



Office of the Sangguniang Panlalawigan

EXCERPT FROM THE MINUTES OF THE 23rd REGULAR SESSION OF THE 12th SANGGUNIANG 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. 2025-44-02
Series of 2025

AN ORDINANCE AUTHORIZING THE GRANT OF SERVICE RECOGNITION INCENTIVES FOR FISCAL YEAR 2025 TO QUALIFIED OFFICIALS AND EMPLOYEES OF THE PROVINCIAL GOVERNMENT OF ISABELA (PGI) THEREBY AUTHORIZING FOR SUCH PURPOSE THE AUGMENTATION OF FUNDS IN THE AMOUNT OF SEVENTY-NINE MILLION FORTY FIVE THOUSAND PESOS (PHP79,045,000.00) FROM THE PERSONAL SERVICES OF VARIOUS PGI OFFICES AND DEPARTMENTS TO THE ACCOUNT "OTHER PERSONNEL BENEFIT – SERVICE RECOGNITION INCENTIVE (SRI)" UNDER THE PROVINCIAL GOVERNOR'S OFFICE AND "SALARIES-REGULAR" UNDER THE PROVINCIAL PUBLIC EMPLOYMENT SERVICE OFFICE

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

EXPLANATORY NOTE

The Provincial Government of Isabela (PGI) recognizes that its ability to deliver timely, responsive, and accountable public service depends largely on the competence, commitment, and day-to-day efforts of its officials and employees. In every office and department, it is the PGI workforce that gives life to policies, translates plans into outcomes, and ensures that essential services reach the people of Isabela.

Nagkaisa para sa Isabela



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In recognition of the collective and valuable contribution of government personnel to the attainment of national and local development goals, the President issued Administrative Order (AO) No. 40, series of 2025, authorizing the grant of a one-time Service Recognition Incentive (SRI) for Fiscal Year 2025 at a rate not exceeding Twenty Thousand Pesos (₱20,000.00) per qualified employee, subject to the conditions set forth therein. Pursuant to this, the Department of Budget and Management (DBM) issued Budget Circular No. 2025-3, which prescribes the detailed guidelines for the grant and funding of the FY 2025 SRI, including specific provisions applicable to local government units.

These issuances affirm the policy of the National Government to recognize and reward the continued efforts of government workers in advancing the Philippine Development Plan 2023–2028 and the President's 8-Point Socioeconomic Agenda through effective, reliable, and accountable public service.

Aligned with this national policy and in acknowledgment of the essential role of its personnel in sustaining day-to-day operations and improving service delivery, the Provincial Government of Isabela seeks to grant a Service Recognition Incentive for Fiscal Year 2025 to its qualified officials and employees. The SRI is intended as a tangible expression of gratitude for their hard work, professionalism, and steadfast commitment to the public interest.

To finance this grant, it is necessary to reprogram funds to the items "Other Personnel Benefit – Service Recognition Incentive (SRI)" under the Provincial Governor's Office and "Salaries-Regular" under the Provincial Public Employment Service Office (PESO). A review of the PGI's financial position has determined that there are available funds within the Personal Services appropriations of various PGI offices and departments which may be validly reprogrammed and utilized to cover the required amount, without prejudicing the delivery of basic and essential services and in full compliance with the personnel services limitation and other requirements under the Local Government Code of 1991 and pertinent budgeting, accounting, and auditing rules and regulations.

In view of the foregoing, and in order to give due and timely recognition to the PGI workforce in accordance with AO No. 40 and DBM Budget Circular No. 2025-3, the immediate passage of this Ordinance is earnestly requested.

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Section 1. Reprogramming of Funds. The augmentation of funds in the amount of Seventy Nine Million Forty Five Thousand Pesos (Php79,045,000.00) to the accounts "Other Personnel Benefits – Service Recognition Incentive (SRI)" under the Provincial Governor's Office and "Salaries-Regular" under the Provincial Public Employment Service Office, which shall be

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sourced from the accounts and items provided in Section 2 of this Ordinance, is hereby authorized.

