



EXECUTIVE ORDER NO. 81-A
Series of 2022

AN EXECUTIVE ORDER AMENDING EXECUTIVE ORDER NO. 81, ALSO KNOWN AS "AN EXECUTIVE ORDER PROVIDING THE TABLE OF PRO-RATA PERCENTAGES AS BASIS FOR THE GRANT OF THE COLLECTIVE NEGOTIATION AGREEMENT INCENTIVES TO THOSE WHO HAVE RENDERED LESS THAN EIGHT AND A HALF (8.5) MONTHS OF SERVICE IN THE LOCAL GOVERNMENT UNIT OF GENERAL SANTOS CITY (LGU-GSC)"

WHEREAS, 1.3 of DBM Budget Circular No. 2022-3 provides that Section 79 of the General Provisions of the FY 2022 General Appropriations Act (GAA) authorizes the grant of CNA Incentive sourced from the allowable Maintenance and Other Operating Expenses (MOOE) allotments generated out of cost cutting measures, subject to the conditions stated therein and guidelines issued by the DBM;

WHEREAS, the City Government Labor-Management Council submits its recommendation as to who shall be entitled to receive the CNA Incentive at varying rates in consideration of the employee's or his/her office's contribution to the accomplishment target, efficiency, productivity, or profitability which in all cases shall not exceed Twenty Five Thousand Pesos (PhP 25,000.00) per qualified employee;

WHEREAS, the City Government of General Santos recognizes the need to provide the table of pro-rata percentages as basis for the grant of the collective negotiation agreement incentives to those who have rendered less than nine (9) months of service in the Local Government Unit of General Santos City;

WHEREAS, Section 28 of Civil Service Commission Memorandum Circular No. 41, s. 1998 or the Revised Omnibus Rules on Leave defines the term "actual service" which shall be applied for the purpose of determining actual service rendered to compute the CNAI to be granted to those mentioned above;

WHEREAS, the City Mayor issued Executive Order No. 81 also known as AN EXECUTIVE ORDER PROVIDING THE TABLE OF PRO-RATA PERCENTAGES AS BASIS FOR THE GRANT OF THE COLLECTIVE NEGOTIATION AGREEMENT INCENTIVES TO THOSE WHO HAVE RENDERED LESS THAN NINE (9) MONTHS OF SERVICE IN THE LOCAL GOVERNMENT UNIT OF GENERAL SANTOS CITY (LGU-GSC);

WHEREAS, there is a need to amend the said Executive Order to clarify certain provisions.

NOW THEREFORE, I, LORELIE G. PACQUIAO, Mayor of General Santos City, by virtue of the powers vested in me by law and the sovereign will of the people, do hereby order:

SECTION 1. TABLE OF PRO-RATA PERCENTAGES ON GRANT OF CNA INCENTIVES. The CNA Incentives may be granted to those employees who have rendered actual services under the Local Government Unit of General Santos City **from January to September 30, 2022**, as identified in the CNA entered into by and between the LGU-GSC and GSCGEA on November 28, 2022; provided that those who have



rendered less than eight and a half (8.5) months of service in LGU-GSC may be entitled to the pro-rated CNA Incentive as follows:

ACTUAL LENGTH OF SERVICE	PERCENTAGE OF THE CNA
Equal to 8.5 months and above	100%
Equal to or more than 7 months but less than 8.5 months	90%
Equal to or more than 5 months but less than 7 months	80%
Equal to or more than 3 months but less than 5 months	50%
Less than 3 months	20%

The incentive for employees with length of service less than one year shall be deducted proportionately with the corresponding agency fee and other obligations as billed by the union.

SECTION 2. REPEALING CLAUSE. All orders, memoranda, rules and regulations or any part/s thereof, inconsistent with the provisions of this order are hereby revoked or modified accordingly.

SECTION 3. SEPARABILITY CLAUSE. If any provision thereof is held invalid or unconstitutional, the remainder of this Order not otherwise affected shall remain in full force and effect.

SECTION 4. EFFECTIVITY. This order shall take effect immediately.

Done this 22 day of December, 2022 at General Santos City, Philippines.

LORELIE GERONIMO PACQUIAO
 City Mayor

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 Office of the President
 All Departments
 Sangguniang Panlungsod
 GSCGEA