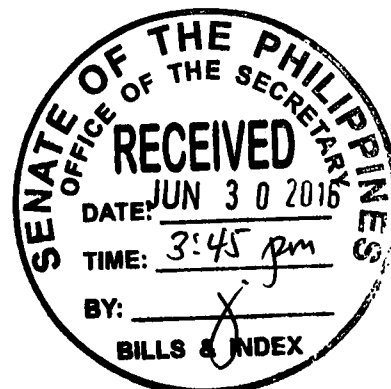


SEVENTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)



SENATE

S. No. 90

Introduced by Senator Antonio "Sonny" F. Trillanes IV

AN ACT

ADOPTING AN OMNIBUS COMPENSATION AND POSITION CLASSIFICATION OF CIVILIAN PERSONNEL AND THE BASE PAY SCHEDULE OF MILITARY AND UNIFORMED PERSONNEL IN THE GOVERNMENT, AND FOR OTHER PURPOSES

EXPLANATORY NOTE

The stature of workers in the government bureaucracy has long been way below par the standard norms followed in the private sector in terms of compensation and classifications standards.

In 2008, Joint Resolution No. 4 of the Senate and the House of Representatives approved by the President of the Philippines, mandated the review of the then existing "Compensation and Position Classification System for civilian personnel and base pay of military and uniformed personnel," to make it more responsive to the economic needs of and provide adequate incomes to public servants, as well as to provide adequate incentives to public servants and to improve the quality of public services.

Years after its enactment, updating the measure is necessary to further encourage excellent performance and productivity, and to clearly distinguish differences in levels of responsibility and accountability among government officials and employees. In February 2016, the Department of Budget and Management (DBM), developed a compensation adjustment for the public sector thru Executive Order No. 201.

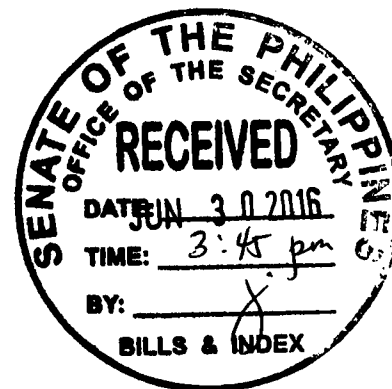
While there has been an almost two-fold increase in the compensation package of thousands of civil servants all over the country, their income remains uncompetitive as compared to that of the private sector. The compensation also came out lopsided providing significant increase to higher salary grade employees leaving those in the rank and file level with only a drop-in-the-bucket increase. Thus, this measure seeks to reinvent the government's bureaucratic structure and salary schedule known in this bill as "Omnibus Compensation and Position Classification." This will take into consideration a rationalized system that equates pay with work responsibility and skill, among others. Such a system will create an environment of fairness and motivation which will inculcate professionalism in the workplace. The long practiced motivational system in the private sector in granting promotions and salary increases based on performance evaluation will be institutionalized in this measure as a means of advancing efficiency and competency amongst the workforce.

Most importantly, the reclassified compensation framework in this bill will further the thrust of our leadership to make the remuneration of government workers more competitive and at par with the prevailing rate in the private sector so that more talented and skilled employees will be attracted to join the government workforce. If we are to build a world-class civil service structure, our system of administering the compensation of government workers should have parity with the world-class industry standards utilized in the private sector.

In view of the foregoing, the immediate approval of this bill is earnestly sought.


ANTONIO "SONNY" F. TRILLANES IV
Senator

SEVENTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
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SENATE
S. No. 90

Introduced by Senator Antonio "Sonny" F. Trillanes IV

AN ACT
ADOPTING AN OMNIBUS COMPENSATION AND POSITION CLASSIFICATION
OF CIVILIAN PERSONNEL AND THE BASE PAY SCHEDULE OF MILITARY
AND UNIFORMED PERSONNEL IN THE GOVERNMENT, AND FOR OTHER
PURPOSES

*Be it enacted by the Senate and House of Representatives of the Philippines in
Congress assembled:*

ARTICLE I
GENERAL PROVISIONS

SECTION 1. *Short Title.* – This Act shall be known as the “*Salary Standardization Law IV*”.

SEC. 2. *Declaration of Policy.*– Pursuant to Section 5, Section IX-B of the Constitution, it is hereby declared the policy of the State to provide for the standardization of the compensation of all government officials and employees taking into account the nature of the responsibilities pertaining to, and the qualifications required for, their positions, thereby strengthening the government’s merit and reward system.

SEC. 3. *Governing Principles.* – The following principles shall govern the modified Compensation and Position Classification System and Base Pay Schedule of the government:

(a) All government personnel shall be paid just and equitable compensation in accordance with the principle of equal pay for work of equal value. Differences in pay shall be based on verifiable compensation and position classification factors, with due regard to the financial capability of the government;

(b) The compensation for all civilian government personnel and military and uniformed personnel shall generally be comparable with those in the private sector doing comparable work in order to attract, retain and motivate a corps of competent civil servants;

(c) The compensation for all civilian government personnel and military and uniformed personnel shall likewise be standardized and rationalized across all government agencies to create an enabling environment that will promote social justice, integrity, efficiency, productivity, accountability and excellence in the civil service;

(d) A periodic review of the government's Compensation and Position Classification System shall be conducted every three (3) years, taking into account the changes in skills and competency requirement in the bureaucracy, the relative demand for certain expertise, the possible erosion in the purchasing power due to inflation, and other factors; and

(e) The Base Pay Schedule of military and uniformed personnel of the government shall likewise take into account prevailing economic realities and create professionalism, exemplary performance, and commitment to service.

SEC. 4. Definition of Terms. – For purposes of this Act, the following terms shall have the corresponding meanings:

(a) *Base Pay* – synonymous to salary; the fixed amount of money given to an employee as payment for services rendered, which consists only of the gross salary, without other benefits or emoluments.

(b) *Benchmark Job* – jobs that are service-wide, that is, common to all sectors, or representative of specific sectors, and relatively comparable to jobs outside the government, the descriptions of which will be used as a basis for the valuation of all other jobs in the civil service.

(c) *Commission*– the Civil Service Commission or such other successor agency as the Constitution may provide.

(d) *Compensable factors*– factors used to provide a basis for judging job value in a job evaluation plan. In this Act, these are: Competencies, Nature of Work, and Accountability.

(e) *Cut* – a range of Salary Grades which are grouped together for having similar or related nature of jobs.

(f) *Department* – the Department of Budget and Management, or such other successor-agency as the law or regulations may provide.

(g) *Cash Incentive* – a financial reward that compensates an employee for outstanding performance and/or consistent performance.

1 (h) *Job Classification Index or Index* – a table of occupational services, job titles, and salary
2 grades showing the relative worth of jobs in the civil and military services, which forms part
3 of, and to which the Omnibus System applies.

