

EIGHTEENTH CONGRESS OF THE
REPUBLIC OF THE PHILIPPINES)
First Regular Session)



19 DEC -9 P3:21

SENATE

RECEIVED BY: *[Signature]*

COMMITTEE REPORT NO. 26

Submitted Jointly by the Committees on Civil Service, Government Reorganization and Professional Regulation; and Finance on DEC - 9 2019

Re: Senate Bill No. 1219

Recommending its approval in substitution of Senate Bill Nos. 49, 200, 1006 and 1136, taking into consideration Senate Jt. Resolution No. 3

Sponsor: Senator Ramon Bong Revilla, Jr.

MR. PRESIDENT:

The Committees on Civil Service, Government Reorganization and Professional Regulation; and Finance to which were referred Senate Bill No. 49, introduced by, Senator Ralph G. Recto, entitled:

**"AN ACT ADJUSTING THE SALARY SCHEDULE OF
CIVILIAN PERSONNEL IN THE GOVERNMENT, AND FOR OTHER
PURPOSES"**

Senate Bill No. 200, introduced by, Senator Christopher Bong Go entitled:

**"AN ACT MODIFYING THE SALARY SCHEDULE FOR
CIVILIAN GOVERNMENT PERSONNEL"**

Senate Bill No. 1006, introduced by Senator Ralph G. Recto, entitled:

**"AN ACT INCREASING THE SALARY SCHEDULE OF
CIVILIAN PERSONNEL IN THE GOVERNMENT, AND FOR OTHER
PURPOSES"**

Senate Bill No. 1136, introduced by Senator Joel Villanueva, entitled:

"AN ACT INCREASING THE SALARY OF CIVILIAN GOVERNMENT PERSONNEL AND FOR OTHER PURPOSES"

taking into consideration, Senate Joint Resolution No. 3, introduced by Sen. Juan Miguel F. Zubiri, entitled:

"JOINT RESOLUTION AUTHORIZING THE PRESIDENT OF THE PHILIPPINES TO INCREASE THE SALARY SCHEDULE OF CIVILIAN PERSONNEL IN THE GOVERNMENT"

have considered the same and have the honor to report them back to the Senate with the recommendation that the attached bill, Senate Bill No. 1219, prepared by the Committees, entitled:

"AN ACT MODIFYING THE SALARY SCHEDULE FOR CIVILIAN GOVERNMENT PERSONNEL AND AUTHORIZING THE GRANT OF ADDITIONAL BENEFITS, AND FOR OTHER PURPOSES"

be approved in substitution of Senate Bill Nos. 49, 200, 1006, 1136, taking into consideration Senate Joint Resolution No. 3 with Senators Ralph G. Recto, Christopher Bong Go, Joel Villanueva, Juan Miguel F. Zubiri, Ramon Bong Revilla, Jr., and Sonny Angara as authors thereof.

RESPECTFULLY SUBMITTED:

Chairpersons



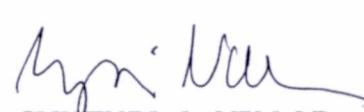
SONNY ANGARA
Chairperson, Committee on Finance

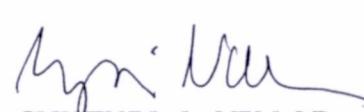

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Chairperson, Committee on Civil Service, Government Reorganization and Professional Regulation; Member, Committee on Finance

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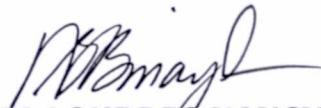
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PACQUIAO

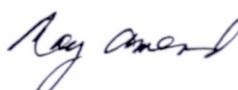
Member, Committee on Finance

LEILA M. DE LIMA

Member, Committee on Finance

GRACE POE

Member, Committee on Finance



FRANCIS N. PANGILINAN

Member, Committee on Finance



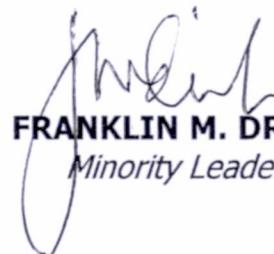
Ex-Officio Members:



