



HOUSE BILL NO. 5758

Introduced by Representative Jurdin Jesus M. Romualdo

EXPLANATORY NOTE

The Philippine Coast Guard (PCG), established under Republic Act No. 9993, is the primary agency tasked with enforcing maritime laws, ensuring safety of life and property at sea, safeguarding the marine environment, and securing the nation’s maritime domain. In recent years, its mission has expanded beyond domestic shipping regulation to encompass complex and strategic responsibilities in the West Philippine Sea (WPS), disaster response, and international maritime cooperation.¹

As emphasized by President Ferdinand R. Marcos Jr. during the oath-taking of newly promoted PCG officers at Malacañang on May 6, 2025, the Coast Guard plays an increasingly crucial role in protecting national interests in the WPS.² The PCG’s extensive operational record—over 2,000 maritime incidents responded to, 4,500 individuals rescued, nearly 18,000 vessel inspections, and 33,000 sea marshalling operations—demonstrates its indispensable contribution to maritime safety, environmental enforcement, and national security.³ These achievements also reveal the growing demands on the agency’s manpower, fleet, and logistics—demands that far outpace its current capacity.

Recognizing these challenges, the Department of Transportation (DOTr) has initiated a comprehensive modernization program for the PCG. The plan includes the acquisition of 40 fast patrol craft worth ₱25 billion, development of autonomous underwater vehicles (AUVs) for maritime surveillance and disaster response, and construction of ship-repair and aircraft-engineering facilities to enhance operational readiness.⁴ These investments aim to quadruple the PCG’s current patrol fleet and extend its maritime presence across the nation’s vast archipelagic waters.

Modernization is not limited to hardware acquisition. It involves a holistic upgrade of the PCG’s command-and-control systems, communications infrastructure, human resources, and international interoperability. Partnerships with allies such as the United States and Japan continue to

¹ Department of Transportation (2025). Modernization of the Philippine Coast Guard (PCG). [Daily Tribune, 16 Aug 2024].
² Manila Standard (7 May 2025). PCG presence more crucial in WPS – Marcos.
³ Ibid.
⁴ Department of Transportation. Acquisition of forty (40) fast patrol crafts for the Philippine Coast Guard. Project ID No. BAC-Maritime-GS-2025-01. Retrieved from <https://dotr.gov.ph>

strengthen PCG capacity through joint patrols, domain awareness exchanges, and training exercises, enhancing the Philippines’ maritime resilience and strategic deterrence in contested waters.⁵

The PCG modernization initiative is aligned with the **Maritime Industry Development Plan (MIDP 2028)**—a national roadmap that envisions an integrated, competitive, and environmentally sustainable maritime sector by 2028.⁶ The MIDP underscores modernization not just for shipping and port operations but for maritime governance and enforcement, positioning the PCG as a core pillar in achieving safe, secure, and sustainable Philippine seas.

Accordingly, this Bill seeks to institutionalize the modernization of the Philippine Coast Guard, ensuring a dedicated and continuing framework for upgrading its fleet, systems, and personnel. It establishes a PCG Modernization Trust Fund, mandates long-term investment in research and development for maritime technology, and provides for improved training, welfare, and retention of Coast Guard personnel.

It is further noted that Section 5 of this bill is consistent with the recent **Republic Act 12122**, *An Act Fixing the Term of Office of the Philippine Coast Guard Commandant and for Other Purposes*, amending Section 5 of Republic Act No. 9993 or the *"Philippine Coast Guard Law of 2009"*.

Modernizing the Philippine Coast Guard is more than an operational necessity—it is a matter of national sovereignty, economic stability, and environmental stewardship. A modern, well-equipped, and strategically capable Coast Guard will empower the Philippines to safeguard its maritime zones, protect its people, and assert its rightful presence across all waters under its jurisdiction.


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⁵ Maritime Fair Trade (2025). U.S. commits \$8 million to modernize Philippine Coast Guard amid tensions in South China Sea.

⁶ Philippine News Agency (12 Feb 2024). Marcos OKs 10-year Maritime Industry Development Plan 2028.

1 Training, Internal Affairs Service, Financial Management, Human Resource
2 Management Service and Logistics;

3 b) The operational support commands shall consist of the Fleet, Weapons,
4 Communications, Electronics and Information System Service, Special
5 Operations Force, Aviation Force, Civil Relations Service Command, Canine
6 Force, Intelligence Force, and other operational commands as may thereafter
7 be created as needed;

8 c) The technical services shall consist of the Legal Service, Medical
9 Service, Ecumenical Service, Dental Service, Veterinary Service, Medical
10 Administrative Corps, Nurse Corps, and other technical services that may or
11 hereinafter be created as needed;

12 d) Operating commands shall consist of the sixteen (16) districts located
13 nationwide covering specific areas of responsibilities composed of stations that
14 shall have field offices called sub-stations down to detachments or posts. These
15 coast guard districts, which will also function as implementing units whose
16 annual budget shall be strictly released to them, are: National Capital Region-
17 Central Luzon (CGD NCR-CL), Central Visayas (CGD CV), Southwestern
18 Mindanao (CGD SWM), Southeastern Mindanao (CGD SEM), Palawan (CGD
19 PAL), Western Visayas (CGD WV), Southern Visayas (CGD SV), Southern
20 Tagalog (CGD STL), Northern Mindanao (CGD NM), Bicol (CGD BCL),
21 Northwestern Luzon (CGD NWL), Eastern Visayas (CGD EV), Northeastern
22 Luzon (CGD NEL), Southern Mindanao (CGD SM), Northeastern Mindanao
23 (CGD NEM) and Coast Guard districts in Bangsamoro Administrative Region
24 in Muslim Mindanao (CGDs BARMM): *Provided*, That the PCG may create
25 other new districts subject to existing laws; and

26 e) The Special Services consist of the Legislative Liaison Affairs, Internal
27 Audit, and Center for Strategic Studies.

28 In addition to the aforementioned basic structure of the PCG, the
29 Commandant of the PCG is authorized to reorganize, modify, or create
30 districts, commands, services, or units to enhance operational efficiency and
31 command structure. Such changes shall be subject to the recommendation of
32 the Secretary of Transportation and the approval of the Department of Budget
33 and Management (DBM), in accordance with applicable laws, rules and
34 regulations: *Provided*, That the minimum manning level of the PCG shall be
35 sufficient to support its mandate, which shall be filled in accordance with the
36 enlistment schedule approved by the DBM: *Provided, further*, That the
37 functional commands, administrative support units, operational support units,

operating units, technical services and special services shall be authorized and designated to perform all duties and functions of the PCG within their individual areas of responsibility, including finance and procurement.

