

EXECUTIVE ORDER NO. 900

**IMPLEMENTATION OF THE SECOND TRANCHE OF THE MODIFIED SALARY SCHEDULE FOR CIVILIAN PERSONNEL AND BASE PAY SCHEDULE FOR MILITARY AND UNIFORMED PERSONNEL IN THE GOVERNMENT**

**WHEREAS**, the Philippine Government has adopted the modified Salary Schedule for civilian personnel covered by Republic Act (R.A.) No. 6758, "Compensation and Position Classification Act of 1989," as amended, and the Base Pay Schedule for military and uniformed personnel contained in the Senate and the House of Representatives Joint Resolution No. 4, s. 2009, approved on June 17, 2009, which shall be implemented in four (4) yearly tranches for personnel in national government agencies (NGAs);

**WHEREAS**, for personnel in government-owned or -controlled corporations (GOCCs), government financial institutions (GFIs), and local government units (LGUs), the implementation of the modified Salary Schedule shall be in at least four (4) years, depending on their financial capabilities, pursuant to item (13) of Joint Resolution No. 4;

**WHEREAS**, the first tranches of the modified Salary Schedule and Base Pay Schedule have been implemented effective July 1, 2009 for personnel in NGAs, GOCCs, and GFIs, and effective January 1, 2010 for personnel in LGUs;

**WHEREAS**, R.A. No. 9970, the FY 2010 General Appropriations Act (GAA), provides appropriations for the second tranche implementation of the modified Salary Schedule and Base Pay Schedule for personnel in NGAs;

**NOW, THEREFORE, I, GLORIA MACAPAGAL ARROYO**, President of the Republic of the Philippines, by virtue of the powers vested in me by the Constitution, Presidential Decree No. 985, Presidential Decree No. 1597, R.A. No. 6758, as amended by the Senate and House of Representatives Joint Resolution No. 61 approved on March 7, 1994, and Senate and House of Representatives Joint Resolution No. 4, s. 2009, do hereby order and direct:

**SECTION 1. Coverage and Exclusion –**

(a) Civilian Personnel – The compensation adjustments due to the implementation of the second tranche of the modified Salary Schedule shall cover all positions for civilian personnel in the Executive, Legislative, and Judicial Branches, the Constitutional Commissions/Offices, State Universities and Colleges, GOCCs, GFIs, and LGUs, whether regular, casual, or contractual in nature, appointive or elective, on full-



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time or part-time basis, now existing or hereafter created, subject to the pertinent provisions herein.

(b) **Military and Uniformed Personnel** – The compensation adjustments due to the implementation of the second tranche of the modified Base Pay Schedule shall cover the military personnel under the Department of National Defense (DND) and uniformed personnel under the Department of the Interior and Local Government (DILG), Philippine Coast Guard (PCG), and National Mapping and Resource Information Authority (NAMRIA).

c) The following are excluded from the coverage of the compensation adjustments:

(i) Individuals and groups of people whose services are engaged through job orders, contracts of service, or others similarly situated; and

(ii) Civilian personnel in government entities which are exempted from R.A. No. 6758 and are authorized by law to adopt and are actually implementing their respective compensation and position classification systems approved by the Office of the President.

**SECTION 2. Implementation of the Second Tranche Monthly Salary Schedule for Civilian Personnel of the National Government** – This Salary Schedule, attached as Annex “A,” which is the second tranche of the modified Salary Schedule provided in item (4)(b) of Joint Resolution No. 4, shall be implemented effective June 24, 2010 for personnel in NGAs and in GOCCs and GFIs: Provided, However, that this second tranche implementation shall not apply to officials and employees whose terms of office are coterminous with the incumbent President of the Philippines, including the coterminous employees of these officials.

**SECTION 3. Implementation of the Second Tranche Monthly Base Pay Schedule for Military and Uniformed Personnel** – This Base Pay Schedule, attached as Annex “B,” which is the second tranche of the modified Base Pay Schedule in item (8) of Joint Resolution No. 4, shall be implemented effective June 24, 2010.

