APPROVAL/COVERAGE.** The City Government of Naga, Cebu hereby approves and authorizes the granting of a one-time incentive/gratuity pay for Calendar Year 2023 to eligible city officials, regular and casual employees and job order personnel.

**SECTION 2. GUIDELINES.** The granting of this monetary incentive shall be subject to the following conditions, to wit:

**I. MONETARY INCENTIVE AMOUNTING TO FIFTY THOUSAND PESOS (P50,000.00) FOR CITY OFFICIALS AND EMPLOYEES:**

The monetary incentive amounting to P50,000.00 each shall be given to eligible city officials, regular and casual employees of the City Government of Naga, Cebu, subject to the following conditions:

- a. Officials and employees who have rendered services from **January 01 to November 30 of the current year shall receive one hundred percent of the amount;**
- b. Officials and employees who have rendered services for **less than eleven (11) months prior to November 30 of the current year, or those who have been separated from service prior to November 30 of the current year**, shall receive a prorated share of the incentive based on the following scheme:

<b>Months of service</b>	<b>Pro-rated Share</b>
1 month	1/12
More than 1 month to 2 months	2/12
More than 2 months to 3 months	3/12
More than 3 months to 4 months	4/12
More than 4 months to 5 months	5/12
More than 5 months to 6 months	6/12
More than 6 months to 7 months	7/12
More than 7 months to 8 months	8/12
More than 8 months to 9 months	9/12
More than 9 months to 10 months	10/12
More than 10 months but less than 11 months	11/12

- c. For purposes of computation on months of service, the month in which an employee assumes office shall be deemed one (1) whole month regardless of the exact date when the assumption of office took place; and
- d. Regular and casual employees who have rendered services for **less than eleven (11) months of the current year** and have rendered services as a job order personnel also for the current year shall receive a prorated share of the monetary incentive for regular/casual employees and another pro-rated share of the gratuity pay for job order personnel.

**II. GRATUITY PAY AMOUNTING TO FIVE THOUSAND PESOS (P5,000.00) FOR JOB ORDER PERSONNEL**

- a. Gratuity pay amounting to P5,000.00 each shall be given to eligible job order and contract of service (COS) personnel of the LGU pursuant to the guidelines set forth under Administrative Order No. 13 Series of 2023 issued by the Office of the President.

**SECTION 3. DECLARATION OF POLICY.** It is hereby declared a policy of the City Government of Naga, Cebu that the grant of a one-time monetary incentive is only a privilege and not a right of the officials and employees.

**SECTION 4. SOURCE OF FUNDS.** The source of funds for the grant of a one-time monetary incentive/gratuity pay shall come from the declared savings under the General Fund – Personnel Services Account for Fiscal Year 2023.

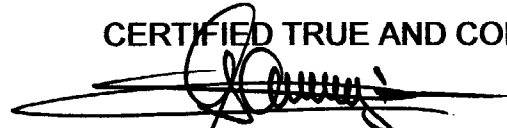
**SECTION 5. REPEALING CLAUSE.** Prior ordinances or portions thereof not consistent with the provisions of this Ordinance are deemed repealed or modified accordingly.

**SECTION 6. EFFECTIVITY.** This Ordinance shall take effect immediately upon approval.

**ENACTED BY** the 5<sup>th</sup> Sangguniang Panlungsod of the City of Naga, Cebu, in its 4<sup>th</sup> Special Session held on December 14, 2023.

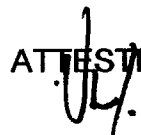
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CERTIFIED TRUE AND CORRECT:



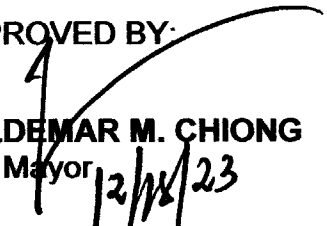
**GARRY A. CABOTAJE**  
Secretary to the Sanggunian

ATTESTED BY:



**VIRGILIO M. CHIONG**  
City Vice Mayor/Presiding Officer

APPROVED BY:



**VALDEMAR M. CHIONG**  
City Mayor