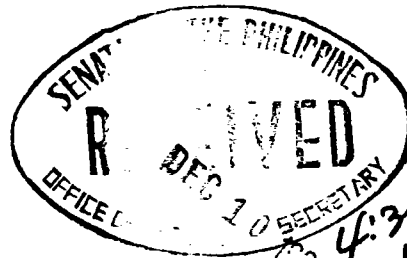


RA 6648
(4-PP) 7

CONGRESS OF THE PHILIPPINES
FIRST REGULAR SESSION

SENATE



COMMITTEE REPORT NO. 92

Submitted by the Committee on National Defense & Security
on December 10, 1987.


Re: House Bill No. 2585
War on Drugs

Sponsor: Senator Maceda

MR. PRESIDENT:

The Committee on National Defense & Security to which was referred House Bill No. 2585 introduced by Congressmen Gutang, Joaquin, Mathay, Jr., Mercado (R.M.), Nunez, Bagat-sing, 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, Rono, Nalupta, Jr., Congresswoman Reyes, Congressmen Navarro, Sr., Ojeda, Concepcion, Jr., De Guzman, Jr. Del Mar, Dayanghirang, Garcia (S.), Antonino, Cabochan (J.), Lazatin, Monfort, Ty, Congresswoman 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, Congressmen 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.), Josen, Jr., Congresswomen Juco, Labaria, Congressman Laguda, Congresswoman Laurel-Trinidad, Congressman Legaspi, Congresswoman Lobregat, Congressmen Locsin, Loreto, Lumauig, 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 Venecia, Villareal, Sr., Yulo, Zamora, Zarraga, entitled:

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

has considered the same and has the honor to report it back to the Senate with the recommendation that the bill be approved with the following amendments:

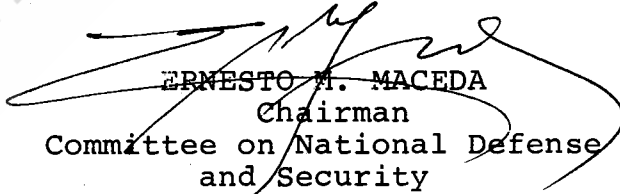
1. On page 3, line 9, delete the figures "₱7,500.00" and in lieu thereof insert the figures ₱9,000.00.
2. On the same page, line 10, delete the figures "₱7,000.00" and in lieu thereof insert the figures ₱8,000.00.


3. On page 4, line 17, delete the phrase "up to but not exceeding 56%".
4. On page 6, before line 1, add a new Section to read as follows:

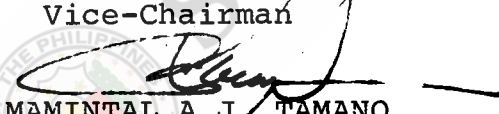
"SEC. 7. CIVILIAN EMPLOYEES. - EFFECTIVE JANUARY 1, 1988, ALL REGULAR AND PERMANENT CIVILIAN EMPLOYEES OF THE INTEGRATED NATIONAL POLICE SHALL HAVE A MINIMUM BASE PAY OF ONE THOUSAND PESOS A MONTH, SUBJECT TO THE RATIONALIZED COMPENSATION AND POSITION CLASSIFICATION PLAN OF THE NATIONAL GOVERNMENT AS MAY BE ESTABLISHED PURSUANT TO THE STUDIES BEING CONDUCTED BY THE DEPARTMENT OF BUDGET AND MANAGEMENT WHICH SHOULD BE COMPLETED NOT LATER THAN MARCH 31, 1988."


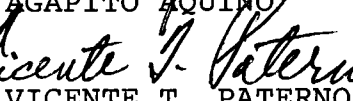
5. On same page, line 1, remove the figure "7" between the words "SEC." and "Funding" and in lieu thereof insert the figure "8".
6. On same page, line 11, remove the figure "8" between the words "SEC." and "Recision" and in lieu thereof insert the figure "9".
7. On same page, line 15, remove the figure "9" between the words "SEC." and "Effectivity" and in lieu thereof insert the figure "10".
8. On same page, line 16, delete "December 1, 1987" and in lieu thereof insert "JANUARY 1, 1988".

