



Republic of the Philippines
Supreme Court
Manila

EN BANC

FAUSTINO A. SILANG,
VENERANDO R. REA,
LUZVIMINDA B. CUADRA,
MARIA CIELITO V. ZETA,
ESTELITO M. QUERUBIN,
LYKA MONIKA J. OABEL,
GINALYN CELESTINO,
GENER B. ABORDO, JOY O.
TAGUILASO, GERMAN L.
JAMILANO, ROLANDO P.
BORROMEO, RENATO
TABERNILLA, ROMEO G.
CARIAGA, ROMEO O.
GAMBOA, ADELMO M.
ABESAMIS, ROEL O.
TADIOSA, RUPERTO R.
ZARSAGA, JOSELITO C.
TALABONG, EMMANUEL L.
AVERILLA, MARIO G.
QUESEA, FELIX T.
MARQUEZ, ROLANDO Z.
OLIVAR, MARCELITO R.
AYALA, DIONISIO N.
SOMBRERO, REYNALDO J.
MADERAL, CARLOS G.
ABANTO, ESMERALDO Z.
RIVERE, REGALADO O.
ROMERO, ROMEO S.
BOMBANI, MARCELINO U.
CONTRERAS, EDMERLITO P.
YBARDOLAZA, SR., MANUEL
S. ABRAGON, GERARDO S.
EDRESA, ESMERALDO V.
MADRONIO, TEODORO V.
RIVADENERA, RODRIGO A.
MAGTIBAY, MARVIN
JACELA, MICHAEL
CASTILLO, ROBERTO S.

G.R. No. 213189

Present:

SERENO, C.J.,
CARPIO,
VELASCO, JR.,
LEONARDO-DE CASTRO,
BRION,
PERALTA,
BERSAMIN,
DEL CASTILLO,
VILLARAMA, JR.,
PEREZ,
MENDOZA,
REYES,*
PERLAS-BERNABE,
LEONEN, and
JARDELEZA, JJ.

Promulgated:

September 8, 2015

J. B. Pangan - Brana

* On leave.

VILLA, ALEXANDER A.
OLIVAR, ODILON O.
PINEDA, RUFINO N.
CABULA, RIZALYN Z.
ESPEDIDO, ARLENE O.
AYALA, ROSELLE Y.
VILLAVARDE, LORNA S.
BOMBANI, JOSEFINA O.
PEREZ, MARY JANE Z.
CALUPIG, NECIAS C.
PATAUNIA, AILEEN R.
RANERA, MARIO C. REYES,
JR., ERMELO A. ESCOBINA,
ENRICO T. NAÑEZ,
RIZALINO O. AGUAS,
ANTONIO Z. SALVAN,
MAIDE D. JADER, ISADORA
G. REYES, DALMACIA
AIZELE P. RAFA, RONALDO
Q. CARILLO, NANCY N.
BABLES, ESPERANZA E.
CABRIGA, LUISA ROSAN B.
ABULENCIA, AMELIA F.
BABIERRA, MARILOU D.
VILLANUEVA, SONIA C.
TABI, MELANIE C.
TALABONG, MA. CECILIA R.
POTESTADES, REMEDIOS A.
VILLORIA, ARMANDO
TABERNILLA, CELINA B.
OABEL, BENILDA O. DE
GUZMAN, NARCISO P.
RAMALLOSA, CRISTINO V.
ZAGALA, AUREA S. RESARE,
ROY Z. SUMINISTRADO, PAZ
V. JAVAL, GALLARDO N.
EBINA, BRENDA B.
SUMALABE, ERLITO A.
OBDIANELA, HECTOR D.
OABEL, NELSON V.
COLADILLA, FABIAN
JABALLA, EVANGELINA L.
LAVADIA, MANOLO G.
ROMERO, SUSANA V.
AÑONUEVO, DR. CESAR
ANTHONY ORIAS, CRISTETA
O. BAJAR, ERLINDA C.
TAGULINAO, ROSITA M.
AMOYO, MERCEDITA C.

**REYES, LETECIA B.
SANDOVAL, ISABEL S.
CARANDANG, MARIAN JOY
INES N. ABADILLA, LAARNI
Q. LUNA, LORENA D. PADUA,
MAROCHELLE S. ABAS, MA.
VERONICA C. NACA,
LORENZO GUAÑO, AVELINA
S. MARINAY, IRMA C.
ILOCARIO, VENERACION R.
SAN JUAN, MARIDEL C.
BALLARD, LILIA D.
LACORTE, REMEDIOS Z.
JUACALLA, JOSEFINA N.
MANTES, DELIA S.
TABERNILLA, JOCELYN S.
CADAVIDO, FLORENCE O.
CAGAUAN, CONCEPCION C.
CABRIGA, LEOVINA C.
FLORES, HERMINIA V.
LADINES, ROMMEL N.
ABUYAN, ABNER A.
ZUBIETA, DANIEL A.
LAVADO, MIGUEL O.
QUINSANOS, RUELITO O.
AÑOSO, RADITO C. LABITA,
RODEL M. CADEMIA,
ELADIO V. MANZANO, JR.,
GILBERT T. OABEL, EFREN
A. ZARSUELO, RUBEN S.
ABLAÑA, ILUMINADA R.
CUEVAS, VIRGILIO A.
CABAÑAS, RENATO M.
MANLULU, RAMON M.
VALDEAVILLA, FLORENCIA
E. REMOLONA, VERONICA
N. GARCIA, ALLAN C.
ZAGALA, RAYMUNDO L.
CONSTANTINO, ISAGANI C.
REQUISO, ARNEL V.
RATUISTE, FREDIE R.
FLORES, LORD R. QUINTO,
WARREN A. OBEÑA, and
BELEN D. PANDEZ,**

