

**[ EXECUTIVE ORDER NO. 107, June 10, 1999 ]**

**SPECIFYING THE SALARY GRADES OF THE OFFICERS AND  
ENLISTED PERSONNEL OF THE PHILIPPINE NATIONAL POLICE  
PURSUANT TO SECTION 36 OF REPUBLIC ACT NO. 8551  
OTHERWISE KNOWN AS THE PHILIPPINE NATIONAL POLICE  
REFORM AND REORGANIZATION ACT OF 1998**

WHEREAS, Sections 28 and 36 of Republic Act No. 6975, otherwise known as "the Department of the Interior and Local Government Act of 1990", has specified the rank classification of the members of the Philippine National Police (PNP) and has articulated that the members of the PNP are considered employees of the National Government and shall draw their salaries therefrom;

WHEREAS, Executive Order No. 389 dated December 28, 1996 provides for the final implementation of salary increases effective November 1, 1997 and has modified the 35-Grade Salary Schedule in favor of the 33-Grade salary Schedule consistent with those prescribed in Republic Act No. 6758, otherwise known as "the Compensation and Position Classification Act of 1989";

WHEREAS, Section 36 of Republic Act No. 8551, otherwise known as "the PNP Reform and Reorganization Act of 1998", expands the coverage of Section 36 of RA 6975 by providing that the uniformed members of the PNP shall have the same salary grade level as that of public school teachers;

WHEREAS, pursuant to the above cited provisions, there is now a need to prescribe the Salary Grades for all PNP uniformed men;

NOW, THEREFORE, I, JOSEPH EJERCITO ESTRADA, President of the Republic of the Philippines, by virtue of the powers vested in me by the Constitution, do hereby order and direct:

*Section 1. Salary Grades for the PNP Ranks.* — Effective January 1, 1999 the following Salary Grades for the PNP shall be implemented:

<u>Salary Grade</u>	<u>Rank</u>
30	Director General
29	Deputy Director General
28	Director
27	Chief Superintendent
26	Senior Superintendent
25	Superintendent
24	Chief Inspector
23	Senior Inspector
22	Inspector
19	Senior Police Officer IV
18	Senior Police Officer III