

ADOPTING A NEW SALARY SCHEDULE FOR UNIFORMED PERSONNEL OF THE ARMED FORCES OF THE PHILIPPINES

LETTER OF IMPLEMENTATION NO. 99, September 10, 1979

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WHEREAS, the International energy crisis has led to an increase in the cost of imported oil and in the general level of consumer prices;

WHEREAS, it is necessary to adjust the salaries of government officials and employees, in recognition of increases in the cost of living and to keep abreast of private sector compensation levels;

WHEREAS, there is a need to rationalize the system of emoluments and allowances of the uniformed personnel of the Armed Forces of the Philippines;

WHEREAS, the Minister of the Budget who had been directed under Letter of Instructions No. 840 to study in coordination with the Minister of National Defense the compensation plan of the military component of the Armed Forces of the Philippines has already submitted his recommendation;

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

Coverage

1.0 This Letter of Implementation pertains to a system of emoluments and allowances of officers and enlisted men of the Armed Forces of the Philippines, including commissioned officers of the Bureau of Coast and Geodetic Survey, cadets of the Philippine Military Academy and Philippine Air Force Plying School and trainees of the Armed Forces of the Philippines.

General Approach

2.0 A new compensation schedule and a new longevity pay scale are hereby adopted for uniformed personnel of the Armed Forces of the Philippines. Provisions for quarters, subsistence and clothing allowances shall be codified and made part of a system of the terms and conditions of employment of the Armed Forces of the Philippines personnel.

3.0 Compensation Schedule and longevity Pay Schedule. The compensation schedule and longevity pay schedule for officers and enlisted men of the Armed Forces of the Philippines and their equivalent in the Philippine Navy and in the Bureau of Coast and Geodetic Survey shall be as follows:

RANK GRADES

LONGEVITY PAY

BASE PAY

NUMBER OF FOGGIES

OFFICERS MONTHLY

1
2
3
4
5

General P4404 P440 P925 P1458 P2044 P2202 Monthly

Lieutenant General 3795 380 797 1257 1762 1898

Major General 3270 327 687 1083 1518 1635

Brigadier General 2818 282 592 933 1308 1409

Colonel 2199 220 462 728 1021 1100

Lieutenant Colonel 1894 190 398 627 879 947

Major 1555 156 327 515 721 777

Captain 1211 122 255 401 562 606

First Lieutenant 992 100 209 329 461 496

Second Lieutenant 774 78 163 257 360 387

ENLISTED PERSONNEL

Master Sergeant P 448 P 45 P 95 P 149 P 208 P 224 Monthly

Technical Sergeant 405 41 86 135 188 203

Staff Sergeant 367 37 78 122 171 187

Sergeant 332 34 70 110 155 166

Corporal 301 31 64 100 140 151

Private First Class 286 29 58 91 127 136

4.0 The compensation schedule for probationary second lieutenants, cadets and trainees shall be as follows:

CADETS AND TRAINEES

Philippine Military Cadets P 520
Monthly

Philippine Air

Force Flying

Cadets 520

Probationary

Second Lieutenant 520

First Class

Trainee 145

5.0 Quarters Allowance. In addition to basic salary, officers and enlisted men of the Armed Forces of the Philippines shall also receive quarter allowance in accordance with the following scale:

RANK GRADES

OFFICERS

QUARTERS ALLOWANCE

General

P360

Monthly

Lieutenant General

340

Major General

300

Brigadier General

280

Colonel

240

Lieutenant Colonel

210

Major

180

Captain

160

First Lieutenant

140

Second Lieutenant

130

ENLISTED PERSONNEL

Master Sergeant

P100

Monthly

Technical Sergeant

100

Staff Sergeant

90

Sergeant

90

Corporal

80

Private First Class

80

Private

80

6.0 Subsistence Allowance. Basic subsistence allowance at the rate of P10.00 daily shall likewise be paid to cadets of Philippine Military Academy and Philippine Air Force Flying School and P6.00 daily to other personnel of the Armed Forces of the Philippines including officers, enlisted men, trainees undergoing military training, draftees, probationary second lieutenants/ensigns, ROTC cadets on summer camp training or assembly/mobilization tests. Likewise, additional subsistence allowance shall be paid to officers, enlisted personnel, probationary second lieutenants/ensigns, draftees, trainees, on duty at AFP Long Lines, relay sites, Air Defense Alert Centers, Air Resume Centers, Military Sealife Centers, isolated stations/sites/ areas where personnel are on 24 hour alert status that may be declared by the Chief of Staff, Armed Forces of the Philippines at the rate of P1.00 daily and to Philippine Navy Officers, probationary ensigns and enlisted personnel when on sea duty at the rates of P2.00 daily for officers and probationary ensigns and P1.00 daily for enlisted personnel, draftees and 20 year old trainees.

Clothing Allowance

7.0 Initial Clothing Allowance. Initial clothing allowance for original enlistment shall be given in kind and in accordance with the provisions of Ministry of National Defense Circular No. 18 dated February, 1975.

7.1 Initial Clothing Allowance for Reenlistment. Initial clothing allowance for every reenlistment shall be in cash equivalent to the total present cost of the clothing items prescribed in Paragraph 3a of said Ministry of National Defense Circular. No. 18; PROVIDED, That the reenlistee possesses the Minimum clothing requirements as duly certified to by his immediate Commanding Officer, The orders of discharge and reenlistment shall be required to support the claim for cash payment.

7.2 Enlisted personnel performing intelligence work and those assigned with government offices which require the wearing of civilian clothes may be authorized cash settlement of clothing allowance provided they obtain prior approval of the General Headquarters, Armed Forces of the Philippines, if assigned within GHQ & HSG and AFPWSSUs, and from the Major Service Commanders if assigned in the Major Services, together with the certification from their Company Commanders that they have the minimum number of military clothing required on hand.

7.3 Additional Clothing Allowance. Enlisted Personnel shall be entitled to an additional clothing allowance of twenty pesos (P20.00) which shall be paid in cash, upon each reenlistment if entered into within two (2) months after discharge upon expiration of term of reenlistment and shall be collected together with the initial clothing allowance.

7.4 Basic Clothing Allowance. A basic clothing allowance of P360 per annum shall be paid to each officer and enlisted men of the Armed Forces of the Philippines, either in kind or in cash as maybe determined by the Chief of Staff, Armed Forces of the Philippines and approved by the Minister of National Defense.

8.0 The above provisions for quarters, subsistence and clothing allowances shall also apply when appropriate to commissioned officers of the Bureau of Coast and Geodetic Survey.

9.0 The rules of implementing the increases in salary and longevity pay shall be promulgated by the Minister of National Defense. Any change, however, in the basic salary schedule, longevity pay schedule, quarters allowance, subsistence allowance, and clothing allowance as provided in this Letter shall first be approved by the President on recommendation by the Minister of National Defense and Minister of the Budget.

10.0 Any other allowance, benefit or privilege currently enjoyed by officers and enlisted men of the Armed Forces of the Philippines including the commissioned officers of the Bureau of Coast and Geodetic Survey not provided for in this Letter such as combat pay, hazard pay, retirement benefits and other kinds of emoluments shall continue to be governed by existing law, decrees, directives of the President and the Minister of Rational Defense.

Funding

11.0 The amounts appropriated for salary increases which are incorporated in the budgets of the Armed Forces of the Philippines 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 armed Forces of the Philippines. Any remaining deficiency shall be covered by the salary adjustment fund in the CY 1979 General Appropriations Act and from budgetary reserves.

Effective Date

12.0 The increases in basic salary and longevity pay authorized in this Letter shall take effect May 1, 1979.

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

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

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