POWERS AND FUNCTIONS

SEC. 4. *Powers and Functions of the PCG.* - The PCG shall have the following powers and functions:

a) Enforce regulations in accordance with all relevant maritime international conventions, treaties or instruments and national laws for the promotion of safety of life and property at sea within the maritime jurisdiction of the Philippines and conduct port state control implementation;

b) Conduct random inspections on all merchant ships and vessels, including inspections prior to departure, to ensure and enforce compliance with safety standards, rules and regulations;

c) Detain, stop, or prevent a ship or vessel which does not comply with safety standards, rules and regulations from sailing or leaving port;

d) Conduct emergency readiness evaluation on merchant marine vessels;

e) Issue and enforce rules and regulations for the promotion of safety of life and property at sea on all maritime-related activities, subject to the approval of the Secretary of the DOTr;

f) Determine, fix or prescribe charges, rates, and penalties, as may be necessary, to implement its provisions, as well as the provisions of laws, issuances, decrees, and orders related to the implementation of PCG functions, subject to the approval of the Secretary of the DOTr;

g) Coordinate, develop, establish, maintain, and operate aids to navigation, vessel traffic system, maritime communications, and search and rescue facilities within the maritime jurisdiction of the Philippines;

h) Remove, destroy, or tow to port sunken or floating hazards to navigation, including illegal fish traps and vessels, at or close to sea lanes which may cause hazards to the marine environment;

i) Issue permits for the salvage of vessels and to supervise all marine salvage operations and wreck removal, and to auction the abandoned vessels or wrecks to defray the expenses of such removal, as well as prescribe and enforce rules and regulations governing the same;

j) Render aid to persons and vessels in distress and conduct search and rescue during maritime accidents within the maritime jurisdiction of the Philippines, including the high seas, in accordance with applicable international conventions. In the performance of this function, the PCG may

1 enlist the services of other government agencies and the merchant marine
2 fleet;

3 k) Investigate and inquire into the causes of all maritime accidents
4 involving death, casualties and damage to properties;

5 l) In coordination with other relevant government agencies, enforce and
6 maintain maritime security, and prevent or suppress terrorism at sea, in
7 accordance with pertinent laws, rules and regulations;

8 m) Assist in the enforcement of laws on fisheries, immigration, tariff
9 and customs, forestry, firearms and explosives, human trafficking, dangerous
10 drugs and controlled chemicals, transnational crimes, and other applicable
11 laws within the maritime jurisdiction of the Philippines;

12 n) Board and inspect all types of merchant ships and watercrafts in the
13 performance of these functions;

14 o) Promulgate, administer, and enforce laws, rules and regulations for the
15 protection of marine environment and resources from offshore sources of
16 pollution within the maritime jurisdiction of the Philippines, including land-
17 based source pollution affecting marine environment and inland waters in
18 coordination with the local government units (LGUs);

19 p) Develop oil spill response, containment, and recovery capabilities
20 against ship-based pollution;

21 q) Grant, within the capabilities and consistent with its mandate,
22 requests for assistance of other government agencies in the performance of
23 their functions;

24 r) Organize, train and supervise the PCG Auxiliary (PCGA) for the
25 purpose of assisting the PCG in carrying out its mandated functions;

26 s) Recommend to the President of the Philippines the issuance of rules
27 and regulations pertaining to the assistance and support that the AFP should
28 extend to the PCG to enhance the latter's capability during emergencies; and

29 t) Perform such other functions that may be necessary in the attainment
30 of the objectives of this Act.

31 THE PCG COMMANDANT

32 **SEC. 5. *The PCG Commandant.*** – The PCG shall be headed by a
33 Commandant who shall carry the rank of Coast Guard
34 Admiral: *Provided*, That, he or she shall be appointed by the President from
35 among the Flag Officers in the Coast Guard service. He or she shall hold a
36 command-at-sea badge and must have served as a District Commander of the
37 PCG. The Commandant shall have a maximum term of three (3) years, which

1 shall commence on the date of the appointment is signed, unless sooner
2 terminated by the President. The PCG Commander shall be compulsorily
3 retired upon completion of the maximum term or upon relief by the President."

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5 **SEC. 6. Powers and Functions of the Commandant.** - The
6 Commandant shall exercise the following powers and functions:

7 a) Elaborate and execute the national maritime laws relating to the
8 functions of the PCG;

9 b) Direct and control tactical as well as strategic movements, deployment,
10 placement, or utilization of the PCG or any of its units and personnel, including
11 its equipment, facilities and other resources: *Provided*, That the Commandant
12 may delegate this power to subordinate officials with respect to the units under
13 the latter's command, subject to the guidelines as the Commandant may
14 prescribe in accordance with existing laws, rules and regulations;

15 c) Prescribe, in accordance to existing laws, the organization or re-
16 organization, powers, functions, and duties of the various staff, services,
17 installation, and other units of the PCG;

18 d) Issue policies and instructions regarding personnel, funds, properties,
19 records, correspondence, and such other matters as may be necessary to
20 effectively carry out the functions, powers and duties of the PCG, in accordance
21 with existing laws, rules and regulations;

22 e) Approve the recommendation of the different promotion or assignment
23 boards and ensure observance of merit and fitness in the process of promotion
24 and assignment;

25 f) Exercise disciplinary authority over all uniformed personnel and non-
26 uniformed personnel of the PCG; and

27 g) Perform any task or directive issued by the President of the
28 Philippines: *Provided*, That such command and direction of the Commandant
29 may be delegated to subordinate officials with respect to the units under the
30 latter's respective commands, subject to the guidelines as the Commandant
31 may prescribe in accordance with the rules and regulation prescribed under
32 existing laws.

33 **ADMINISTRATION AND PERSONNEL**

34 **SEC. 7. Personnel.** – The PCG shall consist of the following categories of
35 personnel:

36 a) *Officer* refers to a uniformed member of the PCG who is commissioned
37 as officer by the President of the Philippines or the Secretary of

- 1 Transportation, as the case may be, and belongs to the officers’ corps:
- 2 b) *Non-Commissioned Officer (NCO)* refers to the classification of
- 3 uniformed member of the PCG with ranks below commissioned officers and
- 4 performing jobs specific to their occupational specialty particularly those ranks
- 5 with equivalent grades of E-4 to E-10;
- 6 c) *Enlisted Personnel* refers to the classification of uniformed members of
- 7 the PCG particularly those ranks with equivalent grades of E-1 to E-3;
- 8 d) *Non-uniformed personnel* refers to permanent, temporary, contractual,
- 9 coterminous and casual civilian employees of the PCG whose appointments are
- 10 governed by the Civil Service laws, rules and regulations;
- 11 e) *Probationary ensign* refers to a person who is called to active duty but
- 12 awaiting commissionship into the PCG or awaiting training;
- 13 f) *Draftee* refers to a person who has completed basic training and is
- 14 awaiting enlistment into the PCG active service;
- 15 g) *Cadet* refers to a person who is enrolled in service academies under the
- 16 sponsorship of the PCG;
- 17 h) *Candidate* refers to a person who is undergoing training for
- 18 commissionship; and
- 19 i) *Trainee* refers to a person who is undergoing training to qualify as
- 20 member of the non-commissioned officers / enlisted personnel’s corps of the
- 21 PCG.

