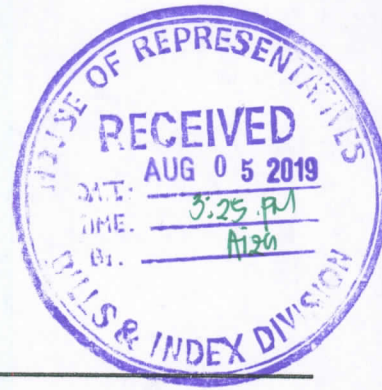


Republic of the Philippines
HOUSE OF REPRESENTATIVES
First Regular Session



House Bill No. 3410

Introduced by: Hon. Jericho Jonas B. Nograles

EXPLANATORY NOTE

This bill seeks to adjust the salaries of civilian personnel in government including those in government-owned and controlled corporations (GOCC), government financial institutions (GFI) and local government units (LGU).


On February 19, 2016, Executive Order No. 201, Series of 2016 was issued modifying the salary schedule for civilian government personnel and authorizing the grant of additional benefits for both civilian and military and uniformed personnel. The adjusted compensation was to be implemented in four (4) tranches from January 1, 2016 to April 1, 2019. On March 15, 2019, Executive Order No. 201, Series of 2016 was amended when President Rodrigo R. Duterte signed Executive Order No. 76, Series of 2019, authorizing the fourth tranche of compensation adjustments to be charged against any available appropriations under the reenacted budget of 2019. However, most government employees, especially those occupying Salary Grade 1 to 16, considered the adjusted salaries still inadequate to meet their everyday needs considering the constant increase of prices of basic commodities, food and utilities.

This bill aims to implement a salary schedule that is generally comparable with those in the private sector doing comparable work to attract, retain and motivate a corps of competent government personnel, and to keep the salary of government employees fair and reasonable in recognition of fiscal realities and maintain personal services cost at a reasonable proportion with over-all expenditures.

The proposed measures provides a three (3) year salary increase for government officials and employees at twelve (12%) percent of the basic salary per year. The first tranche of the salary adjustment shall be implemented on January 1, 2020 and every January 1st thereafter until the final tranche in 2022.

Employees in the government are the prime movers towards the country's growth and development. It is therefore necessary to preserve their well-being and help them keep their dignity by providing measures that will protect their economic liberties.

In view of the foregoing, approval of this bill is highly and earnestly recommended.


JERICHO JONAS B. NOGRALES

Republic of the Philippines
HOUSE OF REPRESENTATIVES
First Regular Session

House Bill No. 3410

Introduced by: Hon. Jericho Jonas B. Nograles

AN ACT
ADJUSTING THE SALARY OF CIVILIAN PERSONNEL IN THE GOVERNMENT, AND FOR OTHER
PURPOSES.

Be it enacted by the Senate and the House of Representatives of the Philippines in Congress assembled:

SECTION 1. This Act shall be known as the “**Salary Standardization Law V**”.

SECTION 2. Declaration of Policy. – Pursuant to the constitutional mandate that the State shall provide for the standardization of salary of government officials and employees, including those in government-owned or controlled corporations with original charters, taking into account the nature of duties and responsibilities pertaining to and the qualifications required for their position, the State shall:

- (a) Implement a salary schedule that is generally comparable with those in the private sector doing comparable work, and in accordance with the provisions of existing salary and position classification laws, in order to attract, retain and motivate a corps of competent civil servant;
- (b) Keep the salary of government personnel fair and reasonable in recognition of fiscal realities and maintain personal services cost at a reasonable proportion of over-all expenditures; and
- (c) Conduct a periodic review of the salary and position classification system taking into account the changes in skills and competency requirements and the possible erosion in the purchasing power due to inflation, and other factors.

