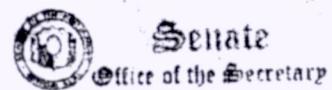


EIGHTEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
First Regular Session )



**SENATE**

'19 SEP -9 P3 55

**Jt. RES. NO. 3**

RECEIVED BY: *[Signature]*

Introduced by Senator Zubiri

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

**WHEREAS**, by virtue of Executive Order No. 201, the national government implemented the salary adjustments and additional benefits for government employees which was further amended by Executive Order No. 76 dated March 15, 2019, and such modified Salary Schedule was implemented in four tranches from January 1, 2016 to April 1, 2019;

**WHEREAS**, most government personnel especially those under Salary Grades 1 to 16 which comprised about 84% of the government work force deemed the said adjusted salary unfair and inadequate;

**WHEREAS**, the present Compensation and Position Classification has to be revised to update the same, to encourage excellent performance and productivity, and to clearly distinguish differences in levels of responsibility and accountability among government officials and employees;

**WHEREAS**, the proposed Salary Schedule mandates a three year salary increase for government officials and employees at 10% of basic salary for the first year (2020); 10.5% for the second year (2021); and 11% for the third year (2022);

**WHEREAS**, such increase in the salary of the approximately 1.42 million civil servants in the country will not only improve their purchasing power that was diminished by inflation, but also boost consumers spending, stimulate the economy, and in turn help generate more revenues for the government: Now, therefore, be it:

***Resolved by the Senate and the House of Representatives in Congress assembled***, To modify the existing Salary Schedule for Civilian Personnel in the Government as follows:

1. Coverage. - The Salary Schedule herein provided shall apply to all positions for civilian government personnel in the Executive, Legislative and Judicial Branches, including Constitutional Commissions, State Universities and Colleges (SUCs), Government-Owned or Controlled Corporations (GOCCs) not covered by RA No. 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.

2. Modified Salary Schedule for Civilian Government Personnel. - The modified Salary Schedule for Civilian Personnel shall be as follows:

### **FIRST TRANCHE**

SG	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	12,175	12,276	12,379	12,483	12,587	12,692	12,799	12,905
2	12,937	13,036	13,316	13,237	13,339	13,441	13,544	13,648
3	13,713	13,818	13,924	14,032	14,139	14,247	14,357	14,467
4	14,535	14,648	14,760	14,873	14,988	15,102	15,219	15,335
5	15,408	15,527	15,645	15,765	15,886	16,008	16,132	16,255
6	16,332	16,457	16,584	16,711	16,840	16,969	17,100	17,230
7	17,312	17,445	17,579	17,714	17,850	17,987	18,125	18,264
8	18,434	18,601	18,769	18,939	19,109	19,282	19,457	19,633
9	19,773	19,938	20,105	20,273	20,442	20,613	20,786	20,959
10	21,156	21,333	21,512	21,692	21,872	22,056	22,240	22,426
11	22,829	23,142	23,460	23,781	24,107	24,438	24,772	25,112
12	25,232	25,544	25,861	26,181	26,506	26,835	27,167	27,503
13	27,755	28,100	28,447	28,799	29,157	29,517	29,883	30,253
14	30,531	30,909	31,292	31,680	32,072	32,469	32,871	33,278
15	33,584	34,000	34,421	34,848	35,279	35,716	36,158	36,607
16	36,942	37,400	37,863	38,332	38,807	39,288	39,775	40,267
17	40,636	41,140	41,649	42,165	42,688	43,217	43,751	44,294
18	44,701	45,254	45,815	46,382	46,957	47,539	48,127	48,723
19	49,796	50,609	51,435	52,274	53,128	53,995	54,877	55,772
20	56,271	57,188	58,122	59,070	60,035	61,015	62,010	63,022
21	63,586	64,623	65,678	66,749	67,839	68,946	70,071	71,215

22	71,851	73,024	74,216	75,427	76,658	77,910	79,181	80,473
23	81,192	82,517	83,864	85,232	86,624	88,037	89,474	90,935
24	91,747	93,244	94,766	96,313	97,885	99,483	101,107	102,757
25	104,592	106,299	108,033	109,797	111,588	113,410	115,261	117,142
26	118,188	120,117	122,078	124,070	126,095	128,153	130,244	132,371
27	133,552	135,732	137,948	140,199	142,487	144,813	147,177	149,579
28	150,915	153,377	155,881	158,425	161,010	163,639	166,310	169,024
29	170,533	173,317	176,145	179,021	181,942	184,912	187,930	190,997
30	192,702	195,847	199,044	202,293	205,594	208,951	212,361	215,827
31	238,590	289,128	294,776	300,533	306,404	312,388	318,490	324,710
32	338,102	344,920	351,876	358,972	366,211	373,596	381,131	388,817
33	426,906	439,713						