RALPH G. RECTO
Senate President Pro Tempore

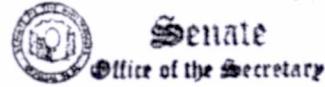


JUAN MIGUEL F. ZUBIRI
Majority Leader



FRANKLIN M. DRILON
Minority Leader

EIGHTEENTH CONGRESS OF THE
REPUBLIC OF THE PHILIPPINES)
First Regular Session)



19 DEC -9 P3:21

SENATE

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Senate Bill No. 1219

(In Substitution of Senate Bill Nos. 49, 200, 1006 and 1136, taking into consideration
Senate Joint Resolution No. 3)

Prepared jointly by the Committees of Civil Service, Government Reorganization and Professional Regulation; and Finance with Senators Ralph G. Recto, Christopher Bong Go, Joel Villanueva, Juan Miguel F. Zubiri, Ramon Bong Revilla, Jr. and Sonny Angara as authors

AN ACT
MODIFYING THE SALARY SCHEDULE FOR CIVILIAN GOVERNMENT PERSONNEL AND AUTHORIZING THE GRANT OF ADDITIONAL BENEFITS, AND FOR OTHER PURPOSES

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

1 **Section 1. Short Title.** - This Act shall be known as the "Salary Standardization Law of 2019".

3 **Sec. 2. Statement of Policy.** - It is hereby declared the policy of the State
4 to provide all government personnel a just and equitable compensation in
5 accordance with the principle of equal pay for work of equal value. In pursuing this
6 policy, the State shall ensure that:

7 (a) Differences in pay shall be based upon substantive differences in duties,
8 responsibilities, accountabilities and qualification requirements of the
9 positions.

1 (b) The compensation for all civilian government personnel shall be standardized
2 and rationalized across all government agencies to create an enabling
3 environment that will promote social justice, integrity, efficiency, productivity,
4 accountability and excellence in the civil service.

5 (c) The compensation of all civilian personnel shall generally be competitive with
6 those in the private sector doing comparable work in order to attract, retain
7 and motivate a corps of competent and dedicated civil servants.

8 (d) A performance-based incentive scheme which integrates personnel and
9 organizational performance shall be established to reward exemplary civil
10 servants and well-performing organizations.

11 (e) The compensation scheme shall take into consideration the financial capability
12 of the government and shall give due regard to the efficient allocation of
13 funds for personnel services, which shall be maintained at a realistic level in
14 proportion to the overall expenditure of government.

15 **Sec. 3. *Coverage.*** – This Act shall apply to all civilian government personnel
16 in the Executive, Legislative and Judicial Branches, Constitutional Commissions and
17 other Constitutional Offices, government-owned or -controlled corporations (GOCCs)
18 not covered by Republic Act (R.A.) No. 10149, and local government units (LGUs).
19 This shall cover government personnel whether regular, contractual or casual,
20 appointive or elective; and on full-time or part-time basis.

21 **Sec. 4. *Exclusions.*** – The following shall be excluded from the coverage of
22 this Act:

23 (a) Military and uniformed personnel;

1 (b) GOCCs under R.A. No. 10149 which shall be covered by a Compensation and
2 Position Classification System (CPCS) established by the Governance
3 Commission for GOCCs (GCG) and approved by the President of the
4 Philippines; and

5 (c) Individuals whose services are engaged through job orders, contracts of
6 service, consultancy or service contracts with no employer-employee
7 relationship.

8 **Sec. 5. *Position Classification System.*** – The following re-categorized

9 groups of classes of positions prescribed and defined under Item (3) of Congress
10 Joint Resolution No. 4, s. 2009 shall be maintained, i.e.: (i) Sub-professional
11 Category; (ii) Professional Category; and (iii) Executive Category. The Index of
12 Occupational Services, Occupational Groups, Classes and Salary Grades (IOS, for
13 brevity) shall continually be reviewed and updated by the Department of Budget
14 and Management (DBM) in consideration of substantial changes in and complexity
15 of duties and responsibilities of positions, work methods, skills, competencies, and
16 other relevant factors.

