National Police Commission
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ANNUAL REPORT 2020

Pambansang Komisyon ng Pulisya

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January 29, 2021

His Excellency
President Rodrigo R. Duterte
Malacañang, Manila

Thru: Honorable Salvador C. Medialdea
Executive Secretary

Dear President Duterte:

I have the honor to submit the Annual Report of the National Police Commission for Calendar Year 2020. This report highlights the significant accomplishments of the Commission during the year, specifically in pursuance of its mandate to administer and control the Philippine National Police.

With our highest esteem and respect.

Very respectfully yours,

VITALIANO N. AGUIRRE II
Commissioner
Vice Chairman and Executive Officer

“Ang bayang may katahimikan ay bayang may kaunlaran”
EXECUTIVE SUMMARY

Year 2020 is considered a very crucial year for it has created unique challenges in the various facets of the society. With the onset of COVID-19 pandemic, priorities were refocused and practices were changed in order to cope with the new normal. But despite these challenges and limitations, the National Police Commission (NAPOLCOM) has been positive towards achieving what has been mandated by Law as an oversight body over the Philippine National Police (PNP).

As the Agency mandated to exercise administrative control and operational supervision over the PNP pursuant to Republic Act No. 6975, as amended by Republic Act 8551, the following were accomplished by the NAPOLCOM under its Program Expenditure Classification (PREXC) structure through the hard work and dedication of its officials and employees:

POLICE ADMINISTRATION PROGRAM

1.1. Police Supervision Sub-Program

- Oversight of Police Administration and Operation
  - Issued and disseminated eight (8) Memorandum Circulars and 1,102 Resolutions to PNP offices/units nationwide to provide administrative and operational guidance.
  - Implemented two (2) research studies entitled 2019 Survey on the Level of Stakeholder’s Satisfaction with NAPOLCOM Plans and Policy Advisories and the Study on Assessment of the PNP Recruitment and Selection Process.

- Inspection and Audit of PNP Offices, Monitoring, Review, and Evaluation of NAPOLCOM Policies and Standards
  - Prepared the 2020 NAPOLCOM Inspection and Audit Plan as basis for the conduct of inspection and audit activities by its Central and Regional Offices.
  - Inspected and audited 667 PNP offices/stations/units nationwide to assess actual condition of police personnel, facilities and equipment as well as the status of operations at levels of command in the PNP.
  - Participated in various stages of recruitment for the filling up of 10,000 regular recruitment quota and 6,149 attrition quota for Police Patrolman/Patrolwoman. It also participated in the evaluation of applicants for the third level officers \( n=316 \) nationwide.
- Attended various activities of the PNP Uniform and Equipment Standardization Boards (UESB) to ensure compliance with approved standard specifications and procurement of various PNP equipages.

- Monitored 443 Local Chief Executives composed of 26 Governors and 417 Mayors in the discharge of their duties and functions as NAPOLCOM deputies. Other activities monitored are as follows:
  * Compliance of 660 PNP offices/stations/units with previous inspection and audit findings and recommendations;
  * Implementation of decisions (n=1,420) on administrative police cases rendered by the different PNP disciplinary authorities such as PLEBs, PNP, and the Commission’s NAB and RABs;
  * Alleged involvement of 764 police members in illegal activities, organized crimes and other forms of misbehavior culled from 179 reports gathered through the quad media;
  * Establishment and operation of Women and Children Protection Desks (WCPDs) in 583 police stations;
  * Alleged involvement of 154 PNP members in human rights violations; and
  * PNP’s implementation of checkpoint operations relative to general community quarantine.

**Development and Administration of PNP Entrance and Promotional Examinations**

- Processed 25,085 applications for the PNP Entrance and Promotional Examinations (regular examinations) and interviewed 86 applicants for the Police Executive Service Eligibility (PESE) examination.

1.2. **Police Disciplinary Sub-Program**

**Management of Police Summary Dismissal Cases**

- Docketed a total of 537 complaints against erring PNP members of which 455 or 84.73% were prepared with Reports of Investigation (ROIs).

- Decided 387 or 30.79% of the total summary dismissal cases (n=1,257) heard and forwarded by the Regional Offices to the Legal Affairs Service (LAS). Likewise, resolved 92 out of the 141 cases filed for Motions for Reconsideration.