**SECTION 4. Implementation of the Second Tranche Monthly Salary Schedule for LGU Personnel** – The implementation of the Second Tranche of the modified Salary Schedule for LGU personnel shall be determined by the *sanggunian*, on the basis of the LGU income class and financial capability: Provided, That such salary rates shall not exceed the following applicable percentages of the salary rates in Annex “A,” pursuant to item (7)(a) of Joint Resolution No. 4: Provided, Further, That the resulting Personal Services (PS) cost shall not exceed the PS limitation in LGU budgets, as provided under Sections 325(a) and 331(b) of R.A. No. 7160: Provided, Finally, That there shall be no diminution in the basic salaries of incumbents for purposes of complying with said PS limitation.



Percentages of Salary Rates in Annex "A"		
	For Provinces/Cities	For Municipalities
<b>Special Cities</b>	100%	
1 <sup>st</sup> Class	100%	90%
2 <sup>nd</sup> Class	95%	85%
3 <sup>rd</sup> Class	90%	80%
4 <sup>th</sup> Class	85%	75%
5 <sup>th</sup> Class	80%	70%
6 <sup>th</sup> Class	75%	65%

For this purpose, the Department of Budget and Management shall issue the Second Tranche Monthly Salary Schedule for Local Government Personnel for each LGU income class which shall take effect not earlier than January 1, 2011, as may be determined by the *sanggunian*.

**SECTION 5. Applicability to Certain Constitutional Officials** – Pursuant to Section 6 of Article VII and Section 10 of Article VI of the Constitution, the salaries prescribed herein shall not apply to the incumbent President of the Philippines, Vice-President of the Philippines, and Members of Congress including Senators whose full term will expire in the year 2013.

**SECTION 6. Fund Sources** – The fund sources for the amounts necessary to implement the provisions of this Executive Order shall be as follows:

(a) For NGAs, the amounts shall be charged against the appropriation set aside for the purpose under the Miscellaneous Personnel Benefits Fund in the FY 2010 GAA and from any available savings in the FY 2010 budget.

(b) For GOCCs and GFIs, the amounts shall be charged against their respective corporate funds in the approved corporate operating budgets.

(c) For LGUs, the amounts shall be charged against their respective local government funds.

**SECTION 7. Uniform Implementation In Case of Insufficiency of Funds** –

(a) GOCCs and GFIs which do not have adequate or sufficient funds shall implement salary schedules which shall be at uniform percentages of the salary rates in Annex "A."

(b) LGUs which do not have adequate or sufficient funds to implement the salaries prescribed for their LGU income classes shall implement salary schedules which shall be at uniform percentages of the salary rates in the Second Tranche Monthly Salary Schedules for Local Government Personnel.



**SECTION 8. Implementing Rules and Regulations** – The Department of Budget and Management (DBM) shall prepare and issue the necessary rules and regulations to implement this Executive Order.

**SECTION 9. Effectivity** – This Executive Order shall take effect immediately.

Done in the City of Manila this <sup>23<sup>rd</sup></sup> day of June in the Year of Our Lord, Two Thousand and Ten.

*Gloria M. Arroyo*



By the President:

*[Signature]*  
**LEANDRO R. MENDOZA**  
Executive Secretary



*[Signature]*  
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**Second Tranche Monthly Salary Schedule for Civilian Personnel of the National Government**  
(In Pesos)

