#### MALACANANG MANILA

## EXECUTIVE ORDER NO. 22

## 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 them in step with the existing economic conditions and ameliorate their plight;

WHEREAS, under Republic Act (RA) No. 9137 or the Supplemental Appropriations for FY 2001, an amount is appropriated for a five percent (5%) across-the-board adjustment in basic salary of national government personnel:

NOW THEREFORE, I, GLORIA MACAPAGAL ARROYO, President of the Philippines, by virtue of the powers vested in me by the Constitution, RA 6758, Presidential Decree (PD) No. 1597 and PD No. 985, do hereby order and direct:

SECTION 1. New Salary Schedules. The Department of Budget and Management is hereby directed to implement new Salary Schedules effective July 1, 2001 reflecting a five percent (5%) increase over the basic monthly salaries as of June 30, 2001 of civilian and uniformed personnel except the uniformed personnel of Philippine National Police (PNP) who are covered by RA 8551, as follows:

## a. <u>For Civilian Personnel</u>

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 June 30, 2001.

## 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 Agencies (NGAs) including Government-Owned and/or -Controlled Corporations (GOCCs), Government Financial Institutions (GFIs) and Local Government Units (LGUs) shall not grant any form of compensation adjustment in excess of the amount stipulated in the said Salary Schedules.

SECTION 2. Coverage. This order shall cover only officials and employees of NGAs including GOCCs, GFIs and LGUs whose basic salaries conform with the Salary Schedule prescribed under Executive Order No. 219 dated March 20. 2000.

SECTION 3. Exemption. Officials and employees of agencies which are exempted by law from the Position Classification and Compensation System (PCCS) and/or do not follow the Salary Schedule prescribed for government personnel are not entitled to the salary adjustment authorized herein.

SECTION 4. Integration of Transition Allowance. The transition allowance being received by incumbents shall be considered as advance entitlement of the salary increase herein authorized and therefore integrated into the salary rates contained in the Salary Schedule marked as Annex A.

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 NGAs, the amount shall be charged against their savings and from Salary Adjustment Fund under RA 9137. Thereafter, such amounts as are needed shall be included in the annual General Appropriations Act.
- b. For GOCCs and GFIs, the amount shall come from their respective corporate funds.
- 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 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 and the Vice-President shall take effect only after the expiration of the terms of the incumbents during which such adjustment was approved, and with respect to the Senators and the Members of the House of Representatives, only after the expiration of the full term of all the members of the Senate and House of Representatives that approved the salary adjustment authorized under RA 9137.

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 July 1, 2001.

By the President:

ALBERTO G. ROMULO Executive Secretary

Manila, June 27, 2001

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## Salary Schedule for Civilian Personnel Effective July 1, 2001

SG	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	SG
1	5,082	5,209	5,339	5,473	5,610	5,750	5,894	6,041	1
2	5,540	5,678	5,820	5,966	6,114	6,267	6,424	6.585	2
3	6,039	6,189	6,343	6,503	6,664	6,832	7,001	7,177	3
4	6,522	6,684	6,851	7,022	7,196	7,378	7,562	7,751	'4
5	7,043	7,219	7,399	7,584	7,774	7,968	8,167	8,372	5
6	7,606	7,796	7,992	8,191	8,396	8,606	8,821	9,042	6
7	8,139	8,341	8,550	8,764	8,984	9,207	9,438	9,675	7
8	8,709	8,926	9,149	9,378	9,612	9,852	10,099	10,351	8
9	9,318	9,551	9,790	10,035	10,286	10,542	10,807	11,075	9
10	9,939	10,188	10,442	10,704	10,971	11,246	11,527	11,815	10
11	10,535	10,798	11,068	11,344	11,629	11,920	12,218	12,522	11
12	11,167	11,446	11,733	12,026	12,326	12,635	12,950	13,274	12
13	11,837	12,134	12,436	12,747	13,065	13,393	13,728	14,070	13
14	12,546	12,861	13,182	13,512	13,850	14,196	14,551	14,914	14
15	13,300	13,632	13,973	14,322	14,680	15,048	15,423	15,810	15
16	14,098	14,450	14,811	15,183	15,561	15,951	16,350	16,758	16
17	14,944	15,317	15,700	16,092	16,496	16,908	17,331	17,764	17
18	15,841	16,237	16,643	17,059	17,486	17,922	18,371	18,830	18
19	16,792	17,211	17,641	18,083	18,535	18,998	19,473	19,959	19
20	17,799	18,244	18,699	19,168	19,647	20,138	20,641	21,158	20
21	18,510	18,974	19,448	19,934	20,432	20,942	21,467	22,003	21
22	19,251	19,732	20,225	20,731	21,250	21,781	22,325	22,883	22
23	20,020	20,521	21,035	21,561	22,098	22,652	23,218	23,799	23
24	20,823	21,343	21,877	22,423	22,985	23,559	24,148	24,752	24
25	21,655	22,197	22,751	23,321	23,903	24,501	25,113	25,742	25
26	22,521	23,084	23,662	24,253	24,859	25,480	26,118	26,771	26
27	23,422	24,008	24,609	25,223	25,853	26,500	27,162	27,842	27
28	24,359	24,968	25,5 <del>9</del> 3	26,232	26,887	27,559	28,249	28,955	28
29	25,333	25,967	26,615	27,281	27,964	28,663	29,379	30,113	29
30	28,875	29,597	30,338	31,095	31,873	32,670	33,486	34,323	30
31	40,425	41,436	42,471	43,533	44,621	45,737	46 880	48,052	31
32	46,200	47,355	48,539	<b>49</b> ,753	£^ 996	52,271	53.578	54,917	32
33	57.750								33

# Salary Schedule for Uniformed Personnel Except PNP Effective July 1, 2001

	T	·	
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	_	Commissioned	
	!	Officers and	Base
AFP/PCG	BFP/BJMP/PPSC	Enlisted Personnel	Pay
Enlisted Ranks			
Candidate Soldier			4,620
Private	Fire/Jail Officer I	Seaman, 3 <sup>rd</sup> Class	5,775
Private, First Class	Fire/Jail Officer II	Seaman, 2 <sup>nd</sup> Class	6,121
Corporal	Fire/Jail Officer III	Seaman, 1 <sup>st</sup> Class	6,468
Non-Commissioned Officers			-
Sergeant	Senior Fire/Jail Officer I	Petty Officer III	7,392
Staff Sergeant	Senior Fire/Jail Officer II	Petty Officer II	7,854
Technical Sergeant	Senior Fire/Jail Officer III	Petty Officer I	8,893
Master Sergeant	Senior Fire/Jail Officer IV	Chief Petty Officer	9,818
Sr. Master Sergeant			10,655
Chief Master Sergeant			11,492
Company Grade Officers	1		
Cadet	Cadet		11,319
Prob. 2 <sup>nd</sup> Lieutenant			12,243
Second Lieutenant		Ensign	13,167
First Lieutenant	Inspector	Lieutenant, Junior Grade	13,860
Captain	Senior Inspector	Lieutenant, Senior	14,322
		Grade	
Field Grade Officers			
Major	Chief Inspector	Lt. Commander	14,900
Lieutenant Colonel	Superintendent	Commander	15,477
Colonel	Senior Superintendent	Captain	16,170
General Officers	!		
Brigadier General	Chief Superintendent	Commodore	17,094
Major General	Director	COMMINGUIE	17,094
Mill - Mills -	Director		<u> </u>
Lieutenant General		<del> </del>	18,596
General	1		19,173