



Republic of the Philippines  
PROVINCE OF ZAMBOANGA DEL NORTE  
Municipality of Siayan



OFFICE OF THE SANGGUNIANG BAYAN

**EXCERPT FROM THE MINUTES OF THE REGULAR SESSION OF THE SANGGUNIANG BAYAN OF SIAYAN,  
ZAMBOANGA DEL NORTE HELD AT THE MUNICIPAL SESSION HALL ON THE 15TH DAY OF AUGUST  
2022.**

**PRESENT:**

Hon. Josecor S. Gepolongca, Presiding Officer	Municipal Vice Mayor
Hon. Daisy A. Limbang, Majority Floor Leader	Sangguniang Bayan Member
Hon. Wilfredo A. Slasico, Asst. Majority Floor Leader	-do-
Hon. Raul P. Dominise, Presiding Officer Pro-Tempore	-do-
Hon. Roel J. Fabiran	-do-
Hon. Rey L. Anugon	-do-
Hon. Wencito B. Intoy	-do-
Hon. Billynel C. Catig	-do-
Hon. Estrella S. Zapatos, Minority Floor Leader	-do-
Hon. Maribel C. Okay, LIGA President	-do-
Hon. Phil A. Saraga, SK Fed. President	-do-
Hon. Johnny C. Anugon, Sr. IPMR	-do-

**ABSENT:**

None

**PREFATORY STATEMENT**

Section 447, paragraph (viii) of RA 7160, known as the Local Government Code of 1991, prescribed the powers of the Sangguniang Bayan of the municipality to determine the positions and the salaries, wages, allowances and other emoluments and benefits of officials and employees paid wholly or mainly from municipal funds and provide for expenditures necessary for the proper conduct of programs, projects, services and activities of the municipal government.

Nevertheless, this ordinance is enacted in fairness to the JOB ORDER employees in the local government unit of this municipality in which its salaries or wages does not include on the Salary Standardization Law prescribed by the Department of Budget and Management (DBM), likewise this will attract and motivate competent workers to perform well and become assets of this LGU and to justly compensate their skills and services rendered.

**BE IT ORDAINED** by the Sangguniang Bayan in session assembled:

**"MUNICIPAL ORDINANCE NO. 22-08**  
Series of 2022

**(AUTHORED BY: HON. RAUL P. DOMINISE)**

**AN ORDINANCE PRESCRIBING AND ADOPTING A STANDARDIZED SALARY/WAGE SCHEDULE FOR JOB ORDER WORKERS WHOSE SERVICES ARE ENGAGED BY THE LOCAL GOVERNMENT UNIT OF SIAYAN, ZAMBOANGA DEL NORTE.**

**SECTION 1: TITLE.** This shall be known as **"AN ORDINANCE PRESCRIBING AND ADOPTING STANDARDIZED SALARY/WAGE SCHEDULE FOR JOB ORDER WORKERS WHOSE SERVICES ARE ENGAGED BY THE LOCAL GOVERNMENT UNIT OF SIAYAN, ZAMBOANGA DEL NORTE"**.

**SECTION 2: DEFINITION OF TERMS.** Terms used in this ordinance shall be defined as follows:

1. **Job Order** – refers to a piece of work or intermittent or emergency jobs of short duration, of which services rendered are not subject to employer – employee relationship and not covered under civil service laws, rules, and regulations.
2. **Salary/Wages** – refers to regular payment, typically paid on monthly or biweekly basis made by an employer to an employee.

**SECTION 3. CATEGORIZE QUALIFICATION.** Job orders hired in the local government unit of this municipality shall be categorized in accordance to their qualification, as follows:

**CATEGORY 1. LABORER/ UTILITY WORKERS.**

**QUALIFICATIONS:**

- a) Must be able to read and write;
- b) Experience, training and eligibility are not required;

**CATEGORY 2. OFFICE WORKERS**

**QUALIFICATIONS:**

- a) College graduate and/or college level.
- b) Experience, training and eligibility are not required.

**CATEGORY 3. SKILLED WORKERS**

**QUALIFICATIONS:**

- a) Those who possess the appropriate license to provide their professions as prescribed in R.A. 1080
- b) Special skills and expertise (e.g. drivers of heavy equipment, mechanics, etc.)
- c) With appropriate National Certificates (NC II) as proof of their field of expertise and at the discretion of the Local Chief Executive.

**SECTION 4: RATES OF WAGES.** There is hereby fixed/prescribed rate of wages of job order/workers whose services and expertise are engaged by this LGU, to augment the present workforce in the implementation of various programs/projects/activities in connection with the delivery of various basic services, without possibly exceeding the Personnel Services limitation prescribed under Section 325 (a) of R.A. 7160, to wit:

- A. FOR CATEGORY 1 – P350.00/DAY
- B. FOR CATEGORY 2 – P400.00/DAY
- C. FOR CATEGORY 3 – P500.00/DAY

**SECTION 5: EFFECTIVITY.** This ordinance takes effect upon approval.

**ENACTED** this 15<sup>th</sup> day of August 2022.

**I HEREBY CERTIFY** to the correctness of the above-quoted Ordinance.

**CERTIFIED CORRECT  
AS TO ITS PASSAGE:**

  
**JOSECOR S. GEPOLONGCA**  
Municipal Vice Mayor  
(Presiding Officer)

**APPROVED:**

  
**ALBERTO J. BONGCAWEL**  
Municipal Mayor

  
**WILFREDO R. DOMPALES**  
Sangguniang Bayan Secretary