



Republic of the Philippines  
Province of Sorsogon  
**CITY OF SORSOGON**



*Office of the Sangguniang Panlungsod*

**EXCERPTS FROM THE MINUTES OF THE REGULAR SESSION OF THE EIGHTH CITY COUNCIL HELD AT THE SANGGUNIANG PANLUNGSOD SESSION HALL, CABID AN, EAST DISTRICT, SORSOGON CITY ON DECEMBER 6, 2022.**

**PRESENT:**

**HON. MARK ERIC C. DIONEDA**  
City Vice Mayor/ Presiding Officer

**WEST DISTRICT**

Hon. Peter Joseph J. Ravanilla  
Hon. Nestor J. Baldon  
Hon. Bryan J. Pingul  
Hon. Ma. Teresa D. Perdigon

**EAST DISTRICT**

Hon. Maria Theresa S. Gonzalez  
Hon. Lester R. Lubiano  
Hon. Mark Jayson D. Jamisola  
Hon. Angelu Magda P. Ravanilla

**BACON DISTRICT**

Hon. Jo Abegail C. Dioneda  
Hon. Reynaldo C. Taladtad  
Hon. Glenn P. Olbes  
Hon. Danilo A. Deladia

**EX-OFFICIO MEMBERS**

Hon. Bessie C. Diaz  
Hon. Renalene Mae J. Duka

**ABSENT:**

NONE

***Resolution No. 472, Series of 2022***  
(Author: Hon. Nestor J. Baldon)

**RESOLUTION AUTHORIZING THE GRANT OF PRODUCTIVITY ENHANCEMENT INCENTIVE (PEI), SERVICE RECOGNITION INCENTIVES (SRI) AND COLLECTIVE NEGOTIATION AGREEMENT (CNA) INCENTIVE TO ALL QUALIFIED OFFICERS AND EMPLOYEES OF THE LOCAL GOVERNMENT UNIT OF SORSOGON CITY SUBJECT TO ACCOUNTING RULES AND REGULATIONS AND LOCAL BUDGET CIRCULAR APPLICABLE THERETO**

**WHEREAS**, the civil service system pursues the merit and fitness principle by adopting appropriate personnel management programs that develop and sustain the career in to adopt measures which facilitate rewards, schemes, formalize professionalization efforts, and institutionalize management conditions conducive to public accountability. Such programs include performance appraisal, merit promotion, in-service training grants, and incentive programs;

**WHEREAS**, Productivity Enhancement Incentive (PEI) is a benefit given to all qualified officers and employees of the City Government of Sorsogon in the amount of Five Thousand (P5,000.00) Pesos subject to Accounting Rules and Regulations;

**WHEREAS**, Service Recognition Incentives in the amount of Ten Thousand (P10,000.00) Pesos shall likewise be awarded to all qualified officers and employees of the Local Government Unit of Sorsogon City subject to Accounting Rules and Regulations and Local Budget Circular applicable thereto or that may be issued before the end of this year;

**WHEREAS**, Collective Negotiation Agreement (CNA) Incentive is a one-time benefit in the amount of Twenty Five Thousand (P25,000.00) Pesos granted to both management and rank-and-file employees of agencies with approved and successfully implemented CNA's in recognition of their efforts in accomplishing performance targets at lesser cost, in attaining more efficient and viable operations through cost-cutting measures and systems improvement subject to DBM Budget Circular No. 2022-3 dated October 19, 2022;

**WHEREAS**, the City Government of Sorsogon shall extend to any employee without discrimination, cash awards for the suggestion, invention, superior accomplishments or other employee's personal efforts that contribute to the efficiency, economy or other improvements of government operations, or for performance of the extra ordinary acts or services related with local governance;

**WHEREAS**, the measure served as an avenue for the city employees to uplift their economic standing and the rationalization and equity of benefits and emoluments for the city employees according to their respective status and level of employment;

**WHEREAS**, every local Government unit shall exercise the powers expressly granted, those necessarily implied therefrom; as well as powers necessary, appropriate or incidental for its efficient and effective governance and those which are essential to the promotion of the general welfare. Within their respective territorial jurisdiction, local government units shall ensure and support, among other things, the preservation and enrichment of culture, promote health and safety, improve public morals, enhance economic prosperity and social justice, maintain peace and order and preserve the comfort and convenience of their inhabitants;

**NOW THEREFORE**, on motion of **Hon. Nestor J. Baldon**, duly seconded by **Hon. Bessie C. Diaz**, resolved as it is hereby resolve to authorize the grant of Productivity Enhancement Incentive (PEI), Service Recognition Incentives (SRI) And Collective Negotiation Agreement (CNA) Incentive to all qualified officers and Employees of the Local Government Unit of Sorsogon City subject to Accounting Rules and Regulations and Local Budget Circular Applicable Thereto.

**RESOLVED FURTHER**, that copies of this resolution be furnished to all concerned for their information and guidance.

**DATE APPROVED: December 6, 2022**

I HEREBY CERTIFY to the correctness of the foregoing resolution

  
**ROYAN E. DOMASIAN**  
Secretary to the Sangguniang Panlungsod

**ATTESTED:**

  
**MARK ERIC C. DIONEDA**  
City Vice Mayor / Presiding Officer