

**Office of the President
of the Philippines
Malacañang**

MEMORANDUM ORDER NO. 39

**ADOPTING THE GUIDELINES FOR THE AUGMENTATION PAY
OF BUREAU OF IMMIGRATION (BI) PERSONNEL UNDER
MEMORANDUM ORDER NO. 24 (S. 2018) AS GUIDELINES FOR
BI SPECIAL PROVISION NO. 1 OF THE GENERAL
APPROPRIATIONS ACT FOR FISCAL YEAR 2019**

WHEREAS, MO No. 24 (s. 2018), which provides for the implementing guidelines for BI Special Provision No. 1 of the Fiscal Year (FY) 2018 General Appropriations Act (GAA) as regards the use of BI express lane fees and charges to augment the salaries of BI personnel, has expired on 31 December 2018;

WHEREAS, Congress has yet to pass an Immigration Modernization Law, which upgrades the current compensation system of the BI;

WHEREAS, there is a need for an interim measure to augment the salaries of BI employees, in recognition of the indispensability of their functions, the apparent disparity between the basic pay of BI employees and those of agencies performing comparable functions, and to promote the continuous and unhampered delivery of basic government services;

WHEREAS, pursuant to BI Special Provision No. 1, "Immigration Fees and Collections," under Republic Act No. 10964 or the General Appropriations Act for FY 2019 (FY 2019 GAA), the express lane fees and charges to be collected by the BI may be used to augment the salaries of BI personnel; and

WHEREAS, Part III(C), Par. 1 of the President's Veto Message on the FY 2019 GAA provides that the implementation of BI Special Provision No. 1 shall be subject to the provisions of Memorandum Order (MO) No. 24 (s. 2018) and subsequent issuances for the purpose;

NOW, THEREFORE, I, SALVADOR C. MEDIALDEA, Executive Secretary, by virtue of the powers vested in me by law, do hereby order:

1. The guidelines for the augmentation pay of BI personnel under Section 1 of MO No. 24 are hereby adopted as guidelines for BI Special Provision No. 1, "Immigration Fees and Collections," under the FY 2019 GAA; and
2. This Order shall be effective from 01 January 2019 until 31 December 2019, or until the passage of an Immigration

Modernization Law, or a law which would increase the base pay rates of BI personnel, whichever comes first.

DONE, in the City of Manila, this 27th day of **September**, in the year of our Lord, Two Thousand and Nineteen.

By authority of the President:


SALVADOR C. MEDIALDEA
Executive Secretary

