





Republika ng Pilipinas  
Lalawigan ng Bulacan  
Bayan ng Marilao

OFFICE OF THE SECRETARY TO THE SANGGUNIANG BAYAN

**RESOLUTION NO. 2025-265**

Date of Session : December 15, 2025

A RESOLUTION AUTHORIZING THE MUNICIPAL MAYOR HONORABLE ATTY. JEMINA M. SY, TO GRANT COLLECTIVE NEGOTIATION AGREEMENT (CNA) INCENTIVE TO ALL QUALIFIED EMPLOYEES OF THE MUNICIPAL GOVERNMENT OF MARILAO FOR FISCAL YEAR 2025, AMOUNTING TO TWENTY THOUSAND PESOS (P20,000.00) SUBJECT TO ALL APPLICABLE LAWS AND AUDITING RULES AND PROCEDURES.

	Receiving Office	Received By: (Print Name & Signature)	Date Received
1	Mayor's Office		1/20/26
2	MPDO		1/20/26
3	HRMO		1/20/26
4	Budget Ofc.		1/20/26
5			
6			
7			



Republic of the Philippines  
Province of Bulacan  
Municipality of Marilao

**Office of the Secretary to the Sangguniang Bayan**

**EXCERPTS FROM THE MINUTES OF THE REGULAR SESSION OF THE  
SANGGUNIANG BAYAN OF MARILAO, PROVINCE OF BULACAN, HELD AT THE  
SESSION HALL OF THE MUNICIPAL BUILDING ON  
DECEMBER 15, 2025**

**PRESENT:**

Hon. Ariel P. Amador

Municipal Vice Mayor  
Presiding Officer

**COUNCILORS:**

Hon. Maria Luisa I. Silvestre

Hon. Juanito H. Santiago

Hon. Vanessa Valdez-Seminiano

Hon. Wilfredo D. Diaz

Hon. Divina E. Reyes

Hon. Harvey C. Mediante

Hon. Jessalyn Mahilac-Dela Cruz

**EX-OFFICIO:**

Hon. Guillermo T. Paraoan Jr. (ABC President)

Hon. Carlo Gabriel G. Solis (SK President)

**ABSENT:**

Hon. Mary Del A. Jasa-Aquino

**RESOLUTION NO. 2025-265**

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Sponsored by:  
Hon. Ariel P. Amador

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**WHEREAS**, the Municipal Mayor Honorable Atty. Jemina M. Sy presented to this August Body, a First Endorsement Letter entitled "A Resolution authorizing the Municipal Mayor Honorable Atty. Jemina M. Sy, to grant the Service Recognition Incentive (SRI) to all qualified employees of the Municipal Government of Marilao for Fiscal Year 2025, amounting to Twenty Thousand Pesos (₱20,000.00), subject to all applicable laws and auditing rules and procedures." for appropriate action;

**WHEREAS**, Section 82 of the General Provisions (GPs) under the FY 2025 General Appropriations Act (GAA) provides the rules in the grant of the CNA Incentive, such "Rules in the Grant of Collective Negotiation Agreement Incentive. Departments, bureaus, and offices of the National Government, including Constitutional Offices enjoying fiscal autonomy, and SUCs may grant Collective Negotiation Agreement (CNA) Incentive sourced from the allowable MOOE allotments identified by the DBM;

**REGULAR SESSION  
RESOLUTION NO. 2025-265**

**WHEREAS**, the Administrative Order (AO) No. 135, s. 2005' authorizes the grant of the CAN Incentive to government employees and directs the Department of Budget and Management (DBM) to issue the necessary policy and procedural guidelines for its implementation";

**WHEREAS**, the Department of Budget and Management (DBM) issued a Budget Circular No. 2025-2, dated November 19, 2025 with a subject "*Guidelines on the Grant of the Collective Negotiation Agreement (CNA) Incentive for FY 2025*";

**WHEREAS**, pursuant to 4.3.1 of Budget Circular No. 2025-2 the CNA Incentive shall be sourced solely from the available balance of allowable Maintenance and Other Operating Expenses (MOOE) allotments in FY 2025;

**WHEREAS**, the CNA Incentive shall not exceed ₱30,000.00 per qualified employee, which shall be granted not earlier than December 15, 2025 but not later than December 31, 2025 as stated on DBM-BC No. 2025-02;

**WHEREAS**, in consideration to the employee's contribution or his/ her office's contribution to the accomplishment of targets, efficiency, productivity, or profitability the Sangguniang Bayan Members agreed to grant the CNA Incentive for FY 2025 in the amount of Twenty Thousand Pesos (₱20,000.00);


**NOW THEREFORE**, on motion of Honorable Juanito H. Santiago, duly seconded by Honorable Maria Luisa I. Silvestre and upon unanimous vote;

**BE IT RESOLVED, AS IT IS HEREBY RESOLVED**, to approved the above-mentioned resolution of this Honorable Sangguniang Bayan of Marilao, Bulacan for Calendar Year 2025.

**RESOLVED FURTHER**, that a copy of this resolution be furnished to the Municipal Mayor and all other concerned parties for their information and appropriate action.


**APPROVED** by the 12<sup>th</sup> Sangguniang Bayan of the Municipality of Marilao, Province of Bulacan this 15<sup>th</sup> day of December 2025.

I hereby certify that this Resolution has been duly approved by the Sangguniang Bayan.

  
**EDEN F. SECUBIENSE**  
Secretary II

Acting Secretary to the Sangguniang Bayan

**ATTESTED:**

  
**ARIEL P. AMADOR**  
Presiding Officer  
Municipal Vice Mayor