### SECOND TRANCHE

SG	STEP1	STEP2	STEP 3	STEP 4	STEP 5	STEP 6	STEP7	STEP 8
1	13,453	13,565	12,378	13,794	13,909	14,025	14,143	14,260
2	14,295	14,405	13,315	14,627	14,740	14,852	14,966	15,081
3	15,153	15,269	13,923	15,505	15,624	15,743	15,864	15,986
4	16,061	16,186	14,759	16,435	16,562	16,688	16,817	16,945
5	17,026	17,157	15,644	17,420	17,554	17,689	17,826	17,962
6	18,047	18,185	16,583	18,466	18,608	18,751	18,896	19,039
7	19,130	19,277	17,578	19,574	19,724	19,876	20,028	20,182
8	20,370	20,554	18,768	20,928	21,115	21,307	21,500	21,694
9	21,849	22,031	20,104	22,402	22,588	22,777	22,969	23,160

10	23,377	23,573	21,511	23,970	24,169	24,372	24,575	24,781
11	25,226	25,572	23,459	26,278	26,638	27,373	27,373	27,749
12	27,881	28,226	25,860	28,930	29,289	30,020	30,020	30,391
13	30,691	31,051	28,446	31,823	32,218	33,021	33,021	33,430
14	33,737	34,154	31,291	35,006	35,440	36,322	36,322	36,772
15	37,110	37,570	34,420	38,507	38,983	39,955	39,955	40,451
16	40,821	41,327	37,862	42,357	42,882	43,951	43,951	44,495
17	44,903	45,460	41,648	46,592	47,170	48,345	48,345	48,945
18	49,395	50,006	45,814	51,252	51,887	53,180	53,180	53,839
19	55,025	55,923	51,434	57,763	58,706	60,639	60,639	61,628
20	62,179	63,193	58,121	65,272	66,339	68,521	68,521	69,639
21	70,263	71,408	65,677	73,758	74,962	77,428	77,428	78,693
22	79,395	80,692	74,215	83,347	84,707	87,495	87,495	88,923
23	89,717	91,181	83,863	94,181	95,720	98,869	98,869	100,483
24	101,380	103,035	94,765	106,426	108,163	111,723	111,723	113,546
25	115,574	117,460	108,032	121,326	123,305	127,363	127,363	129,442
26	130,598	132,729	122,077	137,097	139,335	143,920	143,920	146,270
27	147,575	149,984	137,947	154,920	157,448	162,631	162,631	165,285
28	166,761	169,482	155,880	175,060	177,916	183,773	183,773	186,772
29	188,439	191,515	176,144	197,818	201,046	207,663	207,663	211,052

30	212,936	216,411	199,043	223,534	227,181	234,659	234,659	238,489
31	313,367	319,486	294,775	332,089	338,576	351,931	351,931	358,805
32	373,603	381,137	351,875	396,664	404,663	421,150	421,150	429,643
33	471,731	485,883				-	-	

### THIRD TRANCHE

SG	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6	STEP7	STEP8
1	14,933	15,057	12,377	13,793	15,439	15,568	15,699	15,828.60
2	15,867	15,918	13,314	14,626	16,361	16,486	16,612	16,739.91
3	16,820	16,872	13,922	15,504	17,343	17,475	17,609	17,744.46
4	17,828	17,886	14,758	16,434	18,384	18,524	18,667	18,808.95
5	18,899	18,958	15,643	17,419	19,485	19,635	19,787	19,937.82
6	20,032	20,094	16,582	18,465	20,655	20,814	20,975	21,133.29
7	21,234	21,301	17,577	19,573	21,894	22,062	22,231	22,402.02
8	22,611	22,712	18,767	20,927	23,438	23,651	23,865	24,080.34
9	24,252	24,344	20,103	22,401	25,073	25,282	25,496	25,707.60
10	25,948	26,048	21,510	23,969	26,828	27,053	27,278	27,506.91
11	28,001	28,257	23,458	26,277	29,568	30,384	30,384	30,801.39
12	30,948	31,190	25,859	28,929	32,511	33,322	33,322	33,734.01
13	34,067	34,311	28,445	31,822	35,762	36,653	36,653	37,107.30
14	37,448	37,740	31,290	35,005	39,338	40,317	40,317	40,816.92
15	41,192	41,515	34,419	38,506	43,271	44,350	44,350	44,900.61
16	45,311	45,666	37,861	42,356	47,599	48,786	48,786	49,389.45
17	49,842	50,233	41,647	46,591	52,359	53,663	53,663	54,328.95