4 (i) *Salary Grade* – a category of jobs which, although different with respect to kind or subject
5 matter of work, are sufficiently equivalent as to skills and knowledge, nature of work, and
6 level of accountability, to warrant the inclusion of such classes of jobs within one range of
7 Base Pay, and which distinguishes it from other salary grades in the Base Pay Schedule.

8 (j) *New Base Pay* – the Base Pay of an employee pursuant to the terms of this Act.

9 (k) *Omnibus Job Classification and Compensation Standardization System, or Omnibus*
10 *System*– the system herein adopted for classifying jobs and determining rates of total
11 compensation for jobs and employees. It consists, among others, of the Job Classification
12 Index; the Career Track that employees may progress through; the Total Compensation
13 Framework, including the Base Pay Schedule, Allowances and Other Pay, the rules for
14 assignment of jobs to grades, and of incumbents to Steps; the conditions for permitting Base
15 Pay increases, as well as creation of and increases in Allowances and Other Pay; and all other
16 policies, rules, and regulations for the implementation and administration thereof.

17 (l) *Previous Base Pay* – the Base Pay of an employee prior to the effectivity of this Act.

18 (m) *Step* – a level of Base Pay within a Salary Grade.

19 (o) *Total Compensation* – the complete pay and rewards package used by the organization to
20 attract, motivate and retain employees.

21 (p) *Total Cash Compensation* – the total amount of payment given to an employee for
22 services rendered, consisting of the following components: (i) Base Pay; (ii) Allowances and
23 Other Pay; and (iii) Cash Incentives.

24 (q) *Uniformed Personnel* – government employees who directly perform duties and
25 responsibilities related to national security and actual defense of the State, or public safety
26 and internal peace and order; whose selection, hiring, appointment, transfer, and promotion
27 are governed by a separate merit and promotion system; who are subject to a different set of
28 disciplinary procedure; and who are covered by a distinct retirement and/or separation
29 benefits system.

30 For purposes of this Act, the term refers to military personnel of the Armed Forces of
31 the Philippines and uniformed personnel of the Philippine National Police, pursuant to
32 Republic Act No. 6638, as amended, and Republic Act No. 6648, as amended. The term also
33 applies to the uniformed personnel of all other agencies which have adopted these laws, such
34 as the Philippine Public Safety College, Bureau of Jail Management and Penology, the

1 Bureau of Fire Protection, the Philippine Coast Guard, and the National Mapping and
2 Resource Information Authority.

3
4 **ARTICLE II**
5 **COVERAGE**
6

7 **SEC. 5. *National Government.*** – This Act shall apply to all positions for civilian
8 government personnel in the Executive, Legislative and Judicial Branches, and the
9 Constitutional Commissions, whether regular, casual or contractual in nature, appointive or
10 elective, on full-time or part-time basis, now existing or hereafter created. The military and
11 uniformed personnel shall be covered by the same compensation system.

12 Excluded from the coverage of this Act are individuals and groups engaged through
13 job orders or contract of services and non-organic personnel of the government.

14 Moreover, government personnel in The Government Owned and Controlled
15 Corporations (GOCCs), Government Financial Institutions (GFIs), and Government
16 Instrumentalities with Corporate Powers (GICP) / Government Corporate Entities (GCE) are
17 excluded from the coverage of this act.

18 Provided, that the compensation received by the personnel of GOCCS as developed
19 by the Governance Commission for GOCCs (GCG) shall not be lower than the compensation
20 of personnel doing comparable work as provided in this act.

21
22 **SEC. 6. *Local Government Units.*** – The salaries, wages, allowances and other
23 emolument and benefits of officials and employees of Local Government Units (LGUs) shall
24 be determined by their respective Sanggunians in accordance with the pertinent provisions of
25 Republic Act No. 7160: *Provided, That* LGUs may, if their finances warrant, grant salaries or
26 wage adjustments to their personnel.

27 An LGU which is not capable of implementing the provisions of this Act may apply
28 for total or partial exemption with the Civil Service Commission (hereinafter referred to as
29 Commission) and the Department of Budget and Management (hereinafter referred to as
30 Department). The grant of eligibility shall be based on uniform standards that will be
31 determined jointly by the Commission and the Department. *Provided, That* partial
32 implementation shall be fixed at a uniform percentage applied uniformly to all jobs in the
33 local government.

1 In case of partial implementation of salary or wage adjustments, the same shall be at
2 uniform proportion of the established rates for all positions in each LGU.

- 3 (a) The salary or wage adjustments, if warranted by the finances of the LGUs, shall be
4 determined on the basis of the income class and financial capability of each LGU but
5 shall not exceed the following percentages of the rates in the salary schedule under
6 table 1 of section 15 of this act:

	For Provinces/Cities	For Municipalities
Special Cities	100%	
1 st Class	100%	90%
2 nd Class	95%	85%
3 rd Class	90%	80%
4 th Class	85%	75%
5 th Class	80%	70%
6 th Class	75%	65%

- 7 (b) The rates of representation and transportation allowances shall be determined on the
8 basis of the income class of each LGU.

- 9 (c) Each barangay official/employee paid monthly honorarium may be granted year-end
10 bonus based on the monthly honorarium rate as of October 31 of the year, and cash
11 gift, subject to the budgetary requirements and personal services limitation in
12 barangay budgets under Republic Act No. 7160. Enforcement of the personal services
13 limitation shall be waived insofar as the minimum year-end bonus of One Thousand
14 Pesos (P 1,000.00) for the punong barangay and Six Hundred Pesos (P 600.00) for the
15 other mandatory barangay officials, and their cash gifts are concerned.

16 ARTICLE III

17 OMNIBUS COMPENSATION AND POSITION CLASSIFICATION

18
19 **SEC. 7. Adopting an Omnibus Compensation and Position Classification.**– The
20 Department shall design, develop, and establish the Omnibus System, or amend the same as
21 necessary, which shall replace and supplant the Salary Standardization Law under Joint
22 Resolution No. 4, series of 2008.

1 **SEC. 8. Governing Principles of the Omnibus System.** – The Omnibus System shall
2 be created and implemented using the following principles:

3 (a) The Omnibus System shall promote internal equity among government
4 employees, providing equal pay for work of equal value, and base differences in pay upon
5 substantive distinctions in verifiable Compensable Factors. Consequently, Base Pay shall be
6 standardized across all agencies.

7 (b) The Omnibus System shall use performance as basis for merit increases and
8 promotions, employing an integrated system for evaluating work performance of both the
9 agency and its employees.

10 (c) The Omnibus System shall adhere to the principle of external competitiveness,
11 taking into account the prevailing market rates for work of equal value in the private sector.