SECTION 3. Coverage. – The Salary Schedule herein provided shall apply to all positions for civilian government personnel in the Executive, Legislative and Judicial Branches, including Constitutional Commission, State Universities and Colleges (SUCs), Government-Owned or Controlled Corporations (GOCCs) not covered by R.A. 10149, Government Financial Institutions (GFIs) and Local Government Units (LGUs), whether regular, casual or contractual in nature, appointive or elective, on full-time or part-time basis, now existing or hereafter created.

SECTION 4. Salary Schedule Civilian Government Personnel. - The modified Salary Schedule for Civilian Personnel shall be as follows:

SECTION 5. Salary in Local Government Units. - The salary or wages adjustments provided in Sec. 3 hereof shall also be applied to the LGUs in accordance with the applicable provisions of this Act.

SECTION 6. Non-diminution in the Basic Salaries of Incumbent Employees. - In no case shall there be any diminution in the basic salaries of incumbent employees upon the implementation of this Act. For this purpose, they shall receive the new salary rates prescribed herein which in no case shall be less than their existing salary rates.

SECTION 7. Compensation and Position Classification Report. - The DBM shall prepare a Compensation and Position Classification Report for all government entities in the national government, GOCCs and GFIs including exempt entities and the status of implementation thereof. The reports shall be periodically updated and submitted to Congress and the Commission of Audit for public disclosure, monitoring, compliance with established policies and as basis for future decisions.

SECTION 8. Periodic Review of the Compensation and Position Classification System. - The DBM and Civil Service Commission shall jointly review the Compensation and Position Classification System every three (3) years, develop and recommend to the President a competitive compensation and remuneration system which shall attract and retain talents.

SECTION 9. Appropriations. - The funding sources for the amount necessary to implement the modified Salary Schedule shall be as follows:

- (a) For national government entities, the amount necessary for the immediate implementation of this Act shall be included in the General Appropriations Act (GAA).
- (b) For GOCCs and GFIs, the amount shall come from their respective Corporate funds in the approved corporate operating budgets. Government corporations which do not have adequate or sufficient funds shall only partially implement the established rates; Provided, That any partial implementations shall be uniform proportion of the established rate for all positions in each government corporation; and
- (c) For LGUs, the amount shall be charged against their respective local government funds in accordance with the pertinent provisions of this Act and Republic Act No. 7160.

SECTION 10. Implementation Schedule. - The modified Salary Schedule as provided herein shall be implemented in National Government Agencies as follows, subject to appropriations by Congress:

- a. Starting January 1, 2020, the First tranche schedule for civilian personnel;
- b. By January 1, 2021, the Second tranche schedule for civilian personnel;
- c. BY January 1, 2022, the Third Tranche schedule for civilian personnel;

For GOCCs, GFIs, and LGUs, the implementation period shall be not more than three (3) years depending on their financial capacity, with each tranche starting not earlier than the dates stated above. GOCCs, GFIs and LGUs which do not have adequate or sufficient funds shall partially implement the Modified Salary Schedule and authorized benefits. In case of partial implementation, the same shall be at uniform percentage across all position for every GOCC, GFI and LGU.

SECTION 11. Implementing Rules and Guideline. - The DBM and GCG shall, within sixty (60) days after the approval of this Act, jointly prepare and issue the necessary guidelines to implement the same.

SECTION 12. General Repealing and Amendatory Clause. - All provisions of laws, decrees, executive orders, corporate charters, implementing rules and regulations, circulars, and other issuances prescribing salary grades for government officials and employees which are inconsistent with the provisions of this Act are hereby, amended or modified accordingly.

