



Republic of the Philippines  
**SANGGUNIANG PANLUNGSOD**  
City Government of Pasig

Ordinance No. 34  
Series of 2021

**AN ORDINANCE PROVIDING GUIDELINES FOR THE GRANT OF GRATUITY PAY FOR VOLUNTEERS AND JOB ORDER PERSONNEL FOR THE SERVICES THEY RENDERED TO THE CITY GOVERNMENT OF PASIG AND FOR OTHER PURPOSES.**

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**Co-Authored by:** Councilors Ferdinand A. Avis, Regino S. Balderrama, Orlando R. Benito, Rhichie Gerard T. Brown, Mario C. Concepcion, Jr., Rosalio D. Martires, Corazon M. Raymundo, Reynaldo R. San Buenaventura III, Editha C. Santiago, Wilfredo F. Sityar, LIGA Pres. Rigor J. Enriquez and SK Fed. President Georgia Lynne P. Clemente

**WHEREAS**, Republic Act No. 7160 otherwise known as the Local Government Code of 1991 provides that local government units shall exercise powers, functions and responsibilities which are necessary, appropriate or incidental to efficient and effective for the basic services and facilities for the welfare of its constituents;

**WHEREAS**, for the previous years, the city government have acquired services of volunteers and job orders personnel who are helpful in their various fields of departments, offices and units and some of which have previously retired while some will retire in the coming years without receiving benefits enjoyed by other government employees such as separation pay, monetization of leave credits, pension from the government pensioner or other retirement laws due to the absence of employee-employer on both the personnel and the government;

**WHEREAS**, the City Government of Pasig recognizes the roles and contributions shaped by these personnel who dedicated their lives for the service of the constituents of Pasig City and it is only but proper to grant them gratuity pay for them to start and enjoy a new life after retirement;

**NOW, THEREFORE, BE IT ORDAINED BY THE SANGGUNIANG PANLUNGSOD IN REGULAR SESSION DULY ASSEMBLED, THAT:**

**SECTION 1. GRANT OF GRATUITY PAY.** – All personnel under the volunteer and job order status of appointment shall be entitled to gratuity pay. For this purpose, the term volunteer and job order shall refer to any person who had or has a contract of volunteer or job order contract with the City Government of Pasig.





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**SECTION 2. CONDITIONS FOR THE GRANT.** – The following conditions shall be followed in order to be entitled to the grant of the gratuity pay, to wit:

1. That the volunteer or job order personnel is already sixty-five (65) years old and above at the time of the effectivity of this Ordinance. In no case that the city government shall allow the grant of gratuity pay for those below the prescribed age.
2. That the volunteer or job order personnel did not acquire employer-employee relationship with the city government or any other government agency or instrumentality, with status of appointment such as, but not limited to:
  - a. Casual;
  - b. Regular or permanent;
  - c. Temporary; or
  - d. Co-terminous.
3. Those personnel, whether volunteer or job order, of the city government who have been separated from service upon reaching the mandatory retirement age of sixty-five (65) last 01 May 2021 and onwards.

**SECTION 3. AMOUNT OF THE GRATUITY PAY.** – Every volunteer and job order shall be entitled to the following grant:

- a. Those Barangay Health Workers shall receive the amount of **FIVE THOUSAND PESOS (PHP 5,000.00)** for every year of service from the time of their original appointment as volunteer in the City Government of Pasig until they officially become Pasig Health Aides under job order status of appointment;
- b. Those Pasig Health Aides shall receive the amount of **TEN THOUSAND PESOS (PHP 10,000.00)** for every year of service until they become volunteers for reaching the mandatory retirement age up to present; or
- c. All employees, **whether under the contract of volunteer or job order status**, not mentioned in the two (2) preceding paragraphs shall receive the amount of **TEN THOUSAND PESOS (PHP 10,000.00)** for every year of service.





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For this purpose, the year of service of the volunteer and job order personnel shall be counted from the time he or she signed the contract with the City Government of Pasig.

**SECTION 4. APPROPRIATIONS.** – The funds necessary for the implementation of this *Ordinance* shall be taken from any available funds in the treasury and shall be included in the annual budget subject to the accounting and auditing rules of COA.

**SECTION 5. REPEALING CLAUSE.** – All ordinances or portions of ordinances in conflict with this *Ordinance*, or inconsistent with the regulations of this *Ordinance*, are hereby repealed to the extent necessary to give this *Ordinance* full force and effect.


**SECTION 6. SEPARABILITY CLAUSE.** – If for any reason, any section or provision of this *Ordinance* is held to be unconstitutional or invalid by competent authority, such judgement or action shall not affect or impair the other sections or provision hereof.

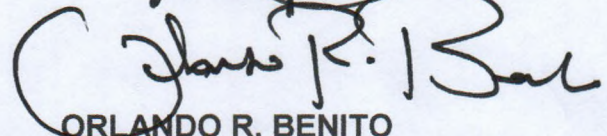
**SECTION 7. EFFECTIVITY.** – This *Ordinance* shall take effect immediately.

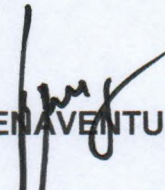
APPROVED this 16th day of **September 2021** in Pasig City.

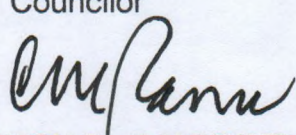
  
FERDINAND A. AVIS  
Councilor

  
MARIO C. CONCEPCION, JR.  
Councilor

  
GREGORIO P. RUPISAN JR.  
Councilor

  
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Councilor

  
CORAZON M. RAYMUNDO  
Councilor





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**REGINO S. BALDERRAMA**  
Councilor

**WILFREDO F. SITYAR**  
Councilor

**EDITHA C. SANTIAGO**  
Councilor

**RIGOR J. ENRIQUEZ**  
LIGA President

**GEORGIA LYNNE R. CLEMENTE**  
SK Fed. President

**RHICHIE GERARD T. BROWN**  
Councilor  
Minority Floor Leader

**ROSALIO D. MARTIRES**  
Councilor  
Majority Floor Leader





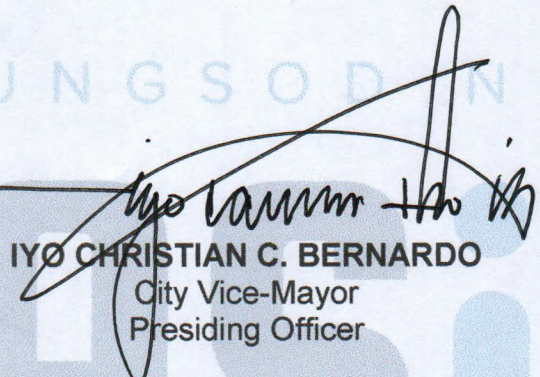
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Attested by:

  
IYO CHRISTIAN C. BERNARDO  
City Vice-Mayor  
Presiding Officer

APPROVED:

  
VICTOR MA. REGIS N. SOTTO  
City Mayor

Attested by:

  
LOIDA U. VILLANUEVA  
Acting City Council Secretary

**PASIG**

UMAAGOS ANG PAG-ASA

[www.pasigcity.gov.ph](http://www.pasigcity.gov.ph)