Respectfully submitted:


 ERNESTO M. MACEDA
 Chairman
 Committee on National Defense
 and Security


 SANTANINA T. RASUL
 Vice-Chairman


 MAMINTAL A.J. TAMANO
 Vice-Chairman

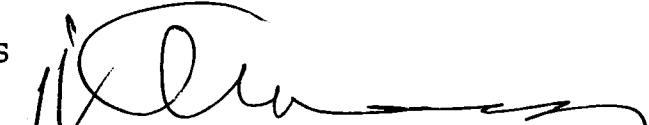


 AGAPITO AQUINO

 VICENTE T. PATERNO


 EDGARDO ANGARA


 ERNESTO HERRERA

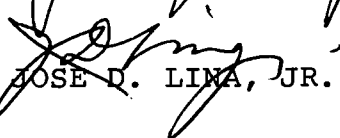
VICTOR S. ZIGA

MEMBERS


 HEHERON T. ALVAREZ

 AQUILINO PIMENTEL, JR.


 SOTERO H. LAUREL


 TEOFISTO GUINGONA, JR.


 JOSE D. LINA, JR.

LETICIA R. RAMOS

JOHN H. OSMENA

RENE A. V. SAGUISAG

WIGBERTO E. TANADA

TEOFISTO GUINGONA, JR. - President Pro-Tempore

ORLANDO MERCADO - Majority Floor Leader

JUAN PONCE ENRILE - Minority Floor Leader

Hon. Jovito R. Salonga
Senate President
M a n i l a



LEL:hff

Senate Archives (LRAS)

(4-PP)

(AS AMENDED BY THE SENATE)

Congress of the Philippines)
First Regular Session)



HOUSE OF REPRESENTATIVES

H. NO. 2585

Introduced by Congressmen Gutang, et al.

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

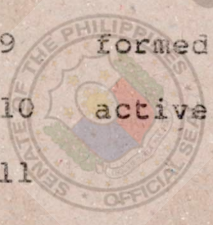
Be it enacted by the Senate and House of Representatives
of the Philippines in Congress assembled:

1 SECTION 1. Title. - This Act shall be known as the
2 "INP Compensation Structure Act of 1987."

3 SEC. 2. Coverage. - This Act shall apply to all
4 uniformed members of the Integrated National Police in
5 the active service. Whenever grades are mentioned in
6 this Act, the same shall mean also equivalent grades in
7 the Fire Services.

8 SEC. 3. Pay Scale. - The monthly base pay of uni-
9 formed members of the Integrated National Police in the
10 active service shall be as follows:

11	<u>Grades</u>	<u>Monthly Base Pay</u>
12	Major General	P[7,500.00]9,000.00
13	Brigadier General	[7,000.00]8,000.00
14	Colonel	6,000.00
15	Lieutenant Colonel	5,500.00
16	Major	5,000.00
17	Captain	4,000.00
18	Lieutenant	3,500.00



1	Cadet	P[2,500.00]3,000.00
2	Sergeant	[2,400.00]2,500.00
3	Corporal	[1,800.00]2,000.00
4	Patrolman First Class	[1,300.00]1,500.00
5	Patrolman	[1,000.00]1,300.00

6 SEC. 4. Adjustment of base pay rates. - The adjust-
7 ment of the monthly base pay of any uniformed member of
8 the Integrated National Police in accordance with the
9 preceeding section shall be governed by the following
10 guidelines:

11 a. When the monthly base pay received by an INP
12 member prior to the effectivity of this Act is higher
13 than that prescribed herein for the same grade, the
14 former rate shall continue to be received by him as long
15 as he holds the same grade.

16 b. When any member is promoted he shall receive
17 the base pay rate for his new grade, unless the base
18 pay he received prior to the effectivity of this Act is
19 higher than the base pay rate for his new grade, in
20 which case he shall continue to receive his base pay
21 when promoted.