12 (d) The Omnibus System shall be easy to administer and responsive to current
13 challenges. Simplified terms shall be used to denominate all jobs in the civil, military and
14 uniformed service. A review of government compensation rates, taking into account various
15 factors, shall be undertaken by the Commission and the Department every three (3) years
16 from its implementation, pursuant to Section 29 of this Act. A report of said review shall be
17 furnished to the Committees on Finance and Civil Service in both Houses of Congress.

18 **SEC. 9. Job Classification Index.** – The Omnibus System shall provide for a Job
19 Classification Index to be developed jointly by the Commission and the Department, using
20 the following guidelines:

21 (a) Any modification of the jobs in the Index, including the creation or abolition of
22 jobs, or the consolidation or division of functions thereof, as a result of organizational, re-
23 organizational, and/or substantial changes in work methods and duties, shall be made
24 pursuant to law: *Provided*, That new jobs shall be created only when new duties are found to
25 exist.

26 (b) The Commission and the Department shall monitor and update the description for
27 each job in the Index, after consultation with the agencies to the extent necessary; and
28 conduct periodic surveys of agencies to ascertain the actual duties, responsibilities, and other
29 requirements of jobs therein.

30 (c) Whenever the circumstances warrant, the Commission and the Department may
31 jointly certify necessary changes in job description, Salary Grade, Step assignment, and Total
32 Compensation. Such certifications shall be binding on administrative, certifying, payroll,
33 disbursing, accounting and auditing officers of the government.

SEC. 10. *Salary Grades of Officials.* – The Base Pay of the following officials shall be in accordance with the Salary Grades indicated hereunder:

Table 1. Official Salary Grade

Position	Salary Grade
President of the Philippines	33
Vice-President of the Philippines	32
President of the Senate	32
Speaker of the House of Representatives	32
Chief Justice of the Supreme Court	32
Senator	31
Member of the House of Representatives	31
Associate Justices of the Supreme Court	31
Chairman of a Constitutional Commission	31
Commissioner of a Constitutional Commission	30
Chairman of the Commission on Human Rights	31
Members of the Commission on Human Rights	30
Commissioner of the Bureau of Customs	31
Commissioner of the Bureau of Immigration	31
Ombudsman	31
Over-All Deputy Ombudsman	30
Deputy Ombudsman	30
Special Prosecutor	30

SEC. 11. *Salary Grades for All Other Jobs.* – For all other jobs in the government, the Commission shall classify and re-classify the appropriate Salary Grade, using the Compensable factors for each job. The Commission shall refer to the Salary Grade assignments of the officials in Section 10 hereof in making Salary Grade assignments.

SEC. 12. *Compensable Factors.* – The Commission shall have the authority to determine the appropriate methodology for the evaluation of Compensable Factors for every job in government, based on the following:

1 (a) Competencies, which include technical skills, or the minimum knowledge of technical
2 matters related to the job, which may be manifested through education, training, practical
3 experience, and eligibility. Competencies also include people skills, or that required for
4 people interaction, both internal and external to agency.

5 (b) Nature of the work, which refers to the complexity thereof, or the mental challenge
6 relative to the routine/non-routineness of a job; physical working conditions; and the volume
7 of work, including inherent work stress, and the frequency thereof.

8 (c) Accountability, which refers to the degree to which the job is directly answerable (i) for
9 people or property, and/or (ii) to taxpayers and/or, (iii) where applicable, peers, thru
10 established professional standards. It includes responsibility for people, which considers both
11 number of jobs and variety of functions supervised or managed; job impact, or the extent to
12 which the job directly affects agency operations and goals, in terms of reach and the
13 magnitude of impact, or conversely, the impact of any error; and professional obligations,
14 including any external special obligations or accountability to established professional
15 standards.

16
17 **SEC. 13. *Career Tracks.*** – The Omnibus System shall also provide for broad
18 occupational groupings of jobs and a system of progression which determines the career path
19 of an employee, consisting of the following tracks:

20 (a) Administrative or “A Track” – This track covers administrative support service
21 jobs and jobs performing “housekeeping” functions. This includes financial services, general
22 support services, and in-house human resource services.

23 (b) Technical or “T Track”– This track covers non-administrative/non-housekeeping
24 support service jobs which involve the application of a professional or technical discipline, or
25 some craft or trade, primarily engaged in the implementation of specific programs or services
26 made under supervision.

27 (c) Specialized or “S Track”– This track covers non-administrative/non-housekeeping
28 jobs which are primarily highly technical and/or policy defining and determining. These jobs
29 require intensive and thorough knowledge of a specialized field.

30 (d) Executive or “E-Track”– This track covers jobs primarily involved in the management
31 of people, resources, and policy.

SEC. 14. Total Cash Compensation. – Total Cash Compensation of each employee shall consist of: (a) *Base Pay* – This amount shall be given to each employee pursuant to the Base Pay Schedule provided in Section 15 hereof.

(b) *Allowances and Other Pay* – An agency may grant only such Allowances and Other Pay as provided in Section 18 hereof, using only such standard rates authorized by the Department, and without affecting the Base Pay.

(c) *Cash Incentives* – An agency may grant only such Cash Incentives as provided in Section 20 hereof, using only such standard rates authorized by the Department, and without affecting the Base Pay.

SEC. 15. Base Pay. – under the Omnibus System, there shall be thirty-three (33) salary grades under the following base pay schedule for civilian personnel:

Table 2. Base Pay Schedule (Civilian Personnel)

Tranche 1

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	11847.50	11930.43	12013.95	12098.04	12182.73	12268.01	12353.88	12440.36
2	12698.75	12787.64	12877.15	12967.29	13058.07	13149.47	13241.52	13334.21
3	13603.75	13698.98	13794.87	13891.43	13988.67	14086.59	14185.20	14284.50
4	14572.50	14674.51	14777.23	14880.67	14984.83	15089.73	15195.36	15301.72
5	15610.00	15719.27	15829.30	15940.11	16051.69	16164.05	16277.20	16391.14
6	16722.50	16839.56	16957.43	17076.14	17195.67	17316.04	17437.25	17559.31
7	17913.75	18039.15	18165.42	18292.58	18420.63	18549.57	18679.42	18810.17
8	19210.00	19344.47	19479.88	19616.24	19753.55	19891.83	20031.07	20171.29
9	20640.00	20784.48	20929.97	21076.48	21224.02	21372.58	21522.19	21672.85
10	22162.50	22317.64	22473.86	22631.18	22789.60	22949.12	23109.77	23271.54
11	23846.25	24013.17	24181.27	24350.53	24520.99	24692.64	24865.48	25039.54
12	25813.75	25994.45	26176.41	26359.64	26544.16	26729.97	26917.08	27105.50
13	27910.00	28105.37	28302.11	28500.22	28699.72	28900.62	29102.93	29306.65
14	30176.25	30387.48	30600.20	30814.40	31030.10	31247.31	31466.04	31686.30
15	36014.00	36266.10	36519.96	36775.60	37033.03	37292.26	37553.31	37816.18
16	39073.38	39346.89	39622.32	39899.67	40178.97	40460.22	40743.45	41028.65
17	42392.63	42689.37	42988.20	43289.12	43592.14	43897.29	44204.57	44514.00
18	45996.50	46318.48	46642.70	46969.20	47297.99	47629.07	47962.48	48298.21