**Adjudication of Appeals by the Commission’s Appellate Bodies (National Appellate Board and Regional Appellate Boards)**

- Decided on 280 or 56% out of its total caseload (n=500) filed before the National Appellate Board and Regional Appellate Boards. Likewise, said Appellate Boards resolved 69 or 86.25% of the total motions for reconsideration (n=80) filed before them.
• **Provision of Opinions and Legal Services**
  - Rendered **2,795** legal opinions/advice and consultancy services pertaining to provisions of laws and NAPOLCOM issuances to members of PNP, PLEBs and other stakeholders.

1.3. **Police Welfare and Benefits Administration Sub-Program**

• **Management of Police Benefits Fund**
  - Adjudicated **173** or **59.86%** out of the **289** received for permanent and total disability, death and survivorship benefit claims relative to Presidential Decree Nos. 448 and 1184.
  - Disbursed **P 127,795,970.52** for death, hospitalization, medical and pension benefits of PNP members/dependents.
  - Paid a total of **P 12,431,199.39** for the tuition and miscellaneous fees of **565** scholars for all surviving children of deceased or permanently incapacitated police personnel pursuant to R.A. No. 6963.

**CRIME PREVENTION AND COORDINATION PROGRAM**

• **Formulation, Management, Coordination and Monitoring of National Crime Prevention Program**
  - Prepared and submitted the FY 2021 NCPP to the Office of the NAPOLCOM Chairman and DILG Secretary Eduardo M. Año on December 23, 2020 with the following Flagship/Special Programs:
    * Crime Prevention Information-Education-Communication (IEC) Program
    * Promoting Better Collaboration Among CJS Agencies
    * Crime Prevention Volunteer Program
    * Program for Released Persons Deprived of Liberty (PDLs)
    * Enhancing Capacity of Frontline Crime Prevention Service Providers
    * Engagement of the Citizen and Civil Societies as Partners of the Government in its Response and Recovery During Public Health Emergency
  - Reproduced 200 copies and 76 electronic PDF of the 2020 National Crime Prevention Program (NCPP) which were disseminated to the Commission’s Regional Offices and to other government offices/agencies for reference.
- Prepared the following as Secretariat to the Technical Committee on Crime Prevention and Criminal Justice (TCCPCJ):

  * Project proposals entitled:

    ☐ After-Release/After-Care Program for Persons Deprived of Liberty (PDLs)
    ☐ Community Re-entry Program under the CSOP System
    ☐ National Action Plan on Preventing and Countering Violent Extremism
    ☐ Volunteerism Program for Crime Prevention
    ☐ Strengthening the Implementation of the Barangay Drug Clearing Program
    ☐ Lifestyle Check for PNP Members
    ☐ Crime Prevention Communication Plan

  * Issued four (4) Amendatory Special Orders reconstituting membership of the 2020-2021 TCCPCJ.

  * Facilitated two (2) TCCPCJ Plenary Meetings which were held on July 30 and November 24, 2020.

- Spearheaded the 26th Annual Observance of the National Crime Prevention Week (NCPW) with the theme “Komunidad Pangalagaan nang Pandemya at Krimen ay Maiwasan” wherein various activities were conducted to raise the level of awareness of the public on crime prevention. Among the major activities conducted include distribution of crime prevention tips and information materials thru the Commission’s Crime Prevention Mascot Bantay Facebook page, Twitter and Instagram accounts, INFOMERCIALS, TV/radio programs guesting, CSOP Video Compilation Competition, Iwasan ang COVID-19 Dance Challenge, among others.

- Led the 25th Police-Community Relations Months (PCRM) celebration with the theme “Pinaigting na Ugnayan ng Mamamayan at Pulisya Laban sa Covid-19 Pandemya” to sustain collaborative partnership of the police, community and the local chief executives in the fight against the health crisis.

- Conducted face-to-face and Webinars (Web Seminars) on CSOP Orientation/Reorientation to ensure CSOP programs are implemented and sustained.

- Undertook three (3) criminological researches/studies entitled “Crime Victimization Survey in Highly Urbanized Cities”, Online Survey on Police Checkpoints during the Community Quarantine Period and Study on Crimes and Violations During the Community Quarantine Period (ECQ/MECQ/GCQ) in the National Capital Region.

- Processed/encoded 11,742 of NAPOLCOM Complaint Standard Reporting Form (CSRF) received from various WCPDs nationwide.

