



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

Ordinance No. 56  
Series of 2022

**AN ORDINANCE GRANTING GOOD GOVERNANCE INCENTIVE FOR F.Y. 2022 TO ALL QUALIFIED OFFICIALS AND EMPLOYEES OF THE CITY GOVERNMENT OF PASIG AND FOR OTHER PURPOSES.**

**Authors: Councilor Mark Gil M. Delos Santos and Councilor Marion Rosalio M. Martires**  
**Co-Authors: Entire Council**

**WHEREAS**, Section 458 (viii) provides that the Sangguniang Panlungsod shall enact ordinance, approve resolution and determine the position and salaries, wages, allowances and other emoluments and benefits of officials and employees paid wholly or mainly from City funds and provided for expenditures necessary for the proper conduct of programs, projects, services and activities of the City Government;

**WHEREAS**, the Supreme Court has upheld the power of Local Government Units (LGUs) to grant additional compensation to their officials and employees citing the "State Policy of Local Autonomy" as guaranteed by the 1987 Constitution, under Section 25, Article II and Section 2, Article X, as well as the Local Government Code of 1991;

**WHEREAS**, in view of the tireless and unwavering services by its officials and employees, the City Government of Pasig has been conferred National Awards and Recognition for Fiscal Year 2021, such as Recognition of the City Civil Registry Office as 3rd Place in Poster Making Contest; Bike Lane Awards-Silver Award On National Bicycle Day; Top Performer Under The Liquid Water Management Cluster from DILG-NCR; Top Performer Under The IEC & Institutional Arrangement Cluster from DILG-NCR; Recognition for Compliance For Manila Bay Clean-Up, Rehabilitation & Preservation Program; Special Citation For Improvement Of Parian Creek from DENR-NCR; and, Most Improved LGU In Environmental Health Services from DOH;

**NOW, THEREFORE, BE IT ORDAINED, AS IT HEREBY ORDAINED BY THE SANGGUNIANG PANLUNGSOD, THAT:**

**SECTION 1. TITLE.** – This Ordinance allows for the grant of Good Governance Incentive (GGI) for qualified city government officials and employees.

**SECTION 2. COVERAGE.** – This Ordinance covers all organic officials and employees of the City Government of Pasig, with at least "Satisfactory" Rating in the two (2) rating periods of Fiscal Year 2021.

**SECTION 3. RULES AND REGULATIONS.** – The City Government of Pasig shall grant Good Governance Incentive to its officials and employees, subject to the following conditions:





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1. The employee received a performance rating of at least "Satisfactory" in two (2) rating periods of F.Y. 2021 (January to June & July to December 2021), provided however that their office (OPCR) received at least "Satisfactory" rating in both said periods;
2. Employee in detail to another agency shall be included in the grant provided he/she received at least "Satisfactory" rating in the two (2) rating period of F.Y. 2021;
3. An official or employee who has rendered a minimum of nine (9) months of service during the fiscal year 2021 and was rated at least "Satisfactory" in two (2) rating periods of said year may be eligible for the full grant;
4. An official or employee is disqualified to the grant due to any of the following reasons:
  - a. On vacation or sick leave, with or without pay, for the entire FY 2021;
  - b. Found guilty of administrative and/or criminal case by final and executory judgment in FY 2021; however, if the penalty meted is only a reprimand, such penalty shall not cause the disqualification of the grant;
  - c. Personnel who are only appointed this F.Y. 2022, unless otherwise provided in Section 5 of this Ordinance;
  - d. Personnel who have rated below "Satisfactory" in any of the two (2) rating periods of F.Y. 2021;
  - e. Personnel who have no rating in two (2) or any of the two (2) rating periods of F.Y. 2021, or those who does not meet the 9-month actual service requirement for F.Y. 2021;
  - f. Those who have no OPCR, DPCR & IPCR submission for F.Y. 2021;
  - g. Those workers with no employer-employee relationship with the city government such as, but not limited to, contract of service, job order, volunteers.
5. Appeals may be filed to Grievance Committee for the adjustment of computation and inclusion or exclusion for the Good Governance Incentives.