19	50062.38	50412.81	50765.70	51121.06	51478.91	51839.26	52202.14	52567.55
20	59652.00	60069.56	60490.05	60913.48	61339.88	61769.25	62201.64	62637.05
21	65158.50	65614.61	66073.91	66536.43	67002.18	67471.20	67943.50	68419.10
22	71172.00	71670.20	72171.90	72677.10	73185.84	73698.14	74214.03	74733.52
23	77739.00	78283.17	78831.16	79382.97	79938.65	80498.22	81061.71	81629.14
24	84915.00	85509.41	86107.97	86710.73	87317.70	87928.93	88544.43	89164.24
25	108449.25	109208.40	109972.90	110742.7	111517.90	112298.50	113084.60	113876.2
26	118457.50	119286.70	120121.70	120962.6	121809.30	122662.00	123520.60	124385.2
27	129389.75	130295.50	131207.50	132126.00	133050.90	133982.20	134920.10	135864.6
28	141330.00	142319.30	143315.50	144318.80	145329.00	146346.30	147370.70	148402.3
29	154374.50	155455.10	156543.30	157639.10	158742.60	159853.80	160972.80	162099.6
30	192708.00	194057.00	195415.40	196783.30	198160.70	199547.90	200944.70	202351.3
31	234172.00	235811.20	237461.90	239124.10	240798.00	242483.60	244181.00	245890.2
32	270752.00	272647.30	274555.80	276477.70	278413.00	280361.90	282324.50	284300.7
33	321848.00	324100.90	326369.60	328654.20	330954.80	333271.50	335604.40	337953.6

1

Table 3. Base Pay Schedule (Civilian Personnel)

2

Tranche 2

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	14217.00	14316.52	14416.73	14517.65	14619.28	14721.61	14824.66	14928.43
2	15238.50	15345.17	15452.59	15560.75	15669.68	15779.37	15889.82	16001.05
3	16324.50	16438.77	16553.84	16669.72	16786.41	16903.91	17022.24	17141.40
4	17487.00	17609.41	17732.67	17856.80	17981.80	18107.67	18234.43	18362.07
5	18732.00	18863.12	18995.17	19128.13	19262.03	19396.86	19532.64	19669.37
6	20067.00	20207.47	20348.92	20491.36	20634.8	20779.25	20924.70	21071.17
7	21496.50	21646.98	21798.5	21951.09	22104.75	22259.48	22415.30	22572.21
8	23052.00	23213.36	23375.86	23539.49	23704.26	23870.19	24037.29	24205.55
9	24768.00	24941.38	25115.97	25291.78	25468.82	25647.10	25826.63	26007.42
10	26595.00	26781.17	26968.63	27157.41	27347.52	27538.95	27731.72	27925.84
11	28615.50	28815.81	29017.52	29220.64	29425.19	29631.16	29838.58	30047.45
12	30976.50	31193.34	31411.69	31631.57	31852.99	32075.96	32300.49	32526.60
13	33492.00	33726.44	33962.53	34200.27	34439.67	34680.75	34923.51	35167.98
14	36211.50	36464.98	36720.24	36977.28	37236.12	37496.77	37759.25	38023.56
15	45836.00	46156.85	46479.95	46805.31	47132.95	47462.88	47795.12	48129.68
16	49729.75	50077.86	50428.40	50781.40	51136.87	51494.83	51855.29	52218.28
17	53954.25	54331.93	54712.25	55095.24	55480.91	55869.27	56260.36	56654.18
18	58541.00	58950.79	59363.44	59778.99	60197.44	60618.82	61043.15	61470.46
19	63715.75	64161.76	64610.89	65063.17	65518.61	65977.24	66439.08	66904.16
20	79536.00	80092.75	80653.40	81217.98	81786.50	82359.01	82935.52	83516.07

21	86878.00	87486.15	88098.55	88715.24	89336.25	89961.60	90591.33	91225.47
22	94896.00	95560.27	96229.19	96902.80	97581.12	98264.19	98952.03	99644.70
23	103652.00	104377.60	105108.20	105844.00	106584.90	107331.00	108082.30	108838.90
24	113220.00	114012.50	114810.60	115614.30	116423.60	117238.60	118059.20	118885.70
25	154927.50	156012.00	157104.10	158203.80	159311.20	160426.40	161549.40	162680.20
26	169225.00	170409.60	171602.40	172803.70	174013.30	175231.40	176458.00	177693.20
27	184842.50	186136.40	187439.40	188751.40	190072.70	191403.20	192743.00	194092.20
28	201900.00	203313.30	204736.50	206169.60	207612.80	209066.10	210529.60	212003.30
29	220535.00	222078.70	223633.30	225198.70	226775.10	228362.50	229961.10	231570.80
30	289062.00	291085.40	293123.00	295174.90	297241.10	299321.80	301417.10	303527.00
31	351258.00	353716.80	356192.80	358686.20	361197.00	363725.40	366271.40	368835.30
32	406128.00	408970.90	411833.70	414716.50	417619.50	420542.90	423486.70	426451.10
33	482772.00	486151.40	489554.50	492981.30	496432.20	499907.20	503406.60	506930.40

