



Office of the Sangguniang Panlalawigan

EXCERPT FROM THE MINUTES OF THE 23rd REGULAR SESSION OF THE 12th SANGGUNIAN PANLALAWIGAN OF ISABELA HELD AT PROVINCIAL CAPITOL, ALIBAGU, CITY OF ILAGAN, ISABELA ON DECEMBER 22, 2025.

PRESENT:

FRANCIS FAUSTINO A. DY	Vice Governor & Presiding Officer
ED CHRISTIAN S. GO	Member (2nd District) & Floor Leader Pro Tempore
EVYN JAY C. DIAZ	Member (1st District)
EMMANUEL JOSELITO B. AÑES	Member (1st District)
ANGELICA L. REYES	Member (2nd District)
JOSE T. PANGANIBAN, JR.	Member (3rd District)
RAMON JUAN N. REYES, JR.	Member (3rd District)
CLIFFORD R. RASPADO	Member (4th District)
ABEGAIL V. SABLE	Member (4th District)
JONATHAN JOSE C. CALDERON	Member (5th District)
MANUEL FAUSTINO U. DY	Member (5th District)
MARCO PAOLO A. MERIS	Member (6th District)
AMADOR A. GAFFUD, JR.	Member (6th District)
ANTONIO S. HUI	Member, PCL Federation President
MARIA KATRINA JESSICA G. DY	Member, LnB Federation President
CATHERINE JOY L. LEGASPI	Member, SK Federation President

ORDINANCE NO. 2025-44-01
Series of 2025

AN ORDINANCE AUTHORIZING THE GRANT OF PRODUCTIVITY ENHANCEMENT INCENTIVES FOR FISCAL YEAR 2025 TO THE QUALIFIED PERSONNEL OF THE PROVINCIAL GOVERNMENT OF ISABELA (PGI) THEREBY AUTHORIZING FOR SUCH PURPOSE THE REPROGRAMMING OF FUNDS IN THE AMOUNT OF THIRTEEN MILLION PESOS (PHP13,000,000.00) TO THE ACCOUNT "OTHER PERSONNEL BENEFIT - PRODUCTIVITY ENHANCEMENT INCENTIVES (PEI)" UNDER THE PROVINCIAL GOVERNOR'S OFFICE TO BE SOURCED FROM THE PERSONAL SERVICES OF VARIOUS PGI DEPARTMENTS

Sponsor: **HON. JOSE T. PANGANIBAN JR.**
Chairperson, Committee on Finance and Appropriations

EXPLANATORY NOTE

The Provincial Government of Isabela remains steadfast in its commitment to recognizing the dedication, hard work, and indispensable contributions of its personnel, particularly its contractual employees, who are integral to the delivery of efficient and responsive public services. Their unwavering efforts have been pivotal to the PGI's continued success and its reputation as a model of good governance.

Nagkaisa para sa Isabela



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For Fiscal Year 2025, the Department of Budget and Management (DBM), through Budget Circular No. 2017-4 and Circular Letter No. 2025-13 dated December 17, 2025, has prescribed the guidelines for the grant of the Productivity Enhancement Incentive (PEI) to government employees. In faithful observance of these issuances and consistent with its longstanding commitment to employee welfare, the Provincial Government of Isabela seeks to extend the PEI to its qualified personnel as a tangible expression of appreciation for their exceptional service.

The Provincial Government of Isabela, a Seal of Good Local Governance (SGLG) Hall of Famer and a consistent recipient of national recognition for excellence in public service, owes much of its achievements to the collective efforts of its workforce. The province's gains in social services, infrastructure, agriculture, disaster risk reduction, and other priority sectors are made possible by the daily commitment of its officials and employees who ensure that programs and services reach the people of Isabela. By granting the PEI, the PGI reinforces a culture of performance, professionalism, and accountability across all offices.

