



**THE CONSOLIDATED RULES ON
COMPENSATION IN THE CAREER
EXECUTIVE SERVICE (CES).**

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Resolution No. 807

WHEREAS, Article IV, Part III of the Integrated Reorganization Plan, as approved by Presidential Decree No. 1 dated 24 September 1972, expressly provides that the "Career Executive Service (CES) is created to form a continuing pool of well-selected and development-oriented career administrators who shall provide competent and faithful service;"

WHEREAS, the same law, likewise created the Career Executive Service Board "to serve as the governing body of the Career Executive Service" which is mandated to "promulgate rules, standards and procedures on selection, classification, compensation and career development of members of the Career Executive Service;"

WHEREAS, the said law also expressly provides that "Members of the Career Executive Service shall be compensated according to rank and shall be provided with attractive salaries, fringe benefits, and reasonable allowances;"

WHEREAS, Presidential Decree No. 847 dated December 16, 1975 laid down the policies on compensation in the CES providing, among others, that the salaries of Career Executive Service Officers (CESOs) shall start at step 2 of the corresponding salary grade attached to their CES rank while those incumbents of CES positions who are not CESOs shall start at Step 1 of the corresponding salary grade attached to their positions;

WHEREAS, Section 1 of Executive Order No. 771 dated February 2, 1982 amending Section 2 of Executive Order No. 696 dated May 27, 1981 provides that graduates of the National Defense College of the Philippines (NDCP) belonging to civil service and, graduates of the Career Executive Service Development Program (CESDP) who have not yet been appointed to a CESO rank shall be granted initially CESO Rank V, or higher, depending on the recommendation of the Ministry or Agency head concerned and the evaluation of the Career Executive Service Board, with corresponding compensation and other benefits;

WHEREAS, the Office of the President through Memorandum Circular No. 30 dated March 3, 1987 clarified the provisions of Executive Order No. 696 dated May 27, 1981, as amended by Executive Order No. 771 dated February 11, 1982 concerning the grant of CESO rank to graduates of the National Defense College of

the Philippines (NDCP) and Career Executive Service Development Program (CESDP) expressly providing that for purposes of salary adjustment of CESDP and NDCP graduates new appointment issued by the President is not necessary since what is being granted is only the salaries equivalent to those received by CESOs Rank V;

WHEREAS, the Civil Service Commission (CSC) pursuant to the powers granted to it by law by virtue of the integration then of the CESB into the CSC under Resolution No. 93-4359 issued the Rules on Compensation in the CES (CSC Resolution No. 94-5840 dated October 21, 1994;

WHEREAS, in addition to the aforementioned policies, the CESB has likewise adopted various policy issuances relevant to compensation in the CES which also needs to be harmonized and updated to provide a more simplified and standardized rules on compensation in the CES;

NOW THEREFORE, foregoing premises considered, the Board **RESOLVES**, as it is hereby **RESOLVED**, to adopt the following rules on Compensation in the Career Executive Service (CES):

A. Definition of Terms:

1. **CESO** – is one who is conferred CES eligibility by the CESB, appointed to a CES position and appointed by the President to a rank;
2. **NDCP Graduate** – is an official or employee who obtained the degree of Master in National Security Administration (MNSA) from the National Defense College of the Philippines (NDCP).
3. **CES Position** - refers to the positions of Undersecretary, Assistant Secretary, Bureau Director, Assistant Bureau Director, Regional Director (department-wide and bureau wide), Assistant Regional Director (department-wide and bureau-wide), and Chief of Department Service and other officers of equivalent rank as may be identified by the CESB.

B. Ranking Structures and Salary Schedules:

1. The ranking structure and salary schedule in the CES, which was approved by the President through Memorandum Order No. 372 dated July 3, 1991, shall be as follows:

CESO Rank	Salary Grade
CESO I	SG 30
CESO II	SG 29
CESO III	SG 28
CESO IV	SG 27
CESO V	SG 26
CESO VI	SG 25

C. Coverage:

1. Only a CESO appointed to a position classified within the coverage of the CES, regardless of the appointing authority, is covered by these rules.