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**SECTION 4. RATES OF THE GOOD GOVERNANCE INCENTIVE.** – The rates of the Good Governance Incentive shall be 100% of each individual's 65% or 50% monthly basic salary (MBS) as of December 31 2021, depending on the required performance rating of the individual, plus his/her office, unless they are otherwise disqualified under Section 3.4.

OPCR RATING	IPCR / DPCR RATING	RATE OF GGI
Very Satisfactory or Higher	At least Satisfactory	65% of MBS
At least Satisfactory	At least Satisfactory	50% of MBS

**SECTION 5. EXCEPTION.** - An official or employee who has rendered less than 9 months and are still in the service as of December 15, 2022 shall be eligible to the following rates:

**Length of Service and Percentage of Good Governance Incentives**

Length of Service	% of Good Governance Incentives
8 months but less than 9 months	90%
7 months but less than 8 months	80%
6 months but less than 7 months	70%
5 months but less than 6 months	60%
4 months but less than 5 months	50%
3 months but less than 4 months	40%

**SECTION 6. BUDGETARY REQUIREMENT.** - The budgetary requirement to implement this Ordinance shall be chargeable against any available funds in the City Treasury, subject to existing rules and regulations of the Commission on Audit.

**SECTION 7. 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 8. SEPARABILITY CLAUSE.** – If for any reason, any section or provision of this Ordinance is held to be unconstitutional or invalid by competent authority, such judgment or action shall not affect or impair the other sections or provisions hereof.

**SECTION 9. EFFECTIVITY.** – This Ordinance shall take effect immediately.

APPROVED, this 28<sup>th</sup> day of **December 2022** at Pasig City.





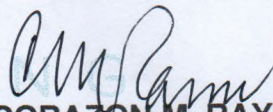
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On Official Leave  
HON. RAYMUND FRANCIS S. RUSTIA  
City Councilor

  
HON. CORAZON M. RAYMUNDO  
City Councilor

  
HON. SIMON GERARD R. TANTOCO  
City Councilor

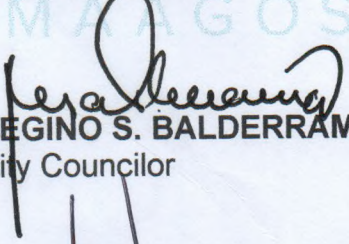
  
HON. SYVEL ASILO-GUPLAN  
City Councilor

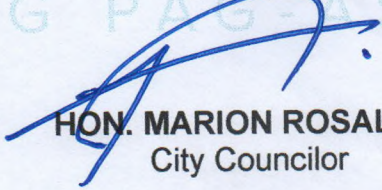
  
HON. PAUL ROMAN C. SANTIAGO  
City Councilor

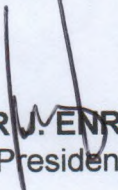
  
HON. NOEL L. AGUSTIN  
City Councilor

  
HON. RODERICK MARIO U. GONZALES  
City Councilor

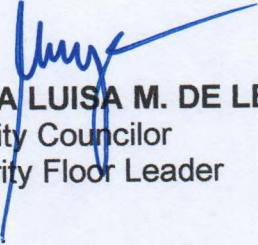
  
HON. QUIN A. CRUZ  
City Councilor

  
HON. REGINO S. BALDERRAMA  
City Councilor

  
HON. MARION ROSALIO M. MARTIRES  
City Councilor

  
HON. RIGOR J. ENRIQUEZ  
LIGA President

  
HON. GEORGIA LYNNE P. CLEMENTE  
SK Fed. President

  
HON. MARIA LUISA M. DE LEON  
City Councilor  
Minority Floor Leader





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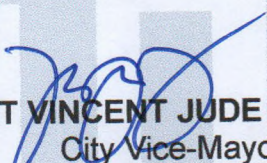
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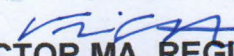
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**HON. MARK GIL M. DELOS SANTOS**  
City Councilor  
Majority Floor Leader


Attested by:

  
**HON. ROBERT VINCENT JUDE B. JAWORSKI, JR.**  
City Vice-Mayor  
Presiding Officer

APPROVED:

  
**HON. VICTOR MA. REGIS N. SOTTO**  
City Mayor

Attested by:

  
**LOIDA U. VILLANUEVA**  
Acting City Council Secretary

**PASIG**

UMAAGOS ANG PAG-ASA

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