17 **Sec. 6. *Compensation System.*** – The Total Compensation Framework

18 established under Item (4) of Congress Joint Resolution No. 4, s. 2009, consisting of
19 the following components, shall continue to be adopted:

- 20 (i) Basic Salaries including Step Increments;
- 21 (ii) Standard Allowances and Benefits;
- 22 (iii) Specific-Purpose Allowances and Benefits; and
- 23 (iv) Incentives

1 **Sec. 7. Salary Schedule, including Step Increments.** – The modified
2 Salary Schedule for Civilian Personnel, to be implemented in four (4) tranches, shall
3 be as follows:

4 First Tranche

| Salary Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 |
|---------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 1 | 11,551 | 11,647 | 11,745 | 11,843 | 11,942 | 12,042 | 12,143 | 12,244 |
| 2 | 12,276 | 12,369 | 12,464 | 12,560 | 12,657 | 12,754 | 12,852 | 12,950 |
| 3 | 13,019 | 13,119 | 13,220 | 13,322 | 13,424 | 13,527 | 13,631 | 13,736 |
| 4 | 13,807 | 13,914 | 14,020 | 14,128 | 14,236 | 14,345 | 14,456 | 14,567 |
| 5 | 14,641 | 14,754 | 14,867 | 14,981 | 15,096 | 15,212 | 15,329 | 15,446 |
| 6 | 15,524 | 15,643 | 15,763 | 15,884 | 16,007 | 16,129 | 16,253 | 16,378 |
| 7 | 16,458 | 16,585 | 16,713 | 16,841 | 16,970 | 17,101 | 17,231 | 17,364 |
| 8 | 17,505 | 17,663 | 17,823 | 17,984 | 18,146 | 18,310 | 18,476 | 18,643 |
| 9 | 18,763 | 18,920 | 19,078 | 19,238 | 19,399 | 19,561 | 19,725 | 19,890 |
| 10 | 20,219 | 20,388 | 20,558 | 20,731 | 20,903 | 21,079 | 21,254 | 21,432 |
| 11 | 22,316 | 22,600 | 22,889 | 23,181 | 23,477 | 23,778 | 24,082 | 24,391 |
| 12 | 24,495 | 24,779 | 25,067 | 25,358 | 25,653 | 25,952 | 26,254 | 26,560 |
| 13 | 26,754 | 27,067 | 27,383 | 27,703 | 28,028 | 28,356 | 28,688 | 29,025 |
| 14 | 29,277 | 29,621 | 29,969 | 30,322 | 30,678 | 31,039 | 31,405 | 31,775 |
| 15 | 32,053 | 32,431 | 32,814 | 33,202 | 33,594 | 33,991 | 34,393 | 34,801 |
| 16 | 35,106 | 35,522 | 35,943 | 36,369 | 36,801 | 37,238 | 37,681 | 38,128 |
| 17 | 38,464 | 38,922 | 39,385 | 39,854 | 40,329 | 40,810 | 41,296 | 41,789 |

| Salary Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 |
|---------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 18 | 42,159 | 42,662 | 43,172 | 43,687 | 44,210 | 44,739 | 45,274 | 45,816 |
| 19 | 46,791 | 47,530 | 48,281 | 49,044 | 49,820 | 50,608 | 51,410 | 52,224 |
| 20 | 52,703 | 53,537 | 54,386 | 55,248 | 56,125 | 57,016 | 57,921 | 58,841 |
| 21 | 59,353 | 60,296 | 61,255 | 62,229 | 63,220 | 64,226 | 65,249 | 66,289 |
| 22 | 66,867 | 67,933 | 69,017 | 70,118 | 71,237 | 72,375 | 73,531 | 74,705 |
| 23 | 75,359 | 76,563 | 77,788 | 79,034 | 80,324 | 81,635 | 82,967 | 84,321 |
| 24 | 85,074 | 86,462 | 87,874 | 89,308 | 90,766 | 92,248 | 93,753 | 95,283 |
| 25 | 96,985 | 98,568 | 100,176 | 101,811 | 103,473 | 105,162 | 106,879 | 108,623 |
| 26 | 109,593 | 111,381 | 113,200 | 115,047 | 116,925 | 118,833 | 120,772 | 122,744 |
| 27 | 123,839 | 125,861 | 127,915 | 130,003 | 132,125 | 134,281 | 136,473 | 138,701 |
| 28 | 139,939 | 142,223 | 144,544 | 146,903 | 149,300 | 151,738 | 154,215 | 156,731 |
| 29 | 158,131 | 160,712 | 163,335 | 166,001 | 168,710 | 171,464 | 174,262 | 177,107 |
| 30 | 178,688 | 181,604 | 184,568 | 187,581 | 190,642 | 193,754 | 196,916 | 200,130 |
| 31 | 262,965 | 268,101 | 273,338 | 278,676 | 284,120 | 289,669 | 295,327 | 301,095 |
| 32 | 313,512 | 319,835 | 326,285 | 332,865 | 339,577 | 346,426 | 353,413 | 360,539 |
| 33 | 395,858 | 407,734 | | | | | | |

