

## **PRESCRIBING THE STANDARD RANKS AND SALARY RATES FOR MEMBERS OF THE INTEGRATED NATIONAL POLICE.**

*PRESIDENTIAL DECREE NO. 855, December 22, 1975*

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WHEREAS, pursuant to Section 12, Article XV of the Constitution of the Philippines, Presidential Decree No. 765, dated August 8, 1975, has been promulgated to constitute the Integrated National Police under the Department of National Defense, with the Philippine Constabulary as the nucleus and the integrated police forces established by Presidential Decrees No. 421, No. 482, No. 531, No. 585, and No. 641, as components;

WHEREAS, among the measures envisioned in the aforesaid Decrees for the attainment of an efficient and responsive police service is to provide for a standard rank and salary structures within the fiscal capability of the government for the members thereof;

WHEREAS, it is imperative to provide a uniform salary rate structure among the members of the Integrated National Police who perform related functions and duties to enhance their discipline and efficiency;

NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Republic of the Philippines, by virtue of the powers vested in me by the Constitution, do hereby order and decree as part of the law of the land the following :

SECTION 1.—Ranks of the Police and Fire Service Personnel.—For the purpose of efficient administration, uniformity and discipline, the ranks or grades of the police and fire service personnel of the Integrated National Police shall be as follows:

Police Service

Fire Service

Police Colonel Fire Colonel

Police Lieutenant Colonel Fire Lieutenant Colonel

Police Major Fire Major

Police Captain Fire Captain

Police Lieutenant Fire Lieutenant

Police Sergeant Fire Sergeant

Police Corporal Fire Corporal

Patrolman First Class Fireman First Class

Patrolman Fireman

Provided, That The Chief of Constabulary/Director General, of the INP shall have the power to reclassify former positions ranks held by members of the INP and to delegate his power of appointment to responsible subordinates, to the herein ranks or positions.

SEC. 2. Authorized Salary Rates.—The salary structure for police and fire service personnel of the Integrated National Police shall consist of the rates of salary in pesos per month which shall be graduated in eight steps or scales within a salary range for each rank. The authorized salary rates in this structure shall be as indicated below:

Ranks

Salary Rates

1

2

3

4

5

6

7

8

Police/Fire Colonel

P817

939

1080

1242

1428

1642

1889

2172

Police/Fire Lieutenant Colonel

P710

817

939

1080

1242

1428

1642

1889

Police/Fire Major

P617

710

817

939

1080

1242

1428

1642

Police/Fire Captain

P537

617

710

817

939

1080

1242

1428

Police/Fire Lieutenant

P466

537

617

710

817

939

1080

1242

Police/Fire Sergeant

P406

466

537

617

710

817

939

1080

Police/Fire Corporal

P353

406

466

537

617

710

817

939

Patrolman/Fireman 1st Class

P307

353

406

466

537

617

710

817

Patrolman/Fireman

P267

307

353

406

466

537

617

710

SEC. 3. Adjustment of Salary.—The adjustment of the salary of any member of the Integrated National Police in accordance with the preceding section shall be governed by the following guidelines:

- When the salary prior to the effectivity of Presidential Decree No. 765 of any member is lower than the first salary step herein prescribed for his rank, such salary shall be raised to the minimum rate (first salary step) for the corresponding authorized rank;
- When the salary prior to the effectivity of Presidential Decree No. 765 of any member coincides with one of the salary steps herein prescribed for his rank, such salary shall continue to be received by him as long as he holds the same rank, except when by operation of Section 5 hereof, his salary is adjusted to the next higher step or steps;
- When a member is promoted, he shall receive the minimum salary for his new rank; provided, that if his salary prior to his promotion is equal to or higher than this minimum, then he shall receive the rate next higher than his previous salary;
- When a member is demoted, he shall receive the salary rate corresponding to the salary step he was formerly receiving in the rank to which he is demoted; and
- When the salary prior to the effectivity of Presidential Decree No. 765 of any member is higher than the maximum rate (8th step) for his rank he shall continue to receive such salary.

SEC. 4. Initial Salary.—The salary of newly appointed members of the Integrated National Police shall initially be that in the first salary step as fixed in Section 2 hereof.

SEC. 5. Salary Range for Each Rank.—As provided in Section 2 hereof, a salary range of eight steps is prescribed for each rank, and subject to the performance, efficiency, outstanding achievements and other related factors, members of the Integrated National Police may be adjusted to the next higher step not earlier than two years but not later than five years.

SEC. 6. Allowances.—The Chief of Constabulary/Director General of the Integrated National Police shall, subject to the approval of the Secretary of National Defense, determine and prescribe reasonable allowances for police and fire service personnel, such as, but not limited to, subsistence, cost of living and clothing allowances, in order to compensate for the differences in the costs of living in the different regions or areas of the country, and for the effective maintenance of a well-disciplined law-enforcement force.

SEC. 7. Appropriation.—The National Government shall provide an annual appropriation out of the funds of the National Treasury drawn from the funds provided for by PD 632 and PD 733 to adequately finance the salary and

allowances of the members of the Integrated National Police.

SEC. 8. Rules and Regulations.—The Chief of Constabulary Director General of the Integrated National Police shall, subject to the approval of the Secretary of National Defense, promulgate the necessary rules and regulations for the effective implementation of the provisions of this Decree.

SEC. 9. Repealing Clause.—All laws, decrees, orders, rules and regulations which are inconsistent with this Decree are hereby repealed and/or modified accordingly.

SEC. 10. Saving Clause.—The rank and salary rates of the Philippine Constabulary elements of the Integrated National Police shall remain as provided for in existing laws, rules and regulations.

SEC. 11. Effectivity.—This Decree shall take effect on January 1, 1976.

Done in the City of Manila, this 22nd day of December, in the year of Our Lord, nineteen hundred and seventy-five.

(Sgd.)

**FERDINAND E. MARCOS**

President

Republic of the Philippines

By the President:

(Sgd.)

**JACOBO C. CLAVE**

Presidential Executive Assistant

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