

Republic of the Philippines  
Department of the Interior and Local Government  
**NATIONAL POLICE COMMISSION**  
Quezon City

RESOLUTION NO. 2017-035

**CONFIRMING PNP MEMORANDUM CIRCULAR NUMBER 2016-069, ENTITLED:  
“GUIDELINES ON THE GRANT OF COMBAT DUTY PAY AND COMBAT  
INCENTIVE PAY FOR PNP UNIFORMED PERSONNEL”**

**WHEREAS**, Section 14 of Republic Act No. 6975, as amended, provides that the National Police Commission (NAPOLCOM) shall exercise administrative control and operational supervision over the Philippine National Police (PNP);

**WHEREAS**, the NAPOLCOM issued Resolution No. 91-18, entitled: *“Rationalizing the Structure of Allowances and Incentive Pays Over and Above the Basic Pay and Longevity Pay of Uniformed Personnel of the Philippine National Police”* that provides for the rationalized allowances structure of the PNP to include the grant of Combat Duty Pay;

**WHEREAS**, the grant of Combat Duty Pay was increased pursuant to NAPOLCOM Resolution No. 2011-357, entitled *“Increasing the Combat Duty Pay of Uniformed Personnel of the Philippine National Police, Amending For This Purpose Item IV (B)(4) of NAPOLCOM Resolution No. 91-18 entitled “Rationalizing the Structure of Allowances and Incentive Pays Over and Above the Basic Pay and Longevity Pay of Uniformed Personnel of the Philippine National Police,”*

**WHEREAS**, President **RODRIGO ROA DUTERTE** issued Executive Order No. 3 on September 26, 2016 entitled: *“Increasing the Rates of Combat Duty Pay and Combat Incentive Pay of the Armed Forces of the Philippines and Extending the Same Allowances to the Uniformed Personnel of the Philippine National Police, Amending Therefor Executive Order No. 38 (s. 2011),”* which is aimed at increasing said benefits in order to improve the living conditions of the men in uniform of the PNP who are engaged in combating threats to national security and public order and safety;

**WHEREAS**, pursuant to the abovementioned presidential directive, the NAPOLCOM issued Resolution No. 2016-794 entitled: *“Further Increasing the Combat Duty Pay of Uniformed Personnel of the Philippine National Police and Provided for Under Executive Order No. 3, s. 2016”*;

**WHEREAS**, the PNP, pursuant to the abovementioned policies, promulgated PNP Memorandum Circular Number 2016-069 entitled: *“Guidelines on the Grant of Combat Duty Pay and Combat Incentive Pay for PNP Uniformed Personnel,”* which provides for the implementing guidelines and procedures regarding the grant and entitlement of Combat Duty Pay and Combat Incentive Pay to qualified personnel of the PNP;

**WHEREAS**, the NAPOLCOM, after review of the PNP policy issuance, finds the same to be in order;

**NOW, THEREFORE**, the NAPOLCOM, pursuant to its constitutional and statutory mandates, **HEREBY RESOLVES TO CONFIRM, AS IT HEREBY CONFIRMS**, PNP Memorandum Circular Number 2016-069.

APPROVED this 26<sup>th</sup> day of JANUARY in Quezon City, Metro Manila, Philippines.

*Ismael Sueno*  
**ISMAEL D. SUENO**  
Secretary, DILG  
Chairman, NAPOLCOM



*Rogelio T. Casura*  
**ATTY. ROGELIO T. CASURAO**  
Commissioner  
Vice Chairman and Executive Officer

*Felizardo M. Serapio, Jr.*  
**FELIZARDO M. SERAPIO, JR.**  
Commissioner

*Job M. Mangente*  
**JOB M. MANGENTE**  
Commissioner

*Zenonida F. Brosas*  
**ZENONIDA F. BROSAS**  
Commissioner

*Ronald M. Dela Rosa*  
**RONALD M. DELA ROSA**  
Commissioner

Attested by:

*Adelmalyn A. Munieza*  
**Ms. ADELMALYN A. MUNIEZA**  
Chief, Secretariat