

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

House Bill No. 6887



Introduced by TUCP Party-list Representative
HON. RAYMOND DEMOCRITO C. MENDOZA
and
3rd District of Cotabato Representative
HON. MA. ALANA SAMANTHA TALIÑO SANTOS

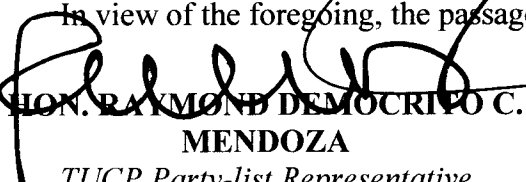
EXPLANATORY NOTE

Pursuant to paragraph 1, Article IV, Part III of the Integrated Reorganization Plan (IRP), as implemented by Presidential Decree No. 1, as amended, dated 24 September 1972, a Career Executive Service is created “to form a continuing pool of well selected and development oriented career administrators who shall provide competent and faithful service.” CES members are career officers in Government who possess and provide institutional memory across Administrations, grounded in experience borne out of long years of public service and expertise honed through sustained capacity-building.

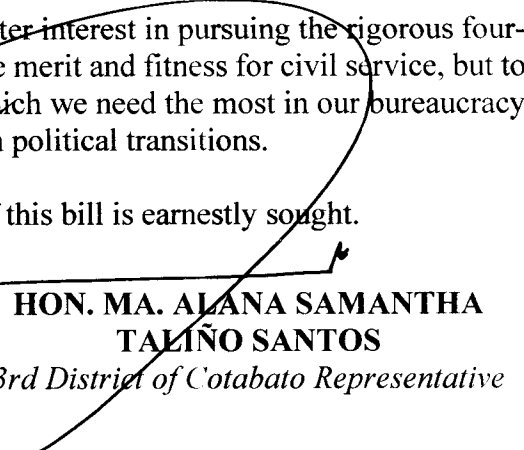
As of September 2025, there are now a total of 1,285 active CES officers (CESOs) and 2,209 active CES eligibles. To retain and further increase the number of members of the CES whose experience and expertise are indispensable to the pursuit of good governance, this proposed CES Recognition Act seeks to increase the salaries and benefits commensurate with their CES rank. Further, special allowances, retirement benefits, and survivorship pension benefits will also be granted to those who retired prior to the effectivity of this Act. As of September 2025, the number of retired CESOs already stands at 3,709.

Through this legislation, we expect greater interest in pursuing the rigorous four-stage CES eligibility process not only to prove merit and fitness for civil service, but to demonstrate competence and commitment which we need the most in our bureaucracy as our democracy continues to evolve through political transitions.

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


HON. RAYMOND DEMOCRITO C.
MENDOZA

TUCP Party-list Representative


HON. MA. ALANA SAMANTHA
TALIÑO SANTOS

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**AN ACT RECOGNIZING THE ROLE OF THE MEMBERS OF THE
CAREER EXECUTIVE SERVICE (CES) IN EFFECTIVELY UPHOLDING,
PURSUING, AND MAINTAINING GOOD GOVERNANCE AND
ACCOUNTABILITY IN PUBLIC SERVICE BY GRANTING THEM
SALARIES, SPECIAL ALLOWANCES, RETIREMENT BENEFITS, AND
PRIVILEGES COMMENSURATE TO THEIR CES RANKS,
APPROPRIATING FUNDS THEREFOR, AND FOR OTHER PURPOSES**

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

SECTION 1. *Short Title.* - This Act shall be known as the "*CES Recognition Act.*"

SEC. 2. *Declaration of Policy.* - It is hereby declared the policy of the State to maintain and keep a roster of qualified, committed, and efficient members of the Career Executive Service (CES) in the government by providing them with salaries, special allowances, retirement benefits and privileges commensurate to their CES ranks.

