



Republic of the Philippines
PROVINCE OF ZAMBOANGA DEL NORTE
Municipality of Piñan
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OFFICE OF THE SANGGUNIAN BAYAN

EXCERPT FROM THE MINUTES OF THE 22nd REGULAR SESSION OF THE 12th SANGGUNIAN BAYAN OF PIÑAN, ZAMBOANGA DEL NORTE HELD ON DECEMBER 15, 2025 AT ITS SESSION HALL

Present:

Honorable Benedicto C. Cainta II

Honorable Divine Grace C. Redillas

Honorable Karl Joshua C. Orosco

Honorable Ricardo R. Sabandal

Honorable Roland M. Icao

Honorable Saturnino P. Sorronda

Honorable Gina R. Aleta

Honorable Ronald B. Dancalan, Sr.

Honorable Jenelyn G. Jumilid

Honorable Ignacio L. Galan

Honorable Joel Audrey Cristal P. Galvez

Honorable Jodilyn P. Tatad

Municipal Vice-Mayor

Presiding Officer

Sangguniang Bayan Member

Sangguniang Bayan Member

Sangguniang Bayan Member

Sangguniang Bayan Member

Sangguniang Bayan Member

Sangguniang Bayan Member

Sangguniang Bayan Member

Sangguniang Bayan Member

Ex-Officio Sangguniang Bayan Member

(Liga ng mga Punong Barangay- President)

Ex-Officio Sangguniang Bayan Member

Sangguniang Kabataan Federated President

Ex-Officio Sangguniang Bayan Member

Indigenous Peoples Mandatory Representative

Absent: None

MUNICIPAL ORDINANCE NO. 2025-012

Series of 2025

AN ORDINANCE GRANTING PERFORMANCE RECOGNITION INCENTIVES (PeRi) TO OFFICIALS AND REGULAR EMPLOYEES INCLUDING CASUAL PLANTILLA POSITION OF THE LOCAL GOVERNMENT UNIT OF PIÑAN, PROVINCE OF ZAMBOANGA DEL NORTE

Sponsored by: Honorable Ricardo R. Sabandal

WHEREAS, pursuant to Section 447 (a) (1) (viii) of Republic Act No. 7160 (RA 7160), otherwise known as, the Local Government Code of 1991, the Sangguniang Bayan shall "Determine the positions and salaries, ages, allowances and other emoluments and benefits of officials and employees paid wholly or mainly from municipal funds and provide for expenditures necessary for the proper conduct of programs, projects, services and activities of the municipal government", hence, may rightfully enact an ordinance providing for the grant of the Performance Recognition Incentive as a way of rewarding its employees for the continued exemplary public service as evidenced by various awards and recognitions received by the Local Government Unit of Piñan from July 2025 up to the present;

WHEREAS, the Local Government Unit of Piñan, as a local government unit and a political subdivision of the State, adheres to Section 2 of the abovementioned Code, which provides that the "*territorial and political subdivisions of the State shall enjoy genuine and meaningful local autonomy to enable them to attain their fullest development as self-reliant communities and make them more effective partners in the attainment of national goals*". Further, Sections 129 to 164 of Book II, Title I, together with Section 284 to 286, and 305 to 307 of the same Code operationalizes the Local Government Unit's (LGU) fiscal autonomy where it allows LGUs to create and have their own sources of revenue, local taxing powers, and autonomy in the preparation and implementation of their budget;

WHEREAS, Section 4 (h) of Congressional Joint Resolution No. 4 (S of 2009) authorizes the grant of :i) incentives to reward an employee's loyalty to government service and contributions to the agency's continuing viable existence; (ii) incentives as rewards for exceeding agency financial and operational performance targets to motivate employee efforts toward higher productivity, x x x ;

WHEREAS, Section 6 of the same Resolution provides that the salaries, wages, allowances, and other emoluments and benefits of officials and employees of LGUs shall be determined by their respective sanggunians in accordance with the pertinent provisions of Republic Act No. 7160: Provided, that LGUs may, if their finances warrant, grant salary or wages adjustments to their personnel, subject to the personnel services limitation in LGU budgets under Republic Act No. 7160: Provided, further, that the grant of allowances and other benefits shall be subject to the said personal services limitation;