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Second Tranche

| Salary Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 |
|---------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 1 | 12,034 | 12,134 | 12,236 | 12,339 | 12,442 | 12,545 | 12,651 | 12,756 |
| 2 | 12,790 | 12,888 | 12,987 | 13,087 | 13,187 | 13,288 | 13,390 | 13,493 |

| Salary Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 |
|-------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 3 | 13,572 | 13,677 | 13,781 | 13,888 | 13,995 | 14,101 | 14,210 | 14,319 |
| 4 | 14,400 | 14,511 | 14,622 | 14,735 | 14,848 | 14,961 | 15,077 | 15,192 |
| 5 | 15,275 | 15,393 | 15,511 | 15,630 | 15,750 | 15,871 | 15,993 | 16,115 |
| 6 | 16,200 | 16,325 | 16,450 | 16,577 | 16,704 | 16,832 | 16,962 | 17,092 |
| 7 | 17,179 | 17,311 | 17,444 | 17,578 | 17,713 | 17,849 | 17,985 | 18,124 |
| 8 | 18,251 | 18,417 | 18,583 | 18,751 | 18,920 | 19,091 | 19,264 | 19,438 |
| 9 | 19,552 | 19,715 | 19,880 | 20,046 | 20,214 | 20,382 | 20,553 | 20,725 |
| 10 | 21,205 | 21,382 | 21,561 | 21,741 | 21,923 | 22,106 | 22,291 | 22,477 |
| 11 | 23,877 | 24,161 | 24,450 | 24,742 | 25,038 | 25,339 | 25,643 | 25,952 |
| 12 | 26,052 | 26,336 | 26,624 | 26,915 | 27,210 | 27,509 | 27,811 | 28,117 |
| 13 | 28,276 | 28,589 | 28,905 | 29,225 | 29,550 | 29,878 | 30,210 | 30,547 |
| 14 | 30,799 | 31,143 | 31,491 | 31,844 | 32,200 | 32,561 | 32,927 | 33,297 |
| 15 | 33,575 | 33,953 | 34,336 | 34,724 | 35,116 | 35,513 | 35,915 | 36,323 |
| 16 | 36,628 | 37,044 | 37,465 | 37,891 | 38,323 | 38,760 | 39,203 | 39,650 |
| 17 | 39,986 | 40,444 | 40,907 | 41,376 | 41,851 | 42,332 | 42,818 | 43,311 |
| 18 | 43,681 | 44,184 | 44,694 | 45,209 | 45,732 | 46,261 | 46,796 | 47,338 |
| 19 | 48,313 | 49,052 | 49,803 | 50,566 | 51,342 | 52,130 | 52,932 | 53,746 |
| 20 | 54,251 | 55,085 | 55,934 | 56,796 | 57,673 | 58,564 | 59,469 | 60,389 |
| 21 | 60,901 | 61,844 | 62,803 | 63,777 | 64,768 | 65,774 | 66,797 | 67,837 |
| 22 | 68,415 | 69,481 | 70,565 | 71,666 | 72,785 | 73,923 | 75,079 | 76,253 |
| 23 | 76,907 | 78,111 | 79,336 | 80,583 | 81,899 | 83,235 | 84,594 | 85,975 |