22 *Provided,* That the ranks and grades of all uniformed personnel in the

23 PCG, whether officers or non-commissioned officers / enlisted personnel, shall

24 be the same and equal as that used and observed in the AFP and the PNP.

25 **SEC. 8. Ranks and Grades of PCG Officers.** – The ranks and grades

26 of PCG Officers shall be as follows:

<u>RANK</u>	<u>ACRONYM</u>	<u>PAY GRADE</u>
Admiral	ADM	O-10
Vice Admiral	VADM	O-9
Rear Admiral	RADM	O-8
Commodore	COMMO	O-7
Captain	CAPT	O-6
Commander	CDR	O-5
Lieutenant Commander	LCDR	O-4
Lieutenant Senior Grade	LTSG	O-3
Lieutenant Junior Grade	LTJG	O-2
Ensign	ENS	O-1

1 **SEC. 9. *Technical Officers.*** – Other professionals that may join the
2 PCG service as technical officers are:

- 3 a) Lawyers;
- 4 b) Doctors;
- 5 c) Priests, Pastors, Imam, and other certified clerics;
- 6 d) Dentists;
- 7 e) Veterinarians; and
- 8 f) Nurses

9 *Provided*, That any applicant holding the degree of any of the abovementioned
10 professions shall have qualified and passed the appropriate licensure
11 examination, when applicable, of the respective professions to be qualified for
12 entry into the Coast Guard service: *Provided, however*, That other board
13 professions not listed above may still be recruited as part of the technical
14 stream upon verification of the PCG of its need thereof.

15 **SEC. 10. *Officer Rank Distribution.*** – The officer rank distribution of
16 the PCG shall be as follows: two per centum (2%) in the Flag Officer rank; six
17 per centum (6%) in the rank of Captain; twelve per centum (12%) in the rank
18 of Commander; eighteen per centum (18%) in the rank of Lieutenant
19 Commander; twenty per centum (20%) in the rank of Lieutenant Senior Grade;
20 and forty-two per centum (42%) in the ranks of Lieutenant Junior Grade and
21 Ensign: *Provided*, That such distribution is based on the ratio between officers
22 and non-commissioned officers / enlisted personnel, which is one (1) officer for
23 every seven (7) non-commissioned officers / enlisted personnel: *Provided*,
24 *further*, That if the actual number in a rank is less than the number prescribed
25 in a lower rank, the difference may be applied as an increase to the number
26 prescribed in the lower rank.

27 **SEC. 11. *Distribution of Flag Officers.*** – Other than the Commandant
28 who occupies the rank of Admiral, the total number of flag ranks shall not
29 exceed two (2) percent of the total population of officers distributed observing
30 the pyramidal structure as hereunder prescribed:

31 Vice Admiral	0.15%
32 Rear Admiral	0.35%
33 Commodore	1.50%
34 Total	2.00%

35 *Provided*, That if the actual number in a rank, except in the case of Coast
36 Guard Admiral and Vice Admiral, is less than the number herein prescribed,
37 the difference may be applied as an increase to the number prescribed in the

1 lower rank: *Provided, further*, That no officer shall be promoted to the rank of
2 Commodore or higher unless there is an existing vacancy, and the officer is
3 occupying a position in the table of organization that requires the rank which
4 is being considered for promotion.

5 **SEC. 12. *Maximum Tenure in Rank.*** – The maximum tenure of officers
6 in the ranks of Captain and Flag Officer in the PCG are hereby prescribed as
7 follows:

8	<u>Rank</u>	<u>Maximum Tenure in Rank</u>
9	Admiral	three (3) years
10	Vice Admiral	three (3) years
11	Rear Admiral	three (3) years
12	Commodore	five (5) years
13	Captain	ten (10) years

14 Unless earlier separated, retired, or promoted to the next higher rank or
15 occupying a position calling for the higher rank in the PCG Table of
16 Organization, Captains and Flag Officers shall be retired upon the attainment
17 of the maximum tenure in rank herein prescribed, or upon reaching the age of
18 compulsory retirement whichever comes earlier: *Provided*, That Captains or
19 flag officers who have not reached the age of retirement shall be retired due to
20 attrition if they have at least twenty (20) years in service, otherwise it shall be
21 separation from service.

22 **SEC. 13. *Maximum Tenure in Position of the Commandant.*** – The
23 Commandant is hereby limited to a maximum tenure of three (3) years, unless
24 otherwise earlier relieved by the President or competent authority.

25 **SEC. 14. *Ranks and Grades of Non-Commissioned Officers /***
26 ***Enlisted Personnel.*** – The ranks and pay grades of PCG non-commissioned
27 officers / enlisted personnel shall be as follows:

<u>RANK</u>	<u>ACRONYM</u>	<u>PAY GRADE</u>
First Master Chief Petty Officer	FMCPPO	E-10
Master Chief Petty Officer	MCPO	E-9
Senior Chief Petty Officer	SCPO	E-8
Chief Petty Officer	CPO	E-7
Petty Officer First Class	PO1	E-6
Petty Officer Second Class	PO2	E-5
Petty Officer Third Class	PO3	E-4
Seaman/Seawoman First Class	SN1/SW1	E-3
Seaman/Seawoman Second Class	SN2/SW2	E-2

SEC. 15. Maximum Tenure in Rank for Non-Commissioned

Officers. – The maximum tenure of non-commissioned officers in the ranks of Chief Petty Officer to First Master Chief Petty Officer in the PCG are as follows:

<u>Rank</u>	<u>Maximum Tenure in Rank</u>
First Master Chief Petty Officer	Three (3) years
Master Chief Petty Officer	Five (5) years
Senior Chief Petty Officer	Eight (8) years
Chief Petty Officer	Ten (10) years

Any non-commissioned officers holding lower ranks than the above who stays in a rank for ten (10) years without being promoted to the next higher rank shall be evaluated by the Re-enlistment Fitness Board who shall verify suitability to continue in service and submit a recommendation for the approval of the Commandant: *Provided*, That the original enlistment term in the PCG shall be three (3) years and subsequent re-enlistment shall be for the term of six (6) years, with the application for re-enlistment to be reviewed by the Re-enlistment Fitness Board for recommendation to the Commandant for approval: *Provided, further*, That the uniform allowance shall be payable every three (3) years after complying with the physical fitness test.

