

[**EXECUTIVE ORDER NO. 164, March 07, 1994**]

ADOPTING A REVISED COMPENSATION AND POSITION CLASSIFICATION SYSTEM IN THE GOVERNMENT

WHEREAS, in gearing up the bureaucracy to be more inspired and effective in achieving the country's development goals, it is imperative to upgrade and further rationalize the present compensation system;

WHEREAS, the streamlining policy of the government has burdened the remaining personnel with additional duties and responsibilities for which they must be properly compensated;

WHEREAS, there is an immediate need to update the compensation structure to keep in step with the existing economic conditions and ameliorate the plight of government personnel;

WHEREAS, recognizing the authority of the President of the Philippines under the Salary Standardization Law (R.A. 6758), the Senate and the House of Representatives of the Philippines has issued a Joint Resolution urging the President to revise the existing Compensation and Position Classification System in the government and to implement the same initially effective January 1, 1994;

NOW, THEREFORE, I, FIDEL V. RAMOS, President of the Philippines, by virtue of the powers vested in me by the Constitution, R.A. No. 6758, P.D. No. 985 and P.D. 1597, do hereby order and direct:

SECTION 1. *Adoption of the Revised Compensation and Position Classification System.* The Compensation and Position Classification System under Joint Senate and House Resolution No. 1, series 1994, is hereby adopted, subject to the provisions of Section 14 of R.A. No. 6758 and Section 13 of P.D. No. 985.

SECTION 2. *Initial Implementation.* The Department of Budget and Management is hereby directed to implement the new salary schedule within a period of four (4) years: PROVIDED, That the initial implementation retroactive to January 1, 1994 shall be as follows:

a) For civilian personnel:

(i) For Salary Grades 1 to 10, Eight Hundred Pesos (P800.00) per month; and

(ii) For Salary Grades 11 upward, Seven Hundred Pesos (P700.00) per month.

b) For uniformed personnel of the DND and the DILG