- Continued the development of the Crime Prevention Program Information System (CPPIS) to facilitate data sharing among the criminal justice system agencies that will aid in the planning and formulation of crime prevention programs.
GENERAL ADMINISTRATION AND SUPPORT SERVICES/ACTIVITIES

- Submitted the following planning and budgetary documents to the Department of Budget and Management (DBM), Department of the Interior and Local Government (DILG) and Commission on Audit (COA) for performance monitoring:
  * Annual Operations Plan and Budget (AOPB) for FYs 2020 and 2021;
  * Modified Plans and Budget for FY 2020
  * Physical Plan – BED 2 (FY 2020);
  * Agency Performance Measure – BP Form B (FY 2021);
  * Budget Accountability Report Form1 (BAR1) and Financial Accountability Report Form1 (FAR1);
    - As of December FY 2019 and 1st to 3rd Quarters of FY 2020
  * Physical and Financial Reports of Operations
    - As of December FY 2019, 1st Semester of FY 2020
  * Annual Procurement Plan (FY 2020)

- Conducted Staff Meetings and Central and Regional Management Conferences (CRMC) to assess the Commission’s year-round accomplishments and discuss/address pressing operational and organizational challenges.

- Prepared and disseminated 854 media releases in the form of press release and media advisories about the Commission’s programs, projects and activities which were published in the newspapers and online news portals and broadcasted in the news and public affairs programs of major TV and radio stations.

- Attended to 3,512 netizens and e-mailers, 450 callers, 49 researchers and 10 walk-in clients on requests for the Commission’s assistance and information.

- Participated in various trainings/conferences to further improve the Commission’s personnel skills and enhance awareness in various disciplines to cope with the new normal.

- Processed/attended the following transactions/applications of PNP personnel:
  * 5,244 Certificates of Clearance of no pending case to PNP members for purpose of promotion, retirement, resignation, schooling, leave, benefit claims, loan and commendation
  * Designation of 1,110 PNP officers to various key positions
  * 18 special and 215 regular promotions
  * 606 compulsory/optional retirement
  * 2,144 height waivers
  * 332 training/detail service of uniformed and non-uniformed PNP personnel
  * 52,746 authentication of documents/Reports of Rating of PNP Examinations
  * 5,554 Certificates of Eligibility issued
  * 29 requests for authority to travel abroad by both uniformed and non-uniformed personnel
  * 75 PNP-NUP promotional appointments
• Submitted to the DILG reports relative to Commission’s accomplishments on Presidential State of the Nation Address (SONA) and Non-SONA Directives, the Bayanihan to Heal as One Act and the Bayanihan to Recover as One Act and the End Local Communist Armed Conflict.

• Complied with the requirements for the implementation and continuous improvement of the Commission’s Quality Management System (QMS) pursuant to ISO 9001:2015 and relevant laws, policies and standards.
The National Police Commission (NAPOLCOM) is mandated to exercise administrative control and operational supervision over the Philippine National Police (PNP) pursuant to the provision of Section 6, Article XVI of the 1987 Constitution, which was given legislative fiat through the enactment into law on December 3, 1990 of Republic Act No. 6975 (DILG Act of 1990/PNP Law), as amended on February 25, 1998 by Republic Act No. 8551 (PNP Reform and Reorganization Act of 1998).

Amidst the challenges and limitations brought about by COVID-19 pandemic, the Commission continued to pursue its mandated functions. Recorded are the following major accomplishments of NAPOLCOM for 2020:

Police Supervision Sub-Program

Oversight of Police Administration and Operation

The Commission issued and disseminated eight (8) Memorandum Circulars and 1,102 Resolutions to PNP offices/units nationwide to provide administrative and operational guidance. List of significant issuances is shown in the next pages.
## Memorandum Circulars