SEC. 16. Non-uniformed Personnel. – There shall be non-uniformed personnel positions in the PCG. The head of the non-uniformed personnel shall occupy a rank of Director III and shall be appointed by the President of the Philippines upon recommendation of the Commandant. The Commandant shall determine the additional plantilla positions required for the purpose subject to the evaluation and approval of the DBM in accordance with the civil service and other pertinent laws, rules and regulations.

SEC. 17. Appointments. – The appointment of the PCG Commandant and Flag Officers shall be approved by the President of the Philippines upon the recommendation of the Secretary of the DOTr. Appointments of all PCG non-commissioned officers / enlisted personnel shall be made by the PCG Commandant. Appointments of PCG officers, which shall be in the initial rank of Coast Guard Ensign shall be through a commissionship into service by the DOTr Secretary upon the recommendation of the Commandant.

The initial entry ranks for technical officers like lawyers, medical doctors, and ecumenical clerics shall be Lieutenant Senior Grade; dentists and veterinarians shall be Lieutenant Junior Grade; while nurses shall be

1 commissioned to the rank of Ensign. Appointment of other technical
2 professions that may be required later shall be based on the academic
3 attainment or ranking in licensure examination results issued by competent
4 authority.

5 Appointments as well as the promotion of all non-uniformed personnel
6 shall be in accordance with Civil Service Commission (CSC) laws, rules and
7 regulations.

8 **SEC. 18. *Basic Qualification for Uniformed Personnel.*** – To qualify
9 as officer or non-commissioned officer / enlisted personnel of the PCG, the
10 applicant, at the time of application:

11 a) Must be a natural born citizen of the Philippines;

12 b) Must be a person of good moral conduct;

13 c) Must have passed the psychiatric, psychological, drug, and physical
14 tests to be administered by the PCG Medical Service or by any PCG accredited
15 government hospital for the purpose of determining physical and mental
16 health;

17 d) Must possess a formal baccalaureate degree, with appropriate license
18 when applicable or professional civil service eligibility for appointment as
19 officer, and must have finished at least seventy-two (72) non-repetitive units
20 of college education, or is a senior high school graduate with six (6) months
21 Technical Education and Skills Development Authority skills course related to
22 the functions of PCG for appointment as non-commissioned officers / enlisted
23 personnel upon effectivity of this Act; and

24 e) Must not have been dishonorably discharged from military
25 employment or dismissed for cause from any non-uniformed personnel position
26 in the government.

27 **SEC. 19. *Promotions of Officers and Non-Commissioned Officers /***
28 ***Enlisted Personnel.*** – The promotion of PCG officers and non-commissioned
29 officers / enlisted personnel shall be based on merit and fitness in accordance
30 with the following procedures:

31 a) Officers shall only be promoted after undergoing deliberation before
32 the promotion boards: *Provided*, That the promotion boards shall submit the
33 results of their deliberation to the Commandant for approval and
34 corresponding endorsement to the Secretary of the DOTr for transmittal to the
35 President of the Philippines for approval; and

36 b) There shall also be appropriate promotion boards for non-
37 commissioned officers / enlisted personnel whose recommendation shall be

1 submitted to the Commandant for approval.

2 *Provided, further,* That at the time of promotion, the officer or non-
3 commissioned officer / enlisted personnel concerned shall possess all the
4 qualifications and none of the disqualifications provided under pertinent laws,
5 rules and regulations, specifically on the completion of required career course,
6 training, examination and minimum time-in-grade as applicable for specific
7 ranks.

8 *Provided, finally,* That except for the position of Commandant, no other
9 officer shall be promoted, assigned or designated to the rank of Commodore or
10 higher if he has less than one (1) year of active service remaining prior to
11 compulsory retirement.

12 **SEC. 20. Gender Sensitivity Program.** – Gender concerns shall be
13 addressed in all planning activities, setting of priorities, allocating of
14 resources, and identifying actions and activities of the PCG. It shall also
15 incorporate a gender sensitive perspective in the implementation of such plans
16 and programs.

17 Gender sensitivity shall also be mainstreamed in all its internal policies,
18 strategies, budget, projects, structures and mechanisms, including hiring,
19 promotions, assignment, training opportunities, pay and benefits. A gender
20 perspective shall likewise be integrated in all its training programs, especially
21 for maritime search and rescue.

22 **SEC. 21. PCG Insignia, Decorations and Awards.** – The PCG shall
23 have its own insignia and badges to denote rank, specialty, and assignment
24 including uniforms, decorations, and awards, all of which shall be submitted
25 to the National Historical Institute for registration in the flags and heraldic
26 list: *Provided,* That there shall be an established awards system which shall
27 be administered by the PCG under such rules and regulations as may be
28 promulgated with the approval of the Secretary of the DOTr.

29 **SEC. 22. Legal Assistance.** – The Secretary of the DOTr or the Commandant
30 of the PCG may authorize lawyers of their respective agencies to provide legal
31 assistance to any member of the PCG charged with an offense or crime
32 resulting from the performance or on occasion of official duty. The government
33 lawyers so authorized shall have the power to administer oaths.

34 The legal officers duly authorized to handle, litigate, and appear for the
35 PCG personnel herein shall be entitled to receive a special counsel allowance
36 (SCA) or lawyer's incentive pay (LIP) amounting to not more than fifty percent

1 (50%) of their base pay which shall be included in the pay slip of said legal
2 officer for the duration of the case in court.

3 There shall be a prosecution and litigation unit to handle and monitor all
4 cases filed for or against the PCG or its personnel in relation to the
5 performance of PCG functions. Legal officers assigned therein shall
6 automatically be entitled to SCA or LIP.

7 **SEC. 23. *Power to Administer Oath.*** – Officers of the PCG in the active
8 service with the grade of O-5 or when designated with appropriate orders as
9 administrative officer of a unit, shall have the power to administer oaths on
10 matters which are connected with the performance of their official duties.
11 Senior non-commissioned officers, those with grades E-7 to E10, who are
12 designated through appropriate orders, as Chief-Master-At-Arms (CMAA) or
13 unit master chief are also empowered to administer oaths.

14 **SEC. 24. *Maritime and Coast Guard Attaché.*** – Subject to existing
15 laws, rules and regulations, the PCG may designate a maritime and coast
16 guard attaché in the International Maritime Organization, other international
17 institutions, or as member of diplomatic missions or embassies upon the
18 recommendation of the Secretary of Transportation.

19 The assignment or deployment of the maritime or coast guard attaché
20 shall be with the prior approval of the Secretary of Foreign Affairs.

21 22 **PAYS, ALLOWANCES, AND BENEFITS**

23 **SEC. 25. *Salaries and Other Benefits.*** – The uniformed personnel of
24 the PCG shall receive the same base pay, hazard pay, and other benefits and
25 allowances as are now or hereafter may be authorized for corresponding salary
26 grades and ranks in the AFP. The salaries and allowances of the non-
27 uniformed personnel of the PCG shall be in accordance with existing Salary
28 Standardization Law and CSC laws, rules and regulations.

