

MALACAÑANG
MANILA

EXECUTIVE ORDER NO. 219

GRANT OF SALARY ADJUSTMENT TO ALL GOVERNMENT PERSONNEL

WHEREAS, the Government fully appreciates the valuable role of government employees in providing vital services to the population at large;

WHEREAS, in recognition of this vital role, it is the policy of the Government to continuously uplift, within its limited financial resources, the living standards of government employees and to improve their welfare;

WHEREAS, pursuant to this policy, the Government deems it proper to increase the salaries of government employees to keep in step with the existing economic conditions and ameliorate their plight;

WHEREAS, under the Salary Adjustment Fund in the FY 2000 General Appropriations Act an amount is appropriated for a 10% across the board adjustment in basic salary of national government personnel;

NOW THEREFORE, I, JOSEPH EJERCITO ESTRADA, President of the Philippines, by virtue of the powers vested in me by the Constitution, R.A. No. 6758, P.D. No. 1597 and P.D. No. 985, do hereby order and direct:

SECTION 1. *New Salary Schedule.* The Department of Budget and Management is hereby directed to implement new Salary Schedules effective January 1, 2000 reflecting a ten percent (10%) increase over the basic monthly salaries as of December 31, 1999 of civilian and uniformed personnel except the uniformed personnel of Philippine National Police (PNP) who are covered by RA 8551, as follows:

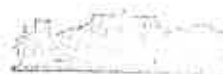
a. For Civilian Personnel

The salary adjustment for civilian personnel shall be in accordance with the attached Salary Schedule marked as Annex "A" of this Order. The adjustment shall be to the designated salary step of the employee in the salary grade allocation of his position as of December 31, 1999.

b. For Uniformed Personnel Except those in the PNP

The salary adjustment of the uniformed personnel except those in the PNP shall be in accordance with the attached Salary Schedule marked as Annex "B" of this Order.

Heads of all national government departments and agencies including government-owned and/or -controlled corporations and local government units shall not grant any form of compensation adjustment in excess of the amount stipulated in the said Salary Schedules.



SECTION 2. *Coverage and Exemption.* This order shall cover only officials and employees of the National Government Agencies (NGAs) including State Universities and Colleges (SUCs), Government-Owned and/or -Controlled Corporations (GOCCs), Government Financial Institutions (GFIs) and Local Government Units (LGUs) whose basic salaries conform with the Salary Schedule prescribed under Executive Order No. 389 dated December 28, 1996. Officials and employees who are exempted by law from the Compensation and Position Classification System and/or do not follow the Salary Schedule prescribed for government personnel are not entitled to the salary adjustment authorized herein.

SECTION 3. *Integration of Transition Allowance.* The salary rates contained in the Salary Schedule marked as Annex A shall include transition allowance presently authorized to be received by incumbents.

SECTION 4. *Continuation of Personnel Economic Relief Allowance and Additional Compensation.* Personnel Economic Relief Allowance and the Additional Compensation authorized under Republic Act No. 7078 and Administrative Order No. 53, respectively shall continue to be paid as allowances and not integrated into basic pay, and therefor not subject to tax.

SECTION 5. *Allowances and Benefits Based on Percentage of Basic Salaries.* Notwithstanding the salary increases authorized herein, there shall be no corresponding increase in the present allowances and benefits being received by officials and employees which are based on a percentage of their basic salaries.

SECTION 6. *Funding Source.* The funding sources for the amounts necessary to implement the revised compensation shall be as follows:

- a. For national government entities, the amount shall be charged against the savings generated from the different departments, bureaus, offices and agencies and appropriations set aside for the purpose in the FY 2000 General Appropriations Act. Thereafter, such amounts as are needed shall be included in the annual General Appropriations Act.
 1. Agencies with fiscal autonomy are enjoined to fund their salary adjustment within the level of PS funds released to them:
- b. For government-owned and/or -controlled corporations (GOCCs) and government financial institutions (GFIs), the amount shall come from their respective corporate funds.
- c. For local government units (LGUs), the amount shall be charged against their respective local funds.

GOCCs, GFIs and LGUs which do not have adequate or sufficient funds to pay the salary adjustment prescribed herein shall only partially implement the established rates: PROVIDED, That any partial implementation shall be uniform and proportionate for all positions in each corporate entity or local government unit.

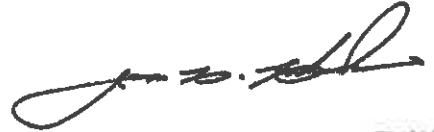


SECTION 7. *Applicability to Certain Constitutional Officials.* Pursuant to Section 6 of Article VII and Section 10 of Article VI of the Constitution, the salary adjustment prescribed herein for the President, Vice-President, and Members of the House of Representatives shall take effect only after the expiration of the respective terms of the present incumbents, and with respect to Senators, only after the expiration of the term of all the incumbent Senators.

SECTION 8. *Implementing Guidelines.* The Department of Budget and Management shall prepare and issue the necessary guidelines for the implementation of this Executive Order.

