

**[DBM NATIONAL BUDGET CIRCULAR NO. 468,
March 21, 2000]**

**GUIDELINES FOR THE GRANT OF TEN PERCENT (10%) SALARY
ADJUSTMENT TO ALL GOVERNMENT PERSONNEL EFFECTIVE
JANUARY 1, 2000**

1.0 PURPOSE

This Circular is being issued to prescribe rules and regulations to govern the implementation of new salary schedules in the Government under paragraphs 5.1.1 and 5.2 hereof as mandated under Executive Order (EO) No. 219 dated March 20, 2000, providing for 10% salary adjustment over the monthly basic salaries as of December 31, 1999 of government personnel, effective January 1, 2000.

2.0 COVERAGE

All positions whether permanent, temporary, contractual, casual or emergency in nature, appointive or elective, on full-time or part-time basis now existing or hereafter created in the national government, state universities and colleges and government-owned and/or controlled corporations and financial institutions.

3.0 EXEMPTIONS

3.1 Officials and employees of agencies which are exempt from the coverage of the Position Classification and Compensation System and/or do not follow the Salary Schedule prescribed for government employees.

3.2 Uniformed Personnel of the Philippine National Police.

4.0 DEFINITION OF TERMS

4.1 The present salary of an incumbent for purposes of this Circular shall mean the actual basic salary rate received as of December 31, 1999, exclusive of Personnel Economic Relief Allowance (PERA), Additional Compensation, Representation and Transportation Allowances, bonus and cash gift, honorarium, the 20% premium over basic pay of contractual personnel and any other forms of additional compensation usually paid in addition to basic salary but inclusive of transition allowance.

4.2 Transition allowance shall mean the excess of the present salary over the eighth step of the grade allocation of the employee's position.

5.0 COMPENSATION RULES

5.1 For Civilian Personnel

5.1.1 The salary grades in the Salary Schedule prescribed under RA 6758 and the corresponding salary grade allocation of positions pursuant

thereto shall be maintained. For purposes of the salary adjustment herein authorized, the monetary value of each salary step is hereby adjusted effective January 1, 2000, as indicated in the following Salary Schedule:

Salary Schedule for Civilian Personnel

Effective January 1, 2000

| SG | STEP | STEP | STEP | STEP | STEP | STEP | STEP | STEP | SG |
|-----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-----------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | | |
| ----- | | | | | | | | | |
| 1 | 4,840 | 4,961 | 5,085 | 5,212 | 5,343 | 5,476 | 5,613 | 5,753 | 1 |
| 2 | 5,276 | 5,408 | 5,543 | 5,682 | 5,823 | 5,969 | 6,119 | 6,271 | 2 |
| 3 | 5,751 | 5,894 | 6,041 | 6,193 | 6,347 | 6,507 | 6,668 | 6,835 | 3 |
| 4 | 6,211 | 6,366 | 6,525 | 6,688 | 6,855 | 7,027 | 7,202 | 7,382 | 4 |
| 5 | 6,708 | 6,875 | 7,047 | 7,223 | 7,404 | 7,589 | 7,778 | 7,973 | 5 |
| 6 | 7,244 | 7,425 | 7,611 | 7,801 | 7,996 | 8,196 | 8,401 | 8,611 | 6 |
| 7 | 7,751 | 7,944 | 8,143 | 8,347 | 8,556 | 8,769 | 8,989 | 9,214 | 7 |
| 8 | 8,294 | 8,501 | 8,713 | 8,931 | 9,154 | 9,383 | 9,618 | 9,858 | 8 |
| 9 | 8,874 | 9,096 | 9,324 | 9,557 | 9,796 | 10,040 | 10,292 | 10,548 | 9 |
| 10 | 9,466 | 9,703 | 9,945 | 10,194 | 10,449 | 10,710 | 10,978 | 11,252 | 10 |
| 11 | 10,033 | 10,294 | 10,541 | 10,804 | 11,075 | 11,352 | 11,636 | 11,928 | 11 |
| 12 | 10,635 | 10,901 | 11,174 | 11,453 | 11,739 | 12,033 | 12,333 | 12,642 | 12 |
| 13 | 11,273 | 11,556 | 11,844 | 12,140 | 12,443 | 12,755 | 13,074 | 13,400 | 13 |
| 14 | 11,949 | 12,249 | 12,554 | 12,869 | 13,190 | 13,520 | 13,858 | 14,204 | 14 |
| 15 | 12,667 | 12,983 | 13,308 | 13,640 | 13,991 | 14,331 | 14,699 | 15,057 | 15 |
| 16 | 13,427 | 13,762 | 14,108 | 14,480 | 14,820 | 15,191 | 15,571 | 15,980 | 16 |
| 17 | 14,232 | 14,588 | 14,952 | 15,326 | 15,710 | 16,103 | 16,506 | 16,918 | 17 |
| 18 | 15,087 | 15,464 | 15,850 | 16,247 | 16,653 | 17,069 | 17,496 | 17,933 | 18 |
| 19 | 15,992 | 16,391 | 16,801 | 17,222 | 17,652 | 18,093 | 18,546 | 19,009 | 19 |
| 20 | 16,951 | 17,375 | 17,809 | 18,255 | 18,711 | 19,179 | 19,658 | 20,150 | 20 |
| 21 | 17,629 | 18,070 | 18,522 | 18,985 | 19,459 | 19,945 | 20,445 | 20,955 | 21 |
| 22 | 18,334 | 18,792 | 19,262 | 19,744 | 20,238 | 20,744 | 21,262 | 21,793 | 22 |
| 23 | 19,067 | 19,544 | 20,033 | 20,534 | 21,046 | 21,573 | 22,112 | 22,666 | 23 |
| 24 | 19,831 | 20,327 | 20,835 | 21,355 | 21,890 | 22,437 | 22,998 | 23,573 | 24 |
| 25 | 20,624 | 21,140 | 21,668 | 22,210 | 22,765 | 23,334 | 23,917 | 24,516 | 25 |
| 26 | 21,449 | 21,985 | 22,535 | 23,098 | 23,675 | 24,267 | 24,874 | 25,496 | 26 |
| 27 | 22,307 | 22,865 | 23,437 | 24,022 | 24,622 | 25,238 | 25,869 | 26,516 | 27 |
| 28 | 23,199 | 23,779 | 24,374 | 24,983 | 25,607 | 26,247 | 26,904 | 27,576 | 28 |
| 29 | 24,127 | 24,730 | 25,348 | 25,982 | 26,632 | 27,298 | 27,980 | 28,679 | 29 |
| 30 | 27,500 | 28,188 | 28,893 | 29,614 | 30,355 | 31,891 | 32,689 | 31,114 | 30 |
| 31 | 38,500 | 39,463 | 40,449 | 41,460 | 42,496 | 43,559 | 44,648 | 45,764 | 31 |
| 32 | 44,000 | 45,100 | 46,228 | 47,384 | 48,568 | 49,782 | 51,027 | 52,302 | 32 |
| 33 | 55,000 | | | | | | | | 33 |