Petitioners,**

** Petitioners' names indicated as it appears from the Verification and Certification of Non-Forum Shopping attached to the petition. See *rollo*, pp. 52-56.

- versus -

COMMISSION ON AUDIT,
Respondent.

X-----X

D E C I S I O N

PERLAS-BERNABE, J.:

Assailed in this petition for *certiorari*¹ under Rule 64 in relation to Rule 65 of the Rules of Court are the Decision² dated December 21, 2012 and the Resolution³ dated March 13, 2014 rendered by the Commission on Audit (COA) *En Banc*, which upheld Notices of Disallowance (ND) Nos. 2009-001-101-(08) and 2009-002-101-(09) both dated March 6, 2009 in the amounts of ₱9,230,434.20 and ₱19,933,510.00 as 2008 and 2009 Collective Negotiation Agreement (CNA) Incentives, respectively, paid to the rank-and-file employees of the local government unit (LGU) of Tayabas, Quezon.

The Facts

On November 13, 2007⁴ and February 4, 2008,⁵ the LGU of Tayabas, Quezon entered into CNAs with the *Unyon ng mga Kawani ng Pamahalaang Lokal ng Tayabas* (UNGKAT),⁶ an employees' organization of the LGU of Tayabas, Quezon duly registered with the Department of Labor and Employment (DOLE) and the Civil Service Commission (CSC), per Certificate of Registration No. 827⁷ dated June 14, 2001, which conferred upon it "the right to be certified" as the sole representative of the LGU of Tayabas, Quezon's rank-and-file employees.⁸

Thereafter, or on February 11, 2008, the local *Sanggunian*, whose members include herein petitioners Venerando R. Rea, Luzviminda B. Cuadra, Maria Cielito V. Zeta, Estelito M. Querubin, and Lyka Monika J. Oabel,⁹ (local *Sanggunian* members) passed **City Ordinance No. 08-03**¹⁰

¹ Id. at 20-51.

² Id. at 7-13. Signed by Chairperson Ma. Gracia M. Pulido Tan, Commissioner Juanito G. Espino, Jr. and Commissioner Heidi L. Mendoza.

³ Id. at 14. Issued by Director IV Nilda B. Plaras.

⁴ Id. at 73-82-A.

⁵ Id. at 83-94.

⁶ Id. at 7.

⁷ Id. at 72.

⁸ See id. at 24.

⁹ Id. at 21.

¹⁰ Id. at 99-103.

appropriating the amount of **₱9,230,434.49** for the payment of the **2008 CNA Incentive** to the rank-and-file employees of Tayabas, Quezon to be sourced from the LGU's Maintenance and Other Operating Expenses (MOOE) savings for 2007.¹¹ However, for failure to submit the required documents, the Office of the Auditor of COA, Province of Quezon (Office of the Auditor) issued **Notice of Suspension (NS) No. 2008-001-101(08)**¹² dated December 17, 2008, anchored on the non-registration of the CNA with the CSC and the absence of cost-cutting measures therein.¹³

Disputing the suspension, petitioner Faustino A. Silang (Silang), City Mayor of Tayabas, Quezon, through a letter¹⁴ dated February 9, 2009, submitted the letter¹⁵ dated January 28, 2009 of then UNGKAT President petitioner Enrico T. Nañez (Nañez).¹⁶ In the letter, Nañez argued that the non-registration of the CNA with the CSC was not a bar to the payment of the 2008 CNA Incentive and that the cost-cutting measures were provided in the Minutes of the Meeting dated September 26, 2007, prior to the CNA-signing on November 13, 2007.¹⁷ However, the Office of the Auditor maintained that: (a) prior registration of the CNA with the CSC; (b) accreditation by CSC of UNGKAT as the sole and exclusive negotiating agent of the LGU concerned, and (c) the identification of cost-cutting measures in the CNA itself are indispensable requisites for the validity of payment of the 2008 CNA Incentive.¹⁸ Consequently, the Office of the Auditor issued **Notice of Disallowance (ND) No. 2009-001-101-(08)**¹⁹ dated March 6, 2009 disallowing the amount of **₱9,230,434.20** representing the 2008 CNA Incentive paid to 156 rank-and-file employees of the LGU of Tayabas, Quezon.²⁰