SEC. 3. *Members of the CES; Qualification Requirements.* - A person who meets such managerial experience and other requirements and passes such examinations as may be prescribed by the Career Executive Board (CESB) shall be included in the register of career service eligibles and, upon appointment by the President of the Republic of the Philippines to an appropriate rank, shall become an active member of the CES. He/she shall enjoy security of tenure and shall only be removed for cause after due process of law.

The Members of the CES shall occupy the positions of Undersecretary, Assistant Secretary, Bureau Director, Assistant Bureau Director, Regional Director, Assistant Regional Director, Chief of Department Service and other officers of equivalent rank as may be determined by the CESB, all of whom are appointed by the President.

Notwithstanding the provision of the preceding paragraph, this provision shall also include third-level career executives in government institutions who by their legislative charters or by the nature of their government offices are not Presidential appointees and yet occupying positions classified by the CESB as equivalent to Undersecretary, Assistant Secretary, Bureau Director, Assistant Bureau Director, Regional Director, Assistant Regional Director, and Chief of Department Service. They shall also be conferred with CESO ranks by the President of the Republic of the Philippines, upon the recommendation of the CESB after successfully completing the four-stage CES eligibility process and conferred with appropriate CES eligibility by the CESB.

Furthermore, this provision shall likewise include third-level officials who have previously undergone the four-stage CES eligibility process, were previously conferred with CES eligibility by the CESB, but subsequently appointed to positions with a fixed term. They shall likewise be conferred with appropriate CESO ranks by the President of the Republic of the Philippines, upon the recommendation of the CESB.

CESOS and CES eligibles shall be given preference in the appointment to CES positions. However, should there be appointees by the President of the Philippines to CES positions who are not CESOS or CES eligibles, their appointments are deemed temporary and they shall undergo the CES eligibility process within one (1) year from appointment and qualify for the positions being appointed to.

SEC. 4. *Grant of Salaries Commensurate to CES Ranks.* – Members of the CES shall be compensated according to rank based on board levels of responsibility and on personal qualifications and demonstrated competence, and shall be provided with salaries commensurate to their CESO ranks, to be determined by the Department of Budget and Management (DBM) and the CESB, in consultation with the National Union of Career Executive Service Officers, Inc. (NUCESO).

SEC. 5. *Grant of Step Increments Due to Meritorious Performance.* – Members of the CES shall be granted step increment(s) due to meritorious performance in any given year, provided they have complied with the following performance ratings:

"Outstanding" performance rating within a calendar year - two (2) step increments
"Very Satisfactory" performance rating within a calendar year - one (1) step increment

SEC. 6. *Grant of Automatic CESO Rank and One-Step Salary Adjustment.* – A CESO appointed to a higher CES position shall be automatically conferred by the President of the Republic of the Philippines, upon the recommendation of the CESB, with the appropriate CESO rank commensurate to the position he/she has been appointed to, without undergoing the usual CES eligibility process for the promotion of adjustment of rank, and shall be entitled to one-step salary adjustment in the salary grade attached to his/her position.

SEC. 7. *Effects of Subsequent Salary Increases.* – Upon the implementation of any subsequent increases in the salary rates provided under Republic Act No. 6758, as amended, all special allowances granted under this Act to the CES members shall be considered as an implementation of the said salary increases as may be provided by

law. The special allowance equivalent to the increase in the basic salary as may be provided by law shall be converted as part of the basic salary.

SEC. 8. *Grant of Special Allowances.* – To carry out the declared policy of this Act, all CES members, with an eligibility and with rank, shall be granted allowances in the amount to be determined by the DBM and CESB, in consultation with the NUCESO. The grant of special allowances shall not exceed one hundred percent (100%) of the basic salary of said CES members, as provided in Republic Act. No. 6758, otherwise known as the Salary Standardization Law, as amended.

