

SENATE
S. Joint Res. No. 10

17 NOV 27 P3:37

Introduced by Senator Panfilo M. Lacson

JOINT RESOLUTION
AUTHORIZING THE INCREASE IN BASE PAY OF MILITARY
AND UNIFORMED PERSONNEL IN THE GOVERNMENT, AND
FOR OTHER PURPOSES

WHEREAS, Base Pay is the starting point of compensation for Military and Uniformed Personnel (MUP) in the government, before allotments, allowances, and special pay;

WHEREAS, the Base Pay Schedule of MUP was last increased eight years ago through *Joint Resolution No. 4, series of 2009*;

WHEREAS, *Item 1(f) of Joint Resolution No. 4, series of 2009* stipulates that the Base Pay Schedule of MUP shall take into account prevailing economic realities and create professionalism, exemplary performance, and commitment to service;

WHEREAS, *Item 17(iv) of Joint Resolution No. 4, series of 2009* mandates the updating of the Base Pay Schedule for MUP, as well as the policies on and levels of allowances, benefits, and incentives applicable to all government personnel;

WHEREAS, as an interim measure, *Executive Order No. 201, series of 2016* granted the MUP Provisional and Officers' Allowances until such time as the MUP Base Pay Schedule is again modified and rationalized;

WHEREAS, there is a need to adjust the compensation package of MUP in order to make it more commensurate with their critical role in providing national security and maintaining peace and order, taking into consideration their exposure to high-risk environments in the performance of their duties;

1 **NOW, THEREFORE, BE IT RESOLVED BY THE SENATE**
2 **AND THE HOUSE OF REPRESENTATIVES OF THE**
3 **PHILIPPINES IN CONGRESS ASSEMBLED,** To modify the
4 existing Base Pay Schedule of MUP;
5

6 *Resolved, further,* That the modification of the Base Pay of the
7 MUP shall be aligned with the objective of maintaining fiscal integrity
8 and pursuing pension reform; and
9

10 *Resolved, finally,* That existing laws and issuances contrary to the
11 provisions of this Joint Resolution shall be deemed amended upon
12 effectivity of this Joint Resolution.
13

14 (1) *Coverage.* – The modified Base Pay Schedule authorized
15 herein shall apply to all military personnel under the Department of
16 National Defense (DND) and uniformed personnel under the
17 Department of the Interior and Local Government (DILG), Philippine
18 Coast Guard (PCG), and the National Mapping and Resource
19 Information Authority (NAMRIA).
20

21 (2) *Modified Base Pay Schedule.* – The modified Base Pay
22 Schedule for MUP shall be implemented in two (2) years, as follows:
23

24 *Beginning January 1, 2018*
25
26

DND	DILG		PCG	NAMRIA	Monthly Base Pay
	BJMP and BFP	PNP and PPSC			
Candidate Soldier			Candidate Coastguardsman		18,587
Private	Fire/Jail Officer I	Police Officer I	Apprentice Seaman/Seaman Third Class	Apprentice Seaman/ Seaman Third Class	29,668
Private First Class			Seaman Second Class	Seaman Second Class	30,261
Corporal	Fire/Jail Officer II	Police Officer II	Seaman First Class	Seaman First Class	30,867
Sergeant			Petty Officer III	Petty Officer III	31,484
Staff Sergeant	Fire/Jail Officer III	Police Officer III	Petty Officer II	Petty Officer II	32,114
Technical Sergeant			Petty Officer I	Petty Officer I	32,756

Master Sergeant	Senior Fire/Jail Officer I	Senior Police Officer I	Chief Petty Officer	Chief Petty Officer	33,411
Senior Master Sergeant	Senior Fire/Jail Officer II	Senior Police Officer II	Senior Chief Petty Officer	Senior Chief Petty Officer	34,079
Chief Master Sergeant	Senior Fire/Jail Officer III	Senior Police Officer III	Master Chief Petty Officer	Master Chief Petty Officer	34,761
First Chief Master Sergeant	Senior Fire/Jail Officer IV	Senior Police Officer IV	First Master Chief Petty Officer	First Master Chief Petty Officer	35,456
Cadet		Cadet	Cadet		35,456
Probationary Second Lieutenant					35,456
Second Lieutenant			Ensign	Ensign	39,356
First Lieutenant	Inspector	Inspector	Lieutenant Junior Grade	Lieutenant Junior Grade	43,685
Captain	Senior Inspector	Senior Inspector	Lieutenant Senior Grade	Lieutenant Senior Grade	49,801
Major	Chief Inspector	Chief Inspector	Lieutenant Commander	Lieutenant Commander	54,799
Lieutenant Colonel	Superintendent	Superintendent	Commander	Commander	61,375
Colonel	Senior Superintendent	Senior Superintendent	Captain	Captain	68,740
Brigadier General	Chief Superintendent	Chief Superintendent	Commodore	Commodore	76,989
Major General	Director	Director	Rear Admiral	Rear Admiral	86,228
			Vice Admiral	Vice Admiral	96,575
Lieutenant General		Deputy Director General	Admiral	Admiral	108,164
General		Director General			121,143