Meanwhile, on February 11, 2009, the local *Sanggunian* passed **Ordinance No. 09-01**²¹ appropriating the amount of **₱39,867,161.00** for the payment of the **2009 CNA Incentive** to be sourced from the LGU's MOOE savings for 2008.²² As the 2009 CNA Incentive was suffering from the same infirmities as the 2008 CNA Incentive, among them, the fact that UNGKAT was not accredited by CSC at the time of the execution of the CNA, the Office of the Auditor issued **ND No. 2009-002-101-(09)**²³ dated March 6,

¹¹ Id. at 7.

¹² Id. at 106-108.

¹³ Id. at 7-8.

¹⁴ Id. at 109.

¹⁵ Id. at 110-112.

¹⁶ Id. at 159.

¹⁷ Id. at 111. See also id. at 8.

¹⁸ Id. at 8.

¹⁹ Id. at 118-120. See also Amended Notice of Disallowance No. 2009-001-101-(08) dated March 3, 2011; id. at 197-201-A.

²⁰ Id. at 8 and 159.

²¹ Id. at 113-117.

²² Id. at 8.

²³ Id. at 121-123. See also Amended Notice of Disallowance No. 2009-002-101-(09) dated March 3, 2011; id. at 202-207.

2009 disallowing the amount of **₱19,933,510.00** representing the 2009 CNA Incentive.²⁴

Aggrieved, the LGU of Tayabas, Quezon, as represented by Silang, appealed²⁵ the NDs to the Regional Director, COA Regional Office No. IV.²⁶

The Ruling of the COA Regional Director

In a Decision²⁷ dated November 9, 2010, the COA Regional Director (RD) denied the appeal and sustained the assailed NDs on the grounds, among others, that UNGKAT was not accredited with the CSC at the time of the signing of the CNAs,²⁸ and non-compliance with the requirement that the savings from which the payment of the 2008 and 2009 CNA Incentives are to be sourced must be reckoned from the date of the signing of the CNAs.²⁹ The COA RD found that while UNGKAT was registered with DOLE and CSC as of June 14, 2001, such registration did not confer upon it the right to negotiate with management on behalf of its members.³⁰ Certificate of Registration No. 827 merely conferred upon it the “*right to be certified*, subject to the conditions prescribed in [Executive Order No. 180] and Implementing Rules, *as the sole representative of the rank-and-file employees* to negotiate for them.”³¹ This simply means that after registration, UNGKAT *may seek accreditation* as the sole negotiating representative of the LGU personnel. As UNGKAT was not accredited with the CSC *at the time of the signing of the CNA*, as in fact it was only accredited with the CSC on January 14, 2009 under CSC Resolution No. 090087,³² the COA RD concluded that the 2008 and 2009 CNA Incentives were properly disallowed in view of the requirement under Item No. 5.1 of the Department of Budget and Management (DBM) Budget Circular No. 2006-01,³³ which provides:

5.0 Policy Guidelines

- 5.1 The CNA Incentive in the form of cash may be granted to employees covered by this Circular, if provided for in the CNAs or in the supplements thereto, executed between the representatives of management and the employees’ organization **accredited by the CSC as the sole and exclusive negotiating agent for the purpose of collective negotiations** with the management of an organizational unit

²⁴ Id. at 8.

²⁵ See Appeal Memorandum dated September 11, 2009; id. at 126-157.

²⁶ See Notice of Appeal dated May 7, 2009 and Minute Resolution No. 09-51 dated May 4, 2009 authorizing the City Mayor to file an Appeal before the COA RD; id. at 124-125-A.

²⁷ Id. at 158-165. Issued by Regional Director Leonardo J. Jamoralin.

²⁸ Id. at 162.

²⁹ Id. at 163.

³⁰ Id. at 162.

³¹ Id. at 72; italics and underscoring supplied.

³² Id. at 272.

³³ Re: “Grant of Collective Negotiation Agreement (CNA) Incentive” dated February 1, 2006.

listed in Annex "A" of PSLMC Resolution No. 01, s. 2002 and as updated.

Moreover, Item 7.0 of the same DBM Circular states:

7.0 Funding Source

7.1 The CNA Incentive shall be sourced solely from savings from released [MOOE] allotments for the year under review, still valid for obligation during the year of payment of the CNA, subject to the following conditions:

7.1.1 Such savings were generated out of the cost-cutting measures identified in the CNAs and supplements thereto;

7.1.2 Such savings shall be reckoned from the date of signing of the CNA and supplements thereto;

x x x x

Further, as the first CNA in this case was signed only on November 13, 2007, the computation of the amount of the actual MOOE savings should commence only from that date. Since the MOOE savings to be used for the 2008 CNA Incentive amounting to ₱11,538,043.12³⁴ was saved from September 2007 to December 2007, the said CNA Incentive cannot therefore be allowed, in violation of Item No. 7.1.2 as above-quoted.