| Salary Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 |
|---------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 24 | 86,742 | 88,158 | 89,597 | 91,059 | 92,545 | 94,057 | 95,592 | 97,152 |
| 25 | 98,886 | 100,500 | 102,140 | 103,808 | 105,502 | 107,224 | 108,974 | 110,753 |
| 26 | 111,742 | 113,565 | 115,419 | 117,303 | 119,217 | 121,163 | 123,140 | 125,150 |
| 27 | 126,267 | 128,329 | 130,423 | 132,552 | 134,715 | 136,914 | 139,149 | 141,420 |
| 28 | 142,683 | 145,011 | 147,378 | 149,784 | 152,228 | 154,714 | 157,239 | 159,804 |
| 29 | 161,231 | 163,863 | 166,537 | 169,256 | 172,018 | 174,826 | 177,679 | 180,579 |
| 30 | 182,191 | 185,165 | 188,187 | 191,259 | 194,380 | 197,553 | 200,777 | 204,054 |
| 31 | 268,121 | 273,358 | 278,697 | 284,140 | 289,691 | 295,349 | 301,117 | 306,999 |
| 32 | 319,660 | 326,107 | 332,682 | 339,392 | 346,236 | 353,218 | 360,342 | 367,609 |
| 33 | 403,620 | 415,728 | | | | | | |

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Third Tranche

| Salary Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 |
|---------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 1 | 12,517 | 12,621 | 12,728 | 12,834 | 12,941 | 13,049 | 13,159 | 13,268 |
| 2 | 13,305 | 13,406 | 13,509 | 13,613 | 13,718 | 13,823 | 13,929 | 14,035 |
| 3 | 14,125 | 14,234 | 14,343 | 14,454 | 14,565 | 14,676 | 14,790 | 14,903 |
| 4 | 14,993 | 15,109 | 15,224 | 15,341 | 15,459 | 15,577 | 15,698 | 15,818 |
| 5 | 15,909 | 16,032 | 16,155 | 16,279 | 16,404 | 16,530 | 16,657 | 16,784 |
| 6 | 16,877 | 17,007 | 17,137 | 17,269 | 17,402 | 17,535 | 17,670 | 17,806 |
| 7 | 17,899 | 18,037 | 18,176 | 18,315 | 18,455 | 18,598 | 18,740 | 18,884 |
| 8 | 18,998 | 19,170 | 19,343 | 19,518 | 19,694 | 19,872 | 20,052 | 20,233 |

| Salary Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 |
|---------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 9 | 20,340 | 20,509 | 20,681 | 20,854 | 21,029 | 21,204 | 21,382 | 21,561 |
| 10 | 22,190 | 22,376 | 22,563 | 22,752 | 22,942 | 23,134 | 23,327 | 23,522 |
| 11 | 25,439 | 25,723 | 26,012 | 26,304 | 26,600 | 26,901 | 27,205 | 27,514 |
| 12 | 27,608 | 27,892 | 28,180 | 28,471 | 28,766 | 29,065 | 29,367 | 29,673 |
| 13 | 29,798 | 30,111 | 30,427 | 30,747 | 31,072 | 31,400 | 31,732 | 32,069 |
| 14 | 32,321 | 32,665 | 33,013 | 33,366 | 33,722 | 34,083 | 34,449 | 34,819 |
| 15 | 35,097 | 35,475 | 35,858 | 36,246 | 36,638 | 37,035 | 37,437 | 37,845 |
| 16 | 38,150 | 38,566 | 38,987 | 39,413 | 39,845 | 40,282 | 40,725 | 41,172 |
| 17 | 41,508 | 41,966 | 42,429 | 42,898 | 43,373 | 43,854 | 44,340 | 44,833 |
| 18 | 45,203 | 45,706 | 46,216 | 46,731 | 47,254 | 47,783 | 48,318 | 48,860 |
| 19 | 49,835 | 50,574 | 51,325 | 52,088 | 52,864 | 53,652 | 54,454 | 55,268 |
| 20 | 55,799 | 56,633 | 57,482 | 58,344 | 59,221 | 60,112 | 61,017 | 61,937 |
| 21 | 62,449 | 63,392 | 64,351 | 65,325 | 66,316 | 67,322 | 68,345 | 69,385 |
| 22 | 69,963 | 71,029 | 72,113 | 73,214 | 74,333 | 75,471 | 76,627 | 77,801 |
| 23 | 78,455 | 79,659 | 80,884 | 82,133 | 83,474 | 84,836 | 86,220 | 87,628 |
| 24 | 88,410 | 89,853 | 91,320 | 92,810 | 94,325 | 95,865 | 97,430 | 99,020 |
| 25 | 100,788 | 102,433 | 104,105 | 105,804 | 107,531 | 109,286 | 111,070 | 112,883 |
| 26 | 113,891 | 115,749 | 117,639 | 119,558 | 121,510 | 123,493 | 125,508 | 127,557 |
| 27 | 128,696 | 130,797 | 132,931 | 135,101 | 137,306 | 139,547 | 141,825 | 144,140 |
| 28 | 145,427 | 147,800 | 150,213 | 152,664 | 155,155 | 157,689 | 160,262 | 162,877 |
| 29 | 164,332 | 167,015 | 169,740 | 172,511 | 175,326 | 178,188 | 181,096 | 184,052 |