<p>| MC 2020-0004 | PRESCRIBING GUIDELINES ON THE INTERRUPTION OF THE REGLEMENTARY PERIODS IN FILING AN APPEAL UNDER NAPOLCOM MEMORANDUM CIRCULAR NO. 2007-009, ENTITLED: PRESCRIBING THE PROCEDURES AND GUIDELINES FOR THE RECRUITMENT, SELECTION AND APPOINTMENT OF PNP UNIFORMED PERSONNEL AND TERMINATION OF SERVICE OF NEWLY APPOINTED POLICE OFFICER 1 (PO1) WHILE STILL IN TEMPORARY STATUS |
| MC 2020-0005 | PRESCRIBING GUIDELINES ON THE INTERRUPTION OF THE REGLEMENTARY PERIODS IN THE FILING OF A MOTION FOR RECONSIDERATION AND APPEAL UNDER NAPOLCOM MEMORANDUM CIRCULAR NO. 95-017, AS AMENDED, ENTITLED: PRESCRIBING GUIDELINES GOVERNING THE PERSONNEL ACTION OF DROPPING FROM THE ROLLS OF OFFICERS OF THE PHILIPPINE NATIONAL POLICE (PNP) FOR INCURRING ABSENCES WITHOUT OFFICIAL LEAVE/AUTHORIZED ABSENCES |</p>
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<td>RES. 2020-0062</td>
<td>UPGRADING THE RANK OF THE CHIEF AND ASSISTANT CHIEF OF THE LEGISLATIVE AFFAIRS CENTER FROM POLICE COLONEL (PCOL) TO POLICE BRIGADIER GENERAL (PBGEN) AND POLICE LIEUTENANT COLONEL TO POLICE COLONEL (PCOL), RESPECTIVELY, UNDER THE DIRECTORATE FOR PLANS (DPL)</td>
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<td>RES. 2020-0063</td>
<td>PRESCRIBING THE MINIMUM STANDARDS FOR WASTE COLLECTION VEHICLE</td>
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<td>PRESCRIBING THE MINIMUM STANDARDS FOR 3D LASER SCANNER</td>
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<td>RES. 2020-0065</td>
<td>PRESCRIBING THE MINIMUM STANDARDS FOR BLOOD GAS ANALYZER</td>
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<td>RES. 2020-0119</td>
<td>PRESCRIBING THE INTERIM ORGANIZATIONAL STRUCTURES AND STAFFING PATTERNS OF THE PHILIPPINE NATIONAL POLICE ACADEMY (PNPA) AND NATIONAL POLICE TRAINING INSTITUTE (NPTI) PURSUANT TO REPUBLIC ACT NO. 11279, ENTITLED: “AN ACT TRANSFERRING THE PHILIPPINE NATIONAL POLICE ACADEMY (PNPA) AND NATIONAL POLICE TRAINING INSTITUTE (NPTI) FROM THE PHILIPPINE PUBLIC SAFETY COLLEGE (PPSC) TO THE PHILIPPINE NATIONAL POLICE (PNP), AMENDING FOR THIS PURPOSE SECTIONS 24, 35, 66, 67 AND 68 OF REPUBLIC ACR NO. 6975</td>
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<td>RES. 2020-0133</td>
<td>PRESCRIBING THE MINIMUM STANDARDS FOR MAGNETIC RESONANCE IMAGING (MRI) MACHINE</td>
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<td>PRESCRIBING THE MINIMUM STANDARDS FOR REFRIGERATED CENTRIFUGE</td>
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<td>RES. 2020-0164</td>
<td>DESIGNATING POLICE LIEUTENANT GENERAL CAMILO PANCRATIUS P. CASCOLAN, THE DEPUTY CHIEF PNP FOR ADMINISTRATION, AS OFFICER-IN-CHARGE OF THE PHILIPPINE NATIONAL POLICE</td>
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<td>RES 2020-0316</td>
<td>PRESCRIBING THE MINIMUM STANDARDS FOR CONCRETE REBAR LOCATOR</td>
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<td>RES 2020-0382</td>
<td>REVISED CERTIFICATION PROGRAM FOR PNP CRIME LABORATORY PERSONNEL AS FORENSIC SPECIALIST</td>
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<td>RES 2020-0410</td>
<td>PRESCRIBING THE MINIMUM STANDARDS FOR PNP PATROL SHIRT</td>
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<td>PRESCRIBING THE MINIMUM STANDARDS FOR TECHNICAL DIVE COMPUTER</td>
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<td>PRESCRIBING THE MINIMUM STANDARDS FOR PORTABLE VEHICLE WEIGHING SCALE</td>
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<td>RES 2020-0413</td>
<td>AMENDING NAPOLCOM RESOLUTION NO. 2019-224 DATED MARCH 26, 2019 PARTICULARLY PARAGRAPH 5 THEREOF</td>
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<td>RES 2020-0414</td>
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<td>RES 2020-0637</td>
<td>PRESCRIBING THE MINIMUM STANDARDS FOR UNIVERSAL TEST RECEIVER SYSTEM (BALLISTIC RANGE TEST EQUIPMENT)</td>
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<td>RES 2020-0664</td>
<td>APPROVING THE ACTIVATION OF CAMP SGT QUINTIN M MERECIDO HOSPITAL (CSQMMH) UNDER THE OFFICE OF THE REGIONAL DIRECTOR, POLICE REGIONAL OFFICE (PRO) 11</td>
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<tr>
<td>RES 2020-0665</td>
<td>GRANTING THE CHIEF, PNP THE AUTHORITY TO RECRUIT SIXTEEN THOUSAND ONE HUNDRED FORTY-NINE (16,149) PATROLMEN AND PATROLWOMEN TO FILL UP THE VACANCIES UNDER THE CALENDAR YEAR (CY) 2020 REGULAR AND ATTRITION RECRUITMENT PROGRAM</td>
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<td>RES 2020-0714</td>
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<td>PRESCRIBING THE EFFECTIVITY DATE OF REAPPOINTMENT OF PHILIPPINE NATIONAL POLICE ACADEMY (PNPA) AND NATIONAL POLICE TRAINING INSTITUTE (NPTI) PERSONNEL WHO TRANSFERRED TO THE PHILIPPINE NATIONAL POLICE PURSUANT TO REPUBLIC ACT NO. 11279</td>
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<td>RES 2020-0758</td>
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<td>RES 2020-0761</td>
<td>Prescribing the minimum standards for reverse transcription polymerase chain reaction system</td>
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<td>RES 2020-0769</td>
<td>Approving the table of equipment and allowances (TEA) for the National Police Training Institute (NPTI)</td>
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<tr>
<td>RES 2020-0826</td>
<td>Endorsing to His Excellency President Rodrigo R. Duterte the proposed executive order delineating law enforcement agencies' authority and functions in addressing transnational crime</td>
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<td>RES 2020-0891</td>
<td>Approving the table of equipment and allowances (TEA) for the Philippine National Police Academy (PNPA)</td>
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<tr>
<td>RES 2020-0892</td>
<td>Amending NAPOLCOM Resolution No. 2018-691 entitled “Providing a fixed level of passing for the police executive service eligibility (PESE) written examination and validation interview”</td>
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<tr>
<td>RES 2020-0897</td>
<td>Granting the Chief, PNP the authority to fill one thousand seven hundred sixty-three (1,763) vacant positions for the rank of police lieutenant (PLT)</td>
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<tr>
<td>RES 2020-0898</td>
<td>Approving the upgrading of rank of the Director of the Directorates for Integrated Police Operations (DIPOS) in Western Mindanao, Eastern Mindanao, Visayas, Northern Luzon and Southern Luzon of the Philippine National Police from Police Major General to Police Lieutenant General</td>
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<td>RES 2020-0902</td>
<td>Approving the restructuring and strengthening of the Regional Health Service 11 (RHS 11) under the PNP Health Service</td>
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<td>RES 2020-0928</td>
<td>Prescribing the minimum standards for human body thermal scanner</td>
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<td>Prescribing the minimum standards for total station surveying instrument</td>
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<td>RES 2020-0951</td>
<td>Prescribing the minimum standards for mobile clinic</td>
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In line with the Commission’s research function, two (2) police researches/studies were conducted namely: **Survey on the Level of Stakeholder’s Satisfaction with NAPOLCOM Plans and Policy Advisories** and **Study on Assessment of the PNP Recruitment and Selection Process**.