29 **SEC. 26. *Longevity Pay and Allowances.*** – Uniformed personnel of the
30 PCG shall be entitled to a longevity pay of ten percent (10%) of their basic
31 monthly salaries for every five (5) years of continuous active service, which
32 shall be reckoned from the date of actual service in the PCG: *Provided, That*
33 the totality of such longevity pay shall not exceed fifty percent (50%) of the
34 basic pay. They shall also continue to enjoy the subsistence allowance, quarters
35 allowance, clothing allowance, cost of living allowance, hazardous duty pay and
36 other collateral allowances but not limited to sea duty pay, flying pay, special
37 counsel allowance, occupational specialty pay, instructors duty pay, combat

1 pay for officers and non-commissioned officers / enlisted personnel of the PCG
2 performing combat duties or activities or engaged in actual performance of
3 duties as defined in regulations to be issued by the Commandant and all other
4 applicable allowances as provided by existing laws: *Provided, further,* That the
5 PCG shall, subject to approval of the President of the Philippines, issue a
6 specific policy pertaining to collateral allowances for specific duties actually
7 performed. All collateral allowances shall be reflected in the pay slip of
8 qualified personnel.

9 **SEC. 27. *Uniformed Personnel Missing in Action.*** – The survivors of
10 any officer or non-commissioned officer / enlisted personnel who, while in the
11 performance of duty, is officially confirmed missing in action, kidnapped or
12 captured by lawless elements shall be entitled to receive the same pay and
13 allowances to which such officer or non-commissioned officer / enlisted
14 personnel is entitled from the time of the latter's disappearance: *Provided,*
15 That the compulsory retirement of an absentee, in applicable cases, shall be
16 processed to allow the survivors to enjoy the retirement benefits: *Provided,*
17 *further,* That should the Commandant, upon the recommendation of the proper
18 authority or immediate supervisor, subsequently rule that the officer or non-
19 commissioned officer / enlisted personnel concerned has been absent from duty
20 without authority, such member or the latter's survivors shall reimburse the
21 PCG all such amount and allowances that have been received in accordance
22 with this section and other pertinent sections of this Act.

23 **SEC. 28. *Emergency and Medical Assistance.*** – The PCG shall have
24 an emergency medical assistance fund, sourced from the PCG's Annual Budget
25 Plan as reflected in the General Appropriations Act for hospitalization,
26 operation, medication, and rehabilitation of personnel arising from injuries
27 suffered on occasion of or in the performance of official functions to be used
28 exclusively in areas not serviceable by the PCG Hospital.

29 **ACTIVE SERVICE AND SEPARATION**

30 **SEC. 29. *Active Service.*** – For purposes of this Act, active service of the
31 uniformed personnel shall refer to services rendered as an officer and non-
32 commissioned officer / enlisted personnel, cadet, trainee, or draftee in the PCG
33 and services rendered as a non-uniformed personnel in the Philippine
34 Government prior to the date of separation or retirement from the PCG:
35 *Provided,* That, for purposes of retirement, the personnel shall have rendered
36 at least ten (10) years of active service as officer or non-commissioned officer /
37 enlisted personnel in the PCG: *Provided, further,* That no period of such non-

1 uniformed personnel's government service longer than the active coast guard
2 service shall be credited for purposes of retirement. Service rendered as cadet
3 in any service academy in the Philippines or abroad under the sponsorship of
4 the PCG such as the Philippine Merchant Marine Academy, probationary
5 officer, draftee, or trainee shall be included in computing the years in active
6 service for retirement purposes if such personnel joins the service right after
7 graduation.

8 **SEC. 30. Retirement.** – Upon attaining fifty-seven (57) years of age or
9 accumulation of thirty (30) years of continuous satisfactory active service,
10 whichever comes later, a PCG uniformed personnel shall be compulsorily
11 retired: *Provided*, That technical officers may extend their tenure of service up
12 to sixty (60) years or until having accumulated twenty (20) years of satisfactory
13 active service, whichever comes later: *Provided*, further, That the
14 Commandant shall be compulsorily retired upon the completion of the tour of
15 duty as provided under Section 13 of this Act or upon relief by the President.

16 Any officer or non-commissioned officer / enlisted personnel may choose
17 to retire on their own option upon accumulating at least twenty (20) years in
18 active service.

19 For purposes of this Act, an officer or non-commissioned officer / enlisted
20 personnel who dies after having accumulated at least twenty (20) years of
21 satisfactory active service shall be considered as retired.

22 The retirement of non-uniformed personnel of the PCG shall be governed
23 by the Government Service Insurance System (GSIS) law, rules and
24 regulations.

25 **SEC. 31. Separation.** – Separation from the Coast Guard service may be
26 done through compulsory retirement, optional retirement upon reaching
27 twenty (20) years in service, disability discharge, expiration of enlistment
28 term, voluntary resignation, attrition, dismissal for cause, or death.

29 The separation of non-uniformed personnel of the PCG shall be governed
30 by the Civil Service law, rules and regulations.

31 **SEC. 32. Attrition.** – There shall be established a system of attrition
32 within the uniformed members of the PCG within one (1) year from the
33 effectivity of this Act to be submitted by the PCG to the President of the
34 Philippines for approval.

35 **SEC. 33. Retirement Benefits.** – An officer or uniformed personnel who
36 is retired under Section 30 of this Act, or the retiree's qualified survivors, are

entitled to receive, and may choose from, any of the following applicable benefits:

a) Gratuity Pay. – A lump sum payment of gratuity pay equivalent to one (1) month of base and longevity pay computed based on one (1) grade higher than the permanent salary grade last held for every year of service; or

b) Retirement Pay – A monthly retirement pay equivalent to fifty percent (50%) of monthly base and longevity pay computed based on one grade higher than the permanent salary grade last held by the personnel in case of twenty (20) years of active service, increasing by two and one-half percent (2½%) for every year of service rendered beyond twenty (20) years up to a maximum of ninety percent (90%) for thirty-six (36) years of active service and over.

Provided, That non-commissioned officers who attain the rank of Chief Petty Officer, Senior Chief Petty Officer and of Master Chief Petty Officer shall, upon retirement, be entitled to the retirement pay and benefits of an Ensign: *Provided, further*, That a Master Chief Petty Officer shall receive a gratuity equivalent to that of an Ensign plus one-half (1/2) of the difference between the gratuity of an Ensign and a Chief Petty Officer; a Senior Chief Petty Officer shall receive a gratuity equivalent to that of an Ensign plus one-half (1/2) of the difference between the gratuity of a Master Chief Petty Officer and a Chief Petty Officer; while a First Master Chief Petty Officer shall be retired with the rank of Ensign but with the retirement pay and benefits of a Lieutenant Junior Grade (O-2), as provided for in existing laws: *Provided, furthermore*, That, upon retirement, officers and non-commissioned officers are entitled to receive monthly retirement pay upon retirement, or may opt to receive a lump sum equal to thirty-six (36) months of the monthly retirement pay and three years thereafter shall receive an annual retirement pay payable in equal monthly installment as they accrue.