WHEREAS, Section 325 (a) of the RA 7160 on the general limitation on the use of municipal funds provides that "*the total appropriations, whether annual or supplemental, for personal services of a local government unit for one (1) fiscal year shall not exceed forty-five (45%) in the case of first to third class municipalities and fifty-five (55%) in the case of fourth class or lower, of the total annual income from regular sources realized in the next preceding fiscal year*";

WHEREAS, the Office of the Municipal Budget Officer has certified to the fact that the Local Government Unit of Piñan has not exceeded in its annual budgetary ceiling for Fiscal Year 2025;

WHEREAS, despite the administrative transition in Fiscal Year 2025, the officials and employees of the Local Government Unit of Piñan has demonstrated their dedication, commitment and loyalty to the Municipal Government ensuring smooth delivery of basic services and uninterrupted government operations during transition period;

WHEREAS, the Local Government Unit of Piñan, through its implementing offices, delivered and garnered various commendable awards and recognitions including but not limited to feats like 1st Place in Regional and Provincial Local Legislative Awardee facilitated by the DILG-PCL and VMLP for an efficient and effective legislations, GAWAD KALASAG awardee for the immediate and urgent assistance in the performance of disaster operations; Top 4 awardee in the 2025 Seal of Child-Friendly Local Governance (SCFLG), 1st Place in the Local Civil Registry Offices Awards, consistent passer of Public Financial Management Assessment, consistent awardee of Seal of Good Financial Housekeeping, no Notice of Suspension or Disallowances or Charges in the past five (5) years, one of the Top Performers in Real Property Collection Efficiency in the whole Province, received an Exceptional Performance Award in Disaster Risk Reduction and Management, granted by the Land Transportation Franchising and Regulatory Board the Notice of Compliance in the submitted Local Public Transport Route Plan (LPTRP), and

successfully facilitated the medical, civic, and social, tourism, and infrastructure projects in 22 barangays of this municipality;

WHEREAS, the members of the Sangguniang Bayan of Piñan invoke the inherent power of the local government and authority anchored on the Principle of Local Autonomy, as well as, Section 16 and 17, par. (2) of RA 7160 on the General Welfare Clause and Basic Services and Facilities, respectively;

WHEREAS, the Local Government Unit of Piñan, will not be giving the Service Recognition Incentive as laid down under Administrative Order No. 40, dated December 11, 2025, but the Performance Recognition Incentive will further motivate and heighten the morale of its employees in light of the continuing economic and environmental challenges the year 2025 has brought;

WHEREAS, in consideration of all aforementioned circumstances and bases, it is but fitting to grant Performance Recognition Incentive to all officials and regular employees including casual plantilla of the Local Government Unit of Piñan, Zamboanga del Norte;

NOW THEREFORE, on motion of Honorable Ricardo R. Sabandal, duly seconded by unanimous body, it was;

RESOLVED, as it is hereby **RESOLVED**, by the Sangguniang Bayan of Piñan, Zamboanga del Norte in a session duly assembled to pass a Municipal Ordinance No. 2025-012, Series of 2025.

SECTION 1. TITLE. This Ordinance shall be known as "*An Ordinance Granting Performance Recognition Incentive (PeRI) to Officials and Regular Employees including Casual Plantilla Position of the Local Government Unit of Piñan, Zamboanga del Norte*".

SECTION 2. AUTHORITY. Pursuant to Section 447 (a) (1) (viii) of Republic Act No. 7160 (RA 7160), otherwise known as, the Local Government Code of 1991, the Sangguniang Bayan shall "*Determine the positions and salaries, ages, allowances and other emoluments and benefits of officials and employees paid wholly or mainly from municipal funds x x x*".

SECTION 3. SOURCE OF FUNDS. The funds for the grant of Performance Service Incentive (PeRI) shall be sourced from Supplemental Budget No. 4, FY 2025, authorized by this Appropriation Ordinance No. 25-13, Series of 2025.

SECTION 4. COVERAGE. All officials and regular employees including casual plantilla position who have a Salary Grade 10 to 27 shall be entitled to the Performance Recognition Incentive (PeRI) which shall be equivalent to **one (1) month basic salary**. While regular employees and casual plantilla position who have a Salary Grade 9 and below shall receive a maximum amount of Twenty Thousand Pesos (P 20,000.00).

