



Republic of the Philippines  
**CAREER EXECUTIVE SERVICE BOARD**  
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**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**

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**Resolution No. 658**

**WHEREAS**, the Career Executive Service Board published in the Official Gazette CESB Circular No. 4, series of 2006, 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)" on June 26, 2006;

**WHEREAS**, CESB Circular No. 4, s. 2006 was crafted in order to address numerous queries and issues on the implementation of Civil Service Commission (CSC) Resolution No. 94 -5840, s. 1994, entitled "Rules on Compensation in the Career Executive Service (CES) including Those of Graduates of NDCP and CESDP;

**WHEREAS**, despite the issuance of CESB Circular No. 4, s. 2006, the Board continues to receive several requests for clarification regarding the entitlement of NDCP graduates to the salary equivalent to Salary Grade 25 pursuant to CSC Resolution No. 94-5840, including its implementation and date of effectivity;

**WHEREAS**, there is a need to finally address various problems, issues and policy gaps relative to the entitlement of NDCP graduates to a salary adjustment to SG 25;

**NOW, THEREFORE**, foregoing premises considered, the Board **RESOLVES**, as it is hereby **RESOLVED**, to adopt the following clarificatory guidelines in the implementation of CESB Circular No. 4, s. 2006 (Supplemental Guidelines On The Grant Of Salary Adjustment Equivalent To SG 25 To Graduates Of The National Defense College Of The Philippines [NDCP]:

- 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.

**RESOLVED FURTHER**, that a copy of this Resolution be furnished the Civil Service Commission, the Department of Budget and Management and the National Defense College of the Philippines.

**APPROVED** this 10<sup>th</sup> day of November, 2006 in Quezon City, Philippines.

signed  
**KARINA CONSTANTINO-DAVID**  
Chair

signed  
**BERNARDO P. ABESAMIS**  
Member

signed  
**MARIA PAZ W. FORONDA**  
Member

signed  
**ELMOR D. JURIDICO**  
Member

signed  
**ANTONIO D. KALAW JR.**  
Member

signed  
**ROLANDO L. METIN**  
Member

signed  
**JAIRUS D. PAGUNTALAN**  
Member

signed  
**CARINA S. VALERA**  
Member

Attested by:

signed  
**MA. THERESA C. NICOLAS**  
Acting Board Secretary