

Malacañang

Manila

EXECUTIVE ORDER NO. 290

THIRD YEAR IMPLEMENTATION OF THE NEW
SALARY SCHEDULE IN THE GOVERNMENT

WHEREAS, the government has adopted the new Salary Schedule contained in Joint Senate-House of Representatives Resolution No. 1, s. 1994 which shall be implemented within four (4) years or not later than 1997;

WHEREAS, the new Salary Schedule was partially implemented in 1994 and 1995 in accordance with Executive Orders No. 164 and 218;

WHEREAS, the amount of P19 billion is appropriated in the FY 1996 General Appropriations Act to cover, among others, the adjustment in basic salary of government personnel as authorized by said Joint Resolution for the third year implementation of the new Salary Schedule.

NOW, THEREFORE, I, FIDEL V. RAMOS, President of the Philippines, by virtue of the powers vested in me by the Constitution, P.D. 985, P.D. 1597 and RA 6758 as amended, do hereby order and direct:

SECTION 1. Third Interim Salary Schedules. The Department of Budget and Management is hereby directed to implement the attached Third Interim Salary Schedules (TISSs) for civilian and for uniformed personnel effective January 1, 1996 reflecting an increase in basic salary of one thousand pesos (P1,000.00) per month or thirty per cent (30%) of the difference between the actual salary as of December 31, 1995 and the salary rate of government personnel under the new Salary Schedule contained in the aforecited Joint Resolution, whichever is higher. Where the difference is less than P1,000.00 the full amount of the difference shall be given.

Heads of all National Government Agencies (NGAs) including Government-Owned and/or -Controlled Corporations (GOCCs), Government Financial Institutions (GFIs) and Local Government Units (LGUs) shall not grant salary increase in excess of the amount herein authorized.

IN REPLYING, PLEASE CITE:

PFVR Letter # L960001



L960001

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SECTION 2. Coverage and Exemption. This Order shall cover only those officials and employees of the NGAs, GOCCs, GFIs, and LGUs whose basic salaries conform to the Second Interim Salary Schedule prescribed under Executive Order No. 218. Officials and employees of agencies which are exempt from the Position Classification and Compensation System and/or do not follow the Salary Schedule prescribed for government employees are not entitled to the salary increase authorized herein.

SECTION 3. Continuation of Personnel Economic Relief Allowance and Additional Compensation. The Personnel Economic Relief Allowance and Additional Compensation authorized under RA 7078 and Administrative Order No. 53, respectively, shall continue to be paid as allowances and not integrated into the basic pay.

SECTION 4. Allowances and Benefits Based on Percentage of Basic Salaries. Notwithstanding the salary increase authorized herein, there shall be no increase in the present allowances and benefits of officials and employees of GOCCs and GFIs which are based on percentage of their basic salaries.

SECTION 5. Funding Source. The funding sources for the amounts necessary to implement the TISS shall be as follows:

- a. For NGAs, the amount shall be charged against the appropriations set aside for the purpose in the 1996 General Appropriations Act and from their savings. Thereafter, such amounts as are needed shall be included in the annual General Appropriations Act;
- b. For GOCCs and GFIs, the amount shall be charged against their respective corporate funds; and
- c. For 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 increase 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 and local government unit.

SECTION 6. Applicability to Certain Constitutional Officials. Pursuant to Section 10 of Article VI and Section 6 of Article VII of the Constitution, the salary increase prescribed herein for the President, Vice-President, Senators and Members of the House of Representatives shall take effect only on July 1, 1998.

SECTION 7. Implementing Guidelines. The Department of Budget and Management shall prepare and issue the necessary guidelines for the implementation of this Executive Order.

SECTION 8. Effectivity. This Executive Order shall take effect January 1, 1996.

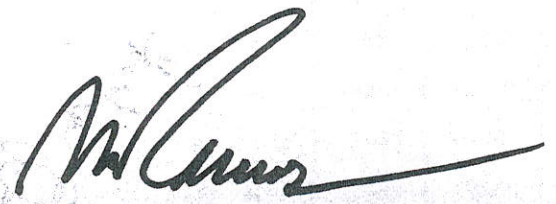
DONE in the City of Manila, this ²⁸ day of January in the year of our Lord, Nineteen Hundred and Ninety Six.

