

[LETTER OF IMPLEMENTATION NO. 94, August 09, 1979]

ADOPTING MEASURES TO INCREASE THE COMPENSATION OF TEACHING AND NON-TEACHING PERSONNEL OF STATE UNIVERSITIES AND COLLEGES

Whereas, Letter of Implementation No. 69 governs the compensation structure of state universities and colleges, distinguishing between developed and developing institutions;

Whereas, Letter of Implementation No. 82 provided for salary increases in state universities and colleges;

Whereas, the University of the Philippines and Mindanao State University, classified as the only developed institutions, have existing position classification and compensation schemes that exceed those of other state universities and colleges and those of the national government (proper);

Whereas, the level of compensation in the private sector is such as to require further adjustments in the compensation levels in state universities and colleges to allow them to be competitive;

NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines by virtue of the powers vested in me by law, do hereby direct the following measures to implement P.D. No. 985 with respect to state universities and colleges:

Executive Positions

1. Executive positions in state universities and colleges shall be equated to comparable positions in the Career Executive Service. The Career Executive Service Board and the Ministry of the Budget shall jointly determine equivalence and shall see to the implementation of such salary adjustments as may be called for by such determination.

Teaching Positions

2. The salaries of teaching personnel in all state universities and colleges shall be adjusted by an additional three (3) steps in the national compensation plan for state universities and colleges, in addition to the salary increases approved under Letter of Implementation No. 82.

Non-Teaching Positions

3. Non-teaching personnel in all state universities and colleges shall be classified under the national compensation and position classification plans. Positions in state universities and colleges receiving less than counterparts in national government agencies shall be entitled to such adjustments as will bring them up to the level of the adjusted salary of national government employees under Letter of Implementation No. 82 to 84, as may be applicable.
4. Positions in developed state universities and colleges shall be adjusted by an additional three steps beyond those approved under Letters of Implementation