The **Survey on the Level of Stakeholder’s Satisfaction with NAPOLCOM Plans and Policy Advisories** is conducted yearly to generate data in relation to the DBM-identified performance indicator which requires NAPOLCOM to determine the percentage of stakeholders who rate its plans and policy advisories as **satisfactory or better**. Survey results for FY 2019 revealed that 3,427 or 88.20% of the 3,886 respondent police officers are satisfied with the Commission’s programs and policy advisories. Meanwhile, data gathering for the FY 2020 Stakeholder’s survey was conducted from December 2020 to January 15, 2021 using Google forms.

On the other hand, the **Study on Assessment of the PNP Recruitment and Selection Process** aims to assess the current PNP recruitment and selection process as per NAPOLCOM Memorandum Circular Nos. 2007-009 and 2011-004. Processing of interview notes for the following Regions are ongoing:

- CAR
- Region 1
- Region 2
- Region 3
- CALABARZON
- MIMAROPA
- Region 5
Inspection and Audit of PNP Offices, Monitoring, Review, and Evaluation of NAPOLCOM Policies and Standards

One of the major functions of the Commission is the conduct of inspection and management audit of PNP offices/stations/units nationwide. This function looks into the actual conditions happening on the ground, so that appropriate measures will be formulated by the Commission to address relevant issues/concerns that were identified and raised by the PNP offices/stations/units.