Dissatisfied, the LGU of Tayabas, Quezon, as represented by Silang, elevated³⁵ the case to the COA *En Banc*, which resolved the issue of the legality of the CNA Incentives.

The Ruling of the COA *En Banc*

In a Decision³⁶ dated December 21, 2012, the COA *En Banc* affirmed the RD November 9, 2010 Decision disallowing the payments for the 2008 and 2009 CNA Incentives. It echoed the RD's finding that at the time of the execution of the CNA, UNGKAT had no CSC accreditation as required in DBM Budget Circular No. 2006-01, as in fact, it was accredited with the CSC only on January 14, 2009.³⁷ With regard to the reckoning date and computation of savings from which the 2008 CNA Incentive may be sourced, since the same was computed from September 2007, or two (2) months before the first CNA was signed on November 13, 2007, the same

³⁴ *Rollo*, p. 98.

³⁵ See Petition filed before the COA on February 18, 2011; *id.* at 166-196.

³⁶ *Id.* at 7-13.

³⁷ *Id.* at 11.

cannot be allowed, as the said DBM Circular requires that the savings be reckoned from the date of the signing of the CNA.³⁸

The LGU of Tayabas, Quezon's motion for reconsideration was denied by the COA *En Banc* in the Resolution³⁹ dated March 13, 2014; hence, this petition.

The Issues Before the Court

The issues advanced for the Court's resolution are whether or not the COA *En Banc* committed grave abuse of discretion when it: (a) affirmed the disallowance of the 2008 and 2009 CNA Incentives on the ground that UNGKAT was not accredited with the CSC; (b) ruled that the LGU of Tayabas, Quezon's savings, to be considered as CNA Incentives, shall be reckoned from the date of signing of the CNAs; and (c) failed to consider good faith on the part of the management and the union in the granting of the 2008 and 2009 CNA Incentives.

The Court's Ruling

The petition is partly meritorious.

Item No. 5.1 of DBM Budget Circular No. 2006-01 clearly requires accreditation with the CSC for the purpose of collective negotiations prior to the grant of CNA Incentives, to wit:

5.0 Policy Guidelines

5.1 The CNA Incentive in the form of cash may be granted to employees covered by this Circular, if provided for in the CNAs or in the supplements thereto, executed between the representatives of management and the employees' organization **accredited by the CSC as the sole and exclusive negotiating agent for the purpose of collective negotiations** with the management of an organizational unit listed in Annex "A" of PSLMC Resolution No. 01, s. 2002 and as updated.

In this case, records show that UNGKAT, the rank-and-file employees' organization of the LGU of Tayabas, Quezon, had no CSC accreditation when the CNAs were executed on November 13, 2007 and February 4, 2008. In fact, it was accredited with the CSC only on January 14, 2009, as evidenced by CSC Resolution No. 090087⁴⁰ of even date, which states, *inter alia*:

³⁸ Id. at 12.

³⁹ Id. at 14.

⁴⁰ Id. at 272.

NOW, THEREFORE, the Commission hereby resolves to accredit the ***Unyon ng mga Kawani ng Pamahalaang Lokal ng Tayabas (UNGKAT)***. Accordingly, it is declared as the sole and exclusive representative of the rank-and-file employees of the *City Government of Tayabas*, City Hall, Tayabas City, Quezon for purposes of collective negotiations with management on terms and conditions of employment not fixed by law.⁴¹

As such, the 2008 and 2009 CNA Incentives granted to UNGKAT under the CNAs executed on November 13, 2007 and February 4, 2008 must clearly be disallowed for UNGKAT's lack of CSC accreditation at that time.

Moreover, as the MOOE savings from which the CNA Incentives may be sourced was computed from September 2007, or two (2) months before the first CNA was signed on November 13, 2007, the 2008 CNA Incentive cannot be granted in view of Item 7.1.2 of DBM Budget Circular No. 2006-01 which requires that the savings be reckoned from the date of the signing of the CNA, to wit:

7.0 Funding Source

7.1 The CNA Incentive shall be sourced solely from savings from released [MOOE] allotments for the year under review, still valid for obligation during the year of payment of the CNA, subject to the following conditions:

7.1.1 Such savings were generated out of the cost-cutting measures identified in the CNAs and supplements thereto;

7.1.2 Such **savings shall be reckoned from the date of signing of the CNA and supplements** thereto;

x x x x (emphasis supplied)

With respect to the issue of good faith in the allowance and receipt of the 2008 and 2009 CNA Incentives, the Court finds petitioners' contention partly meritorious.

As a general rule, public officials who are directly responsible for the any illegal expenditure of public funds are **personally liable** therefor. This mandate is consistently stated in the following provisions of law:

⁴¹ Id.

