



Republic of the Philippines  
PROVINCE OF NEGROS ORIENTAL  
CITY OF BAYAWAN  
Office of the Sangguniang Panlungsod

EXCERPT FROM THE MINUTES OF THE SPECIAL SESSION HELD BY THE CITY COUNCIL OF BAYAWAN, NEGROS ORIENTAL ON DECEMBER 17, 2018 AT 9 A.M. AT THE ALLURA BEACH RESORT, DIVE AND SPA, ZAMBOANGUITA, NEGROS ORIENTAL

RECORDS OF ATTENDANCE

HON. ISMAEL P. MARTINEZ	(Presiding Officer)	Present
HON. PETER PAUL F. RENACIA		Present
HON. HENRY E. CARREON, JR.		Present
HON. ERNESTO T. TIJING		Present
HON. MARK FIDENCIO L. AURELIA		Present
HON. JONAS M. TRIAS		Present
HON. SHARLOU F. JAMIN		Present
HON. NARCISO N. CASIPONG		Present
HON. NICO ANGELO L. LIM		Present
HON. MERLITA R. GAUDIEL		Present
HON. DANILO G. LAMIS		On Leave
HON. SEVERINO SALVADOR M. CAPULSO	(LNMB Vice President)	Present
HON. TRISTAN GOLD T. TORRILLO	(SK Federated President)	Present

RESOLUTION NO. 926

“Letter dated December 6, 2018 of the Program on Awards and Incentives for Service Excellence Committee proposing to give out Exemplary Services’ Incentives Bonus to all permanent, casual and co-terminus employees and city officials of this Local Government Unit amounting to ₱40,000.00 each for their exemplary performance and efficiency in the delivery of services to the public with the following implementing guidelines:

- All officials and personnel occupying regular, contractual, or casual positions rendering service on full-time or part-time basis in the Local Government Unit are entitled to receive the Exemplary Services’ Incentive Bonus (ESIB).
- The following are excluded from coverage of Exemplary Services’ Incentive Bonus:
  - Consultants and experts hired for a limited period to perform specific activities or services with expected outputs.
  - Laborers hired through job contracts and those paid on piecework bases and those individuals or groups of people whose services are engaged through job orders, contract of service or other similarly situated;
  - Student laborers and apprentices.
  - Personnel separated before the last working day of November 2018 (November 29), expect for those absorbed/transferred to another government agency without gap in service.
  - Personnel who assumed office starting December 1, 2018.
- Personnel who rendered a total of an aggregate of less than four (4) months of service as of November 30, 2018 shall be entitled to Exemplary Services’ Incentive Bonus in a pro-rated amount as follows:

Length of Service	Percentage
3 months but less than 4 months	50%
2 months but less than 3 months	40%
1 month but less than 2 months	30%
Less than 1 month	20%

- LGU personnel detailed on another government agency shall be granted the same benefit.
- Personnel charged with Administrative and/or Criminal Cases:

- a. Personnel formally charged with administrative and/or criminal cases which are still pending for resolution, shall be entitled to Exemplary Services' Incentive Bonus until found guilty and meted penalty.
- b. Personnel found guilty and meted penalty shall not be entitled to Exemplary Services' Incentive Bonus when the decision is handed down in the year 2018.  
He/she shall refund any Incentive Benefit received for the said year.
- c. If penalty meted out is only reprimand, such penalty shall not disqualify the personnel concerned to receive Exemplary Services' Incentive Bonus.

“WHEREAS, the Body believed the granting of Exemplary Services' Incentives Bonus to all permanent, casual and co-terminus employees and city officials is in order considering the rewards and recognition the city has garnered in the local, regional and national level.

“WHEREFORE, on motion of Honorable Councilor Jamin and duly seconded by Honorable Councilor Trias, the Council

“RESOLVED, To adopt the recommendation of the Program on Awards and Incentives for Service Excellence Committee and to approve the granting of the Exemplary Services' Incentives Bonus to all permanent, casual and co-terminus employees and city officials of this Local Government Unit amounting to ₱40,000.00 each.

“RESOLVED FURTHER, To enact, as it hereby enacts the following ordinance:

#### ORDINANCE NO. 70-A

AN ORDINANCE ADOPTING THE IMPLEMENTING GUIDELINES IN THE GRANTING OF EXEMPLARY SERVICES' INCENTIVES BONUS TO ALL PERMANENT, CASUAL AND CO-TERMINUS EMPLOYEES AND CITY OFFICIALS OF THIS LOCAL GOVERNMENT UNIT OF BAYAWAN FOR THEIR EXEMPLARY PERFORMANCE AND EFFICIENCY IN THE DELIVERY OF SERVICES TO THE PUBLIC

.Be it ordained that:

#### SECTION 1. COVERAGE.

This ordinance shall cover all officials and personnel occupying regular, contractual, or casual positions rendering service on full-time or part-time basis in the Local Government Unit are entitled to receive the Exemplary Services' Incentive Bonus(ESIB).

#### SECTION 2. ELIGIBILITY.

1. The following are excluded from coverage of Exemplary Services' Incentive Bonus:
  - a. Consultants and experts hired for a limited period to perform specific activities or services with expected outputs.
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2. Personnel who rendered a total of an aggregate of less than Four (4) months of service as of November 30, 2018 shall be entitled to Exemplary Services' Incentive Bonus in a pro-rated amount as follows:

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3. LGU personnel detailed on another government agency shall be granted the same benefit.
4. Personnel charged with Administrative and/or Criminal Cases:
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He/she shall refund any Incentive Benefit received for the said year.
  - c. If penalty meted out is only reprimand, such penalty shall not disqualify the personnel concerned to receive Exemplary Services' Incentive Bonus.

SECTION 3. SOURCE OF FUND.

Exemplary Services Incentive shall be sourced from the General fund subject to availability of funds and shall not exceed the Personnel Services (PS) Limitation.

SECTION 4. EFFECTIVITY.

This ordinance shall take effect immediately after approval of the Local Chief Executive.

"Enacted."

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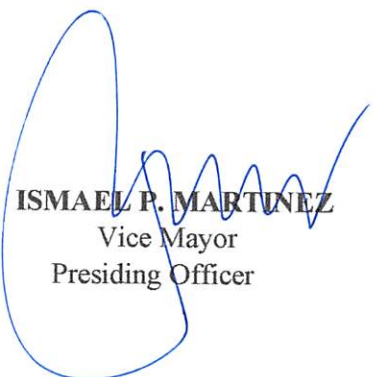
I hereby certify to the correctness of the foregoing resolution.


\* \* \*

  
**JULIUS T. ESPARTERO**  
 Secretary to the Sangguniang Panlungsod

ATTESTED:

DATE APPROVED: 19 DEC 2018

  
**ISMAEL P. MARTINEZ**  
 Vice Mayor  
 Presiding Officer

  
**PRYDE HENRY A. TEVES**  
 Mayor

Copy for:

- The Honorable Provincial Board, Dumaguete City



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**JULIUS T. ESPARTERO**  
Secretary to the Sangguniang Panlungsod

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ATTESTED:

**ISMAEL P. MARTINEZ**  
Vice Mayor  
Presiding Officer

**PRYDE HENRY A. TEVES**  
Mayor

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