In pursuance of this function, the Commission formulated the FY 2020 NAPOLCOM Inspection and Audit Plan (NIAP) as basis for the conduct of inspection and audit activities by its Central and Regional Offices.

A total of 667 police offices/stations/units were inspected and audited nationwide, 625 of which were subjected to regular inspections while 42 were put through spot inspections. The limited coverage of PNP offices/stations/units inspection and audit activities is due to the suspension of the implementation of FY 2020 NIAP pursuant to NAPOLCOM General Order No. 2020-003 dated May 5, 2020. This Order was issued in accordance with Republic Act No. 11469, also known as the “Bayanihan to Heal as One Act”, and the National Budget Circular No. 580 on the adoption of economy measures as well as in ensuring health and safety of people relative to the COVID-19 pandemic.

Notwithstanding the limitations brought about by the pandemic, the Commission has taken steps towards pursuing its inspection and audit function. Thus, in October 2020 the Commission’s Inspection, Monitoring and Investigation Service (IMIS) conducted a virtual audit covering five (5) Offices at the PNP National Headquarters (NHQ) as pilot audit sites. Results of this activity will aid NAPOLCOM in the preparation of the FY 2021 NIAP under the so called new normal.
In line with the State of the Nation Address (SONA) and Non-SONA directives of His Excellency, President Rodrigo R. Duterte, the Commission continuously monitors the performance of Local Chief Executives (LCEs) in the area of police supervision in their respective localities. LCEs who were found not performing or with sub-par performance in the maintenance of peace and order, including failure to stop acts of terrorism and/or providing support to terrorist groups and their alleged involvement in the illegal drugs trade, were sanctioned by the NAPOLCOM with withdrawal of their deputation powers. As of reporting period, NAPOLCOM was able to monitor a total of 443 Local Chief Executives composed of 26 Governors and 417 Mayors in the discharge of their duties and functions as NAPOLCOM deputies.

In addition to this, NAPOLCOM also monitored the following:

- Compliance of 660 PNP offices/stations/units with previous inspection and audit findings and recommendations;
- Implementation of decisions \((n=1,420)\) on administrative police cases rendered by the different PNP disciplinary authorities such PLEBs, PNP, and the Commission’s NAB and RABs;
- Alleged involvement of 764 police members in illegal activities, organized crimes and other forms of misbehavior culled from 179 reports gathered through the quad media;
- Establishment and operation of Women and Children Protection Desks (WCPDs) in 583 police stations;
- Alleged involvement of 154 PNP members in human rights violations; and
- PNP’s implementation of checkpoint operations relative to general community quarantine.
NAPOLCOM personnel have actively participated in the various activities of the PNP Screening Committees and Selection and Promotion Boards as representatives/members.

Activities involved in the evaluation of applicants for ranks of Patrolman/Patrolwoman include Height-Weight-Body Mass Index (BMI) measurements, Physical Agility Test (PAT), Neuro and Psychiatric Examinations, Physical-Medical-Dental Examination (PMDE), Drug Test and Final Committee Interview (FCI).

For 2020, a total of 17,462 applicants were evaluated for the 10,000 recruitment quota for the 1st and 2nd PNP Regular Recruitment Program Cycles of whom 9,100 were indorsed for the oath taking. Meanwhile, 4,208 of the 8,328 applicants who were evaluated for the PNP Attrition Program with a recruitment quota of 6,149 were also indorsed for oath taking.
NAPOLCOM representatives to the various PNP Promotion Boards nationwide evaluated/interviewed 316 applicants of whom 249 were indorsed for promotion to third level officers as follows:

<table>
<thead>
<tr>
<th>Rank</th>
<th>No. of Applicants Evaluated</th>
<th>No. of Applicants Promoted</th>
</tr>
</thead>
<tbody>
<tr>
<td>PLTGEN-PGEN</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>PMGEN-PLTGEN</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>PBGEN-PMGEN</td>
<td>44</td>
<td>13</td>
</tr>
<tr>
<td>PCOL-PBGEN</td>
<td>64</td>
<td>52</td>
</tr>
<tr>
<td>PLTCOL-PCOL</td>
<td>224</td>
<td>181</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>338</strong></td>
<td><strong>249</strong></td>
</tr>
</tbody>
</table>

The Commission’s Installations and Logistics Service (ILS) as well as its Regional Offices personnel also participated in the various activities of the PNP Uniform and Equipment Standardization Boards (UESB) to ensure compliance with procurement of various PNP equipages based on approved standard specifications as well as ensuring the implementation of RA 9184. Such activities include pre-biddings, public biddings, test and evaluation, final deliberation and acceptance, among others.