(a) Section 52, Chapter 9, entitled “Accountability and Responsibility for Government Funds and Property,” Title I, Subtitle B, Book V of Executive Order No. 292, Series of 1987, otherwise known as the “Administrative Code of 1987”⁴² (Administrative Code):

Section 52. General Liability for Unlawful Expenditures.—Expenditures of government funds or uses of government property in violation of law or regulations shall be a **personal liability of the official or employee found to be directly responsible therefor.** (Emphasis supplied)

(b) Section 351, Chapter IV, entitled “Expenditures, Disbursements, Accounting and Accountability,” Title V, Book II of Republic Act No. 7160, otherwise known as the “Local Government Code 1991”⁴³ (LGC):

Section 351. General Liability for Unlawful Expenditures. - Expenditures of funds or use of property in violation of this Title and other laws shall be a **personal liability of the official or employee responsible therefor.** (Emphasis supplied)

(c) Section 103, Chapter 5, entitled “Accountability and Responsibility for Government Funds and Property” of Presidential Decree No. 1445, otherwise known as the “Government Auditing Code of the Philippines”⁴⁴ (Auditing Code):

Section 103. General liability for unlawful expenditures. Expenditures of government funds or uses of government property in violation of law or regulations shall be a **personal liability of the official or employee found to be directly responsible therefor.** (Emphasis supplied)

Section 43, Chapter 5, entitled “Budget Execution,” Book VI of the Administrative Code likewise states that every official or employee authorizing or making an illegal payment, or taking part therein, and every person receiving such payment shall be **jointly and severally liable** to the Government for the full amount so paid or received:

Section 43. Liability for Illegal Expenditures.—Every expenditure or obligation authorized or incurred in violation of the provisions of this Code or of the general and special provisions contained in the annual General or other Appropriations Act shall be void. **Every payment made in violation of said provisions shall be illegal and every official or employee authorizing or making such payment, or taking part therein, and every person receiving such payment shall be jointly and severally liable to the Government for the full amount so paid or received.**

⁴² Approved on July 25, 1987.

⁴³ Approved on October 10, 1991.

⁴⁴ Approved on June 11, 1978.

Any official or employee of the Government knowingly incurring any obligation, or authorizing any expenditure in violation of the provisions herein, or taking part therein, shall be dismissed from the service, after due notice and hearing by the duly authorized appointing official. If the appointing official is other than the President and should he fail to remove such official or employee, the President may exercise the power of removal. (Emphasis supplied)

In similar vein, **Section 342, Chapter IV, Title V, Book II of the LGC** states that the superior officer directing, or the department head participating in the illegal or improper use or application or deposit of government funds or property, shall be jointly and severally liable with the local treasurer, accountant, budget officer, or other accountable officer for the sum or property so illegally or improperly used, applied or deposited.

Section 342. Liability for Acts Done Upon Direction of Superior Officer, or Upon Participation of Other Department Heads or Officers of Equivalent Rank. – Unless he registers his objection in writing, the local treasurer, accountant, budget officer, or other accountable officer shall not be relieved of liability for illegal or improper use or application or deposit of government funds or property by reason of his having acted upon the direction of a superior officer, elective or appointive, or upon participation of other department heads or officers of equivalent rank. **The superior officer directing, or the department head participating in such illegal or improper use or application or deposit of government funds or property, shall be jointly and severally liable with the local treasurer, accountant, budget officer, or other accountable officer for the sum or property so illegally or improperly used, applied or deposited.** (Emphasis supplied)

Meanwhile, **Section 104, Chapter 5 of the Auditing Code** provides that the treasurer of the local government unit shall exercise the diligence of a good father of a family in supervising the accountable officers under him; otherwise, he shall be **jointly and solidarily liable** with them for the loss of government funds or property under their control:

Section 104. *Records and reports required by primarily responsible officers.* The head of any agency or instrumentality of the national government or any government-owned or controlled corporation and any other self-governing board or commission of the government shall exercise the diligence of a good father of a family in supervising accountable officers under his control to prevent the incurrence of loss of government funds or property, otherwise he shall be jointly and solidarily liable with the person primarily accountable therefor. **The treasurer of the local government unit shall likewise exercise the same degree of supervision over accountable officers under his supervision otherwise, he shall be jointly and solidarily liable with them for the loss of government funds or property under their control.** (Emphasis supplied)

Clearly, therefore, public officials who are directly responsible for, or participated in making the illegal expenditures, as well as those who actually

received the amounts therefrom – in this case, the disallowed CNA Incentives – shall be solidarily liable for their reimbursement.