By the President:



RUBEN D. TORRES

Executive Secretary



**THIRD INTERIM SALARY SCHEDULE
For Civilian Personnel**

Full Imple mentation	SG	Third Year Implementation Effective January 1, 1996							
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
4400	1	4400	4420	4440	4461	4481	4502	4523	4544
4796	2	4796	4817	4838	4859	4881	4902	4924	4946
5228	3	4956	4978	5000	5022	5044	5066	5089	5112
5646	4	5050	5072	5095	5118	5141	5164	5188	5212
6098	5	5155	5178	5202	5226	5250	5275	5300	5325
6585	6	5273	5297	5322	5347	5373	5399	5425	5451
7046	7	5404	5430	5457	5483	5510	5537	5565	5593
7540	8	5552	5579	5607	5635	5664	5692	5721	5750
8067	9	5722	5751	5781	5810	5841	5871	5902	5932
8605	10	6013	6044	6075	6107	6139	6171	6204	6236
9121	11	6243	6276	6309	6343	6377	6411	6446	6481
9668	12	6568	6604	6639	6675	6712	6749	6786	6824
10248	13	6924	6962	7000	7039	7078	7118	7157	7198
10863	14	7313	7354	7395	7437	7479	7522	7565	7608
11515	15	7737	7782	7826	7871	7917	7963	8009	8056
12206	16	8202	8250	8299	8348	8397	8447	8497	8548
12938	17	8712	8764	8817	8870	8924	8978	9032	9088
13715	18	9274	9330	9388	9445	9504	9563	9622	9683
14538	19	9891	9953	10015	10078	10142	10207	10272	10338
15410	20	10572	10640	10709	10778	10848	10919	10990	11062
16026	21	11232	11307	11382	11458	11535	11613	11692	11771
16667	22	11965	12048	12131	12215	12300	12386	12473	12560
17334	23	12782	12873	12965	13058	13152	13247	13343	13440
18028	24	13693	13794	13897	14000	14104	14210	14316	14424
18749	25	14784	14898	15013	15129	15246	15365	15484	15605
19499	26	15895	16022	16149	16278	16409	16540	16673	16808
20279	27	17014	17153	17294	17436	17579	17724	17870	18018
21090	28	18143	18295	18448	18603	18759	18917	19077	19238
21934	29	19775	19946	20118	20292	20468	20646	20825	21007
25000	30	21973	22163	22354	22548	22743	22941	23140	23342
35000	31	25375	25570	25768	25967	26169	26372	26578	26785
40000	32	28590	28810	29014	29257	29483	29712	29943	30717
50000	33	25000							

**THIRD INTERIM SALARY SCHEDULE
For Uniformed Personnel
January 1, 1996**

FULL IMPLEMEN TATION	R A N K			1/1/1996 MONTHLY BASIC PAY
	AFP	PNP/Equivalent DILG Uniformed Personnel	NAMRIA Commissioned & Enlisted Personnel	
4000	Candidate Soldier			3400
5000	Private	Police Officer I	Seaman, 3rd class	3800
5300	Private, First Class	Police Officer II	Seaman, 2nd class	3900
5600	Corporal	Police Officer III	Seaman, 1st class	4100
6400	Sergeant	Sr. Police Officer I	Petty Officer III	4400
6800	Staff Sergeant	Sr. Police Officer II	Petty Officer II	4600
7700	Technical Sergeant	Sr. Police Officer III	Petty Officer I	4970
8500	Master Sergeant	Sr. Police Officer IV	Chief Petty Officer	5490
9800	Cadet	Cadet		5880
10600	Prob. 2nd Lieutenant			6190
11400	Second Lieutenant		Ensign	6710
12000	First Lieutenant	Inspector	Lieutenant, Jr. Grade	7240
12400	Captain	Senior Inspector	Lieutenant, Sr. Grade	7710
12900	Major	Chief Inspector	Lt. Commander	8560
13400	Lieutenant Colonel	Superintendent	Commander	9060
14000	Colonel	Sr. Superintendent	Captain	9590
14800	Brigadier General	Chief Superintendent	Commodore	10880
15300	Major General	Director		11380
16100	Lieutenant General	Deputy Dir. General		12320
16600	General	Director General		14700

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