

**MALACAÑANG  
MANILA**

**EXECUTIVE ORDER NO. 719**

**COMPENSATION ADJUSTMENTS FOR GOVERNMENT PERSONNEL**

**WHEREAS**, an efficient and effective civil service is crucial to the continuous development of our country;

**WHEREAS**, the current compensation of government personnel at the administrative/sub-professional and entry professional/technical levels are nearly comparable with those in the private sector, but the gap widens at the higher professional and executive/top management levels, making the latter very uncompetitive;

**WHEREAS**, the two recent compensation adjustments for government personnel effective July 1, 2006 and July 1, 2007, which accorded priority to those at the sub-professional and lower professional levels in view of limited government funds, have partly uplifted their economic well-being;

**WHEREAS**, the salaries and base pay of civilian and military/uniformed personnel, respectively, must be raised to address the gap in compensation between the private and public sectors for the government to attract and retain competent public servants;

**NOW, THEREFORE, I, GLORIA MACAPAGAL-ARROYO**, President of the Republic of the Philippines, by virtue of the powers vested in me by Presidential Decree (P.D.) No. 985, P.D. No. 1597, Republic Act (R.A.) No. 6758, as amended by the Senate and House of Representatives Joint Resolution No. 01 dated March 7, 1994, and R.A. No. 9498, the FY 2008 General Appropriations Act, do hereby order:

**Section 1. Compensation Adjustments for Government Personnel.** - The Department of Budget and Management (DBM) is hereby directed to implement the following compensation adjustments effective July 1, 2008:

- a. National Government Agencies (NGAs) Including State Universities and Colleges (SUCs)
  - i. Civilian Personnel - A ten percent (10%) increase over the basic monthly salaries as of June 30, 2008 of civilian personnel whose positions are covered by the Compensation and Position Classification System under R.A. No. 6758, as amended. The adjusted salaries shall be in accordance with the Salary Schedule marked as Annex "A" of this Executive Order.
  - ii. Military and Uniformed Personnel - A ten percent (10%) increase over the monthly base pay as of June 30, 2008 of military personnel of the



Armed Forces of the Philippines and uniformed personnel under the Department of the Interior and Local Government, Philippine Coast Guard and National Mapping and Resource Information Authority. The adjusted base pay of military and uniformed personnel shall be in accordance with the Base Pay Schedule marked as Annex "B" of this Executive Order.

b. Government-Owned Or Controlled Corporations (GOCCs)

A ten percent (10%) increase over the basic monthly salaries as of June 30, 2008 of GOCC personnel whose positions are covered by the Compensation and Position Classification System under R.A. No. 6758, as amended, subject to the availability of corporate funds.

c. Local Government Units (LGUs)

A ten percent (10%) increase over the basic monthly salaries as of June 30, 2008 of local government personnel, subject to the availability of local government funds.

**Section 2. Exclusion.** - Personnel of government agencies which are exempted by law from the coverage of R.A. No. 6758, as amended, are not entitled to the compensation adjustments authorized herein.

**Section 3. Fund Source.** - The amounts necessary to implement the compensation adjustments authorized herein shall be sourced, as follows:

- a. For NGAs, including SUCs, the amount shall be charged against the appropriate fund source under R.A. No. 9498, the FY 2008 General Appropriations Act. Thereafter, such amounts as are needed shall be included in the annual General Appropriations Act.
- b. For GOCCs, the funds required shall be charged against their respective corporate funds. The use of funds for the purpose shall be subject to the approval of their respective governing boards in accordance with applicable laws. GOCCs which do not have adequate or sufficient funds to pay the salary adjustments authorized herein shall partially implement the adjusted rates: Provided, That any partial implementation shall be at a uniform percentage increase for all positions.
- c. For LGUs, the funds required shall be charged against their respective local government funds. The use of funds for the purpose shall be subject to the approval of their respective *sanggunian* pursuant to R.A. No. 7160 and other relevant statutes. LGUs which do not have adequate or sufficient funds to pay the salary adjustments authorized herein shall partially implement the adjusted rates: Provided, That any partial implementation shall be at a uniform percentage increase for all positions.



PGMA Hologram # 44261



**Section 4. Allowances and Benefits Based on a Percentage of the Basic Salary and Base Pay of Government Personnel.** – Except for the year-end bonus, longevity pay for military and uniformed personnel, government counterpart to the Retirement and Life Insurance Premiums, PAG-I.B.I.G. Contributions, PHILHEALTH Contributions and Employees Compensation Insurance Premiums, all allowances and benefits which are computed at a percentage of salary or base pay shall not be increased notwithstanding the ten percent (10%) salary and base pay increase authorized in this Executive Order.

**Section 5. Applicability to Certain Constitutional Officials.** - The salary increase authorized herein for the President, Vice-President, Senators and Members of the House of Representatives shall take effect only after the expiration of the respective terms of office of the incumbents pursuant to Section 10 of Article VI and Section 6 of Article VII of the 1987 Philippine Constitution.

**Section 6. Implementing Rules and Regulations.** - The DBM shall prepare and issue the necessary rules and regulations to implement the provisions of this Executive Order.

**Section 7. Effectivity.** - The compensation adjustments authorized herein shall take effect on July 1, 2008.

Manila, Philippines, 01 May 2008.