Section 2. Transfer of Funds. The amount provided in the previous section, sourced from the accounts and items of various departments and offices, shall be reprogrammed as follows:

Sources of Funds			Uses of Funds		
FROM			TO		
Object of Expenditures	Expense Class	Amount	Object of Expenditures	Expense Class	Amount
(1)	(2)	(3)	(4)	(5)	(6)
1. PEDIPO			1. PGO		
Salaries-Regular	PS	1,000,000.00	Other Personnel Benefit - Service Recognition Incentive (SRI)	PS	79,000,000.00
Year-End Bonus	PS	186,462.00		SUBTOTAL	79,000,000.00
Retirement and Life Insurance Premiums	PS	323,676.49			
	SUBTOTAL	1,510,138.49	2. PESO		
2. BIO ENGINEERING DIVISION			Salaries-Regular	PS	45,000.00
Salaries-Regular	PS	500,000.00		SUBTOTAL	45,000.00
Salaries and Wages-Contractual	PS	3,500,000.00			
	SUBTOTAL	4,000,000.00			
3. COASTAL					
Salaries-Regular	PS	1,000,000.00			
Year-End Bonus	PS	360,732.00			
Retirement and Life Insurance Premiums	PS	504,364.82			
	SUBTOTAL	1,865,096.82			
4. PPSO					
Salaries-Regular	PS	300,000.00			
Year-End Bonus	PS	266,966.50			

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Retirement and Life Insurance Premiums	PS	379,781.81			
	SUBTOTAL	946,748.31			
5. PDRRMO					
Salaries-Regular	PS	2,000,000.00			
Overtime and Night Pay	PS	1,000,000.00			
Retirement and Life Insurance Premiums	PS	402,891.29			
	SUBTOTAL	3,402,891.29			
6. TOURISM					
Year-End Bonus	PS	141,216.00			
Retirement and Life Insurance Premiums	PS	198,153.51			
	SUBTOTAL	339,369.51			
7. PIACO					
Salaries-Regular	PS	1,000,000.00			
Year-End Bonus	PS	241,060.00			
Retirement and Life Insurance Premiums	PS	238,076.64			
	SUBTOTAL	1,479,136.64			
8. WARDEN					
Year-End Bonus	PS	704,123.00			
Retirement and Life Insurance Premiums	PS	994,276.79			
	SUBTOTAL	1,698,399.79			
9. VICE GOVERNOR					
Other Bonuses and Allowances	PS	114,494.00			

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Retirement and Life Insurance Premiums	PS	99,342.74			
	SUBTOTAL	213,836.74			
<u>10.SANGGUNIANG PANLALAWIGAN</u>					
Salaries-Regular	PS	1,000,000.00			
Retirement and Life Insurance Premiums	PS	635,347.45			
	SUBTOTAL	1,635,347.45			
<u>11. SECRETARY TO THE SP</u>					
Salaries-Regular	PS	500,000.00			
Year-End Bonus	PS	135,661.05			
Retirement and Life Insurance Premiums	PS	210,606.46			
	SUBTOTAL	846,267.51			
<u>12. ADMIN</u>					
Salaries-Regular	PS	1,500,000.00			
Year-End Bonus	PS	286,690.00			
Retirement and Life Insurance Premiums	PS	453,200.68			
	SUBTOTAL	2,239,890.68			
<u>13. PHRMO</u>					
Year-End Bonus	PS	64,343.00			
Retirement and Life Insurance Premiums	PS	91,734.98			
	SUBTOTAL	156,077.98			
<u>14. PPDO</u>					
Salaries-Regular	PS	2,500,000.00			

