ADDENDUM TO THE CONSOLIDATED RULES ON COMPENSATION IN THE CAREER EXECUTIVE SERVICE (CES)

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WHEREAS, Article IV, Part Ill of the Integrated Re-organizational Plan, as approved by Presidential Decree No. 1 dated 24 September 1972, expressly provides that the “Career Executive Service (CES) is created to form a continuing pool of well- selected and development-oriented career administrators who shall provide competent and faithful service;”

WHEREAS, the same law, likewise created the Career Executive Service Board “to serve as the governing body of the Career Executive Service” which is mandated to “promulgate rules, standards and procedures on selection, classification, compensation and career development of members of the Career Executive Service;”

WHEREAS, the said law also expressly provides that “Members of the Career Executive Service shall be compensated according to rank and shall be provided with attractive salaries, fringe benefits, and reasonable allowances;”

WHEREAS, on July 10, 2009, the Board passed CESB Resolution No. 807, entitled “The Consolidated Rules on Compensation in Career Executive Service”, which laid down the general rules on compensation in the CES and the instances for the grant of one step salary adjustments;

WHEREAS, recent events have been brought to the attention of the Board regarding the grant of salary step adjustment to Career Executive Service Officers (CESOs) who were promoted in rank and received the corresponding salary adjustments, and were subsequently promoted in positions equivalent to the same salary grade as their new ranks;

WHEREAS, a cursory review of CESB Resolution No. 807 reveals that it is silent on the entitlement to salary step adjustment of a CESO who is appointed/promoted to a position with the same salary grade as his/her CESO rank, since this circumstance was not taken into consideration when the Board approved the said resolution;

WHEREAS, there is a need to address this policy gap regarding situations wherein the CESO, who is promoted to a higher CESO rank than his current CES position, is subsequently appointed to a higher CES position equivalent to his current CES rank;

NOW, THEREFORE, foregoing premises considered, the Board RESOLVES, as it is hereby RESOLVED, to add the following proviso under Item E of CESB Resolution No. 807, which shall now read as:

> “E. One-Step Salary Adjustment
>
> 1. XXXXXXX
>
> 2. XXXXXXX
>
> 3. A CESO, who is promoted to a higher CESO rank than his current CES position, and is subsequently appointed to a higher CES position equivalent to his current CES rank; shall be entitled to a one step salary adjustment.”

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RESOLVED FURTHER, that the Civil Service Commission and the Department of Budget Management (DBM) be furnished a copy of this resolution for its information and guidance.

RESOLVED FURTHER, that National Budget Circular No. 458, s. 1997 shall apply in special cases herein provided for in a suppletory capacity in so far as it is not inconsistent herewith;

RESOLVED FURTHERMORE, that if any section or part of this resolution shall be held to be invalid, the remaining provisions shall be given full force and effect as if part held invalid had not been included therein.

RESOLVED FINALLY, that all existing CES rules and regulations, circulars and memoranda inconsistent with this resolution are hereby repealed or amended accordingly.

This resolution shall take effect after fifteen (15) days from publication in the Official Gazette or in a newspaper of general circulation.

Adopted: 18 May 2010

(SGD.) BERNARDO P. ABESAMIS

Chairperson

(SGD.) FRANCISCO T. DUQUE III

Vice-Chairperson

(SGD.) PROCESO T. DOMINGO

(SGD.) ANTONIO D. KALAW

Member

Member

(SGD.) SUSAN M. SOLO

(SGD.) ANGELITO M. TWANO

Member

Member

(SGD.) SUSANA D. VARGAS

Member

Attested by:

(SGD.) GLENN NINO M. SARTILLO

Board Secretary

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