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CONGRESS OF THE PHILIPPINES }
First Regular Session }

HOUSE OF REPRESENTATIVES

H. NO. 2585

INTRODUCED BY CONGRESSMEN GUTANG, JOAQUIN, MATHAY, JR., MERCADO (R. M.), NUÑEZ, BAGATSING, JR., MASKARINO, TAPIA, GARCIA (E.), MENDIOLA, PONCE DE LEON, ZUBIRI, JR., PAYUMO, FUGOSO, PELAEZ, GARDUCE, SARMIENTO, SR., ESTRELLA (E.), GILLEGO, COJUANGCO, SINGSON (E.), AQUINO (F.), PLAZA (D.), BERNARDEZ, AGUILAR, ESPINOSA (T.), DANS, RESPICIO, ROÑO, NALUPTA, JR.; CONGRESSWOMAN REYES, CONGRESSMEN NAVARRO, SR., OJEDA, CONCEPCION, JR., DE GUZMAN, JR., DEL MAR, DAYANGHIRANG, GARCIA (S.), ANTONINO, CABOCHAN (J.), LAZATIN, MONFORT, TY; CONGRESSWOMEN PUYAT-REYES, GONZALEZ, CONGRESSMEN ABLAN, JR., WEBB, LACSON, RIVERA, JR., DIMAPORO, ASPIRAS, ALBANO, ABAYA, TIROL, ORTEGA, DOMINGO, JR., ESCUDERO III, CERILLES, ESTRELLA, JR., ESTRELLA III, SERAPIO, TUZON, CONGRESSWOMAN GORDON; CONGRESSMAN, PILAPIL; CONGRESSWOMAN COSETENG; CONGRESSMEN AMANTE, DRAGON, BANDON, JR., CHIONGBIAN, DE PEDRO III, ROXAS, JR., AQUINO (H. Y.), TUPAS, ROMERO, LOPEZ (J.), DUREZA, SANTOS (L.), ANDAYA, YAP (J.), DAZA, LAGMAN, LINGAD; CONGRESSWOMAN ALMARIO; CONGRESSMEN TANJUATCO, JR., PEREZ, MASTURA, VALENCIA, BACALTOS, PARAS, LOPEZ (A.); CONGRESSWOMAN VERANO-YAP, CONGRESSMEN TIRADOR, PINEDA, SINGSON (L.), VALDEZ, UNICO, BENGSON III, HORCA, JR., YAP (R.), BELTRAN, JR., FUA, AMATONG; CONGRESSWOMAN PLAZA, CONGRESSMEN DURANO III, MARTINEZ, JR. LOPEZ-VITO, BAUTISTA, SR., ANNI, PUZON, TEVES, ABAD, ABINES; CONGRESSWOMAN ACOSTA; CONGRESSMAN ADASA, JR., CONGRESSWOMAN AGANA; CONGRESS-

MEN ALFELOR, ANDOLANA, ANGELES (D.), ANGELES (R.), ANIAG, JR., APACIBLE, AQUINO (A.), AQUINO (H. S.), BADELLES, BAGATSING (A.); CONGRESSWOMAN BAKUNAWA; CONGRESSMEN CABOCHAN (G.), CAINGLET, CALINGASAN, CAMASURA, JR., CARLOTO, CHAVES, CHIPECO, JR., CLAVER, CUENCO, DANGWA, DOMINGUEZ, DUPAYA; CONGRESSWOMAN ECLEO; CONGRESSMEN ENVERGA, ESPINOSA (M.), GARCIA (P.), GARIN, GUANZON, GUERRERO, IMPERIAL, ISIDRO, JABAR, JAVIER (E.), JAVIER (R.), JOSON, JR., CONGRESSWOMEN JUCO, LABARIA; CONGRESSMAN LAGUDA; CONGRESSWOMAN LAUREL-TRINIDAD; CONGRESSMAN LEGASPI, CONGRESSWOMAN LOBREGAT; CONGRESSMEN LOCSIN, LORETO, LUMAUG, MARQUEZ, JR., MATALAM, MATTI, MERCADO (R. G.), MIRAN, MITRA, MONTEJO, OCAMPO, ONG, JR., ORBOS; CONGRESSWOMAN ORETA; CONGRESSMEN OZAMIZ, PADILLA, PALACOL, PUEY, PUNZALAN, RAMIREZ, REAL, JR., ROCO, RODRIGUEZ, ROMUALDO, DEL ROSARIO, SANTOS (O.), SARTE, SATOR, DE LA SERNA, SISON; CONGRESSWOMAN STARKE; CONGRESSMEN SUMULONG, JR., TAGARAO, TINGA, VELOSO, DE VENEZIA, VILLAREAL, SR., YULO, ZAMORA, ZARRAGA, PER COMMITTEE REPORT NO. 16 BY THE COMMITTEE

ON PUBLIC ORDER AND SECURITY AND COMMITTEE REPORT NO. 23 BY THE COMMITTEE ON APPROPRIATIONS

AN ACT TO RATIONALIZE THE COMPENSATION STRUCTURE OF UNIFORMED MEMBERS OF THE INTEGRATED NATIONAL POLICE IN THE ACTIVE SERVICE, APPROPRIATING FUNDS THEREFOR

Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:

- 1 SECTION 1. *Title.* — This Act shall be known as the
2 “INP Compensation Structure Act of 1987.”

