



HOUSE OF REPRESENTATIVES

H. No. 3819

BY REPRESENTATIVES LAGMAN, LACSON, BIAZON, ANGARA, GOLEZ, DEL MAR, PUENTEVELLA, SYJUCO, CAJAYON, PINGOY, SOLIS, DE GUZMAN, BICHARA, LAZATIN, ARROYO (I.), MANDANAS, SUAREZ, ONG, YAP, BELTRAN, OCAMPO, TEODORO, SALVACION, KHO, MIRAFLORES, RODRIGUEZ, BAGATSING, VILLAFUERTE, MENDOZA, RODRIGUEZ-ZALDARRIAGA, LIMKAICHONG, ARNAIZ, CASIÑO, MAZA, GATCHALIAN, TEVES, ILAGAN, LOPEZ, SUSANO, PRIETO-TEODORO, CODILLA, CHATTO, REYES (C.), VILLAROSA, FUA, DIAZ, ESCUDERO, FABIAN, BONOAN-DAVID, ZIALCITA, SOON-RUIZ, DEFENSOR (A.), ZAMORA (R.), GONZALES (N.), REMULLA, GARCIA (A.), VELARDE, BONDOC, GARIN, CRISOLOGO, MALAPITAN, AGBAYANI, ROMULO, CAGAS, JALA, DAZA, GULLAS, REYES (V.), ANTONINO-CUSTODIO, DILANGALEN, MARCOS, HONTIVEROS-BARAQUEL AND BINAY, PER COMMITTEE REPORT NO. 510

AN ACT AUTHORIZING COMPENSATION ADJUSTMENTS TO
NATIONAL GOVERNMENT PERSONNEL

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

1 SECTION 1. *Compensation Adjustment.* – The basic salary of all
2 national government employees whose positions are covered by the
3 Compensation and Position Classification System under Republic Act No.
4 6758, as amended, is hereby increased by ten percent (10%) effective May 1,
5 2008.

1 SEC. 2. *Coverage.* – The ten percent (10%) salary increase authorized
2 herein shall cover civilian officials and employees of national government
3 agencies (NGAs), including military personnel of the Armed Forces of the
4 Philippines and all uniformed personnel under the Department of the Interior
5 and Local Government, the Philippine Coast Guard and the National Mapping
6 and Resource Information Authority, state universities and colleges,
7 government-owned and/or -controlled corporations (GOCCs), government
8 financial institutions (GFIs) and local government units (LGUs) which are
9 covered by the Compensation and Position Classification System under
10 Republic Act No. 6758, as amended.

11 Government agencies which are exempted by law from the coverage of
12 Republic Act No. 6758, as amended, shall not be entitled to the compensation
13 adjustments authorized herein.

14 SEC. 3. *Funding Source.* – The amounts necessary to implement the
15 compensation adjustments authorized herein shall be sourced as follows:

16 (a) For NGAs, the amount shall be charged against the Miscellaneous
17 Personnel Benefits Fund and/or other appropriate funds under Republic Act
18 No. 9498, otherwise known as the FY 2008 General Appropriations Act.
19 Thereafter, such amounts as are needed shall be included in the annual General
20 Appropriations Act;

21 (b) For GOCCs and GFIs, the amount shall be taken from their
22 respective corporate funds; and

23 (c) For LGUs, the amount shall come from their respective local funds.

24 SEC. 4. *Uniform Percentage Increase in Case of Insufficiency of*
25 *Funds.* – GOCCs, GFIs and LGUs which do not have adequate or sufficient
26 funds to pay the compensation adjustments authorized herein shall only
27 partially implement the adjusted rates: *Provided,* That any partial
28 implementation shall be at a uniform percentage increase for all positions.

1 SEC. 5. *Allowances and Benefits Based on a Percentage of the Basic*
2 *Salary of Civilian Personnel.* – Except for the year-end bonus and fixed
3 personnel benefit contributions, there shall be no corresponding increase in the
4 present allowances and benefits being received by or paid for civilian
5 government personnel which are computed at a percentage of their basic
6 salaries, notwithstanding the ten percent (10%) salary increase authorized
7 herein.

8 SEC. 6. *Waiver of the Personal Services Limitation Under Republic*
9 *Act No. 7160.* – The provision on personal services limitation in the LGU
10 budgets under Republic Act No. 7160 or the Local Government Code of 1991
11 shall be waived to the extent necessary in implementing the increases
12 authorized in this Act.

13 SEC. 7. *Applicability to Certain Constitutional Officials.* – The salary
14 increase authorized herein for the President, Vice-President, Senators and
15 Members of the House of Representatives shall take effect only after the
16 expiration of the respective terms of office of the incumbent officials, pursuant
17 to Section 10 of Article VI and Section 6 of Article VII of the 1987
18 Constitution.

19 SEC. 8. *Implementing Rules and Regulations.* – The Department of
20 Budget and Management shall prepare and issue the necessary rules and
21 regulations to implement the provisions of this Act.

22 SEC. 9. *Effectivity.* – The compensation adjustments authorized herein
23 shall take effect on May 1, 2008.

Approved,