*Gloria M. Arroyo*  
**GLORIA MACAPAGAL-ARROYO**



By the President:

**EDUARDO R. ERMITA**  
*Executive Secretary*



PGMA Hologram # 44262

**Monthly Salary Schedule for Civilian Government Personnel**  
**Effective July 1, 2008**  
**(In Pesos)**

<b>Salary Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>
<b>1</b>	6,149	6,303	6,460	6,622	6,788	6,958	7,131	7,310
<b>2</b>	6,703	6,871	7,042	7,219	7,398	7,583	7,773	7,968
<b>3</b>	7,307	7,489	7,675	7,868	8,063	8,266	8,471	8,684
<b>4</b>	7,891	8,087	8,290	8,496	8,710	8,928	9,150	9,379
<b>5</b>	8,522	8,735	8,953	9,176	9,406	9,642	9,882	10,130
<b>6</b>	9,204	9,434	9,670	9,911	10,160	10,414	10,673	10,941
<b>7</b>	9,848	10,092	10,346	10,604	10,870	11,141	11,420	11,707
<b>8</b>	10,538	10,801	11,070	11,348	11,630	11,921	12,220	12,525
<b>9</b>	11,275	11,557	11,846	12,143	12,446	12,756	13,077	13,401
<b>10</b>	12,026	12,328	12,635	12,951	13,275	13,608	13,948	14,297
<b>11</b>	12,748	13,066	13,392	13,726	14,071	14,423	14,784	15,151
<b>12</b>	13,512	13,850	14,197	14,552	14,915	15,289	15,670	16,061
<b>13</b>	14,323	14,682	15,048	15,424	15,809	16,205	16,611	17,025
<b>14</b>	15,181	15,562	15,950	16,349	16,758	17,178	17,607	18,046
<b>15</b>	16,093	16,494	16,907	17,329	17,763	18,208	18,662	19,130
<b>16</b>	17,059	17,484	17,921	18,371	18,829	19,301	19,784	20,277
<b>17</b>	18,082	18,534	18,997	19,471	19,961	20,459	20,970	21,494
<b>18</b>	19,168	19,647	20,138	20,642	21,158	21,685	22,229	22,784
<b>19</b>	20,318	20,825	21,346	21,880	22,428	22,988	23,562	24,150
<b>20</b>	21,537	22,075	22,626	23,194	23,773	24,367	24,976	25,601
<b>21</b>	22,827	23,392	23,972	24,567	25,177	25,801	26,440	27,094
<b>22</b>	24,187	24,776	25,380	26,000	26,635	27,285	27,950	28,630
<b>23</b>	25,617	26,230	26,858	27,501	28,160	28,834	29,523	30,227
<b>24</b>	27,117	27,754	28,406	29,074	29,757	30,456	31,170	31,899
<b>25</b>	28,687	29,349	30,026	30,719	31,427	32,150	32,888	33,641
<b>26</b>	30,327	31,014	31,716	32,434	33,167	33,916	34,680	35,459
<b>27</b>	32,037	32,749	33,476	34,219	34,987	35,770	36,568	37,381
<b>28</b>	33,817	34,554	35,306	36,074	36,857	37,665	38,488	39,326
<b>29</b>	35,667	36,430	37,208	38,001	38,810	39,634	40,473	41,327
<b>30</b>	37,587	38,376	39,180	40,000	40,834	41,683	42,547	43,426
<b>31</b>	39,577	40,392	41,222	42,067	42,927	43,801	44,690	45,594
<b>32</b>	41,637	42,478	43,334	44,205	45,091	45,992	46,908	47,839
<b>33</b>	43,767	44,634	45,516	46,413	47,325	48,252	49,194	50,151

**Monthly Base Pay Schedule for Military and Uniformed Personnel**  
**Effective July 1, 2008**  
**(In Pesos)**

Armed Forces of the Philippines	Philippine Coast Guard	Philippine National Police/Bureau of Fire Protection/Bureau of Jail Management and Penology/Philippine Public Safety College	National Mapping and Resource Information Authority	Monthly Base Pay
<b>Enlisted Ranks</b>				
Candidate Soldier				7,751
Private	Apprentice Seaman	Police/Fire/Jail Officer I	Seaman, Third Class	9,466
Private, First Class	Seaman, Second Class		Seaman, Second Class	10,033
Corporal	Seaman, First Class	Police/Fire/Jail Officer II	Seaman, First Class	10,635
<b>Non-Commissioned Officers</b>				
Sergeant	Petty Officer III		Petty Officer III	11,273
Staff Sergeant	Petty Officer II	Police/Fire/Jail Officer III	Petty Officer II	11,949
Technical Sergeant	Petty Officer I		Petty Officer I	12,667
Master Sergeant	Chief Petty Officer	Senior Police/Senior Fire/Senior Jail Officer I	Chief Petty Officer	13,427
Senior Master Sergeant	Senior Chief Petty Officer	Senior Police/Senior Fire/Senior Jail Officer II		14,232
Chief Master Sergeant	Master Chief Petty Officer	Senior Police/Senior Fire/Senior Jail Officer III		15,087
		Senior Police/Senior Fire/Senior Jail Officer IV		15,992
<b>Company Grade Officers</b>				
Cadet		Cadet		15,992
Probationary Second Lieutenant				15,992
Second Lieutenant	Ensign		Ensign	17,629
First Lieutenant	Lieutenant, Junior Grade	Inspector	Lieutenant, Junior Grade	18,334
Captain	Lieutenant, Senior Grade	Senior Inspector	Lieutenant, Senior Grade	19,067
<b>Field Grade Officers</b>				
Major	Lieutenant Commander	Chief Inspector	Lieutenant Commander	19,831
Lieutenant Colonel	Commander	Superintendent	Commander	20,624
Colonel	Captain	Senior Superintendent	Captain	21,449
<b>General Officers</b>				
Brigadier General	Commodore	Chief Superintendent		22,307
Major General	Rear Admiral	Director		23,199
Lieutenant General	Vice Admiral	Deputy Director General		24,127
General		Director General		27,500

