



Republic of the Philippines  
Province of Laguna  
**MUNICIPALITY OF LOS BAÑOS**  
*Special Science and Nature City*  
**OFFICE OF THE SANGGUNIANG BAYAN**  
Municipal Hall, National Highway, Brgy. Timugan,  
Los Baños, Laguna 4030 Philippines  
Email: losbaños@laguna.net

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**EXCERPTS FROM THE MINUTES OF THE THIRD (3<sup>RD</sup>) REGULAR SESSION OF  
THE SANGGUNIANG BAYAN HELD ON JANUARY 17, 2020 AT THE  
SANGGUNIANG BAYAN SESSION HALL, NATIONAL HIGHWAY, BRGY.  
TIMUGAN, LOS BAÑOS, LAGUNA.**

Present : Vice Mayor Antonio L. Kalaw, Presiding Officer  
S.B. Member Josephine Sumangil - Evangelista  
S.B. Member Miko C. Pelegrina  
S.B. Member Janos S. Lapiz  
S.B. Member Geronimo A. Ciceron  
S.B. Member Marlo PJ A. Alipon  
S.B. Member Mike Dexter A. Concio  
S.B. Member Mark Lester B. Dizon  
S.B. Member Cris Dayril B. Bagnes  
S.B. Member Arlene P. delos Santos, Liga President  
S.B. Member Jozlyn N. Manansala, SK Fed. President  
Secretary Dona T. Alborida  
Ms. Jellyn S. De Una, LLSA II

Absent : None

Visitor(s) : None

**RESOLUTION NO. 2020-17**

**A RESOLUTION ADOPTING THE ADMINISTRATIVE ORDER NO. 20 SERIES OF  
2020 OF THE OFFICE OF THE PRESIDENT ENTITLED “AUTHORIZING THE  
GRANT OF GRATUITY PAY FOR FISCAL YEAR 2019 TO JOB ORDER AND  
CONTRACT OF SERVICE WORKERS IN GOVERNMENT”**

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Author : Councilor Geronimo A. Ciceron

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WHEREAS, the State affirms labor as a primary social economic force and promotes the welfare of workers;

WHEREAS, various government agencies have engaged workers under job order (JO) and contract of service (COS) schemes;

WHEREAS, the Civil Service Commission (CSC) – Commission on Audit (COA) – Department of Budget and Management (DBM) Joint Circular (JC) No. 1 (s. 2017) or the “Rules and Regulations Governing COS and JO Workers in the Government, “as amended by CSC-COA-DBM JC No. 1 (s. 2018), provides the existing policies and guidelines on the engagement of services of these workers;

2.00 Resolution No. 2019-17 01/17/2020

WHEREAS, these workers are paid salaries/wages equipment to the daily salaries/wages of comparable positions in government and a premium of up to 20% of such salary/wage. However, they do not enjoy benefits accorded to government employees such as the Personnel Economic Relief Allowance, Mid-Year and Year End Bonuses and Performance-Based Bonus among others, considering that they have no employer-employee relationship government;

WHEREAS, granting a year-end Gratuity Pay to JO and COS workers is a well-deserved recognition of their hard work;

WHEREAS, Administrative Order No. 2 (s. 2017) authorized that grant of Gratuity Pay to JO and COS workers for fiscal year 2016;

WHEREAS, Section 17, Article VII of the 1987 Constitution and Section 1, Chapter 1, Title I, Book III of Executive Order No. 292 (s. 1987) of the "Administrative Code of 1987" vest the President with control over all the executive departments bureaus and offices;

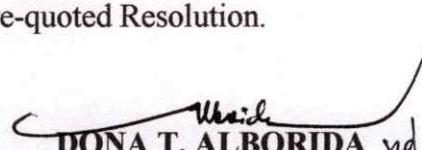
WHEREAS, Section 5 of the Administrative Order No. 20 Series of 2020 states that LGU's are encouraged to adopt the grant of Gratuity Pay to workers whose services are engaged through JO and COS, utilizing appropriate and available funding sources;

NOW THEREFORE, on motion of Councilor Geronimo A. Ciceron, duly seconded by Councilwoman Josephine Sumangil-Evangelista and approved by all the councilors present;

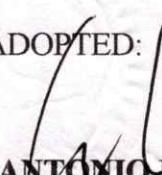
RESLOVED, AS IT IS HEREBY RESOLVED, a resolution adopting the Administrative Order No. 20 Series of 2020 of the Office of the President, entitled "Authorizing the grant of Gratuity Pay for Fiscal Year 2019 to Job Order and Contract of Service workers in government"

UNANIMOUSLY APPROVED : JANUARY 17, 2020.

I HEREBY CERTIFY to the correctness of the above-quoted Resolution.

  
**DONA T. ALBORIDA**  
Secretary to the Sangguniang Bayan

CERTIFIED ADOPTED:

  
**HON. ANTONIO L. KALAW**  
Vice Mayor/Presiding Officer