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Year-End Bonus	PS	359,692.60			
Retirement and Life Insurance Premiums	PS	478,182.04			
	SUBTOTAL	3,337,874.64			
15. BUDGET					
Salaries-Regular	PS	500,000.00			
Year-End Bonus	PS	163,740.40			
Retirement and Life Insurance Premiums	PS	272,629.66			
	SUBTOTAL	936,370.06			
16. ACCOUNTING					
Salaries-Regular	PS	1,500,000.00			
Year-End Bonus	PS	383,147.00			
Retirement and Life Insurance Premiums	PS	561,013.65			
	SUBTOTAL	2,444,160.65			
17. TREASURY					
Salaries-Regular	PS	3,000,000.00			
Year-End Bonus	PS	620,831.00			
Retirement and Life Insurance Premiums	PS	843,869.86			
	SUBTOTAL	4,464,700.86			
18. ASSESSOR					
Salaries-Regular	PS	1,000,000.00			
Year-End Bonus	PS	323,933.00			
Retirement and Life Insurance Premiums	PS	449,077.95			

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	SUBTOTAL	1,773,010.95			
19. LIBRARY					
Salaries-Regular	PS	1,000,000.00			
Year-End Bonus	PS	201,765.00			
Retirement and Life Insurance Premiums	PS	283,361.53			
	SUBTOTAL	1,485,126.53			
20. MUSEUM					
Salaries-Regular	PS	500,000.00			
Year-End Bonus	PS	97,464.00			
Retirement and Life Insurance Premiums	PS	136,675.08			
	SUBTOTAL	734,139.08			
21. LEGAL					
Salaries-Regular	PS	200,000.00			
Year-End Bonus	PS	176,345.00			
Retirement and Life Insurance Premiums	PS	289,831.81			
	SUBTOTAL	666,176.81			
22. PSWDO					
Salaries-Regular	PS	200,000.00			
Year-End Bonus	PS	172,299.40			
Retirement and Life Insurance Premiums	PS	266,251.46			
	SUBTOTAL	638,550.86			
23. LINGAP					
Salaries-Regular	PS	500,000.00			

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Year-End Bonus	PS	118,091.40			
Retirement and Life Insurance Premiums	PS	167,860.41			
	SUBTOTAL	785,951.81			
24. WCPC					
Salaries-Regular	PS	200,000.00			
Year-End Bonus	PS	161,744.00			
Retirement and Life Insurance Premiums	PS	226,743.38			
	SUBTOTAL	588,487.38			
25. AGRI					
Salaries-Regular	PS	4,000,000.00			
Year-End Bonus	PS	1,168,157.00			
Retirement and Life Insurance Premiums	PS	1,500,000.00			
	SUBTOTAL	6,668,157.00			
26. PVET					
Salaries-Regular	PS	5,000,000.00			
Year-End Bonus	PS	877,022.00			
Retirement and Life Insurance Premiums	PS	1,298,626.75			
	SUBTOTAL	7,175,648.75			
27. ENRO					
Salaries-Regular	PS	2,000,000.00			
Year-End Bonus	PS	496,737.00			
Retirement and Life Insurance Premiums	PS	696,595.16			

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	SUBTOTAL	3,193,332.16			
28. ENGINEERING					
Salaries-Regular	PS	5,000,000.00			
Retirement and Life Insurance Premiums	PS	1,182,991.71			
	SUBTOTAL	6,182,991.71			
29. IPHO-FHS					
Salaries-Regular	PS	4,000,000.00			
	SUBTOTAL	4,000,000.00			
30. GFNDMH					
Salaries-Regular	PS	2,500,000.00			
	SUBTOTAL	2,500,000.00			
31. CDH					
Salaries-Regular	PS	7,000,000.00			
Year-End Bonus	PS	1,637,119.54			
	SUBTOTAL	8,637,119.54			
32. EDH					
Salaries-Regular	PS	1,000,000.00			
	SUBTOTAL	1,000,000.00			
33. MARDH					
Salaries-Regular	PS	1,500,000.00			
	SUBTOTAL	1,500,000.00			
	GRAND TOTAL	79,045,000.00		GRAND TOTAL	79,045,000.00

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Section 3. Coverage. All officials and employees of the Provincial Government of Isabela who are still in the service as of 30 November 2025, whether under regular, contractual, or casual status, and whether appointive or elective, including those employed as legislative personnel of Sangguniang Panlalawigan Members, shall be entitled to the Service Recognition Incentive (SRI), subject to the conditions and guidelines set forth in DBM Budget Circular No. 2025-3 and other applicable budgetary, accounting, and auditing rules and regulations.

