

[**EXECUTIVE ORDER NO. 719, July 01, 2008**]

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 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 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