1 **Table 4. Base Pay Schedule (Civilian Personnel)**

2 **Tranche 3**

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	16586.50	16702.61	16819.52	16937.26	17055.82	17175.21	17295.44	17416.51
2	17778.25	17902.70	18028.02	18154.21	18281.29	18409.26	18538.13	18667.89
3	19045.25	19178.57	19312.82	19448.01	19584.14	19721.23	19859.28	19998.30
4	20401.50	20544.31	20688.12	20832.94	20978.77	21125.62	21273.50	21422.41
5	21854.00	22006.98	22161.03	22316.15	22472.37	22629.67	22788.08	22947.60
6	23411.50	23575.38	23740.41	23906.59	24073.94	24242.45	24412.15	24583.04
7	25079.25	25254.80	25431.59	25609.61	25788.88	25969.40	26151.18	26334.24
8	26894.00	27082.26	27271.83	27462.74	27654.98	27848.56	28043.50	28239.81
9	28896.00	29098.27	29301.96	29507.07	29713.62	29921.62	30131.07	30341.99
10	31027.50	31244.69	31463.41	31683.65	31905.43	32128.77	32353.67	32580.15
11	33384.75	33618.44	33853.77	34090.75	34329.38	34569.69	34811.68	35055.36
12	36139.25	36392.22	36646.97	36903.50	37161.82	37421.96	37683.91	37947.70
13	39074.00	39347.52	39622.95	39900.31	40179.61	40460.87	40744.10	41029.31
14	42246.75	42542.48	42840.27	43140.16	43442.14	43746.23	44052.46	44360.82
15	55658.00	56047.61	56439.94	56835.02	57232.86	57633.49	58036.93	58443.19
16	60386.13	60808.83	61234.49	61663.13	62094.77	62529.44	62967.14	63407.91
17	65515.88	65974.49	66436.31	66901.36	67369.67	67841.26	68316.15	68794.36
18	71085.50	71583.10	72084.18	72588.77	73096.89	73608.57	74123.83	74642.70
19	77369.13	77910.71	78456.08	79005.28	79558.31	80115.22	80676.03	81240.76
20	99420.00	100115.90	100816.80	101522.50	102233.10	102948.80	103669.40	104395.10
21	108597.50	109357.70	110123.20	110894.00	111670.30	112452.00	113239.20	114031.80
22	118620.00	119450.30	120286.50	121128.50	121976.40	122830.20	123690.00	124555.90
23	129565.00	130472.00	131385.30	132305.00	133231.10	134163.70	135102.90	136048.60
24	141525.00	142515.70	143513.30	144517.90	145529.50	146548.20	147574.00	148607.10
25	201405.75	202815.60	204235.30	205664.90	207104.60	208554.30	210014.20	211484.30

26	219992.50	221532.40	223083.20	224644.80	226217.30	227800.80	229395.40	231001.20
27	240295.25	241977.30	243671.20	245376.90	247094.50	248824.20	250565.90	252319.90
28	262470.00	264307.30	266157.40	268020.50	269896.70	271786.00	273688.50	275604.30
29	286695.50	288702.40	290723.30	292758.30	294807.70	296871.30	298949.40	301042.10
30	385416.00	388113.90	390830.70	393566.50	396321.50	399095.70	401889.40	404702.60
31	468344.00	471622.40	474923.80	478248.20	481596.00	484967.10	488361.90	491780.40
32	541504.00	545294.50	549111.60	552955.40	556826.10	560723.80	564648.90	568601.50
33	643696.00	648201.90	652739.30	657308.50	661909.60	666543.00	671208.80	675907.20

1 **Table 5. Base Pay Schedule (Civilian Personnel)**

2 **Tranche 4**

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	18956.00	19088.69	19222.31	19356.87	19492.37	19628.81	19766.22	19904.58
2	20318.00	20460.23	20603.45	20747.67	20892.91	21039.16	21186.43	21334.73
3	21766.00	21918.36	22071.79	22226.29	22381.88	22538.55	22696.32	22855.19
4	23316.00	23479.21	23643.57	23809.07	23975.73	24143.57	24312.57	24482.76
5	24976.00	25150.83	25326.89	25504.18	25682.71	25862.48	26043.52	26225.83
6	26756.00	26943.29	27131.90	27321.82	27513.07	27705.66	27899.60	28094.90
7	28662.00	28862.63	29064.67	29268.13	29473.00	29679.31	29887.07	30096.28
8	30736.00	30951.15	31167.81	31385.98	31605.69	31826.93	32049.71	32274.06
9	33024.00	33255.17	33487.95	33722.37	33958.43	34196.14	34435.51	34676.56
10	35460.00	35708.22	35958.18	36209.88	36463.35	36718.60	36975.63	37234.46
11	38154.00	38421.08	38690.03	38960.86	39233.58	39508.22	39784.77	40063.27
12	41302.00	41591.11	41882.25	42175.43	42470.66	42767.95	43067.33	43368.80
13	44656.00	44968.59	45283.37	45600.36	45919.56	46241.00	46564.68	46890.63
14	48282.00	48619.97	48960.31	49303.04	49648.16	49995.69	50345.66	50698.08
15	65480.00	65938.36	66399.93	66864.73	67332.78	67804.11	68278.74	68756.69
16	71042.50	71539.80	72040.58	72544.86	73052.67	73564.04	74078.99	74597.54
17	77077.50	77617.04	78160.36	78707.48	79258.44	79813.25	80371.94	80934.54
18	83630.00	84215.41	84804.92	85398.55	85996.34	86598.32	87204.50	87814.94
19	91022.50	91659.66	92301.28	92947.38	93598.02	94253.20	94912.97	95577.37
20	119304.00	120139.10	120980.10	121827.00	122679.80	123538.50	124403.30	125274.10
21	130317.00	131229.20	132147.80	133072.90	134004.40	134942.40	135887.00	136838.20
22	142344.00	143340.40	144343.80	145354.20	146371.70	147396.30	148428.10	149467.00
23	155478.00	156566.30	157662.30	158765.90	159877.30	160996.40	162123.40	163258.30
24	169830.00	171018.80	172215.90	173421.50	174635.40	175857.90	177088.90	178328.50
25	247884.00	249619.20	251366.50	253126.10	254898.00	256682.30	258479.00	260288.40
26	270760.00	272655.30	274563.90	276485.90	278421.30	280370.20	282332.80	284309.10
27	295748.00	297818.20	299903.00	302002.30	304116.30	306245.10	308388.80	310547.60
28	323040.00	325301.30	327578.40	329871.40	332180.50	334505.80	336847.30	339205.30
29	352856.00	355326.00	357813.30	360318.00	362840.20	365380.10	367937.70	370513.30
30	481770.00	485142.40	488538.40	491958.20	495401.90	498869.70	502361.80	505878.30

31	585430.00	589528.00	593654.70	597810.30	601995.00	606208.90	610452.4	614725.6
32	676880.00	681618.20	686389.50	691194.20	696032.60	700904.80	705811.1	710751.8
33	804620.00	810252.30	815924.10	821635.60	827387.00	833178.70	839011	844884.1

1 Further, the military personnel of the Department of National Defense (DND) and the
2 uniformed personnel of the Department of the Interior And Local Government (DILG), the
3 Philippine Coast Guard (PCG) and the National Mapping and Resource Information
4 Authority (NAMRIA) shall be covered by the same compensation system that will promote
5 pay equity for an effective, efficient, professional and motivated corps of military and
6 uniformed personnel.