Financial assessments have confirmed the availability of funds under the Personal Services appropriations of various PGI departments that may be legitimately realigned and reprogrammed to augment the budget for "Other Personnel Benefit – Productivity Enhancement Incentives (PEI)" under the Office of the Provincial Governor. The amount of Thirteen Million Pesos (₱13,000,000.00) has been identified for reprogramming to support the grant of the PEI to qualified PGI personnel, in accordance with existing budgeting, accounting, and auditing rules and regulations.

In light of the foregoing, the passage of this Ordinance is earnestly sought. Its approval will not only honor the invaluable work of our personnel but will also help sustain a motivated and productive workforce that is essential to maintaining the Province of Isabela's standing as a leader in good governance and public service.

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Section 1. Coverage. This Ordinance shall cover the accounts and funds provided in Section 2 hereof.

Section 2. Augmentation of Funds. The account "Other Personnel Benefit - Productivity Enhancement Incentive (PEI)" under the Provincial Governor Office shall be augmented by Thirteen Million Pesos (P13,000,000.00), to be sourced from the Personal Services (PS) funds of various offices and departments of the Provincial Government of Isabela, as follows:

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FROM			TO		
Object of Expenditures	Expense Class	Amount	Object of Expenditures	Expense Class	Amount
(1)	(2)	(3)	(4)	(5)	(6)
1. IPHO-FHS			1. PGO		
Year-End Bonus	PS	487,879.21	Other Personnel Benefit - Productivity Enhancement Incentive (PEI)	PS	13,000,000.00
Other Bonuses and Allowances	PS	797,255.00		SUB-TOTAL	13,000,000.00
Retirement and Life Insurance Premiums	PS	1,195,979.77			
	SUBTOTAL	2,481,113.98			
2. GFNDMH					
Other Bonuses and Allowances	PS	2,108,355.00			
Retirement and Life Insurance Premiums	PS	3,209,550.08			
	SUBTOTAL	5,317,905.08			
3. CDH					
Other Bonuses and Allowances	PS	2,108,641.00			
Retirement and Life Insurance Premiums	PS	3,092,339.94			
	SUBTOTAL	5,200,980.94			
	GRAND TOTAL	13,000,000.00		GRAND TOTAL	13,000,000.00

Section 3. Grant of PEI. The amount of Productivity Enhancement Incentive (PEI) to be granted to each qualified personnel of the Provincial Government of Isabela shall be determined in accordance with the conditions, rates, and guidelines set forth in Department of Budget and Management (DBM) Budget Circular No. 2017-4 and DBM Circular Letter No. 2025-13 dated 17 December 2025, and other related issuances.

Section 4. Release of the PEI. The Provincial Government of Isabela shall ensure that the release of the Productivity Enhancement Incentive to its qualified personnel complies with all applicable budgetary, accounting, and auditing laws, rules, and regulations, as well as the pertinent provisions of DBM Budget Circular No. 2017-4, DBM Circular Letter No. 2025-13, and related issuances.

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Section 5. Effectivity. This Ordinance shall take effect immediately upon its approval and after compliance with the applicable publication and/or posting requirements under existing laws and regulations.

I hereby certify that the foregoing ordinance was duly enacted by the Sangguniang Panlalawigan of Isabela during its 23rd Regular Session on December 22, 2025.



ATTY. MARICEL R. EVANGELISTA
Secretary Protempore, Sangguniang Panlalawigan



EVYN JAY C. DIAZ
Member (1st District)



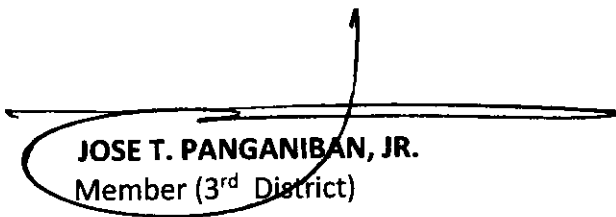
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Vice-Governor

APPROVED:



RODOLFO T. ALBANO III
Governor