By way of exception, however, passive recipients or payees of disallowed salaries, emoluments, benefits, and other allowances need not refund such disallowed amounts **if they received the same in good faith.**⁴⁵ Stated otherwise, government officials and employees who unwittingly received disallowed benefits or allowances are not liable for their reimbursement if there is no finding of bad faith.⁴⁶ In *Lumayna v. COA*,⁴⁷ the Court declared that notwithstanding the disallowance of benefits by COA, the affected personnel who received the said benefits in good faith should not be ordered to refund the disallowed benefits. Similarly, in *Querubin v. Regional Cluster Director, Legal and Adjudication Office, COA Regional Office VI, Pavia, Iloilo City*,⁴⁸ the Court held:

Considering, however, that all the parties here acted in good faith, we cannot countenance the refund of subject incentive benefits for the year 1992, which amounts the petitioners have already received. Indeed, no *indicia* of bad faith can be detected under the attendant facts and circumstances. The officials and chiefs of offices concerned disbursed such incentive benefits in the honest belief that the amounts given were due to the recipients and the latter accept the same with gratitude, confident that they richly deserve such benefits.

x x x Thus, being in good faith, petitioners need not refund the allowances and bonuses they received but disallowed by the COA.⁴⁹

In this case, the majority of the petitioners are the LGU of Tayabas, Quezon's rank-and-file employees and bona fide members of UNGKAT (named-below)⁵⁰ who received the 2008 and 2009 CNA Incentives on the

⁴⁵ See *Mendoza v. COA*, G.R. No. 195395, September 10, 2013, 705 SCRA 306; *Agra v. COA*, 677 Phil. 608 (2011); *Veloso v. COA*, 672 Phil. 419 (2011); *Singson v. COA*, 641 Phil. 154 (2010); *Lumayna v. COA*, 616 Phil. 929 (2009); *Bases Conversion and Development Authority v. Commission on Audit*, 599 Phil. 455 (2009); *Barbo v. COA*, 589 Phil. 289 (2008); *Magno v. COA*, 558 Phil. 76 (2007); *Benguet State University v. Commission on Audit*, 551 Phil. 878 (2007); *Public Estates Authority v. COA*, 541 Phil. 412 (2007); *Abanilla v. COA*, 505 Phil. 202 (2005); *Home Development Mutual Fund v. COA*, 483 Phil. 666 (2004); *Kapisanan ng mga Manggagawa sa Government Service Insurance System v. COA*, 480 Phil. 861 (2004); *Blaquera v. Alcala*, 356 Phil. 678 (1998).

⁴⁶ See Justice Arturo J. Brion's Concurring and Dissenting Opinion in *Technical Education and Skills Development Authority v. COA*, G.R. No. 204869, March 11, 2014, 718 SCRA 402, 441-443. 616 Phil. 929, 945 (2009).

⁴⁷ 616 Phil. 929, 945 (2009).

⁴⁸ 477 Phil. 919 (2004).

⁴⁹ Id. at 924-925, citing *Blaquera v. Alcala*, supra note 45, at 765-766.

⁵⁰ Namely: Ginalyn Celestino, Gener B. Abordo, German L. Jamilano, Rolando P. Borrromeo, Renato Tabernilla, Romeo G. Cariaga, Romeo O. Gamboa, Adelmo m. Abesamis, Roel O. Tadosa, Ruperto R. Zarsaga, Joselito C. Talabong, Emmanuel L. Averilla, Mario G. Quesa, Felix T. Marquez, Marcelito R. Ayala, Dionisio N. Sombrero, Reynaldo J. Maderal, Carlos G. Abanto, Esmeraldo Z. Rivero, Regalado O. Romero, Romeo S. Bombani, Marcelino U. Contreras, Manuel S. Abragon, Gerardo S. Edresa, Esmeraldo V. Madronio, Teodoro V. Rivadenera, Rodrigo A. Magtibay, Michael Castillo, Roberto S. Villa, Alexander A. Olivar, Odilon O. Pineda, Rufino N. Cabula, Arlene O. Ayala, Lorna S. Bombani, Josefina O. Perez, Necias C. Pataunia, Ermelo A. Escobiñas, Rizalino O. Aguas, Antonio Z. Salvan, Maide D. Jader, Isadora G. Reyes, Dalmacia Aizele P. Rafa, Ronaldo Q. Carillo, Nancy N. Bables, Esperanza E. Cabriga, Luisa Rosan B. Abulencia, Marilou D. Villanueva, Sonia C. Tabi, Melanie C. Talabong, Ma. Cecilia R. Potestades, Remedios A. Villoria, Armando Tabernilla, Benilda O. De Guzman, Narciso P. Ramallosa, Cristino V. Zagala, Roy Z. Suministrado, Paz V. Javal,

honest belief that UNGKAT was fully clothed with the authority to represent them in the CNA negotiations. As the records bear out, there was no indication that these rank-and-file employees, except the UNGKAT officers or members of its Board of Directors named below, had participated in any of the negotiations or were, in any manner, privy to the internal workings related to the approval of said incentives; hence, under such limitation, the reasonable conclusion is that they were mere passive recipients who cannot be charged with knowledge of any irregularity attending the disallowed disbursement. Verily, good faith is anchored on an honest belief that one is legally entitled to the benefit,⁵¹ as said employees did so believe in this case. Therefore, said petitioners should not be held liable to refund what they had unwittingly received.