SEC. 9. *Retirement Benefits.* – When a CES member who possessed a CESO rank for at least five (5) years and who has rendered at least fifteen (15) years of service in any branch of government, retires for having attained the age of sixty-five (65) years or resigns by reason of incapacity to discharge the duties of his/her office, he/she shall, during the residue of his/her natural life, in the manner hereinafter provided, receive a retirement pension based on the highest monthly salary, plus the highest monthly aggregate of transportation, living and representation allowances, which he/she was receiving at the time of his/her retirement or resignation.

When a CES member who possessed a CESO rank for at least five (5) years, has attained the age of sixty (60) years and has rendered at least fifteen (15) years of service in government, he/she shall likewise be entitled to retire and receive during the residue of his/her natural life the same benefits provided for in this section: Provided, however, that those with less than fifteen (15) years of service in the government shall be entitled to a pro-rata pension computed as follows: No. of years divided by 15 years and multiplied by basic pay, plus the highest monthly aggregate of transportation, living, and representation allowances.

Upon retirement, a CES member shall be automatically entitled to a lump-sum of five (5) years gratuity computed on the basis of the highest monthly salary, plus the highest monthly aggregate of transportation, living and representation allowances, which he/she was receiving on the date of his/her retirement and thereafter upon survival after the expiration of five (5) years, to further annuity payable monthly during the residue of his/her natural life.

This provision shall likewise apply to third-level officials in the government who are non-Presidential appointees by reason of their legislative charters or by the nature of their government offices, and who have been occupying positions classified by the CESB as equivalent to Undersecretary, Assistant Secretary, Bureau Director, Assistant Bureau Director, Regional Director, Assistant Regional Director, and Chief of Department Service, and been conferred by the CESB with CES eligibility, after passing the four-stage eligibility process, provided that he/she possessed the CES eligibility for at least five (5) years and been conferred with appropriate CESO rank by the President by virtue of this Act.

SEC. 10. *Survivorship Pension Benefits.* – Upon the death of a CES member, if such CES member has retired, or was eligible to retire optionally at the time of death, the surviving legitimate spouse shall be entitled to receive Survivorship Pension Benefits. The surviving legitimate spouse shall continue to receive all retirement

benefits that the deceased was receiving or entitled to receive at the time of his/her death, until the surviving legitimate spouse dies or remarries.

SEC. 11. *Automatic Increase.* – All pension benefits of a retired CES member shall be automatically increased whenever there is an increase in the salary and allowances of the same position from which he/she retired.

SEC. 12. *Limitations.* – A CES member shall not be entitled to special allowances and retirement benefits under this Act he/she is already covered by any law providing the same allowances and benefits, unless the special allowances and retirement benefits under this Act are higher, in which case, he/she shall receive the higher allowances and benefits. When a CES member covered under this Act shall assume an elective public office, he/she shall not, upon assumption of office and during his/her term, receive the monthly pension or any of the allowances due to him/her.

SEC. 13. *Retroactivity.* – The benefits mentioned in Section 8, 9 and 10 hereof shall be granted to all those who retired prior to the effectivity of this Act.

SEC. 14. *Implementing Rules and Regulations.* – The DBM and CESB, in consultation with the NUCESO, shall issue the necessary rules and regulations for the effective implementation of this Act not later than ninety (90) days from approval hereof.

SEC. 15. *Appropriations.* – The amount necessary for the initial implementation of this Act shall be charged against the current year's appropriations of the concerned agencies. Thereafter, such sums as may be necessary for the continued implementation of this Act shall be included in the annual General Appropriations Act.

SEC. 16. *Separability Clause.* – If any provision of this Act is declared invalid or unconstitutional, the other provisions not affected by such declaration shall remain in full force and effect.

SEC. 17. *Repealing Clause.* – All laws, presidential decrees, executive orders, administrative orders, and rules and regulations inconsistent with this Act are hereby repealed, modified or amended accordingly.

SEC. 18. *Effectivity.* – This Act shall take effect fifteen (15) days after its complete publication in the Official Gazette or in two (2) newspapers of general circulation.

Approved,