



Republic of the Philippines
CAREER EXECUTIVE SERVICE BOARD
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**Circular No. 2
Series of 2007**

- TO :** All Heads of Departments and Agencies of the National Government, Including Government-Owned or Controlled Corporations with Original Charters, and all Officials in the Career Executive Service
- SUBJECT :** CLARIFICATORY GUIDELINES ON THE GRANT OF SALARY ADJUSTMENT EQUIVALENT TO SALARY GRADE 25 TO GRADUATES OF THE NATIONAL DEFENSE COLLEGE OF THE PHILIPPINES (NDCP) PURSUANT TO CESB CIRCULAR NO. 4, SERIES OF 2006

The Career Executive Service Board (CESB) adopted on March 14, 2006 CESB Resolution No. 620, entitled "Supplemental Guidelines on the Grant of Salary Adjustment Equivalent to Salary Grade 25 to Graduates of the National Defense College of the Philippines (NDCP)." The above-said Resolution, which was issued to address numerous queries and issues on the implementation of Civil Service Commission (CSC) Resolution No. 94 -5840, s. 1994, (Rules on Compensation in the Career Executive Service (CES) including Those of Graduates of NDCP and CESDP), was disseminated through CESB Circular No. 4 dated May 16, 2006.

Nonetheless, despite the issuance of CESB Circular No. 4, s. 2006, the Board continue to receive several requests for clarification regarding the entitlement of NDCP graduates to the salary equivalent to Salary Grade (SG) 25 pursuant to CSC Resolution No. 94-5840.

To address the various requests for clarification, the Board on November 10, 2006 adopted through CESB Resolution No. 658 (Clarificatory Guidelines on the Grant of Salary Adjustment Equivalent to Salary Grade 25 to Graduates of the National Defense College of the Philippines (NDCP) Pursuant to CESB Circular No. 4 s. 2006) the following clarificatory guidelines in the implementation of CESB Circular No. 4, s. 2006:

- 1.) CESB Circular No. 4, series of 2006 (Supplemental Guidelines On The Grant Of Salary Adjustment Equivalent To SG 25 To Graduates Of The National Defense College Of The Philippines [NDCP], was published in the Official

Gazette on June 26, 2006. Hence, it became effective on July 12, 2006 or fifteen (15) days after its publication;

- 2.) NDCP graduates, who hold positions below Division Chief or its equivalent and are receiving the SG 25 adjustments, shall no longer be entitled to the said adjustment upon the effectivity of CESB Circular No. 4 s. 2006. However, they shall not be required to refund the salary adjustments previously received by them because they obtained the same in good faith and, therefore, they have acquired a color of vested rights thereto;
- 3.) NDCP graduates, who were not appointed to Division Chief Position or its equivalent prior to the effectivity of CESB Circular No. 4 s. 2006 but were subsequently appointed to the said position after its effectivity, shall be entitled to SG 25 salary adjustments.

signed
KARINA CONSTANTINO-DAVID
Chairperson

Attested by:

signed
ARTURO M. LACHICA
OIC - Executive Director

March 22, 2007
Date