First Tranche (at 12%)

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	12,396	12,499	12,604	12,710	12,816	12,923	13,031	13,140
2	13,172	13,273	13,375	13,478	13,581	13,685	13,791	13,896
3	13,962	14,069	14,177	14,287	14,396	14,506	14,618	14,730
4	14,800	14,914	15,028	15,144	15,260	15,376	15,495	15,614
5	15,688	15,809	15,930	16,052	16,175	16,299	16,425	16,550
6	16,629	16,756	16,885	17,015	17,146	17,277	17,410	17,544
7	17,627	17,762	17,899	18,036	18,174	18,314	18,454	18,596
8	18,769	18,939	19,111	19,283	19,457	19,632	19,811	19,990
9	20,132	20,300	20,470	20,642	20,814	20,988	21,164	21,340
10	21,541	21,721	21,903	22,086	22,270	22,457	22,644	22,833
11	23,244	23,563	23,886	24,213	24,545	24,882	25,222	25,568
12	25,691	26,009	26,331	26,657	26,988	27,322	27,661	28,003
13	28,260	28,610	28,964	29,323	29,687	30,054	30,426	30,803
14	31,086	31,471	31,861	32,256	32,655	33,059	33,469	33,883
15	34,195	34,618	35,047	35,482	35,921	36,365	36,816	37,272
16	37,614	38,080	38,552	39,029	39,512	40,002	40,498	40,999
17	41,375	41,888	42,407	42,932	43,464	44,003	44,547	45,099
18	45,513	46,077	46,648	47,225	47,811	48,403	49,002	49,609
19	50,701	51,529	52,370	53,225	54,094	54,976	55,875	56,786
20	57,294	58,228	59,179	60,144	61,126	62,124	63,138	64,168
21	64,742	65,798	66,872	67,963	69,073	70,199	71,345	72,510
22	73,157	74,351	75,565	76,798	78,052	79,326	80,621	81,936
23	82,668	84,017	85,389	86,782	88,199	89,638	91,101	92,588
24	93,415	94,939	96,489	98,064	99,664	101,292	102,945	104,625
25	106,493	108,231	109,997	111,793	113,617	115,472	117,357	119,272
26	120,337	122,301	124,298	126,326	128,388	130,483	132,612	134,777
27	135,980	138,200	140,456	142,748	145,078	147,446	149,853	152,299
28	153,658	156,166	158,715	161,306	163,938	166,615	169,334	172,097
29	173,634	176,468	179,348	182,276	185,250	188,274	191,346	194,470
30	196,206	199,408	202,663	205,971	209,332	212,750	216,222	219,751
31	288,746	294,385	300,135	305,997	311,975	318,068	324,280	330,614
32	344,249	351,192	358,273	365,499	372,869	380,389	388,061	395,886
33	434,668	447,708						

Second Tranche (at 12%)

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	13,884	13,999	14,117	14,235	14,354	14,473	14,595	14,717
2	14,753	14,866	14,980	15,095	15,211	15,328	15,445	15,563
3	15,637	15,758	15,878	16,001	16,124	16,247	16,372	16,498
4	16,576	16,704	16,832	16,961	17,091	17,222	17,355	17,488
5	17,570	17,706	17,841	17,978	18,116	18,255	18,396	18,536
6	18,624	18,767	18,911	19,057	19,204	19,350	19,500	19,649
7	19,742	19,894	20,047	20,201	20,355	20,512	20,669	20,828
8	21,021	21,212	21,404	21,597	21,791	21,988	22,188	22,389
9	22,548	22,736	22,927	23,119	23,312	23,506	23,703	23,901
10	24,126	24,328	24,531	24,737	24,942	25,152	25,361	25,573
11	26,034	26,390	26,753	27,119	27,490	27,868	28,249	28,637
12	28,773	29,130	29,491	29,856	30,226	30,601	30,980	31,364
13	31,651	32,044	32,440	32,841	33,249	33,661	34,077	34,500
14	34,816	35,247	35,684	36,127	36,573	37,026	37,485	37,949
15	38,298	38,772	39,253	39,739	40,231	40,729	41,233	41,745
16	42,128	42,650	43,178	43,712	44,254	44,802	45,358	45,919
17	46,340	46,915	47,495	48,084	48,680	49,283	49,893	50,511
18	50,975	51,606	52,246	52,892	53,548	54,211	54,883	55,562
19	56,785	57,712	58,654	59,612	60,585	61,573	62,580	63,601
20	64,169	65,215	66,280	67,361	68,461	69,579	70,714	71,868
21	72,511	73,693	74,896	76,118	77,361	78,623	79,907	81,211
22	81,936	83,273	84,633	86,014	87,418	88,845	90,295	91,768
23	92,589	94,099	95,635	97,196	98,783	100,395	102,033	103,699
24	104,624	106,332	108,068	109,832	111,624	113,447	115,298	117,180
25	119,272	121,219	123,197	125,208	127,251	129,329	131,440	133,585
26	134,778	136,977	139,213	141,485	143,794	146,141	148,526	150,951
27	152,298	154,784	157,311	159,878	162,487	165,139	167,835	170,575
28	172,097	174,906	177,761	180,662	183,610	186,608	189,654	192,749
29	194,470	197,645	200,870	204,149	207,480	210,867	214,308	217,806
30	219,751	223,337	226,982	230,688	234,452	238,280	242,168	246,121
31	323,396	329,712	336,152	342,717	349,412	356,236	363,194	370,288
32	385,559	393,335	401,266	409,358	417,614	426,036	434,628	443,393
33	486,828	501,433						

