

**[ EXECUTIVE ORDER NO. 290, January 02, 1996 ]**

**THIRD YEAR IMPLEMENTATION OF THE NEW SALARY SCHEDULE  
IN THE GOVERNMENT**

WHEREAS, the government has adopted the new Salary Schedule contained in Joint Senate-House of Representatives Resolution No. 1, s. 1994 which shall be implemented within four (4) years or not later than 1997;

WHEREAS, the new Salary Schedule was partially implemented in 1994 and 1995 in accordance with Executive Orders No. 164 and 218;

WHEREAS, the amount of P19 billion is appropriated in the FY 1996 General Appropriations Act to cover, among others, the adjustment in basic salary of government personnel as authorized by said Joint Resolution for the third year implementation of the new Salary Schedule.

NOW, THEREFORE, I, FIDEL V. RAMOS, President of the Philippines, by virtue of the powers vested in me by the Constitution, P.D. 985, P.D. 1597 and RA 6758 as amended, do hereby order and direct:

SECTION 1. *Third Interim Salary Schedules.* — The Department of Budget and Management is hereby directed to implement the attached Third Interim Salary Schedules (TISSs) for civilian\* and for uniformed personnel\*\* effective January 1, 1996 reflecting an increase in basic salary of one thousand pesos (P1,000.00) per month or thirty per cent (30%) of the difference between the actual salary as of December 31, 1995 and the salary rate of government personnel under the new Salary Schedule contained in the aforesaid Joint Resolution, whichever is higher. Where the difference is less than P1,000.00 the full amount of the difference shall be given.

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 salary increase in excess of the amount herein authorized.

SECTION 2. *Coverage and Exemption.* — This Order shall cover only those officials and employees of the NGAs, GOCCs, GFIs, and LGUs whose basic salaries conform to the Second Interim Salary Schedule prescribed under Executive Order No. 218. Officials and employees of agencies which are exempt from the Position Classification and Compensation System and/or do not follow the Salary Schedule prescribed for government employees are not entitled to the salary increase authorized herein.

SECTION 3. *Continuation of Personnel Economic Relief Allowance and Additional Compensation.* — The Personnel Economic Relief Allowance and Additional