



BAGONG PILIPINAS

KAPASIYAHAN BLG. 2026-17

“AUTHORIZING THE IMPLEMENTATION OF HIGHER SALARY FROM ANNEX A-3 TO ANNEX A-2 PURSUANT TO LOCAL BUDGET CIRCULAR NO. 165 DATED JULY 18, 2025 FOR MUNICIPAL GOVERNMENT EMPLOYEES OF BUSTOS, BULACAN AND AUTHORIZING THE NOTICE OF SALARY ADJUSTMENT (NOSA) EFFECTIVE JANUARY 1, 2026.”

Motioned by:

Honorable Aljhaneal E. Quiñones

Chairman

**Committee on Finance, Appropriations, Budgeting, Taxation,
Ways and Means, and Cooperatives**

WHEREAS, Executive Order No. 64, Series of 2024, mandates the updating of the salary schedule for civilian government personnel, including those in local government units (LGUs), to be implemented in tranches to ensure a competitive and sustainable compensation system;

WHEREAS, the Department of Budget and Management (DBM) issued Local Budget Circular No. 165 dated July 18, 2025, providing the guidelines, rules, and regulations for the implementation of the Second Tranche of the Updated Salary Schedule for Local Government Personnel, including the corresponding salary rates in Annex A (with specific tables such as Annex A-2 and Annex A-3 for applicable categories, steps, or adjustments);

WHEREAS, the Municipality of Bustos, Bulacan, has previously implemented prior tranches or portions of the salary adjustments in accordance with DBM issuances, and is now positioned to fully or correctly apply the Second Tranche rates for its regular employees effective January 1, 2026;

WHEREAS, upon review and verification by the Municipal Human Resource Management Office (MHRMO) and Municipal Budget Office (MBO), there is a need to adjust or correct the applicable salary rates from those previously referenced under Annex A-3 (2nd Tranche) to the appropriate rates under Annex A-2 (2nd Tranche) of LBC No. 165, to

ensure accurate computation of salaries, Notices of Salary Adjustment (NOSAs), and compliance with national standards;

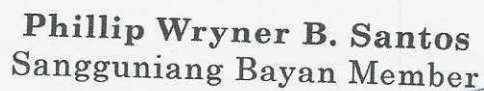
WHEREAS, the LGU has sufficient funds appropriated in the 2026 Annual Budget to cover the salary adjustments without disrupting essential services, in line with Section 13 of LBC No. 165 allowing implementation subject to fund availability and prior tranche compliance;

WHEREAS, Section 447 of Republic Act No. 7160 (Local Government Code of 1991) empowers the Sangguniang Bayan to enact measures approving salary adjustments and other personnel benefits for municipal employees.

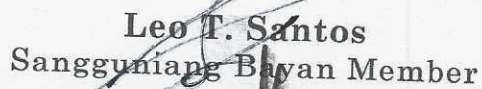
NOW THEREFORE, on motion of **HONORABLE ALJHANEAL E. QUIÑONES** duly seconded by all Sangguniang Bayan members present.

RESOLVED, as it is hereby **RESOLVED**, by the Sangguniang Bayan to authorize implementation of higher salary from Annex A-3 to Annex A-2 pursuant to Local Budget Circular No. 165 dated July 18, 2025 for Municipal Government Employees of Bustos, Bulacan and authorizing the Notice of Salary Adjustment (NOSA) effective January 1, 2026.

APPROVED and ADOPTED, 12th day of January, 2026 by the Sangguniang Bayan at the Amado Raymundo Session Hall.

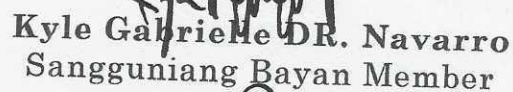

Phillip Wryner B. Santos
Sangguniang Bayan Member


Romeo B. Cabalquinto
Sangguniang Bayan Member

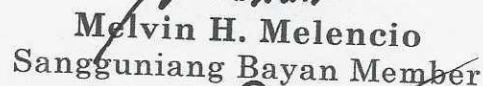

Leo T. Santos
Sangguniang Bayan Member

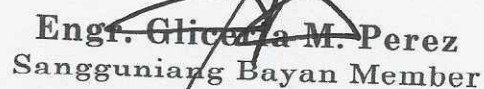

John Erick L. Perez
Sangguniang Bayan Member

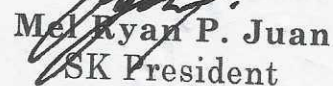

Raymond R. Perez
ABC Vice President

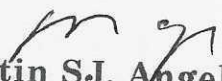

Kyle Gabrielle DR. Navarro
Sangguniang Bayan Member


Aljhaneal E. Quiñones
Sangguniang Bayan Member


Melvin H. Melencio
Sangguniang Bayan Member

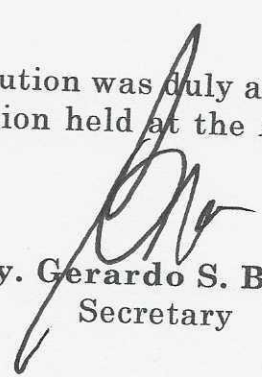

Engr. Glicerio M. Perez
Sangguniang Bayan Member


Mel Ryan P. Juan
SK President


Martin S.J. Angeles, MMPA
Vice Mayor and
Presiding Officer of the Sangguniang Bayan

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CERTIFICATION:

I HEREBY CERTIFY that the foregoing resolution was duly adopted by the Sangguniang Bayan during its regular session held at the Amado Raymundo Session Hall on 12th of January, 2026.


Atty. Gerardo S. Briasa
Secretary