Third Tranche (at 12%)

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	15,550	15,679	15,811	15,943	16,077	16,210	16,346	16,483
2	16,523	16,650	16,778	16,907	17,036	17,167	17,299	17,431
3	17,514	17,649	17,784	17,921	18,059	18,197	18,337	18,478
4	18,565	18,708	18,851	18,996	19,142	19,288	19,437	19,586
5	19,679	19,831	19,982	20,135	20,290	20,446	20,603	20,761
6	20,859	21,019	21,181	21,344	21,508	21,672	21,840	22,007
7	22,111	22,281	22,452	22,625	22,798	22,973	23,149	23,327
8	23,544	23,757	23,972	24,189	24,406	24,627	24,850	25,075
9	25,254	25,464	25,678	25,893	26,109	26,327	26,548	26,769
10	27,021	27,247	27,475	27,705	27,936	28,170	28,405	28,642
11	29,158	29,557	29,963	30,373	30,789	31,212	31,639	32,073
12	32,226	32,625	33,030	33,439	33,853	34,273	34,698	35,127
13	35,449	35,889	36,333	36,782	37,239	37,700	38,166	38,640
14	38,994	39,477	39,966	40,462	40,962	41,469	41,983	42,503
15	42,894	43,425	43,963	44,508	45,059	45,617	46,181	46,755
16	47,183	47,768	48,359	48,958	49,564	50,178	50,801	51,429
17	51,901	52,544	53,195	53,854	54,521	55,197	55,880	56,572
18	57,092	57,799	58,515	59,239	59,974	60,717	61,468	62,230
19	63,600	64,638	65,693	66,765	67,855	68,962	70,089	71,233
20	71,869	73,041	74,234	75,445	76,677	77,929	79,200	80,493
21	81,212	82,537	83,884	85,252	86,645	88,058	89,495	90,956
22	91,768	93,266	94,789	96,336	97,908	99,507	101,131	102,780
23	103,699	105,391	107,112	108,859	110,637	112,442	114,277	116,143
24	117,179	119,092	121,036	123,011	125,019	127,060	129,134	131,241
25	133,585	135,765	137,981	140,233	142,522	144,848	147,213	149,615
26	150,951	153,414	155,919	158,463	161,050	163,678	166,349	169,065
27	170,574	173,358	176,188	179,064	181,986	184,956	187,975	191,044
28	192,749	195,895	199,092	202,342	205,644	209,001	212,412	215,878
29	217,806	221,362	224,974	228,646	232,378	236,171	240,025	243,943
30	246,121	250,138	254,220	258,370	262,587	266,873	271,228	275,655
31	362,203	369,277	376,490	383,843	391,341	398,984	406,777	414,722
32	431,826	440,535	449,418	458,481	467,727	477,160	486,784	496,600
33	545,247	561,605						