Beginning January 1, 2019

DND	DILG		PCG	NAMRIA	Monthly Base Pay
	BJMP and BFP	PNP and PPSC			
Candidate Soldier			Candidate Coastguardsman		18,587
Private	Fire/Jail Officer I	Police Officer I	Apprentice Seaman/Seaman Third Class	Apprentice Seaman/Seaman Third Class	29,668
Private First Class			Seaman Second Class	Seaman Second	30,261

				Class	
Corporal	Fire/Jail Officer II	Police Officer II	Seaman First Class	Seaman First Class	30,867
Sergeant			Petty Officer III	Petty Officer III	31,484
Staff Sergeant	Fire/Jail Officer III	Police Officer III	Petty Officer II	Petty Officer II	32,114
Technical Sergeant			Petty Officer I	Petty Officer I	32,756
Master Sergeant	Senior Fire/Jail Officer I	Senior Police Officer I	Chief Petty Officer	Chief Petty Officer	33,411
Senior Master Sergeant	Senior Fire/Jail Officer II	Senior Police Officer II	Senior Chief Petty Officer	Senior Chief Petty Officer	34,079
Chief Master Sergeant	Senior Fire/Jail Officer III	Senior Police Officer III	Master Chief Petty Officer	Master Chief Petty Officer	34,761
First Chief Master Sergeant	Senior Fire/Jail Officer IV	Senior Police Officer IV	First Master Chief Petty Officer	First Master Chief Petty Officer	38,366
Cadet		Cadet	Cadet		38,366
Probationary Second Lieutenant					38,366
Second Lieutenant			Ensign	Ensign	43,829
First Lieutenant	Inspector	Inspector	Lieutenant Junior Grade	Lieutenant Junior Grade	49,528
Captain	Senior Inspector	Senior Inspector	Lieutenant Senior Grade	Lieutenant Senior Grade	56,582
Major	Chief Inspector	Chief Inspector	Lieutenant Commander	Lieutenant Commander	62,555
Lieutenant Colonel	Superintendent	Superintendent	Commander	Commander	71,313
Colonel	Senior Superintendent	Senior Superintendent	Captain	Captain	80,583
Brigadier General	Chief Superintendent	Chief Superintendent	Commodore	Commodore	91,058
Major General	Director	Director	Rear Admiral	Rear Admiral	102,896
Lieutenant General		Deputy Director General	Admiral	Admiral	125,574
General		Director General			149,785

1 (3) *Retirement Benefits of MUP.* – The monthly retirement pay of
2 MUP shall be fifty percent (50%) of the base pay and longevity pay of
3 the grade next higher than the permanent grade last held, in case of
4 twenty (20) years of active service, increasing by two and one-half
5 percent (2.5%) for every year of active service rendered beyond twenty
6 (20) years until they reach the maximum percentage of retirement
7 benefits for MUPs provided for under the law.

8 (4) *Hazard Pay.* – The Hazard Pay of all MUP shall be fixed at
9 Five Hundred Forty Pesos (P540) per month.

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11 (5) *Funding Source.* – The amounts necessary to implement the
12 increase in Base Pay shall be included in the annual General
13 Appropriations Act.

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15 (6) *Implementing Rules and Regulations.* – The Department of
16 Budget and Management (DBM) shall issue such rules and regulations
17 as may be necessary to implement this Joint Resolution.

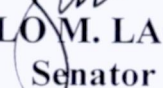
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19 (7) *Effectivity.* – This Joint Resolution shall take effect
20 immediately upon its publication in a newspaper of general circulation.

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22 (8) *Repeal.* – Consistent with the provisions of *Executive Order*
23 *No. 201, series of 2016* that the grant of Provisional Allowance and
24 Officers' Allowance shall be an interim measure to supplement the total
25 compensation of MUP until such time that their Base Pay Schedule is
26 modified and rationalized, and in view of the modified Base Pay
27 Schedule herein authorized, the Provisional and Officers' Allowances
28 shall no longer be part of the compensation of MUP beginning January
29 1, 2018.

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31 All other laws, rules and regulations, and other issuances or parts
32 thereof which are inconsistent with this Joint Resolution, are hereby
33 revoked, amended, or modified accordingly.

34
35 (9) *Separability.* – If any provision of this Joint Resolution is
36 declared invalid or unconstitutional, the other provisions not affected
37 thereby shall remain valid and subsisting.

Approved,


PANFILO M. LACSON
Senator