18	54,828	55,257	45,813	51,251	57,595	59,030	59,030	59,761.29
19	61,078	61,795	51,433	57,762	65,164	67,309	67,309	68,407.08
20	69,019	69,828	58,120	65,271	73,636	76,058	76,058	77,299.29
21	77,992	78,906	65,676	73,757	83,208	85,945	85,945	87,349.23
22	88,128	89,165	74,214	83,346	94,025	97,119	97,119	98,704.53
23	99,586	100,755	83,862	94,180	106,249	109,745	109,745	111,536.13
24	112,532	113,854	94,764	106,425	120,061	124,013	124,013	126,036.06
25	128,287	129,793	108,031	121,325	136,869	141,373	141,373	143,680.62
26	144,964	146,666	122,076	137,096	154,662	159,751	159,751	162,359.70
27	163,808	165,732	137,946	154,919	174,767	180,520	180,520	183,466.35
28	185,105	187,278	155,879	175,059	197,487	203,988	203,988	207,316.92
29	209,167	211,624	176,143	197,817	223,161	230,506	230,506	234,267.72
30	236,359	239,134	199,042	223,533	252,171	260,471	260,471	264,722.79
31	347,837	353,032	294,774	332,088	375,819	390,643	390,643	398,273.55
32	414,699	421,156	351,874	396,663	449,176	467,477	467,477	476,903.73
33	523,621	536,901						

3. Salary in Local Government Units. – The salary or wage adjustments so stated on Coverage hereof shall also be applied to the LGUs in accordance with the applicable provisions of this Act.
4. 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.
5. 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 on Audit for public disclosure, monitoring, compliance with established policies and as basis for future policy decisions.

6. 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 talent.
7. Appropriations. – The funding sources for the amounts necessary to implement the modified Salary Schedule shall be as follows:
  1. For national government entities, the amount necessary for the immediate implementation of this Act shall be included in the General Appropriations Act(GAA).
  2. For GOCCs and GFIs , the amounts 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 implementation shall be at uniform proportion of the established rates for all posoitions in each government corporation; and
  3. For LGUs, the amounts shall be charged against their respective local government funds in accordance with the pertinent provisions of this Act and R A No. 7160.
8. 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 year schedule for civilian personnel;
  - b. By January 1, 2021, the second year schedule for civilian personnel; and
  - c. By January 1, 2022, the third year schedule for civilian personnelFor GOCCs, GFIs and LGUs, the implementation period shall be not more than three (3)years depending on their financial capability, with each year 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 uniform percentage across all positions for every GOCCs, GFIs and LGUs.
9. Funding Source. – The amount necessary to implement the increase in Modified Salary Schedule shall be sourced from the GAA.

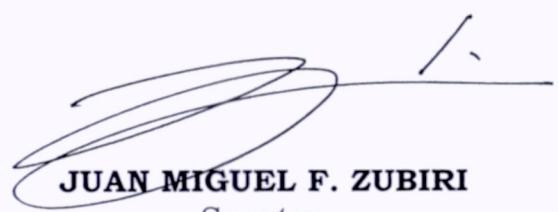
10. Implementing Rules and Guidelines. - The Department of Budget and Management (DBM) and Government and GCG, shall within sixty (60) days after the approval of this Act, jointly prepare and issue the necessary guidelines to implement this Joint Resolution.

**Resolved Further,** That the modification of the Salary Schedule for Civilian Personnel shall be aligned with the objective of maintaining fiscal integrity and pursuing pension reform.

**Resolved Furthermore,** That the amendment of existing laws and issuances contrary to the provisions hereof shall be effective upon approval of this Joint Resolution.

**Resolved, Finally,** That this Joint Resolution shall take effect on January 1, 2020.

**Adopted,**



JUAN MIGUEL F. ZUBIRI  
Senator