1 **SEC. 2. Coverage.** — This Act shall apply to all uniform-
 2 ed members of the Integrated National Police in the active
 3 service. Whenever grades are mentioned in this Act, the
 4 same shall mean also equivalent grades in the Fire Services.

5 **SEC. 3. Pay Scale.** — The monthly base pay of uni-
 6 formed members of the Integrated National Police in the
 7 active service shall be as follows:

8	<i>Grades</i>	<i>Monthly Base Pay</i>
9	Major General	P 7,500.00
10	Brigadier General	7,000.00
11	Colonel	6,000.00
12	Lieutenant Colonel	5,500.00
13	Major	5,000.00
14	Captain	4,000.00
15	Lieutenant	3,500.00
16	Cadet	2,500.00
17	Sergeant	2,400.00
18	Corporal	1,800.00
19	Patrolman First Class	1,300.00
20	Patrolman	1,000.00

21 **SEC. 4. Adjustment of base pay rates.** — The adjust-
 22 ment of the monthly base pay of any uniformed member
 23 of the Integrated National Police in accordance with the
 24 preceeding section shall be governed by the following guide-
 25 lines:

26 a. When the monthly base pay received by an INP

1 member prior to the effectivity of this Act is higher than
2 that prescribed herein for the same grade, the former rate
3 shall continue to be received by him as long as he holds the
4 same grade.

5 b. When any member is promoted he shall receive
6 the base pay rate for his new grade, unless the base pay he
7 received prior to the effectivity of this Act is higher than the
8 base pay rate for his new grade, in which case he shall con-
9 tinue to receive his base pay when promoted.

10 c. When any member is demoted for cause, he shall
11 receive the base pay rate corresponding to the base pay rate
12 prescribed for his new grade; otherwise, he shall continue
13 to receive the base pay rate prior to the effectivity of this
14 Act.

15 d. Municipalities and cities capable of increasing the
16 current gross pay of the Patrolman First Class and Patrolman
17 Firemen up to but not exceeding 56% shall be encouraged.

18 SEC. 5. *Longevity pay.* — Uniformed members of the
19 Integrated National Police in the active service shall receive,
20 in addition to their monthly base pay, longevity pay equiv-
21 alent to ten *per centum* of their monthly base pay prescribed
22 for the grade for each five years of satisfactory, faithful and
23 efficient service heretofore or hereafter rendered as officer,
24 non-officer and/or cadet of the Integrated National Police,
25 such additional pay to be compounded every five years; *Pro-*

1 *vided*, That the total amount of longevity pay shall not ex-
2 ceed fifty *per centum* of the uniformed members' monthly
3 base pay as prescribed by law; *Provided, further*, That ser-
4 vices as cadet in the Philippine National Police Academy
5 shall be limited to a maximum of two years only regard-
6 less of length of stay in the Academy; *Provided, furthermore*,
7 That nothing in this section shall be construed as author-
8 izing the payment of any back longevity pay for any period
9 of services heretofore rendered.

10 SEC. 6. *Allowances*. — The Director General of the
11 Integrated National Police shall, subject to the approval
12 of the Chairman, National Police Commission, determine
13 and prescribe reasonable allowances for the uniformed
14 members of the Integrated National Police in the active
15 service, such as, but not limited to, subsistence, quarters,
16 hazard, clothing, cost of living allowances and other allow-
17 ances enjoyed by the members of the Armed Forces of the
18 Philippines in order to improve the morale and effective-
19 ness of a well-disciplined law enforcement force. Provincial,
20 City and Municipal executives may grant such other allow-
21 ances to INP uniformed members or INP units to enhance
22 their efficiency and effectiveness in law enforcement; *Pro-*
23 *vided*, That such grant is over and above the 18% city/
24 municipal contribution as required under Presidential Decree
25 No. 632.

1 SEC. 7. *Funding Sources.* — This compensation ad-
2 justment amounting to P51.821 million shall be funded
3 from the Compensation and Organizational Adjustment
4 Fund, the Contingent Fund, and other savings under Exe-
5 cutive Order No. 87, otherwise known as the General Appro-
6 priations Act for Fiscal Year 1987, or from any unappro-
7 priated funds of the National Treasury; *Provided, That*
8 the corresponding amount for the new compensation
9 structure will be included in the annual General Appro-
10 priations Act for the INP Budget for the succeeding years.

11 SEC. 8. *Recision Clause.* — All presidential decrees,
12 executive orders, letters of instructions, laws or parts thereof
13 which are inconsistent with this Act are hereby repealed
14 or modified accordingly.

15 SEC. 9. *Effectivity.* — This Act shall take effect on
16 December 1, 1987.

Approved,