With respect, however, to the other petitioners who, apart from being rank-and-file employees of the LGU of Tayabas, Quezon, were also UNGKAT officers at the time, and who directly participated in the negotiations pertaining to the disallowed CNA incentives, namely, petitioners Nañez, Dr. Cesar Anthony Orias, Aurea S. Resare, Roselle Y. Villaverde, Celina B. Oabel, Aileen R. Ranera, Veronica N. Garcia, Allan C. Zagala, Nelson V. Coladilla, Mary Jane Z. Calupig, Irma C. Ilocario, as well as the members of the Board of Directors of UNGKAT, namely, Raymundo L. Constantino, Edmerlito P. Ybardolaza, Sr., Rolando Z. Olivar, Mario C. Reyes, Jr., Amelia F. Babierra, Nonilon Reyes, Rizalyn Z. Espedido, Marvin Jacela, Joy O. Taguilaso, and Fabian Jaballa,⁵² they cannot be deemed to have acted in good faith. Considering that prior accreditation as sole negotiating agent was required under DBM Budget Circular No. 2006-01, the UNGKAT officers and Board of Directors ought to have known that they were bereft of authority to enter into negotiations on behalf of the rank-and-file employees with respect to the CNA Incentives.

Similarly, such finding of good faith cannot be made to apply to Silang, who, as City Mayor, approved the allowances, as well as the local *Sanggunian* members, who enacted the ordinances authorizing the payment of the subject CNA Incentives. As City Mayor and members of the local *Sanggunian*, they are presumed to be acquainted with – and, in fact, even duty bound to have full knowledge of – the requirements under the

Gallardo N. Ebina, Brenda B. Sumalabe, Erlito A. Obdianela, Hector D. Oabel, Evangelina L. Lavadia, Manolo G. Romero, Susana V. Añonuevo, Cristeta O. Bajar, Erlinda C. Tagulinao, Rosita M. Amoyo, Mercedita C. Reyes, Letecia B. Sandoval, Isabel S. Carandang, Marian Joy Ines N. Abadilla, Laarni Q. Luna, Lorena D. Padua, Marochelle S. Abas, Ma. Veronica C. Naca, Lorenzo Guaño, Avelina S. Marinay, Veneracion R. San Juan, Maridel C. Ballard, Lilia D. Lacorte, Remedios Z. Juacalla, Josefina N. Mantes, Delia S. Tabernilla, Jocelyn S. Cadavido, Florence O. Cagauan, Concepcion C. Cabriga, Leovina C. Flores, Herminia V. Ladines, Rommel N. Abuyan, Abner A. Zubieta, Daniel A. Lavado, Miguel O. Quinsanos, Ruelito O. Añoso, Radito C. Labita, Rodel M. Cademia, Eladio V. Manzano, Jr., Gilbert T. Oabel, Efren A. Zarsuelo, Ruben S. Ablaña, Iluminada R. Cuevas, Virgilio A. Cabañas, Renato M. Manlulu, Ramon M. Valdeavilla, Florencia E. Remolona, Isagani C. Requiso, Arnel V. Ratuiste, Freddie R. Flores, Lord R. Quinto, Warren A. Obeña, and Belen D. Pandez.

⁵¹ *Manila International Airport Authority v. COA*, 681 Phil. 644, 669 (2012).

⁵² See Minutes of the Meeting dated September 26, 2007, *rollo*, pp. 276-278. Note that while Arlene Rodillas and Nonilon Reyes also appears as directors, they were not, however, impleaded in this case.

applicable policies for the valid grant of CNA Incentives, *i.e.*, the requisite accreditation of UNGKAT with the CSC at the time of the signing of the CNA as required under DBM Budget Circular No. 2006-01. Indeed, knowledge of basic procedure is part and parcel of their shared fiscal responsibility under Section 305 (1), Chapter I, Title V, Book II of the LGC, to wit:

Section 305. *Fundamental Principles.* – The financial affairs, transactions, and operations of local government units shall be governed by the following fundamental principles:

X X X X

(1) Fiscal responsibility shall be shared by all those exercising authority over the financial affairs, transactions, and operations of the local government units; x x x.⁵³

Their unexplained failure in this wise, therefore, goes against their claim of good faith in the allowance and payments of the CNA Incentives, especially since the 2008 CNA Incentive had already been disallowed even prior to the approval of Ordinance No. 09-01 authorizing the release of the 2009 CNA Incentive. That they did not receive any amount⁵⁴ from the disallowed benefits does not exculpate them from personal and solidary liability for reimbursement therefor, under the legal provisions above-quoted, **as receipt of the disallowed benefits is inconsequential, absent any showing of good faith.** As aptly pointed out by Associate Justice Arturo D. Brion during the deliberations on this case, the receipt or non-receipt of illegally disbursed funds is immaterial to the solidary liability of the government officials directly responsible therefor, as in the case of *Maritime Industry Authority v. COA*,⁵⁵ where the Court held the approving officers therein who acted in bad faith as solidarily liable to return the disallowed funds, even if they never got hold of them.

