IMPLEMENTATION OF THE SECOND TRANCHE OF THE MODIFIED SALARY SCHEDULE FOR CIVILIAN PERSONNEL AND BASE PAY SCHEDULE FOR MILITARY AND UNIFORMED PERSONNEL IN THE GOVERNMENT

EXECUTIVE ORDER NO. 900, June 23, 2010

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WHEREAS, the Philippine Government has adopted the modified Salary Schedule for civilian personnel covered by Republic Act (R.A) No. 6758, “Compensation and Position Classification Act of 1989.” as amended, and the Base Pay Schedule for military and uniformed personnel contained in the Senate and the House of Representatives Joint Resolution No.4.s. 2009. approved on June 17, 2009, which shall be implemented in four (4) yearly tranches for personnel in national government agencies (NGAs);

WHEREAS, for personnel in government owned or controlled corporations (GOCCs), government financial institutions (GFIs), and local government units (LGUs) the implementation of the modified Salary Schedule shall be in at least four years, depending on their financial capabilities, pursuant to item (13) of Joint Resolution No. 4;

WHEREAS, the first tranches of the modified Salary Schedule and Base Pay Schedule have been implemented effective July 1, 2009, for personnel in NGAs, GOCCs, and GFIs, and effective January 1, 2010 for personnel in LGUs;

WHEREAS, R.A. No. 9970, the FY 2010 General Appropriations Act (GAA) provides appropriations for the second tranche implementation of the modified Salary Schedule and Base Pay Schedule for personnel in NGAs;

NOW, THEREFORE, I , GLORIA MACAPAGAL-ARROYO, President of the Republic of the Philippines, by virtue of the powers vested in me by the Constitution, Presidential Decree No. 925, Presidential Decree No. 1597, R.A. No. 6758, as amended by the Senate and House of Representatives Joint Resolution No. 1, approved on March 7, 1994, and Senate and House of Representatives Joint Resolution No. 4, s. 2009, do hereby order and direct:

SECTION 1. Coverage and Exclusion —

(a) Civilian Personnel — The compensation adjustments due to the implementation of the second tranche of the modified Salary Schedule shall cover all positions for civilian personnel in the Executive, Legislative and Judicial Branches, the Constitutional Commissions/Offices, State Universities and Colleges, GOCCs, GFIs and LGUs whether regular, casual, or contractual in nature, appointive or elective on full-time or part-time basis, now existing or hereafter created, subject to the pertinent provisions herein.

(b) Military and Uniformed Personnel — the compensation adjustments due to the implementation of the second tranche of the modified Base Pay Schedule shall cover the military personnel under the Department of National Defense (DND) and uniformed personnel under the Department of Interior and Local Government (DILG), Philippine Coast Guard (PCG), and National Mapping and Resource Information Authority (NAMRIA).

(c) The following are excluded from the coverage of the compensation adjustments:

(i) Individuals and groups of people whose services are engaged through job orders, contracts of service, or others similarly situated; and

(ii) Civilian personnel in government entities which are exempted from R.A. No. 6758 and are authorize by law to adopt and are actually implementing their respective compensation and position classification systems approved by the Office of the President.

SECTION 2. Implementation of the Second Tranche Monthly Salary Schedule for Civilian Personnel of the National Government — This Salary Schedule, attached as "Annex A," which is the second tranche of the modified Salary Schedule provided in item (4)(b) of Joint Resolution No. 4, shall be implemented effective June 24, 2010 for personnel in NGAs and in GOCCs and GFIs: Provided, However, that this second tranche implementation shall not apply to officials and employees whose terms of office are conterminous with the incumbent President of the Philippines, including the conterminous employees and the officials.

SECTION 3. Implementation of the Second Tranche Monthly Base Pay Schedule for Military and Uniformed Personnel — This Base Pay Schedule, attached as Annex "B", which is the second tranche of the modified Base Pay Schedule in item (8) of Joint Resolution No. 4, shall be implemented effective June 24,2010.

SECTION 4. Implementation of the Second Tranche Monthly Salary Schedule for LGU Personnel — The implementation of the Second Tranche of the modified Salary Schedule for LGU personnel shall be determined by the sanggunian, on the basis of the LGU income class and financial capability: Provided, That such salary rates shall not exceed the following applicable percentages of the salary rates in Annex "A," pursuant to item (7)(a) of the Joint Resolution No. 4:Provided, Further, That the resulting Personal Services (PS) cost shall not exceed the PS limitation in LGU budgets, as provided under sections 325(a) and 331(b) of R.A. No. 7160: Provided, Finally, That there shall be no diminution in the basic salaries of incumbents for purposes of complying with said PS limitation.

Percentages of Salary Rates Shown in Annex "A"

For Provinces/ Cities

For Municipalities

Special Cities

100%

1 st class

100%

90%

2 nd class

95%

85%

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3 rd class

90%

80%

4 th class

85%

75%

5 th class

80%

70%

6 th class

75%

65%

For this purpose, the Department of Budget and Management shall issue the Second Tranche Monthly Salary Schedule for Local Government Personnel for each LGU income class which shall take effect not earlier than January 1, 2010, as may be determined by the sanggunian.

SECTION 5. Applicability to Certain Constitutional Officials — Pursuant to Section 6 Article VII and Section 10 of Article VI of the Constitution, the salaries prescribed herein shall not apply to the incumbent President of the Philippines, Vice-President of the Philippines, and Members of the Congress including the Senators whose full term will expire in the year 2013.

SECTION 6. Fund Sources — The fund sources for the amounts necessary to implement the provisions of this Executive Orders are as follows:

(a) For NGAs, the amounts shall be charged against the appropriation set aside for the purpose under the Miscellaneous Personnel Benefits Fund in FY 2010 GAA and from any available savings in the FY 2010 budget.

(b) For GOCCs and GFIs, the amount shall be charged against their respective corporate funds in the approved corporate operating budgets.

(c) For LGUs, the amounts shall be charged against their respective local government funds.

SECTION 7. Uniform Implementation In Case of Insufficiency of Funds-

(a) GOCCs and GFIs which do not have adequate or sufficient funds shall implement salary schedules which shall be at uniform percentages of the salary rates in Annex “A.”

(b) LGUs which do not have adequate or sufficient funds to implement salaries prescribed for their LGU

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income classes shall implement salary schedules which shall be uniform percentages of the salary rates in the Second Tranche Monthly Salary Schedules for Local Government Personnel.

SECTION 8. Implementing Rules and Regulations- The Department of Budget and Management (DBM) shall prepare and issue the necessary rules and regulations to implement this Executive Order:

SECTION 9. Effectivity This Executive Order shall take effect immediately.

Done in the City of Manila this 23 th day of June in the year of our Lord, Two Thousand and Ten.

(SGD.)GLORIA MACAPAGAL-ARROYO

President of the Philippines

By the President:

(SGD.) LEANDRO R. MENDOZA

Executive Secretary

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