7 They shall be covered by only one base pay schedule as follows:

8 **Table 6. Base Pay Schedule (Military and Uniformed Personnel)**

DND	DILG		PCG and NAMRIA	Equivalent Salary Grade	Monthly Base Pay (Annual Benefit)
	Fire/Jail DND	Police and PPSC			
Candidate Soldier				7	28,662
Private	Fire/Jail Officer I	Police Officer I	Apprentice Seaman/Seaman Third Class	10	35,460
Private First Class			Seaman Second Class	11	38,154
Corporal	Fire/Jail Officer II	Police Officer II	Seaman First Class	12	41,302
Sergeant			Petty Officer III	13	44,656
Staff Sergeant	Fire/Jail Officer III	Police Officer III	Petty Officer II	14	48,282
Technical Sergeant			Petty Officer I	15	65,480
Master Sergeant	Senior Fire/ Jail Officer I	Senior Police Officer I	Chief Petty Officer	16	71,042
Senior Master	Senior Fire/Jail	Senior Police Officer II	Senior Chief Petty Officer	17	77,077.50

Sergeant	Officer II				
Chief Master Sergeant	Senior Fire/Jail Officer III	Senior Police Officer III	Master Chief Petty Officer	18	83,630
First Chief Master Sergeant	Senior Fire/Jail Officer IV	Senior Police Officer IV	First Master Chief Petty Officer	19	91,022.50
Cadet				19	91,022.50
Probationary Second Lieutenant				19	91,022.50
Second Lieutenant			Ensign	21	130,317
First Lieutenant	Inspector	Inspector	Lieutenant Junior Grade	22	142,344
Captain	Senior Inspector	Senior Inspector	Lieutenant Senior Grade	23	155,478
Major	Chief Inspector	Chief Inspector	Lieutenant Commander	24	169,830
Lieutenant Colonel	Superintendent	Superintendent	Commander	25	247,884
Colonel	Senior Superintendent	Senior Superintendent	Captain	26	270,760
Brigadier General	Chief Superintendent	Chief Superintendent	Commodore	27	295,748
Major General	Director	Director	Rear Admiral	28	323,040
Lieutenant General		Deputy Director-General	Vice Admiral	29	352,856
General		Director General	Admiral	30	481,770

1 **SEC. 16. Administration of the Base Pay Schedule.** – The Base Pay Schedule shall
2 be administered by the Department using these guidelines:

3 (a) The Base Pay shall be determined as follows:

4 (1) Step 1 constitutes the Base Pay corresponding to the entry level for a job in a
5 given Salary Grade, while Step 8 is the maximum amount of Base Pay in such Salary Grade.
6 Step 1 shall be the hiring rate in a given Salary Grade.

7 (2) An employee can progress through Steps 1 to 8 and become entitled to the
8 corresponding increase in Base Pay through a performance-based system approved by the
9 Commission.

10 (3) A progression to a higher Salary Grade is a promotion which shall be granted only
11 on the basis of merit and fitness, as determined by performance and/or qualification standards
12 set by the Commission, by which an employee shall become entitled to the corresponding
13 increase in Base Pay.

14 (b) The Base Pay Schedule shall be used for jobs that are paid on a monthly rate basis. All
15 amounts of Base Pay in the Base Pay Schedule are expressed as gross monthly rates in
16 Philippine Pesos, and shall represent full compensation for full-time employment, regardless
17 of the location where the work is performed. Base Pay for services rendered on a part-time
18 basis shall be adjusted proportionately.

19 (c) The daily wage rate shall be determined by dividing the monthly Base Pay rate by twenty-
20 two (22) working days per month.

21
22 **SEC. 17. Special Allowances under Republic Act Nos. 9227, 9347, and 9279.** – The
23 special allowances under Section 6 of Republic Act No. 9227, Section 4 of Republic Act No.
24 9347, and Section 4 of Republic Act No. 9279, as well as other laws granting allowances to
25 government employees, military and uniformed personnel, except those provided in Section
26 18, 19 and 20 of this Act, shall hereafter be converted as part of Base Pay. The Special Trust
27 Fund created under Section 3 thereof. Republic Act No. 9279 shall be abolished and any
28 balance thereof shall revert to the General Fund.

29
30 **SEC. 18. Allowances and Other Pay.** – This type shall be limited to:

31 (a) *Standard Allowances and Other Pay* –those amounts given to employees for work
32 performed or which attach to all jobs or specific jobs across all agencies, at prescribed
33 standard rates.

(b) *Specific-Purpose Allowances* – those amounts which attach only to jobs under specific conditions, or for special situations, which shall be given at prescribed standard rates.

SEC. 19. *Standard Allowances and Other Pay.* –

(a) *Personnel Economic Relief Allowance* – This shall be given at Two Thousand Pesos (P2,000.00) per month, the combined total of the current Five Hundred Pesos (P500.00) Personnel Economic Relief Allowance and the One Thousand Five Hundred Pesos (P1,500.00) Additional Compensation to supplement pay due to the rising cost of living;

(b) *Uniform/ Clothing Allowance* – This shall be given to sustain the provision of the required uniform to employees, at prescribed rates;

(c) *Year-End Bonus and Cash Gift* – This is equivalent to one (1) month basic salary and Cash Gift provided under Republic Act No. 6686, as amended by Republic Act. No. 8841. Henceforth, the year-end bonus and other cash gifts shall be funded from the annual general appropriations and shall be given in November of every year;

(d) *Overtime Pay* - the consideration paid for work, whether in cash or compensatory time off, performed by an employee beyond his regular working hours in a day, and those performed on rest days, holidays, and non-working days, which shall be given at prescribed standard rates;

(e) *Night Differential* - the remuneration premium given to an employee whose regular working hours fall wholly or partially within six o'clock in the evening to six o'clock in the morning of the following day, which shall be given at prescribed standard rates;

(f) *Mid-Year Bonus* – a Mid-Year Bonus equivalent to one (1) month basic salary as of May 15 shall be granted to those who have rendered at least four (4) months of satisfactory service and are still in the service and are still in the service as of the same date, to be given not earlier than May 15 of every year. This shall be in addition to the Standard Allowances and Benefits under the Total Compensation Framework embodied in the Congress Joint Resolution No. 4 (s. 2009);

(g) *Enhanced Performance-Based Bonus* – The existing PBB granted to qualified government personnel, including those in LGUs, shall be enhanced and strengthen its results orientation, to be given in an amount equivalent to one (1) month basic salary up to two (2) months basic salary, to be implemented in two (2) phases starting in FY 2017. The PBB shall be subject to the achievement by departments or agencies, including LGUs and individual employees of their performance targets or commitments and compliance with good governance and other conditions

1 The grant of the enhanced PBB shall be based on a progressive rate system, as the
2 position and responsibility in improving agency performance becomes higher, so is the
3 amount of PBB.

4 The Inter-Agency Task Force in the Humanization of National Government
5 Performance Monitoring, Information and Reporting Systems created under Administrative
6 Order No. 25 (s. 2011) shall prescribe the conditions on eligibility and procedures for the
7 grant of the enhanced PBB, including the ranking system to recognize differences in levels of
8 performance; and

9 (h) *Productivity Enhancement Incentive* – The Productivity Enhancement Incentive shall be
10 given not earlier than December 15 of every year to all qualified government employees as
11 Five Thousand Pesos (P5,000) each for the purpose of improving the government employees
12 productivity.