SECTION 9. *Effectivity.* This Executive Order shall take effect January 1, 2000.

By the President:



RONALDO B. ZAMORA
Executive Secretary



March 20, 2000



PJEE Hologram #16031

**Salary Schedule for Civilian Personnel
Effective January 1, 2000**

SG	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	SG
1	4,840	4,961	5,085	5,212	5,343	5,476	5,613	5,753	1
2	5,276	5,408	5,543	5,682	5,823	5,969	6,118	6,271	2
3	5,751	5,894	6,041	6,193	6,347	6,507	6,668	6,835	3
4	6,211	6,366	6,525	6,688	6,855	7,027	7,202	7,382	4
5	6,708	6,875	7,047	7,223	7,404	7,589	7,778	7,973	5
6	7,244	7,425	7,611	7,801	7,996	8,196	8,401	8,611	6
7	7,751	7,944	8,143	8,347	8,556	8,769	8,989	9,214	7
8	8,294	8,501	8,713	8,931	9,154	9,383	9,618	9,858	8
9	8,874	9,096	9,324	9,557	9,796	10,040	10,292	10,548	9
10	9,466	9,703	9,945	10,194	10,449	10,710	10,978	11,252	10
11	10,033	10,284	10,541	10,804	11,075	11,352	11,636	11,926	11
12	10,635	10,901	11,174	11,453	11,739	12,033	12,333	12,642	12
13	11,273	11,556	11,844	12,140	12,443	12,755	13,074	13,400	13
14	11,949	12,249	12,564	12,869	13,190	13,520	13,858	14,204	14
15	12,667	12,983	13,308	13,640	13,981	14,331	14,689	15,057	15
16	13,427	13,762	14,106	14,460	14,820	15,191	15,571	15,960	16
17	14,232	14,588	14,952	15,326	15,710	16,103	16,506	16,918	17
18	15,087	15,464	15,850	16,247	16,653	17,069	17,496	17,933	18
19	15,992	16,391	16,801	17,222	17,652	18,093	18,546	19,009	19
20	16,951	17,375	17,809	18,255	18,711	19,179	19,658	20,150	20
21	17,629	18,070	18,522	18,985	19,459	19,945	20,445	20,955	21
22	18,334	18,792	19,262	19,744	20,238	20,744	21,262	21,793	22
23	19,067	19,544	20,033	20,534	21,046	21,573	22,112	22,666	23
24	19,831	20,327	20,835	21,355	21,890	22,437	22,998	23,573	24
25	20,624	21,140	21,668	22,210	22,765	23,334	23,917	24,516	25
26	21,449	21,985	22,535	23,098	23,675	24,267	24,874	25,496	26
27	22,307	22,865	23,437	24,022	24,622	25,238	25,869	26,516	27
28	23,199	23,779	24,374	24,983	25,607	26,247	26,904	27,576	28
29	24,127	24,730	25,348	25,982	26,632	27,298	27,980	28,679	29
30	27,500	28,188	28,893	29,614	30,355	31,114	31,891	32,689	30
31	38,500	39,463	40,449	41,460	42,496	43,559	44,648	45,764	31
32	44,000	45,100	46,228	47,384	48,568	49,782	51,027	52,302	32
33	55,000								33



**Salary Schedule for Uniformed Personnel Except PNP
Effective January 1, 2000**

AFP/PCG	BFP/BJMP/PPSC	NAMRIA Commissioned Officers and Enlisted Personnel	Base Pay
Enlisted Ranks			
Candidate Soldier			4,400
Private	Fire/Jail Officer I	Seaman, 3 rd Class	5,500
Private, First Class	Fire/Jail Officer II	Seaman, 2 nd Class	5,830
Corporal	Fire/Jail Officer III	Seaman, 1 st Class	6,160
Non-Commissioned Officers			
Sergeant	Senior Fire/Jail Officer I	Petty Officer III	7,040
Staff Sergeant	Senior Fire/Jail Officer II	Petty Officer II	7,480
Technical Sergeant	Senior Fire/Jail Officer III	Petty Officer I	8,470
Master Sergeant	Senior Fire/Jail Officer IV	Chief Petty Officer	9,350
Sr. Master Sergeant			10,148
Chief Master Sergeant			10,945
Company Grade Officers			
Cadet	Cadet		10,780
Prob. 2 nd Lieutenant			11,660
Second Lieutenant		Ensign	12,540
First Lieutenant	Inspector	Lieutenant, Junior Grade	13,200
Captain	Senior Inspector	Lieutenant, Senior Grade	13,640
Field Grade Officers			
Major	Chief Inspector	Lt. Commander	14,190
Lieutenant Colonel	Superintendent	Commander	14,740
Colonel	Senior Superintendent	Captain	15,400
General Officers			
Brigadier General	Chief Superintendent	Commodore	16,280
Major General	Director		16,830
Lieutenant General			17,710
General			18,260