SECTION 5. ENTITLEMENT. For the officials and regular employees including casual plantilla position who have rendered at least four (4) months service in the municipal government since January 1, 2025 and are still in service with the Local Government Unit of Piñan as of the time of granting, shall be entitled one (1) month basic salary, while those who fail to meet the minimum four-month service requirement, the grant of Performance Recognition Incentive (PeRI) shall be pro-rated as follows:

SECTION 5.1. Performance Recognition Incentive (PeRI) of officials and regular employees including casual plantilla position:

| LENGTH OF SERVICE | AMOUNT OF PeRI |
|---------------------------------|---|
| 3 months but less than 4 months | 90% of the basic salary or 90% of the P 20,000.00 |
| 2 months but less than 3 months | 80% of the basic salary or 80% of the P 20,000.00 |
| 1 month but less than 2 months | 70% of the basic salary or 70% of the P 20,000.00 |
| Less than 1 month | 60% of the basic salary or 60% of the P 20,000.00 |

SECTION 6. SCHEDULE OF PAYMENT. The implementation and/or release of the Performance Recognition Incentive (PeRI) shall be specified in the Executive Order to be issued by the Municipal Mayor.

SECTION 7. TAX EXEMPTION. The grant of the Performance Recognition Incentive (PeRI) to the officials and regular employees shall not be subject to tax.

SECTION 8. SEPARABILITY CLAUSE. Should any provision hereby be held invalid, other provisions not affected thereby should be in full force and effect.

SECTION 9. REPEALING CLAUSE – All Ordinances, rules and regulations or parts thereof, found to be in conflict with, or inconsistent with the provisions of this Ordinance are hereby repealed or modified accordingly.

SECTION 10. EFFECTIVITY. This Ordinance shall take effect immediately upon approval.

CARRIED UNANIMOUSLY.

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I HEREBY CERTIFY to the correctness of the aforementioned Municipal Ordinance.


MARIA CELESTE B. CANOY
Secretary to the Sangguniang Bayan



CERTIFIED CORRECT AS TO ITS PASSAGE
ON THE THIRD AND FINAL READING:


BENEDICTO C. CAINTA II
Municipal Vice Mayor
(Presiding Officer)

APROVED:


ROMMEL I. GUDMALIN
Municipal Mayor

18 DEC 2025





Republic of the Philippines
PROVINCE OF ZAMBOANGA DEL NORTE
Municipality of Piñan
www.pinan.gov.ph

OFFICE OF THE MUNICIPAL MAYOR

December 15, 2025

Honorable Benedicto C. Cainta II
Municipal Vice-Mayor

Honorable Members of the Sangguniang Bayan
Local Government Unit-Piñan
Piñan, Zamboanga del Norte

Dear Honorable Cainta and the Honorable Members of the Sangguniang Bayan;

Greetings!

This letter respectfully requests for the passage of the following enactments:

- a. An Ordinance Granting Performance Recognition Incentives (PeRI) to regular employees and officials of the LGU-Pinan Zamboanga del Norte and providing guidelines therefor;
- b. An Appropriation Ordinance authorizing the reversion of Personal Services from the office of the Sangguniang Bayan in the amount of 1,235,084.00 and various offices from the executive in the amount of 1,584,389.66 for a total appropriation of 2,819,473.66 ;
- c. An Appropriation Ordinance authorizing the Supplemental Budget No. 04 Fiscal year- 2025 of the LGU- Pinan in the amount of 2,819,473.66; and
- d. Resolution Authorizing Honorable Rommel I. Gudmalin, Municipal Mayor to grant one time Rice Assistance to all government employees and officials including contract of service and job order workers in this LGU-Pinan out from any savings of the Maintenance and Other Operating Expenses under the approved annual and supplemental budgets Fiscal year 2025.

The undersigned certifies to the urgency of the herein request.

Thank you for your time and consideration.

ROMMEL I. GUDMALIN
Municipal Mayor



"YORME Lumad taga Piñan!



Republic of the Philippines
PROVINCE OF ZAMBOANGA DEL NORTE
Municipality of Piñan

OFFICE OF THE MUNICIPAL BUDGET OFFICER


C E R T I F I C A T I O N

To Whom it May Concern:

THIS is to certify that the Municipality of Piñan has not exceeded the Personal Services Limitation for Fiscal Year 2025 Annual Budget per review of the Sangguniang Panlalawigan thru the Office of the Provincial Budget Office.

This Certification is issued in support to the Supplemental Budget No. 4, this Municipality.

Issued this 12th day of December, 2025.


ASUNCION N. SALUDSOD
Municipal Budget Officer