13
14 **SEC. 20. *Specific Purpose Allowances.*** – This type shall be limited to:

15 (a) *Subsistence Allowance* – the allowance given to employees whose services are made
16 available at all times in their places of work, even during mealtimes, which shall be at
17 prescribed standard rates;

18 (b) *Hazard Pay* - the amount given to employees who are exposed to hazardous situations as
19 may be determined by the Department, which shall be at prescribed standard rates;

20 (c) *Overseas and Other Allowances*– the amount given to employees assigned abroad at such
21 rates authorized under Republic Act No. 7157, as amended, and its implementing rules and
22 regulations;

23 (d) *Representation and Transportation Allowances* –the amount given to officials down to
24 division chiefs at monthly standard rates in order to defray transportation and representation
25 expenses while in the actual performance of the duties of the positions. Transportation
26 allowance shall not be given to those assigned government transportation;

27 (e) *Per Diem* – the compensation for attendance to meetings in view of membership in
28 collegial bodies created by law;

29 (f) *Honoraria* - the token payments in recognition of services rendered beyond the regular
30 duties and responsibilities of positions;

31 (g) *Special Counsel Allowance* – allowance for lawyer personnel in the legal staff of
32 departments, bureaus or offices of the national government deputized by the Office of the
33 Solicitor General to appear in court as special counsel in collaboration with the Solicitor
34 General or Prosecutors concerned; and

(h) Other allowances and benefits granted under specific conditions and situations, related to the actual performances of work as may be determined by the DBM: *Provided*, That Section 8 of Republic Act No. 9417 shall remain effective and enjoyed in the manner prescribed under said law.

SEC. 21. Incentives. – This type shall be limited to:

(a) *Productivity Incentive, Collective Negotiation Agreement (CNA) Incentive, and Other Incentives* – that amount or incentive given to enhance employee productivity, subject to the accomplishment of agency performance targets and the generation of savings;

(b) *Longevity/Loyalty Incentive* –that amount given on milestone years to recognize the employee's length of service with at least satisfactory performance, or to recognize the agency's continuing and/or viable existence. Longevity shall be rewarded through the grant of periodic flat incentives or bonuses, regardless of Salary Grade, which shall be at prescribed standard rates;

(c) *Anniversary Bonus* – one-time incentive to be given to employees on the occasion of their agencies' milestone anniversaries, to recognize the employees' participative efforts in and contributions to the agencies' continuing and/or viable existence; and

(d) *Service Incentive*– that amount given in the form of honoraria as token payments for services rendered outside or in addition to the employee's regular functions, which shall be at prescribed standard rates.

SEC. 22. Productivity Benefit, CNA Benefit, and Other Benefits. – This type shall be limited to:

(a) *Productivity Benefit and/or CNA Benefit* – the Productivity Benefit is a benefit given to employees or groups of employees as a reward for demonstrated productivity. The CNA Benefit is a benefit given as a result of funds generated from cost savings measures provided for in the pertinent CAN; and

(b) *Health Maintenance Benefit* – benefits given to maintain employee health, in addition to the benefits provided for under the National Health Insurance Program administered by the Philippine Health Insurance Corporation.

SEC. 23. Guidelines for Granting the Productivity and/or CNA Incentives and Benefits. – An agency may only grant the Incentives in Section 21 hereof subject to the following parameters:

1 (a) The CNA Incentive shall be given pursuant to Public Sector Labor Management Council
2 (PSLMC) Resolution No. 4, series of 2002, and PSLMC Resolution No. 2, series of 2003, as
3 may from time to time be amended by the PSLMC.

4 (b) For employees of all government-owned and controlled corporations and financial
5 institutions, the Incentives in Section 22 hereof may only be granted upon a showing of the
6 agency's fiscal and financial viability, in addition to the requirements of paragraph (a) above.

8 **ARTICLE IV**

9 **CONVERSION TO THE OMNIBUS SYSTEM**

11 **SEC. 24. *Treatment of Existing Allowances and Other Benefits of Incumbents.* –**

12 The Department shall classify and/or re-classify all existing allowances, incentives and other
13 benefits currently being received by all government employees, including incumbents, into
14 Base Pay, Allowances and Other Pay, pursuant to the Total Compensation Framework, and
15 pursuant to the true nature of such, notwithstanding its existing nomenclature.

16 Except for those in Section 18 and 21 hereof, all other allowances, incentives, and
17 benefits, being enjoyed by incumbents prior to the effectivity of this Act, which shall not be
18 continued to be given as a separate amount, including *ad hoc*, provisional, tentative, or
19 improvised benefits being received by government employees which are really intended to
20 provide some form of economic assistance, in acknowledgement of the inadequacy of
21 compensation in government, shall be deemed integrated, subsumed, incorporated, and
22 included in the Base Pay Schedule as herein provided, without need of further adjustment of
23 the amounts thereof, since the same already reflects prevailing economic conditions and the
24 pertinent Compensable Factors.

25 Since it is being adopted as a curative policy, this classification and reclassification
26 shall apply even as to allowances, incentives, and benefits being received by incumbents
27 prior to the effectivity of this Act.

29 **SEC. 25. *Total Compensation; Non-Diminution in Pay.*–** Notwithstanding any
30 provision of law to the contrary, there shall be no diminution in pay in that the gross Total
31 Compensation of the employee under the Omnibus System should be greater than the gross
32 total pay being received by incumbents prior to the effectivity of this Act. In any case, there
33 shall be no vested right in any pay being received by incumbents, unless the incumbent has
34 already rendered services therefor.

SEC. 26. *Base Pay.* – The New Base Pay of all incumbents shall conform to the amount in the Base Pay Schedule corresponding to Step 1 of the Salary Grade jointly assigned to the incumbent by the Department and the Commission; *Provided, That* –

(a) Where the Previous Base Pay of an incumbent is greater than Step 1 of such Salary Grade, the incumbent shall be assigned to the Step with the next higher Base Pay;

(b) Where the Previous Base Pay of an incumbent is greater than the Base Pay for Step 8 of the prescribed Salary Grade, the incumbent shall be assigned to Step 8 of that Salary Grade, and continue to receive the Previous Base Pay. In this case, the incumbent shall receive no upward adjustment in Base Pay until such time as the incumbent is promoted to a higher Salary Grade, the Base Pay of which is greater than his Previous Base Pay.

SEC. 27. Other Pay. – (a) The principle of non-diminution shall not apply with respect to allowances, remuneration, and benefits being received by incumbents prior to the effectivity of this Act (i) for which no appropriation has been provided in the National Budget; (ii) which are *ad hoc*, provisional, tentative, or improvised benefits, in acknowledgment of the inadequacy of compensation in government, and are thus intended to provide some form of economic assistance; and (iii) otherwise for which no appropriate approval has been granted.

