

ADOPTING AN INTEGRATED COMPENSATION SCHEME FOR UNIFORM PERSONNEL OF THE INTEGRATED NATIONAL POLICE

LETTER OF IMPLEMENTATION NO. 98, September 10, 1979

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WHEREAS, the Constitution directs the adoption of a standard compensation scheme in Government, which mandate is implemented by Presidential Decree No. 985 authorizing the I President to, among others establish compensation plan for all government officials and employees;

WHEREAS, there is a need for a systematic compensation plan that recognizes and rewards efficient performance and integrity in service for members of the Integrated National Police;

WHEREAS, it is necessary to adjust the salaries of government officials and employees in recognition of increases in the cost of living;

NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines, by virtue of the powers vested in me by the Constitution, do hereby instruct:

Coverage

1.0 This Letter of Implementation pertains to compensation of uniformed personnel of the Integrated National Police. It also contains provisions for subsistence allowance and clothing allowance for the same personnel.

General Approach

2.0 This Letter promulgates a new salary schedule providing for salary increases for the uniformed personnel of the Integrated National Police, including Patrolman/Firemen, Patrolman/ Fireman/First Class, Police/Fire Corporal, Police/Fire Sergeant, Police/Fire Lieutenant, Police/Fire Captain, Police/Fire Major, Police/Fire Lieutenant Colonel, Police/Fire Colonel, Police/ Fire Brigadier General.

Salary Schedule

3.0 The following salary schedule shall apply to all uniformed Personnel of the Integrated National Police:

SALARY SCHEDULE

SALARY STEPS

RANK

1

2

3

4

5

6

7

8

Police/Fire
Brigadier General

P23892

P25116

P26388

P27732

P29148

P30624

P32184

P33816

Police/Fire
Colonel

14532

15264

16044

16860

17724

18636

19584

20580

Police/Fire
Lieutenant Colonel

12516

13152

13824

14532

15264

16044

16460

17724

Police/Fire
Major

10776

11328

11904

12516

13152

13824

14524

15264

Police/Fire
Captain

9288

9756

10260

10776

11328

11904

12516

13152

Police/Fire
Lieutenant

7992

8400

8832

9288

9756

10260

10776

11328

Police/Fire
Sergeant

6552

6888

7236

7608

7992

8400

8832

9288

Police/Fire
Corporal

5928

6240

6552

6888

7236

7608

7992

8400

Patrolman/Fireman
First Class

5376

5640

5928

6240

6552

6888

7236

7608

Patrolman/Fireman

P4860

P5112

P5376

P5640

P5928

P6240

P6552

P6888

4.0 The hiring rate for each rank shall be the first salary step except where the uniformed personnel of the Integrated National Police is being promoted from one rank to a higher rank having overlapping salary steps in which case he shall be entitled to the next step immediately above his salary step in the lower position. The rules that will apply to promotion of personnel in the Integrated National Police and the movement of positions and personnel from one step to the other in the salary schedule shall be promulgated by the Minister of National Defense.

Rules of Adjusting Salaries

5.0 Upon the installation of this salary schedule, positions shall be moved from the old salary schedule under Section 29 of Presidential Decree No. 1184 to the new schedule in accordance with the following rules:

5.1 If the salary of member is below the first step of the new scale pertaining to his rank, the salary shall be adjusted to the first step of the scale; PROVIDED, That when the resulting increase is less than 5% of the basic salary, it shall be adjusted to the second step of the scale pertaining to the rank;

5.2 If the existing salary is above the minimum but below the maximum of the salary scale pertaining to the rank, the salary shall be adjusted by adding 5% of the basic salary and placing the position at the next, immediate higher step in the scale.

5.3 If the existing salary is above the maximum of the scale, the salary shall be adjusted by adding 5% to the basic salary and placing it at the next higher salary step in the National Salary Schedule under Presidential Decree No. 985.

6.0 Subsistence Allowance. In addition to basic salary, a subsistence allowance of six pesos (P6.00) a day shall also be paid to uniformed personnel of the Integrated Nations Police from the rank of Patrolman/Fireman to

Police/Fire Brigadier General: PROVIDED, That upon payment of this allowance the existing cost of living allowance of P50 monthly under Presidential Decree No. 1184 shall be deemed terminated.

7.0 Clothing Allowance,, A clothing allovjanoe of thirty pesos (P30.00) a month shall also be paid to regular members of the Integrated national Police.

Rules of Implementation

8.0 The rules for implementing this Letter shall be promulgated by the Ministor of National Defense. Any change, however, in the basic salary schedule or amounts of subsistence allowance or clothing allovvrance should be submitted by the Minister of National Defense to the President for approval through the Minister of tho Budget.

Funding

9.0 The amount appropriated for salary increases of uniformed personnel which arc incorporated in the budgets of the Integrated National Police shall be used for the salary adjustments directed by this letter. Any deficiency shall be covered by salary lapses and other personal services savings of the Integrated national Police. Any further deficiency shall be covered fey salary adjustment fund in the CY 1979 General Appropriations Act and from budgetary reserves.

Effective Date

10.0 The salary increases authorized in this better shall take effect May 1, 1979.

Done in the City of Manila, this 10th day of September, nineteen hundred and seventy-nine.

(Sgd.) FERDINAND E. MARCOS

President

Republic of the Philippines

By the President:

(Sgd.) JUAN C. TUVERA

Presidential Assistant

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