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	7,575	7,697	7,820	7,947	8,077	8,209	8,342	8,480
2	8,189	8,321	8,456	8,594	8,733	8,876	9,022	9,170
3	8,854	8,997	9,142	9,292	9,443	9,599	9,756	9,917
4	9,536	9,690	9,848	10,008	10,172	10,339	10,509	10,683
5	10,271	10,437	10,607	10,780	10,957	11,137	11,320	11,508
6	11,062	11,242	11,425	11,612	11,803	11,997	12,194	12,397
7	11,869	12,060	12,257	12,457	12,662	12,870	13,082	13,299
8	12,735	12,941	13,151	13,366	13,584	13,807	14,035	14,267
9	13,663	13,884	14,110	14,340	14,575	14,813	15,058	15,305
10	14,641	14,878	15,118	15,364	15,615	15,872	16,132	16,398
11	15,649	15,900	16,157	16,419	16,687	16,959	17,237	17,519
12	16,726	16,995	17,269	17,548	17,833	18,123	18,419	18,720
13	17,880	18,166	18,457	18,755	19,058	19,367	19,683	20,004
14	19,112	19,418	19,728	20,045	20,369	20,699	21,034	21,376
15	20,490	20,827	21,172	21,523	21,882	22,247	22,619	22,999
16	21,969	22,329	22,697	23,073	23,455	23,845	24,243	24,647
17	23,555	23,941	24,334	24,734	25,144	25,560	25,984	26,416
18	25,259	25,671	26,091	26,519	26,956	27,399	27,853	28,315
19	27,088	27,528	27,977	28,434	28,901	29,375	29,859	30,352
20	29,052	29,522	30,001	30,491	30,988	31,495	32,012	32,539
21	30,945	31,443	31,949	32,465	32,991	33,527	34,074	34,630
22	32,973	33,499	34,034	34,580	35,136	35,703	36,280	36,867
23	35,144	35,701	36,268	36,845	37,432	38,032	38,642	39,264
24	37,473	38,061	38,661	39,271	39,894	40,526	41,172	41,830
25	39,966	40,590	41,224	41,870	42,528	43,198	43,880	44,577
26	42,639	43,299	43,971	44,655	45,352	46,061	46,784	47,520
27	45,505	46,205	46,917	47,641	48,378	49,129	49,894	50,674
28	48,579	49,320	50,074	50,841	51,623	52,418	53,228	54,053
29	51,876	52,661	53,460	54,274	55,102	55,945	56,803	57,676
30	56,943	57,814	58,701	59,603	60,522	61,458	62,410	63,380
31	69,458	70,564	71,690	72,839	74,008	75,201	76,415	77,653
32	79,451	80,717	82,005	83,319	84,657	86,020	87,409	88,824
33	95,000							



**Second Tranche Monthly Base Pay Schedule for Military and Uniformed Personnel**  
**Effective June 24, 2010**  
(In Pesos)

DND	DILG		PCG and NAMRIA	Monthly Base Pay
	BJMP and BFP <sup>1</sup>	PNP and PPSC <sup>2</sup>		
Candidate Soldier				9,508
Private	Fire/Jail Officer I	Police Officer I	Apprentice Seaman/ Seaman Third Class	12,150
Private First Class			Seaman Second Class	12,993
Corporal	Fire/Jail Officer II	Police Officer II	Seaman First Class	13,785
Sergeant			Petty Officer III	14,509
Staff Sergeant	Fire/Jail Officer III	Police Officer III	Petty Officer II	15,307
Technical Sergeant			Petty Officer I	16,413
Master Sergeant	Senior Fire/Jail Officer I	Senior Police Officer I	Chief Petty Officer	17,599
Senior Master Sergeant	Senior Fire/Jail Officer II	Senior Police Officer II	Senior Chief Petty Officer	18,873
Chief Master Sergeant	Senior Fire/Jail Officer III	Senior Police Officer III	Master Chief Petty Officer	20,241
First Chief Master Sergeant	Senior Fire/Jail Officer IV	Senior Police Officer IV	First Master Chief Petty Officer	21,709
Cadet		Cadet		21,709
Probationary Second Lieutenant				21,709
Second Lieutenant			Ensign	23,787
First Lieutenant	Inspector	Inspector	Lieutenant Junior Grade	25,338
Captain	Senior Inspector	Senior Inspector	Lieutenant Senior Grade	27,190
Major	Chief Inspector	Chief Inspector	Lieutenant Commander	28,572
Lieutenant Colonel	Superintendent	Superintendent	Commander	30,461
Colonel	Senior Superintendent	Senior Superintendent	Captain	32,485
Brigadier General	Chief Superintendent	Chief Superintendent	Commodore	34,655
Major General	Director	Director	Rear Admiral	36,981
			Vice Admiral	39,476
Lieutenant General		Deputy Director-General	Admiral	43,355
General		Director General		47,500

<sup>1</sup> Bureau of Jail Management and Penology and Bureau of Fire Protection

<sup>2</sup> Philippine National Police and Philippine Public Safety College

