



10 August 2023

MS. MA. ESPERANZA CHRISTINA GARCIA FRASCO

DOT Secretary and Chairperson

MR. MARK T. LAPID

Chief Operating Officer (COO)

TOURISM INFRASTRUCTURE AND

ENTERPRISE ZONE AUTHORITY (TIEZA)

6th and 7th Flrs., Tower 1, Double Dragon Plaza, Macapagal Ave.

Pasay City

RE: CPCS SALARY STEP ADJUSTMENT

Dear Secretary Frasco and COO Lapid,

This refers to the letter¹ from Atty. Al Conrad B. Espaldon, Compliance Officer of the **TOURISM INFRASTRUCTURE AND ENTERPRISE ZONE AUTHORITY (TIEZA)**, requesting the approval of the proposed adjustment of salary steps of the TIEZA positions and incumbents under the Compensation and Position Classification System (CPCS).

In support of the request for CPCS salary step adjustments, Atty. Espaldon submitted the following:

1. TIEZA Board Resolution No. R-13-06-23-A² approving the proposed salary step adjustments of TIEZA positions, to wit:
 - "1. The proposed Adjusted Salary Rates due to adjustments in Step Increment. For positions without clustering such as [Job Grades] JGs 4, 14 and 16, the personnel/officers concerned shall maintain their step increments prior to CPCS implementation taking into consideration their meritorious performance and length of service in their present position within the same agency or with another agency in a position with the same comparable position and salary grade;
 2. The special Step 8 salary adjustment for COO Mark T. Lapid considering his vast scope of duties and responsibilities and length of service; [and]
 3. The retroactive application of the proposed Adjusted Salary Rates³ effective 05 October 2021:
 - a. For TIEZA personnel/officers whose positions were clustered under one (1) JG;
 - b. For TIEZA personnel/officers whose positions were not clustered under one (1) JG (such as JGs 5, 14, and 16 as identified under Item 1 above), but nevertheless suffered salary distortion and demoralization with the application of Step 1 increment regardless of years of service and meritorious performance; and

¹ Officially received by the Governance Commission on 18 July 2023.

² Approved by the TIEZA Governing Board during its 13 June 2023 Special Board Meeting.

³ Herein attached as *Annex A*.

- c. For the COO for his special Step 8 salary adjustment. x x x "
2. Letter dated 27 June 2023 from Department of Tourism (DOT) Secretary and TIEZA Chairperson Ma. Esperanza Christina Garcia Frasco endorsing TIEZA's proposed salary step adjustments.

Chapter VI(A)(2) of the CPCS attached to Executive Order (E.O.) No. 150, s. 2021⁴ provides, in part, that upon implementation of the CPCS, all incumbent officers and employees of GOCCs shall be assigned to Step 1 if the rates of their monthly basic salary (MBS) are lower than Step 1 of their respective JGs as of 05 October 2021. However, the said section of the CPCS also provides for cases which merit the step progression within a particular JG, one of which reads as follows:

"Adjustments for a specific person and/or position as approved by the GOCC Governing Board and recommended by the Supervising Agency of the GOCC to the GCG for final review and approval." (Emphasis supplied)

In the case of TIEZA, its proposed salary step adjustments were approved by its Governing Board and endorsed by DOT as its Supervising Agency. Hence, based on the relevant CPCS provisions and after review of the submitted documentary requirements, the request of TIEZA for approval of its proposed salary step adjustments is hereby **GRANTED**, subject to the following:

1. In accordance with Chapter I(1) of the CPCS Implementing Guidelines, the DOT endorsement letter, and TIEZA Board Resolution No. R-13-06-23-A, the proposed salary step adjustments shall retroactively apply effective 05 October 2021, subject to financial capability of TIEZA; and
2. The TIEZA Governing Board is reminded to ensure that the implementation of the adjusted salary steps shall be in line with TIEZA Board Resolution No. R-13-06-23-A and the CPCS guidelines.

FOR YOUR GUIDANCE AND COMPLIANCE.

Very truly yours,


ATTY. MARIUS P. CORPUS
Chairperson


ATTY. BRIAN KEITH F. HOSAKA
Commissioner


**ATTY. GERALDINE MARIE
BERBERABE-MARTINEZ**
Commissioner

cc: COA Resident Auditor – TIEZA

⁴ Approving the Compensation and Position Classification System (CPCS) and Index of Occupational Services, Position Titles, and Job Grades for GOCCs (IOS-G) Framework, Repealing Executive Order No. 203 (s. 2016), and for Other Purposes.

SSL	CPCS	ADJUSTED SALARY RATES EFFECTIVE 5 OCTOBER 2021							
SG	JG	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
7	5	16,959.00	17,410.00	17,861.00	18,312.00	18,763.00	19,214.00	19,665.00	20,115.00
9	7	22,380.00	22,582.00	22,784.00	22,986.00	23,188.00	23,390.00	23,592.00	23,794.00
10		23,323.00	23,593.00	23,863.00	24,133.00	24,402.00	24,671.00	24,941.00	25,210.00
11	8	28,618.00	28,872.00	29,126.00	29,380.00	29,634.00	29,889.00	30,143.00	30,398.00
12		29,805.00	30,144.00	30,483.00	30,822.00	31,161.00	31,500.00	31,840.00	32,179.00
13	9	33,221.00	33,522.00	33,823.00	34,123.00	34,423.00	34,724.00	35,025.00	35,326.00
14		34,625.00	35,026.00	35,427.00	35,828.00	36,229.00	36,630.00	37,031.00	37,432.00
15	10	39,300.00	39,841.00	40,382.00	40,923.00	41,465.00	42,006.00	42,547.00	43,088.00
16		41,825.00	42,369.00	42,911.00	43,452.00	43,992.00	44,532.00	45,072.00	45,613.00
17		43,088.00	43,631.00	44,172.00	44,712.00	45,253.00	45,793.00	46,334.00	46,875.00
18	11	52,323.00	54,271.00	56,219.00	58,167.00	60,115.00	62,063.00	64,011.00	65,959.00
19		56,868.00	58,816.00	60,764.00	62,712.00	64,660.00	66,608.00	68,556.00	70,504.00
20		61,414.00	63,362.00	65,310.00	67,258.00	69,206.00	71,154.00	73,102.00	75,050.00
21		65,959.00	67,907.00	69,855.00	71,803.00	73,751.00	75,699.00	77,647.00	79,595.00
22	12	83,782.00	85,062.00	86,342.00	87,622.00	88,902.00	90,182.00	91,462.00	92,742.00
23		86,769.00	88,049.00	89,329.00	90,609.00	91,889.00	93,169.00	94,449.00	95,729.00
24		89,755.00	91,035.00	92,315.00	93,595.00	94,875.00	96,155.00	97,435.00	98,715.00
25		92,742.00	94,022.00	95,302.00	96,582.00	97,862.00	99,142.00	100,422.00	101,702.00
26	14	132,247.00	135,022.00	137,797.00	140,572.00	143,347.00	146,122.00	148,897.00	151,672.00
28	16	181,938.00	185,948.00	189,958.00	193,969.00	197,979.00	201,989.00	206,000.00	210,010.00
30	17	211,845.00	216,600.00	221,355.00	226,109.00	230,864.00	235,619.00	240,374.00	245,129.00


MARK T. LAPID
 Chief Operating Officer