Section 4. Grant of SRI. All personnel entitled to receive this incentive shall be granted a one-time Service Recognition Incentive in an amount not exceeding TWENTY THOUSAND PESOS (Php20,000.00) per qualified employee, subject to the availability of funds and the ceilings prescribed under DBM Budget Circular No. 2025-3.

Personnel who have rendered less than a total or aggregate of four (4) months of service as of 30 November 2025 shall receive a pro-rated SRI, as follows:

Length of Service as of 30 November 2025	Percentage of the SRI
3 months to less than 4 months	40%
2 months to less than 3 months	30%
1 month to less than 2 months	20%
Less than 1 month	10%

The exact SRI amount per employee shall be determined in accordance with the funding availability and the guidelines under DBM Budget Circular No. 2025-3.

Section 5. Release of SRI. The Provincial Government of Isabela shall ensure that the release of the Service Recognition Incentive authorized under this Ordinance complies with DBM Budget Circular No. 2025-3 and all applicable government budgeting, accounting, and auditing laws, rules, and regulations.

Section 6. Effectivity. This Ordinance shall take effect immediately upon its approval.

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

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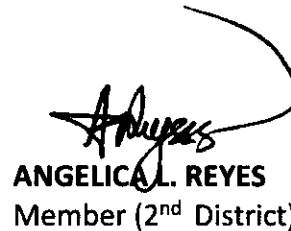
EVYN JAY CABIAZ
Member (1st District)



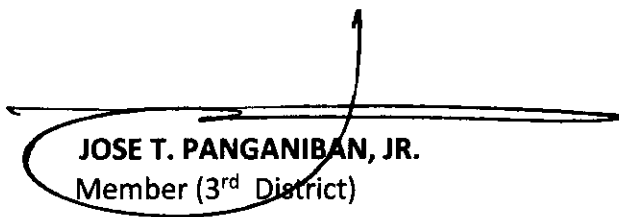
EMMANUEL JOSELITO B. AÑES
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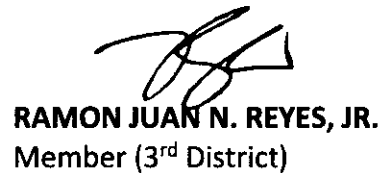
ED CHRISTIAN S. GO
Member (2nd District)



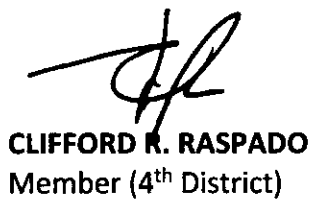
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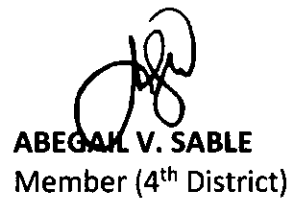
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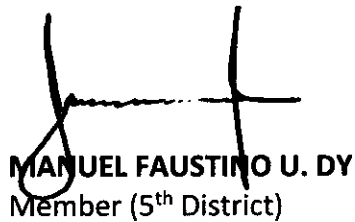
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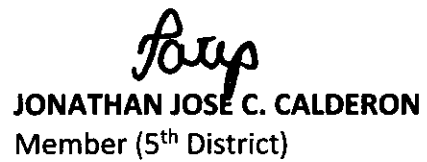
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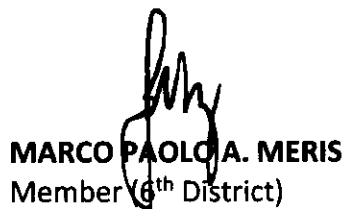
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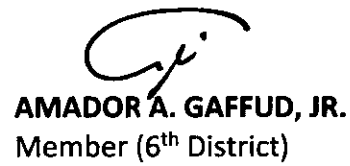
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Member, SK Federation President



FRANCIS FAUSTINO A. DY
Vice-Governor

APPROVED:



RODOLFO T. ALBANO III
Governor