In fine, **Silang, the City Mayor, as well as the local Sanggunian members, as the approving authority, together with the UNGKAT officers and members of the Board of Directors who actively participated in the negotiations for the approval of the disallowed incentives despite knowledge of UNGKAT's non-accreditation at the time, are solidarily liable to refund the disallowed benefits in this case,** without prejudice to any further finding of administrative liability as a consequence of their actions. This pronouncement is also without prejudice to any finding pertaining to any other public official or person who may be held liable for the return of such illegal disbursement but were not impleaded in this case.


⁵³ See *Garcia, Jr. v. Ombudsman*, G.R. No. 197567, November 19, 2014.

⁵⁴ See Schedule 2, Schedule of Payees, Amended Notice of Disallowance No. 2009-001-101-(08), *rollo*, pp. 199-201-A; and Schedule 2, Schedule of Payees, Amended Notice of Disallowance No. 2009-001-101-(09), *id.* at 204-207.

⁵⁵ See G.R. No. 185812, January 13, 2015.

WHEREFORE, the petition is **PARTLY GRANTED**. The Decision dated December 21, 2012 and the Resolution dated March 13, 2014 of the Commission on Audit *En Banc* are hereby **AFFIRMED** with **MODIFICATION** in that the petitioners who are rank-and-file employees of the local government unit of Tayabas, Quezon need not refund the disallowed amounts of ₱9,230,434.20 and ₱19,933,510.00 as 2008 and 2009 Collective Negotiation Agreement Incentives (CNA), respectively. However, petitioners Faustino A. Silang, Venerando R. Rea, Luzviminda B. Cuadra, Maria Cielito V. Zeta, Estelito M. Querubin, and Lyka Monika J. Oabel, as approving officers; Enrico T. Nañez, Dr. Cesar Anthony Orias, Aurea S. Resare, Roselle Y. Villaverde, Celina B. Oabel, Aileen R. Ranera, Veronica N. Garcia, Allan C. Zagala, Nelson V. Coladilla, Mary Jane Z. Calupig, Irma C. Ilocario, as officers of the *Unyon ng mga Kawani ng Pamahalaang Lokal ng Tayabas* (UNGKAT); and Raymundo L. Constantino, Edmerlito P. Ybardolaza, Sr., Rolando Z. Olivar, Mario C. Reyes, Jr., Amelia F. Babierra, Rizalyn Z. Espedido, Marvin Jacela, Joy O. Taguilaso, and Fabian Jaballa, as members of UNGKAT'S Board of Directors, are solidarily liable to refund the disallowed amounts, without prejudice to: (a) any finding of administrative liability for the grant of the disallowed 2008 and 2009 CNA Incentives; and (b) any finding pertaining to any other public official or person who may be held liable for the return of such illegal disbursement but were not impleaded in this case.


SO ORDERED.


ESTELA M. PERLAS-BERNABE
 Associate Justice

WE CONCUR:



MARIA LOURDES P. A. SERENO
 Chief Justice



ANTONIO T. CARPIO
 Associate Justice

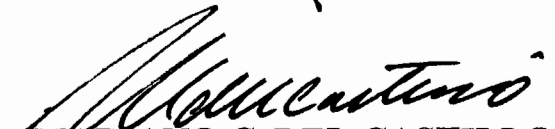

PRESBITERO J. VELASCO, JR.
 Associate Justice


TERESITA J. LEONARDO-DE CASTRO
 Associate Justice

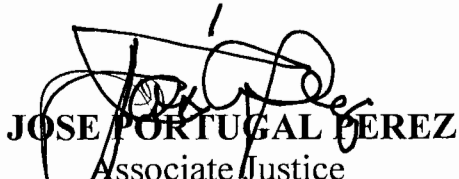

ARTURO D. BRION
 Associate Justice


DIOSDADO M. PERALTA
Associate Justice


LUCAS P. BERSAMIN
Associate Justice


MARIANO C. DEL CASTILLO
Associate Justice



MARTIN S. VILLARAMA, JR.
Associate Justice


JOSE PORTUGAL PEREZ
Associate Justice


JOSE CATRAL MENDOZA
Associate Justice


On Leave
BIENVENIDO L. REYES
Associate Justice


MARVIC M. V. F. LEONEN
Associate Justice


FRANCIS H. JARDELEZA
Associate Justice

CERTIFICATION

I certify that the conclusions in the above Decision had been reached in consultation before the case was assigned to the writer of the opinion of the Court.


MARIA LOURDES P. A. SERENO
Chief Justice