(b) The principle of non-diminution shall not apply with respect to any type of incentive being received by incumbents prior to the effectivity of this Act, the same being contingent on the agency's or employee's performance.

SEC. 28. *Specific Authority of Department.* – The Department, in consultation with the Commission, is hereby authorized to issue regulations for the transition into the Omnibus System, including the continuance, discontinuance, decrease, or increase in rates of previous, existing, and future components of Total Compensation, in any form granted.

ARTICLE V

THE COMMISSION AND THE DEPARTMENT

SEC. 29. *Exclusive Functions, Powers, and Jurisdiction of the Commission.* – The Commission shall have exclusive original jurisdiction over any and all disputes arising from the interpretation of this Act or its implementing rules and regulations, and the implementation of the Omnibus System, including, without limitation, any dispute on the

1 allowance, disallowance, increase, decrease, classification, or reclassification of any
2 component of total compensation, alleged diminution of pay or benefits, and assignment of
3 Salary Grades to jobs, and of incumbents to Steps. Cases that are instituted in other fora shall
4 be dismissed for lack of jurisdiction, and exhaustion of remedies before the Commission shall
5 be a condition *sine qua non* to judicial review on these matters.

6 Decisions of the Commission on these matters shall be brought only to the Supreme
7 Court via petition for *certiorari* pursuant to Section 7, Article IX of the Constitution,
8 notwithstanding the provisions of Republic Act No. 7902. Notwithstanding the provision of
9 any law to the contrary, the evaluation and approval of qualification standards for all jobs in
10 government, including, but not limited to, those in constitutionally fiscally autonomous
11 groups; Government-Owned and Controlled Corporations and Government Financial
12 Institutions, whether or not exempt from the unified system under Presidential Decree No.
13 985, as amended, and/or the Omnibus System; Local Government Units; and uniformed and
14 military personnel, shall be made exclusively by the Commission.

15
16 **SEC. 30. Other Functions and Powers of the Department.** – In addition to the
17 functions hereof provided, the Department shall approve the maintenance of existing, and the
18 creation of future jobs in government.

19 Notwithstanding the provision of any law to the contrary, the job classification for all
20 jobs in the government, including, but not limited to, those in constitutionally fiscally
21 autonomous groups; whether or not exempt from the unified system under Presidential
22 Decree No. 985, as amended, and/or the Omnibus System; local government units; and
23 uniformed and military personnel, shall be subject to the evaluation and approval of the
24 Department.

25
26 **SEC. 31. Periodic Review of the Omnibus System.** – The Commission and the
27 Department shall jointly review the Omnibus System every three (3) years and recommend or
28 implement changes as may be necessary. However, in case of extraordinary circumstances,
29 such as major bureaucracy-wide reorganizations; or when government Base Pay rates are
30 below the market, in comparison with medium-sized private firms, by at least forty percent
31 (40%); or when there is a significant, sustained movement in the cost of living, then the
32 Commission and Department may review the Omnibus System earlier, with a view to
33 addressing these issues with dispatch.

ARTICLE VIII
PENAL PROVISIONS AND CIVIL LIABILITY

SEC. 35. *Prohibition against Additional Compensation.* – (a) The grant of Base Pay, Allowances and Other Pay, and Incentives in addition to those provided herein, or increases thereof, except as herein provided, is prohibited.

(b) In order to preserve the independence and integrity of the Commission on Audit (COA), its employees are prohibited from receiving salaries, allowances or other emoluments from any agency, except those amounts paid directly by the COA out of its appropriations made pursuant to this Act.

(c) Notwithstanding any law to the contrary, all agencies, including, without limitation, Government-Owned and Controlled Corporations and Government Financial Institutions, Local Government Units, the Office of the Solicitor General, the Office of the Government Corporate Counsel, and their success or agencies, are prohibited from assessing or billing other agencies for services rendered by their employees as part of their regular functions, for purposes of paying additional compensation to said employees.

SEC. 36. *Penal Provisions.* – Without prejudice and in addition to the provisions of Republic Act No. 3019, otherwise known as the "Anti-Graft and Corrupt Practices Act" and other penal laws, public officers who commit any of the following acts shall suffer the penalty of imprisonment of not less than six (6) years and one (1) day, but not more than fifteen (15) years:

(a) Granting, approving the grant, voting in favor of any decision granting or approving, or who otherwise affirmatively participate in the grant or approval of –

(i) Unauthorized increases in Base Pay;

(ii) Allowances and Other Pay, and Incentives other than those enumerated under Sections 18 to 24;

(iii) Increases in the standard rates prescribed by the Department for Allowances and Other Pay, and Incentives; and

(iv) Increases in retirement pay and other separation benefits in violation of Section 27.

(b) Granting, approving the grant, voting in favor of any decision granting or approving, or who otherwise affirmatively participate in the grant or approval of Productivity Incentive,

1 CNA Incentive, and Other Benefits in violation of Section 30 and/or rules and regulations
2 issued to implement Section 23;

3 (c) Soliciting additional compensation, for self or in behalf of other employees, from other
4 agencies for services rendered in performance of regular functions; and

5 (d) Offering to give or actually giving additional compensation to employees of other
6 agencies who render services in performance of regular functions, in violation of paragraphs
7 (a) and (b) of Section 26.

8
9 **SEC. 37. *Civil Liability.*** – A conviction under this Act or Republic Act No.3019 shall
10 carry with it the civil liability to jointly and severally pay damages to the National
11 Government equivalent to the amount illegally disbursed.

12
13 **ARTICLE IX**
14 **FINAL PROVISIONS**
15

16 **SEC. 38. *Implementing Rules and Regulations.*** – The Commission and the
17 Department shall, within ninety (90) days after the approval of this Act, jointly allocate all
18 jobs in the government to their appropriate job titles and Salary Grades, assign each
19 incumbent to the appropriate Step, and prepare and issue the necessary policy, rules,
20 regulations, and guidelines to implement this Act. For this purpose, each agency covered by
21 the Omnibus System shall submit to the Commission and the Department within thirty (30)
22 days from the approval of this Act, all documents, data, and information necessary in the
23 classification of jobs in their appropriate Salary Grades and Step assignment of incumbents.

24
25 **SEC. 39. *Separability Clause.*** – If, for any reason, any section or provision of this
26 Act is declared unconstitutional or invalid, the other sections or provisions thereof which are
27 not affected thereby shall continue to be in full force and effect.

28
29 **SEC. 40. *Effectivity.*** – This Act shall take effect fifteen (15) days after its publication
30 in at the *Official Gazette* or in at least two (2) publications of national circulation.

Approved,