

[CESB RESOLUTION NO. 718, February 21, 2008]

RULES AND PROCEDURES ON ORIGINAL AND PROMOTIONAL APPOINTMENTS TO CAREER EXECUTIVE SERVICE (CES) RANKS

WHEREAS, Presidential Decree No. 1, as amended, provides that members of the Career Executive Service (CES) shall be classified according to rank based on broad levels of responsibility and on personal qualifications and demonstrated competence;

WHEREAS, Section 7, Chapter 2, Sub-Title A, Title I, Book V of Executive Order No. 292 provides that positions in the CES shall include the following: Undersecretary, Assistant Secretary, Bureau Director, Assistant Bureau Director, Regional Director, Assistant Regional Director, Chief of Department Service and other officers of equivalent rank, as may be identified by the Career Executive Service Board, all of whom are appointed by the president;

WHEREAS, depending upon their ranks, members of the CES shall be assigned to upy positions of Undersecretary, Assistant Secretary, Bureau Director, Assistant Bureau Director, Regional Director, Assistant Regional Director, Chief of Department Service and other officers of equivalent rank as may be identified by the Board on the basis of the member's functional expertise;

WHEREAS, the President, by virtue of Memorandum Order No. 372 dated July 3, 1991, issued a modified ranking structure and salary schedule in the Career Executive Service with CES Rank 1 with the corresponding salary grade of 30 as the highest rank, and CES Rank VI with the corresponding salary grade of 25 as the lowest rank;

WHEREAS, pursuant to CESB Resolution No. 453 dated September 10, 2002, the CES rank has been disassociated with position such that the entry rank in the CES is CESO Rank VI regardless of the position held by the CES Eligible;

WHEREAS, the said provision of CESB Resolution No. 453 incongruent with the provisions of PD No.1 which provides for the classification of ranks based on broad levels of responsibility, among others;

WHEREAS, the Board deemed it necessary to revise the policy on original and promotional appointment to CES ranks to conform with the basic provisions of PD No. 1;

WHEREFORE, based on the foregoing, the Board RESOLVES as it is hereby RESOLVED to adopt the following rules and procedures on original and promotional appointments to Career Executive Service (CES) ranks:

Article I
Original Appointment to Career Executive Service (CES) Ranks

SECTION 1. Ranking Structure in the Career Executive Service (CES) - There are six ranks in the Career Executive Service (CES) Ranking Structure, to wit:

Career Executive Service Rank	Salary Grade
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Career Executive Service Officer Rank I	SG 30
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Career Executive Service Officer Rank II	SG 29
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Career Executive Service Officer Rank III	SG 28
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Career Executive Service Officer Rank IV	SG 27
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Career Executive Service Officer Rank V	SG 26
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Career Executive Service Officer Rank VI	SG 25
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In the above ranking structure, Career Executive Service Officer (CESO) I shall be the highest rank with an equivalent salary grade of 30, while Career Executive Service Officer (CESO) VI shall be the lowest rank with an equivalent salary grade of 25.

SECTION 2. Original Appointment to Career Executive Service (CES) Ranks- Appointment to CES ranks may be made by the President from a list of CES Eligible recommended by the Career Executive Service Board, herein referred to as the Board. A CES Eligible appointed to a CES position may qualify for original appointment to a CES rank based on the salary grade corresponding to the position he/she occupies.

SECTION 3. Baseline Performance Rating for Original Appointment to Career Executive Service (CES) Ranks - For purposes of original appointment to CES ranks, a CES Eligible must have a performance rating of at least Very Satisfactory for the year immediately preceding the recommendation for appointment to CES ranks.

SECTION 4. Training Requirements for Original Appointment to Career Executive Service (CES) Ranks- For purposes of original appointment to CES Rank, ACES Eligible shall comply with the following training requirements:

RANK	TRAINING
CESO I	Completion of ELP and three (3) accredited training programs or its equivalent