5.1.2 Incumbents shall receive the salary rates corresponding to their designated salary steps in the salary grade allocation of their positions as of December 31, 1999.

5.1.3 The transition allowance shall be considered as advance entitlement of the salary increase herein authorized. Any excess thereafter shall be deducted from whatever salary adjustments that such employee may be authorized in the future (Illustrative Examples A and A-1).

5.1.4 Appointments effective January 1, 2000 and thereafter shall be at the first step of the salary grade allocation of the position prescribed under Item 5.1.1 hereof. In case the appointee has previously received under an approved permanent appointment, a salary higher than the first step of the salary grade allocation, the existing salary rules shall apply as contained in Annex C of NBC 458.

5.1.5 The Personnel Economic Relief Allowance and Additional Compensation shall continue to be paid as allowances and are not considered integrated into the basic salary rates contained in the new Salary Schedule and therefore not subject to tax pursuant to Section 4 of Executive Order (EO) No. 219.

5.1.6 Contractual employees including seconded personnel to Foreign-Assisted Projects (FAPs) whose salaries are paid out of lump-sum appropriations or project funds shall be entitled to salary adjustment corresponding to their comparable regular provisions of RA 8760, the FY 2000 GAA and Section 2.1.1 of CSC-DBM Joint Circular No. 99-7, dated December 29, 1999, contractual personnel shall no longer be entitled to the 20% premium over the basic pay.

5.1.7 The Wage Rates of daily paid employees shall be computed by dividing the monthly salary rate shown in the Salary Schedule indicated under Item 5.1.1 hereof by twenty-two (22) working days, provided that the total wages received by a daily paid employee in a month shall not exceed said monthly salary rate.

5.1.8 The appropriate rates contained in the said Salary Schedule as the case maybe, shall be used as basis for computing retirement pay, year-end bonus and other similar benefits.

5.2 *For Uniformed Personnel.* The uniformed personnel of the Department of National Defense, the Bureau of Jail Management and Penology, Bureau of Fire Protection, Philippine Coast Guard and the Commissioned Officers and Enlisted Personnel of the NAMRIA shall be paid in accordance with the following Salary Schedule:

**Salary Schedule for Uniformed Personnel Except PNP
Effective January 1, 2000**

| AFP/PCG | BFP/BJMP/PPSC | NAMRIA Commissioned Officers and Enlisted Personnel | Base Pay |
|-----------------------|---------------|---|-------------|
| | | | |
| Enlisted Ranks | | | 4,400 |