

Republika ng Pilipinas  
(~~Republic of the Philippines~~)  
MINISTRI NG EDUKASYON AT KULTURA  
(MINISTRY OF EDUCATION AND CULTURE)  
Maynila

June 16, 1978

MEC M E M O R A N D U M  
No. 168, s. 1978

GUIDELINES ON COMPENSATION STRUCTURE  
OF STATE COLLEGES AND UNIVERSITIES

To: Heads of Chartered State  
Colleges and Universities  
All Concerned

1. Inclosed is a copy of Letter of Implementation No. 69, issued by His Excellency, the Prime Minister and President of the Philippines, dated June 8, 1978, entitled GOVERNING THE COMPENSATION STRUCTURE OF STATE COLLEGES AND UNIVERSITIES.
2. Strict adherence to the provisions of the Letter of Implementation is enjoined.

(SGD.) JUAN L. MANUEL  
Minister of Education and Culture

Incl.: As stated

Reference:

N o n e

Allotment: 1-3--(D.O. 1-76)

To be indicated in the Perpetual Index  
under the following subjects:

~~LEGISLATION~~  
~~OFFICIALS~~  
~~RULES & REGULATIONS~~

~~SALARY~~  
~~UNIVERSITIES and COLLEGES~~

OFFICE OF THE PRESIDENT  
Malacañang, Manila

LETTER OF IMPLEMENTATION NO. 69

GOVERNING THE COMPENSATION STRUCTURE OF STATE COLLEGES  
AND UNIVERSITIES

WHEREAS, state universities and colleges were exempt from the coverage of the national position classification and compensation plans prior to the issuance of P.D. No. 985;

WHEREAS, the various state universities and colleges differ in staff credentials and qualifications and in position classification and compensation plans;

WHEREAS, it is necessary to effect a smooth transition between the diverse compensation programs in the various state universities of learning and a standardized scheme, taking into account the differences among the institutions;

NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines, do hereby direct the following measures in accordance with P.D. No. 985 with respect to state universities and colleges:

1. Chartered state institutions of higher learning shall be grouped, for purposes of this Letter, into four categories. Existing institutions are hereby grouped as follows:

Large and established nationwide state universities

1. University of the Philippines
2. Mindanao State University

Developing state universities

1. Bicol University
2. Central Luzon State University
3. Central Mindanao University
4. Mariano Marcos State University
5. Polytechnic University of the Philippines

6. University of Eastern Philippines
7. University of Northern Philippines
8. University of Southern Mindanao

Established state colleges

Region I

1. Don Mariano Marcos Memorial State College
2. Mountain State Agricultural College

Region IV

3. Philippine College of Arts and Trades
4. Philippine Normal College

Region VIII

5. Visayas State College of Agriculture

Developing state colleges

Region I

1. Central Luzon Teachers College
2. Southern Ilocos Polytechnic State College

Region II

3. Cagayan Valley College of Arts and Trades
4. Cagayan Valley Institute of Technology
5. Isabela State College of Agriculture
6. Northern Luzon State College of Agriculture
7. Nueva Vizcaya State Institute of Technology

Region III

8. Bulacan College of Arts and Trades
9. Central Luzon Polytechnic College
10. Don Honorio Ventura College of Arts and Trades
11. Pampanga Agricultural College
12. Tarlac College of Agriculture
13. Tarlac College of Technology

Region IV

14. Philippine Merchant Marine Academy

Region IV-A

15. Don Severino Agricultural College
16. Pablo Borbon Memorial Institute of Technology
17. Palawan National Agricultural College
18. Palawan Teachers College

Region V

19. Catanduanes State College

Region VI

20. West Visayas State College

Region VII

21. Cebu State College

Region VIII

22. Leyte Institute of Technology
23. Leyte State College
24. Naval Institute of Technology
25. Palampalan Institute of Technology

Region IX

26. Zamboanga State College

Region X

27. Bukidnon State College

Region XII

28. Children's Educational Foundation, Village

2. State Colleges and universities organized subsequent to this letter shall be grouped in accordance with the above classification and shall follow the same compensation scheme as established herein.

3. All state colleges and universities shall follow the same position classification plan, which shall be prepared by the Office of Compensation and Position Classification of the Budget Commission to include both academic and non-teaching personnel.

4. Each category of institution shall follow the compensation plan that is applicable to each category. The benchmark shall be the results of salary surveys conducted by the OCPC, to which shall be upgraded the salaries of personnel of state universities and colleges:

a. The salaries of academic personnel shall be adjusted upward so as to implement the following percentages of any difference between actual salary rates and the 1976 salary survey results: large and established state universities - no adjustment; developing state universities - 80% implementation; established state colleges - 80% implementation; and developing state colleges - 60% implementation.

b. Non-teaching personnel shall be upgraded upon the completion and on the basis of OCPC position classification action.

c. The salaries of Presidents and other executive and senior administrative positions of the various state colleges and universities shall be determined by the Budget Commission on the basis of comparable Career Executive Service

positions and/or the national position classification plan in accordance with P.D. No. 985 and notwithstanding any unrestricted authority that may be granted governing boards of institutions to set such rates. Any reductions in salary shall be applicable to personnel appointed to such position after the incumbents shall have vacated the Office.

5. Additional amounts required to implement these salary adjustments shall be charged to salary savings of the institution: Provided, That any deficiencies may be charged to the Salary Adjustment Fund appropriated under P.D. No. 1250.

6. Personnel plantilla shall be prepared by each institution and submitted to CCGP within thirty (30) days of date hereof, showing the basis for upgrading, the necessary computation and funding sources. Payments of differentials shall be made upon approval of the said plantilla by the Budget Commission.

7. The salary adjustments approved by virtue of this letter shall be effective no earlier than January 1, 1978 or the date of organization of the state college/university, as may be approved by the governing board of each institution.

Done in the City of Manila this 6th day of June in the year of Our Lord, nineteen hundred and seventy-eight.

(SGD.) FERDINAND E. MARCOS  
President of the Philippines

By the President:

(SGD.) JUAN C. TUVERA  
Presidential Assistant

CERTIFIED COPY:

(SGD.) MELQUIADES I. DE LA CRUZ, CESO II  
Presidential Staff Director  
Malasping Records Office