

[LOCAL BUDGET CIRCULAR NO. 64, January 22, 1997]

GUIDELINES FOR THE FULL IMPLEMENTATION OF THE REVISED POSITION CLASSIFICATION AND COMPENSATION SYSTEM (PCCS) IN THE LOCAL GOVERNMENT

1.0

Purpose

This Circular is being issued to prescribe rules and regulations to govern the final phase Of implementation of the revised PCCS in the local government under Senate-House of Representatives Joint Resolution No. 01, Series of 1994 and adopted under Executive Order (EO) No. 389, dated December 28, 1996.

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 local government units (LGUs).

3.0

Exemptions

3.1 Consultants and experts hired by local government units for a limited period to perform specific activities or services with expected outputs, who will continue to be compensated pursuant to existing applicable laws, rules and regulations until these are revised or amended.

3.2 Student laborers and apprentices and others similarly situated who will continue to be compensated pursuant to existing applicable laws, rules and regulations until these are revised or amended.

3.3 Laborers hired as part of a contract (pakiao), those paid on piecework basis, including mail contractors, and others similarly situated.

4.0

Definition of Terms

4.1 The present salary of an incumbent, for purposes of this Circular, shall mean

the actual basic salary rates received as of December 31, 1996 for purposes of the adjustment effective January 1, 1997 and as of October 31, 1997 for purposes of the adjustment effective November 1, 1997, inclusive of transition allowance, but exclusive of Personnel Economic Relief Allowance (PERA), Additional Compensation (ADCOM), representation and transportation allowances (RATA), year-end bonus and cash gift, honoraria, the 20% premium over the basic pay of contractual personnel and any other form of additional compensation.

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

5.0

The Salary Schedules

5.1 The salary rates are hereby adjusted as indicated in the following salary schedules:

5.1.1 Effective January 1, 1997 — in accordance with the Fourth Interim Salary Schedules hereto attached and marked as Annexes A-1 to A-8*

5.1.2 Effective November 1, 1997 — in accordance with the attached Salary Schedules marked as Annexes B-1 to B-8**.

5.2 In accordance with Sec 8 of E O 389, flexibility is given each LGU to set its own schedule for the implementation of the final phase of salary increases authorized herein depending on its financial capability.

5.2.1 Where the pertinent salary schedule under Annex "B" is implemented earlier than November 1, 1997, the difference between the salary rates therein and those under Annex "A" shall be subject to the Personal Services limitation under Section 325 (a) of RA 7160.

5.3 The attached Salary Schedules have been prepared in strict conformance with Section 10 of R.A. 6758. The successive across the-board increases under LBC Nos. 54 and 56 resulted in salary rates exceeding those allowable under R.A. 6758. These excess rates are considered advance salary adjustments.

6.0

Compensation Rules

6.1 The salary grades in the salary schedule prescribed under RA 6758 and the corresponding salary grade allocation of positions pursuant thereto shall be maintained.

6.2 Incumbents of positions shall receive the salary rates corresponding to their designated salary steps in the salary grade allocation of their positions as of December 31, 1996 for purposes of the adjustment effective January 1, 1997 and as of October 31, 1997 for purposes of the adjustment effective November 1, 1997 (Illustrative Example A)*.