



EXECUTIVE ORDER NO. PCG-~~42~~  
SERIES OF 2023

**AN ORDER GRANTING GOOD GOVERNANCE INCENTIVES FOR F.Y. 2023 TO ALL QUALIFIED OFFICIALS AND EMPLOYEES OF THE CITY GOVERNMENT OF PASIG, AND FOR OTHER PURPOSES.**

**WHEREAS**, the Supreme Court has upheld the power of Local Government Units to grant additional compensation to their officials and employees citing its local autonomy as guaranteed by the 1987 Constitution and the Local Government Code of 1991;

**WHEREAS**, according to Supreme Court local autonomy has two facets, the administrative and the fiscal. Fiscal autonomy means that local governments have the power to create their own sources of revenue in addition to their equitable share in the national taxes released by the National Government, as well as the power to allocate their resources in accordance with their own priorities;

**WHEREAS**, in view of the tireless and unwavering services by its officials and employees, the City Government of Pasig has been conferred various National Awards and Recognition for Fiscal Year (FY) 2022 such as, but not limited to: 2022 FOI Awards: Top Requested and Performing Agencies in the eFOI Portal (Agencies with 250-499 Requests); Gawad KALASAG Fully Compliant Local DRRMO and Council in NCR; Gawad Parangal 2022 – EDUKALIDAD; Best City in NCR with Best Sanitation Practices and Programs; 2022 National Bike Lane Awardee: Exemplary Award for Implementation; Monitoring, and Evaluation of Bike Lane Projects; Selyo ng Kahusayan sa Serbisyo Publiko 2022 - Antas 1; and Most Business-Friendly LGU Award | HUC in NCR;

**NOW, THEREFORE, I, VICTOR MA REGIS N. SOTTO**, Mayor of the City of Pasig, by virtue of the power vested in me by law, do hereby order:

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

**SECTION 2. COVERAGE.** – This Order covers all organic officials and employees of the City Government, with at least **“Satisfactory”** rating in the two (2) periods of Fiscal Year 2022.

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

1. The official or employee received a performance rating of at least **“Satisfactory”** in two (2) rating periods of F.Y. 2022 (January to June and July to December 2022), provided, however, that their office performance commitment and review (OPCR) received at least **“Satisfactory”** rating in both said periods;

2. The official or employee detailed to another agency shall be included in the grant provided that he or she received at least **“Satisfactory”** rating in the two (2) rating period of F.Y. 2022;
3. An official or employee who has rendered a minimum of nine (9) months of service during the fiscal year 2022 and was rated at least **“Satisfactory”** in two (2) rating periods for 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 F.Y. 2022;
  - b. Found guilty of administrative and/or criminal case by final and executory judgement in FY 2022; however, if the penalty meted out is only reprimand, it shall not cause the disqualification of the grant;
  - c. Personnel who are only appointed this F.Y. 2023;
  - d. Personnel who have rated below **“Satisfactory”** in any of the two (2) rating periods of F.Y. 2022;
  - e. Personnel who have no rating in two (2) or any of the two (2) rating periods of F.Y. 2022, or those who does not meet the 9-month actual service requirement for F.Y. 2022;
  - f. Those who have no OPCR, DPCR, and IPCR submission for F.Y. 2022; and
  - g. Those workers with no employer-employee relationship with the city government such as, but not limited to, contract of service, job order, and volunteer.
5. Appeals may be filed to the Grievance Committee for the adjustment of computation and inclusion or exclusion for the GGI.

**SECTION 4. RATES OF GGI.** – The rates of the GGI shall be 100% of each individual’s 65% or 50% monthly basic salary (MBS) as of December 31, 2022, depending on the required performance rating of the individual, in addition to his or her office’s performance rating, unless they are 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. BUDGETARY REQUIREMENT.** – The budgetary requirement to implement this Order shall be chargeable against any available funds in the City Treasury subject to existing rules and regulations of the Commission on Audit.

**SECTION 6. REPEALING CLAUSE.** – All orders or portions of orders in conflict with this Order, or inconsistent with the regulations of this Order, are hereby repealed to the extent necessary to give this Order full force and effect.

**SECTION 7. SEPARABILITY CLAUSE.** – If for any reason, any section or provision of this Order is held unconstitutional or invalid by competent court, such judgement or action shall not affect or impair the other sections or provisions hereof.

**SECTION 8. DISSEMINATION.** – Copies of this *Executive Order* shall be furnished within seventy-two (72) hours from its issuance to the Office of the President and the Metro Manila Development Authority for their information and guidance.

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

**DONE** this 1<sup>st</sup> day of December 2023 at the City of Pasig, Metro Manila.

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