| Salary Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 |
|---------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 30 | 185,695 | 188,726 | 191,806 | 194,937 | 198,118 | 201,352 | 204,638 | 207,978 |
| 31 | 273,278 | 278,615 | 284,057 | 289,605 | 295,262 | 301,028 | 306,908 | 312,902 |
| 32 | 325,807 | 332,378 | 339,080 | 345,918 | 352,894 | 360,011 | 367,272 | 374,678 |
| 33 | 411,382 | 423,723 | | | | | | |

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Fourth Tranche

| Salary Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 |
|---------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 1 | 13,000 | 13,109 | 13,219 | 13,329 | 13,441 | 13,553 | 13,666 | 13,780 |
| 2 | 13,819 | 13,925 | 14,032 | 14,140 | 14,248 | 14,357 | 14,468 | 14,578 |
| 3 | 14,678 | 14,792 | 14,905 | 15,020 | 15,136 | 15,251 | 15,369 | 15,486 |
| 4 | 15,586 | 15,706 | 15,827 | 15,948 | 16,071 | 16,193 | 16,318 | 16,443 |
| 5 | 16,543 | 16,671 | 16,799 | 16,928 | 17,057 | 17,189 | 17,321 | 17,453 |
| 6 | 17,553 | 17,688 | 17,824 | 17,962 | 18,100 | 18,238 | 18,379 | 18,520 |
| 7 | 18,620 | 18,763 | 18,907 | 19,053 | 19,198 | 19,346 | 19,494 | 19,644 |
| 8 | 19,744 | 19,923 | 20,104 | 20,285 | 20,468 | 20,653 | 20,840 | 21,029 |
| 9 | 21,129 | 21,304 | 21,483 | 21,663 | 21,844 | 22,026 | 22,210 | 22,396 |
| 10 | 23,176 | 23,370 | 23,565 | 23,762 | 23,961 | 24,161 | 24,363 | 24,567 |
| 11 | 27,000 | 27,284 | 27,573 | 27,865 | 28,161 | 28,462 | 28,766 | 29,075 |
| 12 | 29,165 | 29,449 | 29,737 | 30,028 | 30,323 | 30,622 | 30,924 | 31,230 |
| 13 | 31,320 | 31,633 | 31,949 | 32,269 | 32,594 | 32,922 | 33,254 | 33,591 |
| 14 | 33,843 | 34,187 | 34,535 | 34,888 | 35,244 | 35,605 | 35,971 | 36,341 |