D. Compensation in the CES:

1. A CESO shall be entitled to the salary attached to his rank.
2. A CESO appointed to a CES position with a salary higher than that of his rank shall be entitled to a higher salary attached to the CES position.
3. A CESO appointed to a CES position with a salary lower than that of his rank shall continue to be entitled to a salary attached to his rank.
4. An incumbent of a CES position who is not a CESO shall be entitled to the salary of his CES position.

E. One-Step Salary Adjustment:

1. Upon original or promotional appointment to a rank, a CESO shall be entitled to a one step adjustment in the salary grade attached to his rank, provided, that where the rank of a CESO has a salary grade lower than that of the CES position to which he is appointed to, the one-step salary adjustment shall be based on the salary grade of the higher CES position; provided finally, that where the salary of a CESO is already at the eight step of the salary grade of his rank or CES position, the one-step entitlement shall no longer apply.
2. A CESO shall be entitled to the next higher step, in case his present salary fall in-between steps upon original or promotional appointment to a rank by the President.

F. Grant of SG 25 to an NDCP Graduate

1. An NDCP graduate must be occupying a position in the career service as defined in Book V, Chapter 2, Section 8 of Executive Order No. 292, Administrative Code of 1987, to qualify for entitlement to SG 25. An NDCP graduate, who occupies a career position in the local government unit (LGU), is not entitled to a salary adjustment equivalent to SG 25.
2. An NDCP graduate shall be entitled to the salary equivalent to that attached to CESO rank VI or the salary attached to the position he occupies whichever is higher.
3. An NDCP graduate shall be entitled to a salary equivalent to CESO rank VI only upon the effectivity of CSC Resolution No. 94-5840 dated October 21, 1994 (Rules on Compensation in the CES).

4. An NDCP graduate shall not be entitled to the commutable transportation and representation allowances under the General Appropriation Act, unless the same is attached to the position he occupies as provided for by law.
5. An NDCP graduate must be appointed to at least a Division Chief level position with SG 24 to be entitled to SG 25 salary adjustment.
6. No subordinate official shall be adjusted to a salary rate beyond one salary grades lower than his/her immediate supervisor.
7. An NDCP graduate shall enjoy the compensation provided herein without the need for an issuance of an appointment.
8. In case of reinstatement/reemployment, the above rules provided herein shall apply.

RESOLVED FURTHER, that the Civil Service Commission and the Department of Budget Management (DBM) be furnished a copy of this resolution for its information and guidance.

RESOLVED FURTHERMORE, that if any section or part of this resolution shall be held to be invalid, the remaining provisions shall be given full force and effect as if part held invalid had not been included therein.

RESOLVED FINALLY, that all existing CES rules and regulations, circulars and memoranda inconsistent with this resolution are hereby repealed or amended accordingly.

This resolution shall take effect after fifteen (15) days from publication in the Official Gazette or in a newspaper of general circulation.

ADOPTED and **APPROVED** this 10th day of July 2009 in Quezon City, Philippines.



BERNARDO P. ABESAMIS
Chairperson



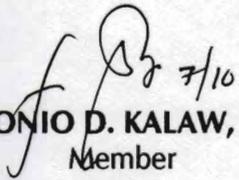
MARIA PAZAW FORONDA
Vice Chair



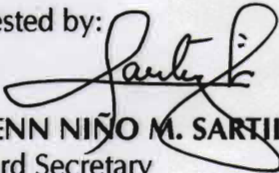
RICARDO L. SALUDO
Member

JAIRUS D. PAGUNTALAN
Member


ELMOR D. JURIDICO
Member


ANTONIO D. KALAW, JR.
Member


ROLANDO L. METIN
Member

Attested by:

GLENN NIÑO M. SARTILLO
Board Secretary