

Republic of the Philippines
23rd City Council
Quezon City



DEC 23 2025
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 PO 23CC-149
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Proposed Ordinance SP-_____, S-2025

AN ORDINANCE GRANTING SEVEN THOUSAND PESOS (PHP7,000.00) ADDITIONAL INCENTIVE TO ALL JOB ORDERS (JO), CONTRACT OF SERVICE (COS) AND CONSULTANTS OF THE QUEZON CITY GOVERNMENT TO BE TAKEN FROM ANY AVAILABLE FUNDS OF THE CITY.

Introduced by Councilors ALY MEDALLA AND SHAIRA "SHAY" L. LIBAN

WHEREAS, on December 11, 2025, the President of the Philippines issued Administrative Order No. 39 - AUTHORIZING THE GRANT OF GRATUITY PAY TO CONTRACT OF SERVICE AND JOB ORDER WORKERS IN GOVERNMENT FOR FISCAL YEAR 2025;

WHEREAS, Administrative Order No. 39 authorizes the grant of a maximum of Seven Thousand Pesos (Php 7,000) to all Job Orders (JO), Contract of Service (COS) and Consultants of Quezon City;

WHEREAS, granting a year-end Gratuity Pay to COS and JO workers is a well-deserved recognition of their hard work and valuable participation in the implementation of various Programs Activities and Projects of the government, and their pivotal role in the delivery of government services amidst the present socio-economic challenges;

NOW, THEREFORE:

BE IT ORDAINED BY THE CITY COUNCIL OF QUEZON CITY IN REGULAR SESSION ASSEMBLED:

SECTION 1. GRANT OF GRATUITY PAY. An additional one (1)-time Gratuity Pay not exceeding Seven Thousand Pesos (Php 7,000) for FY 2025 is hereby granted to all Job Order (JO), Contract of Service (COS) and Consultants of the Quezon City Government who have rendered a total or an aggregate of at least four (4) months of actual satisfactory performance of service, as stipulated in their respective contracts, as of 15 December 2025, and whose contracts are still effective as of the same date.

Those who have rendered less than four (4) months of actual satisfactory performance of service, as stipulated in their respective contracts, as of 15 December 2025, and whose contracts are still effective as of same date, may also be granted the one (1)-time Gratuity Pay, on a pro rata basis, as follows:

LENGTH OF SERVICE	AMOUNT OF GRATUITY PAY
3 months but less than 4 months	5,500
2 months but less than 3 months	3,500
Less than 2 months	1,500

SECTION 2. FUNDING SOURCE. The amount necessary to cover this additional incentive is hereby appropriated to be taken from any available funds of the City.

SECTION 3. SEPARABILITY CLAUSE. If any portion or provision of this ordinance is declared as void or unconstitutional, the remaining portions thereof shall not be affected and shall remain in full force and effect.

SECTION 4. 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 5. EFFECTIVITY CLAUSE. - This Ordinance shall take effect immediately upon its approval.

Enacted _____ 2025.



ALY MEDALLA
City Councilor, District 2

SHAIRA "SHAY" L. LIBAN
City Councilor, District 5