| Salary Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 |
|-------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 15 | 36,619 | 36,997 | 37,380 | 37,768 | 38,160 | 38,557 | 38,959 | 39,367 |
| 16 | 39,672 | 40,088 | 40,509 | 40,935 | 41,367 | 41,804 | 42,247 | 42,694 |
| 17 | 43,030 | 43,488 | 43,951 | 44,420 | 44,895 | 45,376 | 45,862 | 46,355 |
| 18 | 46,725 | 47,228 | 47,738 | 48,253 | 48,776 | 49,305 | 49,840 | 50,382 |
| 19 | 51,357 | 52,096 | 52,847 | 53,610 | 54,386 | 55,174 | 55,976 | 56,790 |
| 20 | 57,347 | 58,181 | 59,030 | 59,892 | 60,769 | 61,660 | 62,565 | 63,485 |
| 21 | 63,997 | 64,940 | 65,899 | 66,873 | 67,864 | 68,870 | 69,893 | 70,933 |
| 22 | 71,511 | 72,577 | 73,661 | 74,762 | 75,881 | 77,019 | 78,175 | 79,349 |
| 23 | 80,003 | 81,207 | 82,432 | 83,683 | 85,049 | 86,437 | 87,847 | 89,281 |
| 24 | 90,078 | 91,548 | 93,043 | 94,562 | 96,105 | 97,674 | 99,268 | 100,888 |
| 25 | 102,690 | 104,366 | 106,069 | 107,800 | 109,560 | 111,348 | 113,166 | 115,012 |
| 26 | 116,040 | 117,933 | 119,858 | 121,814 | 123,803 | 125,823 | 127,876 | 129,964 |
| 27 | 131,124 | 133,264 | 135,440 | 137,650 | 139,897 | 142,180 | 144,501 | 146,859 |
| 28 | 148,171 | 150,589 | 153,047 | 155,545 | 158,083 | 160,664 | 163,286 | 165,951 |
| 29 | 167,432 | 170,166 | 172,943 | 175,766 | 178,634 | 181,550 | 184,513 | 187,525 |
| 30 | 189,199 | 192,286 | 195,425 | 198,615 | 201,856 | 205,151 | 208,499 | 211,902 |
| 31 | 278,434 | 283,872 | 289,416 | 295,069 | 300,833 | 306,708 | 312,699 | 318,806 |
| 32 | 331,954 | 338,649 | 345,478 | 352,445 | 359,553 | 366,804 | 374,202 | 381,748 |
| 33 | 419,144 | 431,718 | | | | | | |

- 1 The rates in the above Salary Schedule represent monthly remuneration for
 2 regular or contractual personnel, whether appointive or elective, and on full-time

1 employment. The remuneration for those on part-time basis shall be proportionate
2 to the actual services rendered.

3 Casual personnel shall be paid daily wage rate computed by dividing the
4 corresponding monthly salary rate in the above schedule by twenty-two (22)
5 working days.

6 **Sec. 8. *Mid-Year Bonus*.** – As part of the Incentives under the Total
7 Compensation Framework, the Mid-Year Bonus equivalent to one (1) month basic
8 salary as of May 15 of a given year, shall be granted to those who have rendered at
9 least four (4) months of satisfactory service and are still in the service as of same
10 date, to be given not earlier than May 15 of every year.

11 The existing Year-End Bonus equivalent to one (1) month basic salary and
12 Cash Gift of P5,000.00, which are categorized under the Standard Allowances and
13 Benefits component of the Total Compensation Framework, shall be given in
14 November of every year.

15 **Sec. 9. *Program on Awards and Incentives for Service Excellence***
16 (**PRAISE**). – The PRAISE instituted by the Civil Service Commission (CSC) pursuant
17 to the provisions of Executive Order No. 292 (Administrative Code of 1987)
18 stipulating the establishment of an employee suggestions and incentive awards
19 system, shall be categorized under the Incentive component of the Total
20 Compensation Framework. The guidelines on the monetary and/or non-monetary
21 rewards for recognition of personnel under the PRAISE shall be issued by the CSC in
22 consultation with the DBM.

23 **Sec. 10. *Compensation Adjustment for Personnel of Local***
24 **Government Units.** – The modified Salary Schedule and additional Incentives

1 authorized herein may be granted to personnel of LGUs subject to compliance with
2 the Personnel Services (PS) limitation in the LGU budget under Sections 325 and 331
3 of R.A. No. 7160 and authorization from the *Sanggunian* as provided under Sections
4 447(a), 458(a) and 468(a) of R.A. No. 7160.

5 In the implementation of the salary increases, LGUs shall likewise ensure
6 compliance with the following:

7 (a) The salaries of LGU personnel that may be authorized shall correspond to the
8 LGU's income classification and shall not exceed the percentage of the Salary
9 Schedule in Section 7 hereof, as follows:

| Percentage of the Salary Schedule | | |
|--|----------------------|--------------------|
| | For Provinces/Cities | For Municipalities |
| Special Cities | 100% | |
| 1st Class | 100% | 90% |
| 2nd Class | 95% | 85% |
| 3rd Class | 90% | 80% |
| 4th Class | 85% | 75% |
| 5th Class | 80% | 70% |
| 6 th Class | 75% | 65% |

10
11 (b) The basic pay of barangay personnel shall be in the form of honoraria
12 consistent with R. A. No. 7160, which shall not exceed the percentage of the
13 Salary Schedule corresponding to the income classification of the LGU. They

1 may be given Year-End Bonus based on the monthly honoraria as of October
2 31 of the year and Cash Gift of P5,000.00.

