

[CESB RESOLUTION NO. 658, November 10, 2006]

**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**

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;