The retirement pay of officers and non-commissioned officers / enlisted personnel who are killed in action or wounded in action resulting in total permanent disability shall be computed at the rate of ninety percent (90%) of the monthly base and longevity pay based on one grade higher than the permanent salary grade last held by the personnel regardless of years in active service.

The retirement pay of all PCG uniformed personnel retirees shall be subject to adjustment on the prevailing scale of base pay of uniformed personnel in the active service.

1 The retirement benefits of non-uniformed personnel shall be governed by
2 applicable Civil Service laws and regulations and the GSIS Law.

3 **SEC. 34. *Separation Pay.*** – Officers and non-commissioned officers /
4 enlisted personnel separated from the PCG without having accumulated at
5 least twenty (20) years of satisfactory active service, or their qualified
6 survivors, shall receive a separation pay equivalent to one-month base plus
7 longevity pay based on the permanent salary grade the officer and non-
8 commissioned officer / enlisted personnel holds at the time of separation for
9 every year of active service: *Provided*, That in the case of an officer in the grade
10 of Captain or higher who incurs physical disability in the line of duty, the basis
11 of the separation pay shall be one grade higher than the salary grade held by
12 such officer at the time of separation: *Provided, further*, That cadets,
13 candidates, trainees, or draftees who voluntarily resign from service shall not
14 be entitled to any separation pay.

15 The separation benefits of non-uniformed personnel shall be governed by
16 applicable Civil Service laws and regulations and the GSIS Law.

17 **SEC. 35. *Benefits for Death and Total Permanent Disability in the***
18 ***Line of Duty or During Training.*** – Qualified survivors of officers and non-
19 commissioned officers / enlisted personnel, including cadets, candidates,
20 trainees and draftees who died in the line of duty without having accumulated
21 at least twenty (20) years of satisfactory active service are entitled to a monthly
22 life annuity, equivalent to fifty percent (50%) of the base and longevity pay
23 computed based on one grade higher than the permanent salary grade last held
24 by the deceased officer and non-commissioned officer / enlisted personnel at
25 the time of death: *Provided*, That survivors of cadets, candidates, trainees, and
26 draftees who died during training through their own fault or negligence shall
27 not be entitled to this benefit.

28 Officers or non-commissioned officers / enlisted personnel, including
29 cadets, candidates, trainees, and draftees who suffer total permanent physical
30 disability in the line of duty or during training without having accumulated at
31 least twenty (20) years of satisfactory active service shall be entitled to a
32 monthly life annuity, equivalent to fifty percent (50%) of the base and longevity
33 pay computed based on one grade higher than the permanent salary grade last
34 held by the officer or non-commissioned officer / enlisted personnel when the
35 disability occurred: *Provided*, That the extent of the disability or sickness
36 which renders such member unfit or unable to further perform the duties of
37 the position held shall be certified by the appropriate government hospital like

1 the Philippine General Hospital: *Provided, further*, That cadets, candidates,
2 trainees and draftees who suffer total permanent physical disability during
3 training through their own fault or negligence shall not be entitled to this
4 benefit.

5 The death and disability benefits of non-uniformed personnel shall be
6 governed by applicable Civil Service laws and regulations and the GSIS Law.

7 **SEC. 36. *Survivors.*** – The family of deceased officers or non-
8 commissioned officers / enlisted personnel who are alive may claim benefits
9 after such uniformed personnel dies in line of duty or when the pensioner dies.
10 The following criteria shall apply:

11 a) Surviving spouse if married to the deceased prior to the latter's
12 retirement or separation and not legally separated by judicial decree from the
13 deceased issued on grounds not attributable to said spouse: *Provided*, That the
14 spouse's entitlement of benefits shall terminate when the spouse dies,
15 remarries, cohabits, or engages in a common-law relationship;

16 b) Surviving children of officers or non-commissioned officers / enlisted
17 personnel born of marriage contracted prior to retirement or separation from
18 the service, surviving children adopted legally prior to retirement or
19 separation, illegitimate children born while the deceased parent was still on
20 active service: *Provided*, That entitlement to benefits shall terminate when
21 such children attain twenty-one (21) years of age or upon marriage: *Provided*,
22 *further*, That those who have reached the age of twenty-one (21) years but are
23 incapacitated and incapable of self-support due to a mental or physical defect
24 acquired prior to age of majority shall remain entitled to the benefits; and

25 c) In default of those mentioned in paragraph (a) and (b), the surviving
26 parent or parents.

27 As regards question of filiation involving survivor-claimants, the same
28 shall be submitted first by the claimants to a competent court for
29 determination before benefits can be given.

30 **SEC. 37. *Survivorship Benefits.*** – The qualified survivors are entitled
31 to a monthly annuity equivalent to seventy-five percent (75%) of the officer or
32 non-commissioned officer's / enlisted personnel's retirement or separation
33 benefits, to be divided among them in equal shares and with the right of
34 accretion.

35 Survivorship benefits for non-uniformed personnel shall be governed by
36 the GSIS Law.

1 **SEC. 38. Disability Pension.** – In addition to the other benefits under
2 this Act, an officer or non-commissioned officer / enlisted personnel who is
3 retired or separated by reason of disability, which is the proximate result of
4 wounds or injuries sustained or sickness or disease acquired in the line of duty
5 shall receive a monthly disability pension as follows:

6 a) If and while the disability is rated twenty-five percent (25%) – Five
7 thousand pesos (P5,000.00);

8 b) If and while the disability is rated fifty percent (50%) – Ten thousand
9 pesos (P10,000.00);

10 c) If and while the disability is rated seventy-five percent (75%) – Fifteen
11 thousand pesos (P15,000.00); and

12 d) If and while the disability is rated one hundred percent (100%) –
13 Twenty thousand pesos (P20,000.00).

14 The officer or non-commissioned officer / enlisted personnel receiving the
15 benefits under this Section may be required to undergo periodic physical and
16 medical examination to determine the extent of disability for purposes of
17 adjusting the disability pension.

18 **SEC. 39. Old-Age Pension.** – A retired PCG uniformed personnel who is
19 at least sixty-five (65) years of age shall be entitled to old-age pension
20 amounting to Five thousand pesos (P5,000.00) monthly and an additional
21 amount of One thousand seven hundred pesos (P1,700.00) monthly upon
22 reaching the age of seventy (70): Provided, That only retired PCG uniformed
23 personnel who shall have been honorably discharged or retired after at least
24 twenty (20) years total PCG active service or sooner separated while in the
25 active service in the PCG due to disability arising or incurred in actual
26 operations or performance of duties are entitled to receive this monthly benefit.