3 However, the minimum Year-End Bonus of One Thousand Pesos (P1,000.00)
4 for the *Punong Barangay* and Six Hundred Pesos (P600.00) for other
5 mandatory barangay officials shall not be subject to the PS limitation.

6 (c) In case of partial implementation of the authorized compensation rates, the
7 same shall be at uniform percentage across all positions for every LGU.

8 **Sec. 11. *Implementation Schedule.*** - For personnel of National
9 Government Agencies (NGAs), the Salary Schedule in Section 7 hereof shall be
10 implemented in four (4) tranches, with the first tranche beginning on January 1,
11 2020, the second tranche beginning on January 1, 2021, the third tranche beginning
12 on January 1, 2022 and the fourth tranche beginning on January 1, 2023.

13 For personnel of GOCCs and LGUs, the implementation period shall be not
14 less than four (4) years depending on their financial capabilities: *Provided*, That the
15 initial implementation shall not be earlier than January 1, 2020.

16 **Sec. 12. *Exempt Entities*** — Exempt entities refer to: (i) government
17 agencies that are not covered by the CPCS authorized under R.A. No. 6758, as
18 amended; (ii) GOCCs governed by the CPCS established by GCG under R.A. No.
19 10149; and (iii) those authorized by law and have actually adopted their own
20 compensation and position classification system.

21 Exempt entities shall be governed by their respective compensation and
22 position classification systems which shall be made effective upon the
23 recommendation of the DBM or GCG, as the case may be, and approval by the
24 President of the Philippines.

1 **Sec. 13. *Applicability to Certain Officials.*** - Pursuant to Section 6 of
2 Article VII and Section 10 of Article VI of the Constitution, the salaries authorized
3 herein for the President of the Philippines, Vice-President of the Philippines and
4 Members of Congress shall take effect only after the expiration of the respective
5 terms of the present incumbents.

6 **Sec. 14. *Funding Sources.*** - The funding sources for the amounts
7 necessary to implement this Act shall be as follows:

8 (a) For NGAs, the amount needed for the salary adjustment in FY 2020 shall be
9 charged against any available appropriations in the FY 2020 General
10 Appropriations Act and any other available and valid appropriations.
11 Thereafter, such amounts as are needed shall be included in the annual
12 General Appropriations Act.

13 (b) For GOCCs, the amounts shall come from their respective corporate funds in
14 the corporate operating budgets approved by DBM. GOCCs which do not have
15 sufficient funds shall only partially implement the rates of compensation
16 authorized herein: *Provided*, That any partial implementation shall be at
17 uniform proportion of such rates for all positions in each GOCC.

18 (c) For LGUs, the amounts shall be charged against their respective local
19 government funds in accordance with the pertinent provisions of this Act and
20 R.A. No. 7160.

21 **Sec. 15. *Implementing Guidelines.*** - The DBM shall issue the guidelines
22 necessary to implement specific provisions of this Act.

23 **Sec. 16. *Separability Clause.*** - If for any reason any section or provision
24 of this Act is declared to be unconstitutional or invalid, the other sections or

1 provisions thereof which are not affected thereby shall continue to be in full force
2 and effect.

3 ***Sec. 17. Applicability of Presidential Decree No. 985 as Amended by***

4 ***Presidential Decree No. 1597 and Other Related Laws.*** - All provisions of P.D.
5 No. 985, as amended by P.D. No. 1597, R.A. No. 6758, Congress Joint Resolution
6 No. 1, s. 1994, Congress Joint Resolution No. 4, s. 2009, and Executive Order No.
7 201, s. 2016 which are not inconsistent with, expressly modified, revoked or
8 repealed in this Act shall continue to be in full force and effect.

9 ***Sec. 18. Repealing Clause.*** - All laws, decrees, orders, rules or regulations

10 or parts thereof inconsistent with the provisions of this Act are hereby repealed,
11 amended, or modified accordingly.

12 ***Sec. 19. Effectivity.*** - This Act shall take effect on January 1, 2020.

13 *Approved,*