22 c. When any member is demoted for cause, he shall
23 receive the base pay rate corresponding to the base pay
24 rate prescribed for his new grade. [;otherwise, he shall
25 continue to receive the base pay rate prior to the
26 effectivity of this Act.]

27 d. Municipalities and cities capable of
28 increasing the current gross pay of CADET, SERGEANT,
29 CORPORAL, [the] Patrolman First Class and Patrolman
30 [Firemen] FIREMAN [up to but not exceeding 56%] shall be

1 encouraged.

2 SEC. 5. Longevity pay. - Uniformed members of the
3 Integrated National Police in the active service shall
4 receive, in addition to their monthly base pay,
5 longevity pay equivalent to ten per centum of their
6 monthly base pay prescribed for the grade for each five
7 years of satisfactory, faithful and efficient service
8 heretofore or hereafter rendered as officer, non-officer
9 and/or cadet of the Integrated National Police, such
10 additional pay to be compounded every five years;
11 Provided, That the total amount of longevity pay shall
12 not exceed fifty per centum of the uniformed members'
13 monthly base pay as prescribed by law; Provided,
14 further, That services as cadet in the Philippine
15 National Police Academy shall be limited to a maximum of
16 two years only regardless of length of stay in the
17 Academy; Provided, furthermore, That nothing in this
18 section shall be construed as authorizing the payment of
19 any back longevity pay for any period of services here-
20 tofore rendered.

21 SEC. 6. Allowances. - The Director General of the
22 Integrated National Police shall, subject to the
23 approval of the [Chairman,] National Police Commission,
24 determine and prescribe reasonable allowances for the
25 uniformed members of the Integrated National Police in
26 the active service, such as, but not limited to, sub-
27 sistence, quarters, hazard, clothing, cost of living
28 allowances and other allowances enjoyed by the members
29 of the Armed Forces of the Philippines in order to
30 improve the morale and effectiveness of a well-
31 disciplined law enforcement force. Provincial, City and

1 Municipal GOVERNMENTS [executives] may grant such other
2 allowances to INP [uniformed] members or INP units to
3 enhance their efficiency and effectiveness in law
4 enforcement; Provided, That such grant is over and above
5 the 18% city/municipal contribution as required under
6 Presidential Decree No. 632.

7 SEC. 7. CIVILIAN EMPLOYEES. - EFFECTIVE DECEMBER
8 1, 1987, ALL REGULAR AND PERMANENT CIVILIAN EMPLOYEES OF
9 THE INTEGRATED NATIONAL POLICE SHALL HAVE A MINIMUM BASE
10 PAY OF ONE THOUSAND PESOS A MONTH, SUBJECT TO THE
11 RATIONALIZED COMPENSATION AND POSITION CLASSIFICATION
12 PLAN OF THE NATIONAL GOVERNMENT AS MAY BE ESTABLISHED
13 PURSUANT TO THE STUDIES BEING CONDUCTED BY THE DEPART-
14 MENT OF BUDGET AND MANAGEMENT WHICH SHALL BE COMPLETED
15 NOT LATER THAN MARCH 31, 1988.

16 SEC. 8 [7] Funding Sources. - This compensation
17 adjustment [amounting to P51.821 million] shall be
18 funded from the Compensation and Organizational Adjust-
19 ment Fund, the Contingent Fund, and other savings under
20 Executive Order No. 87, otherwise known as the General
21 Appropriations Act for Fiscal Year 1987, or from any
22 unappropriated funds of the National Treasury; Provided,
23 That the corresponding amount for the new compensation
24 structure will be included in the annual General Appro-
25 priations Act for the INP Budget for the succeeding
26 years.

27 SEC. 9. [8] REPEALING[Recision] Clause. - All
28 presidential decrees, executive orders, letters of
29 instructions, laws or parts thereof which are incon-
30 sistent with this Act are hereby repealed or modified
31 accordingly.

32 SEC. 10. [9] Effectivity. - This Act shall take
33 effect AS OF [on] December 1, 1987.

Approved,