27 **SEC. 40. Application of Related Laws on Retirement and**
28 **Separation of Uniformed Personnel.** – The retirement system under
29 Presidential Decree (PD) No. 1638, as amended, and the provisions of RA 8220,
30 RA 9365, and other similar applicable laws, insofar as not inconsistent with
31 applicable provisions of this Act, shall be given suppletory effect.

32 **SEC. 41. Incentives and Awards.** – There shall be established an
33 incentives and awards system which shall be the same and equal as that used
34 and observed in the AFP and the PNP, including the *Medalya ng Kagitingan*
35 (Medal of Valor) to be administered by a board under such rules, regulations
36 and standards as may be promulgated by the PCG: *Provided*, That equivalent
37 awards shall be given by the PCG for every award duly given by respectable

1 civic organizations in a nationwide selection for outstanding achievement or
2 performance of any member: *Provided, further,* That in the case of non-
3 uniformed personnel, the system of incentives and awards shall be approved
4 and in accordance with CSC laws, rules and regulations.

5 **DISCIPLINARY SYSTEM**

6 **SEC. 42. *Disciplinary System.*** – The PCG shall adopt the PCG Code
7 of Conduct which shall be applicable to all its uniformed personnel while non-
8 uniformed personnel shall be covered under the disciplinary rules of the Civil
9 Service. The Commandant shall be assisted by the Coast Guard Internal
10 Affairs in enforcing discipline and order within its ranks though for
11 disciplinary issues depending on gravity, unit commanders shall exercise
12 disciplinary powers over personnel under their command. The PCG shall,
13 within six (6) months from the effectivity of this Act, issue policies, rules and
14 procedures applying the PCG Code of Conduct based on the provisions of
15 Commonwealth Act No. 408, as amended by RA 516, RA 242, PD 1968, and PD
16 1166: *Provided,* That for non-uniformed personnel, the PCG shall issue rules
17 and procedures implementing Book VII of Executive Order No. 292 and
18 applicable CSC laws, administrative rules, and issuances: *Provided, further,*
19 That in times of war, during which the PCG or any of its offices is attached to
20 the DND, the military justice system of the AFP shall apply.

21 **SEC. 43. *Disciplinary Authority.*** – The Commandant shall exercise
22 disciplinary authority at any time over all personnel of the PCG. The authority
23 to discipline shall also be exercised by unit commanders and Commanding
24 Officers including Station Commanders, Sub-Station Commanders, and head
25 of Morning Report Carrying Units.

26 **SEC. 44. *Jurisdiction.*** – A complaint or a charge filed against a PCG
27 member shall be heard and decided exclusively by the disciplining authority
28 who has acquired original jurisdiction over the case, notwithstanding the
29 existence of concurrent jurisdiction as regards the offense.

30 **SEC. 45. *Dismissal of PCG Personnel.*** – The Commandant, after due
31 notice and summary hearing, may immediately remove or dismiss any
32 respondent PCG personnel, and major unit commanders may recommend such
33 in any of the following cases:

- 34 a) In cases of drug abuse where subsequent confirmation test confirms
35 the use of prohibited drugs;
36 b) When the charge is serious and the evidence of guilt is strong;
37 c) When the respondent is a recidivist or has been repeatedly charged and

1 there are reasonable grounds to believe that the respondent is guilty of the
2 charges; and

3 d) When the respondent is guilty of a serious offense involving conduct
4 unbecoming a PCG personnel.

5 An officer or non-commissioned officer / enlisted personnel who is
6 continuously absent without approved leave for at least thirty (30) calendar
7 days shall be considered on absence without official leave and shall be
8 presumed voluntarily resigned: *Provided*, That such officer or non-
9 commissioned officer / enlisted personnel shall be informed, by registered mail,
10 at the address appearing on such officer's or non-commissioned officer's /
11 enlisted personnel's S 201 file not later than five (5) calendar days from the
12 effectivity thereof.

13 The dismissal of PCG non-uniformed personnel shall be governed by Civil
14 Service laws, rules and regulations.

15 **SEC. 46. Coast Guard Inspector General and Internal Affairs**
16 ***Service (CGIG-IAS).*** – To maintain accountability in government service
17 through discipline and efficiency, there shall be an Internal Affairs Service in
18 the PCG. The CGIG-IAS shall foster and promote accountability in government
19 service within the PCG and follow the basic principles of integrity, objectivity,
20 independence, confidentiality, professionalism, competence, courage, trust,
21 honesty, fairness, forthrightness, public accountability', and respect for others
22 and themselves. It shall have the power to investigate and inquire into any and
23 all activities of the PCG units and personnel, review processes, procedures and
24 operations to determine if such were conducted effectively and efficiently.

25 The personnel of the CGIG-IAS, whether officer or non-commissioned
26 officer / enlisted personnel who are performing actual investigative duties,
27 including PCG personnel who perform investigative duties, shall be granted
28 occupational specialty pay which shall not exceed fifty percent (50%) of their
29 basic pay and shall be reflected in their pay slip for the work performed:
30 *Provided*, That such personnel shall not be entitled to the occupational
31 specialty pay under Section 26 hereof.

32 MISCELLANEOUS PROVISIONS

33 **SEC. 47. Organization of a PCGA.** – The PCG shall continue to
34 maintain, supervise, develop, and train the PCGA as a non-uniformed
35 personnel volunteer organization under the direct control and supervision of
36 the PCG Commandant. The PCGA shall assist the PCG in the promotion of
37 safety of life and property at sea, the preservation of the marine environment

1 and its resources, the conduct of maritime search and rescue, the maintenance
2 of aids to navigation, and such other activities that enhance maritime
3 community relations which include civic action, participation under the
4 National Service Training Program, youth development, recreational safety,
5 and other related activities.

6 **SEC. 48. *Coast Guard Reserve Force.*** — In accordance with existing
7 laws, rules and regulations, and the exercise of its powers and functions under
8 Section 4 of this Act, the PCG may establish a reserve force to augment the
9 PCG force in the event of national emergency or disaster, consistent with
10 existing laws, rules and regulations. The PCG reservist shall undergo regular
11 training and shall be organized, trained, equipped, and administered by a PCG
12 Reserve Command under the direction of the Commandant and whose
13 members may be called to active duty in the exigency of the service. The PCG
14 shall adopt pertinent policies and guidelines for the purpose subject to the
15 approval of the President upon the recommendation of the Secretary of
16 Transportation.

17 **SEC. 49. *Lateral Entry.*** – Active members of other uniformed services
18 under the AFP, PNP, Bureau of Fire Protection, Bureau of Jail Management
19 and Penology, and Bureau of Corrections may join the PCG through lateral
20 entry. The rank for officers eligible for such entry must not be higher than
21 Lieutenant Commander and Petty Officer Second Class for non-commissioned
22 officers / enlisted personnel. Notwithstanding the corps they wish to join, all
23 entrants shall only be accepted if, on or before time of entry, they are: a) not
24 under investigation, b) not on AWOL status, c) not serving sentence, whether
25 administrative or criminal, d) have not been issued reprimand in the last two
26 (2) years, or e) have not received an unfavorable rating in the latest
27 performance rating.

28 However, if an entrant possesses specific skills that may not be readily
29 developed in new recruits, lateral entry may be allowed for ranks higher than
30 those mentioned above: *Provided*, That the new entrant can serve at least ten
31 (10) years in PCG active service prior to reaching the mandatory retirement
32 age.

33 **SEC. 50. *Exemption from Attachment, Taxes, Duties, Charges, and***
34 ***Fees.*** – Retirement benefits granted by this Act, including benefits received
35 from a duly instituted provident fund and mutual benefit association, shall not
36 be subject to attachment, levy, execution, or any tax of whatever nature,

1 subject to the pertinent provisions of the National Internal Revenue Code of
2 1997, as amended.

3 In the establishment and operation of radar and radio stations and other
4 communication facilities, the PCG shall not be subject to payment of charges
5 and fees as imposed by the National Telecommunications Commission (NTC):
6 *Provided*, That the PCG shall only use frequencies as may be allowed or
7 assigned by the NTC consistent with international regulations and guidelines.

8 The PCG shall, in the performance of its functions, enjoy such rights and
9 privileges enjoyed by other governmental and law enforcement agencies,
10 instrumentalities, and government-owned and controlled corporations such as
11 exemption from registration fees, application for license, and payment of fees
12 as imposed by other governmental agencies or regulatory bodies.

13 The importation of instruments, equipment, machineries, spare parts,
14 and apparatuses shall be exempt from customs duties and taxes in accordance
15 with the provisions of Republic Act No. 10863, otherwise known as the
16 “Customs Modernization and Tariff Act (CMTA).”

17 **SEC. 51. *Loans, Grants, Bequests and Donations.*** – The PCG may
18 receive grants, bequests, and donations and enter into loan agreements,
19 whether from local or foreign sources for purposes relevant to its functions,
20 subject to the provisions on donations under the General Appropriations Act
21 and other pertinent laws, rules and regulations.

22 The Secretary of the DOTr may enter into a loan agreement with foreign
23 financial institutions, subject to the provisions on loan agreements under the
24 General Appropriations Act and other pertinent laws, rules and regulations.

25 **SEC. 52. *PCG Properties and Lighthouse Reservations.*** – The PCG
26 shall continue to exercise exclusive ownership, possession, management,
27 control and supervision over all properties transferred to it by virtue of
28 Executive Order No. 475, dated 30 March 1998, and Executive Order No. 477,
29 dated 15 April 1998, such as, *inter alia*, vessels, watercrafts, firearms,
30 armaments, munitions, communications and electronic equipment, vehicles,
31 buildings, real state, lighthouse stations, and reservations.

32 **SEC. 53. *Establishment and Expansion of Coast Guard Bases,***
33 ***Equipment and Facilities.*** – In coordination with other appropriate
34 government agencies, the PCG shall develop and enhance its capabilities in
35 the performance of its mandated functions and establish its strategic presence.
36 To this end, the PCG shall, through the guidance of Congress, draft its
37 development plan that shall reflect its asset, equipment, and facility

1 requirement that includes floating assets, laboratories, land-based support
2 facilities, land mobility, arms and ammunition, rescue and hospital ship,
3 maritime monitoring surveillance and communications system, port facilities,
4 air assets, and air stations.

5 **SEC. 54. *Implementing Rules and Regulations.*** – For submission to
6 the Secretary of the DOTr for approval, the PCG, not later than one hundred
7 twenty (120) days from the effectivity of this Act, shall issue rules and
8 regulations, determine, fix or prescribe charges, rates, and penalties, as may
9 be necessary, to implement its provisions, as well as the provisions of laws,
10 issuances, decrees and orders related to the implementation of PCG functions.

11 **SEC. 55. *Appropriations.*** – The amount necessary for the initial
12 implementation of this Act shall be charged against the current year’s
13 appropriations of the PCG. Thereafter, such amount shall be included in the
14 annual General Appropriations Act.

15 **SEC. 56. *Transitory Provisions.*** – All previous appointments and
16 promotions of PCG uniformed personnel made prior to the enactment of this
17 Act shall remain valid and subsisting.

18 **SEC. 57. *Adjustment of Retirement Benefits and Pension***
19 ***Indexation.*** – The retirement benefits of personnel affected by the
20 implementation of Republic Act No. 9993, Joint Resolution No. 4, s. 2009, and
21 Joint Resolution No. 1 s. 2018, shall be adjusted as follows:

22 a) For non-commissioned officers whose retirement benefits were
23 affected by the implementation of Republic Act No. 9993, any
24 discrepancies resulting from the application of this Act and Republic Act No.
25 9993 shall be returned to the retiree. This adjustment shall also apply to the
26 indexation of pensions to base pay scale adjustments affected by Republic Act
27 No. 9993; and

28 b) The retirement benefits of personnel holding the ranks of admiral and
29 vice admiral, who were adversely affected by Joint Resolution No. 4, s. 2009,
30 entitled: “Joint Resolution Authorizing the President of the Philippines to
31 Modify the Compensation and Position Classification System of Civilian
32 Personnel and the Base Pay Schedule of Military and Uniformed Personnel in
33 the Government, and for Other Purposes,” and Joint Resolution No. 1 s. 2018,
34 entitled: “Joint Resolution Authorizing the Increase in Base Pay of Military
35 and Uniformed Personnel in the Government, and for Other Purposes”, shall
36 be adjusted to align with the benefits of their contemporary ranks of
37 General and Lieutenant General in the AFP and the PNP.

1 Furthermore, personnel affected by the aforementioned joint
2 resolutions shall be paid the corresponding difference in pay and
3 allowances resulting from these adjustments.

4 **SEC. 58. *Separability Clause.*** – If for any reason, any provision of this
5 Act is declared unconstitutional or invalid, such parts not affected thereby
6 shall remain in full force and effect.

7 **SEC. 59. *Repealing Clause.*** – RA 9993 is hereby repealed and all laws,
8 decrees, executive orders, rules and regulations and other issuances or parts
9 thereof which are inconsistent with this Act are likewise hereby repealed,
10 amended, or modified accordingly.

11 **SEC. 60. *Effectivity.*** – This Act shall take effect fifteen (15) days after
12 its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,