**Development and Administration of PNP Entrance and Promotional Examinations**

Another major function of NAPOLCOM is the administration of police examinations. The PNP Entrance and Promotional Examinations is administered on bi-annual basis for civilians intending to enter the police service and for in-service police officers who would like to acquire the appropriate eligibility for promotion, respectively.

In view of the COVID-19 pandemic, the Commission issued two (2) Memoranda dated March 12, 2020 and August 14, 2020 cancelling the April 26, 2020 and October 2020 PNP Entrance and Promotional Examinations, respectively. However, prior to the issuance of the said memoranda, the NAPOLCOM Regional Offices already processed 25,085 applications in March 2020, as shown in the following table:

<table>
<thead>
<tr>
<th>Type of Examination</th>
<th>Number of Applications</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>PNP Entrance Examination</strong></td>
<td>21,712</td>
</tr>
<tr>
<td><strong>Promotional Examinations</strong></td>
<td>3,373</td>
</tr>
<tr>
<td>o Police Officer 4th Class</td>
<td>1,805</td>
</tr>
<tr>
<td>o Police Officer 3rd Class</td>
<td>1,402</td>
</tr>
<tr>
<td>o Police Officer 2nd Class</td>
<td>155</td>
</tr>
<tr>
<td>o Police Officer 1st Class</td>
<td>11</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>25,085</strong></td>
</tr>
</tbody>
</table>
In October 2020, the Commission conducted the Computer-Assisted Examinations (CAEX) to accommodate those who applied for the April 2020 PNP Entrance Examination. The said examination was conducted with strict observance of the Inter-Agency Task Force (IATF) guidelines on COVID-19 health and safety protocols. For the period October to December 2020, a total of 71 passed the CAEX out of 185 examinees, making for a 38.37% passing rate.

The NAPOLCOM also conducted the Police Executive Service Eligibility (PESE) Validation Interview. The PESE examination is administered to qualified Police Commissioned Officers with the rank of Police Lieutenant Colonel with permanent status of appointment who wish to acquire the required third-level eligibility for appointment to the third-level rank (Presidential appointee). The PESE eligibility process is composed of the Written Examination (Phase I) and, upon hurdling it, the Panel Interview (Phase II).

The following table shows the breakdown of the number of interviewees’ vis-à-vis police rank held on November 21, 22, 28 and 29, 2020:

<table>
<thead>
<tr>
<th>Rank</th>
<th>No. of Interviewees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Police Colonel</td>
<td>1</td>
</tr>
<tr>
<td>Police Lieutenant Colonel</td>
<td>75</td>
</tr>
<tr>
<td>Police Major</td>
<td>10</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>86</strong></td>
</tr>
</tbody>
</table>
Management of Police Summary Dismissal Cases

For 2020, the Commission docketed a total of 537 complaints against erring PNP members. Of this figure, 455 or 84.73% were prepared with Reports of Investigation (ROIs) of which 259 were recommended for Summary Dismissal Procedures (SDP) and 196 were recommended for dropping. The remaining 82 docketed complaints are still ongoing investigation.

The Commission also decided on 387 or 30.79% of the total SDP (n=1,257) heard and forwarded by the Regional Offices to the Legal Affairs Service (LAS). The disposition of the total police respondents involved (n=893) are as follows:

<table>
<thead>
<tr>
<th>Type of Disposition/Penalty Imposed</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Dismissal from the service</td>
<td>177</td>
</tr>
<tr>
<td>• Demotion in rank</td>
<td>119</td>
</tr>
<tr>
<td>• Suspension</td>
<td>71</td>
</tr>
<tr>
<td>• Res Judicata</td>
<td>5</td>
</tr>
<tr>
<td>• Reprimand</td>
<td>1</td>
</tr>
<tr>
<td>• Exoneration</td>
<td>8</td>
</tr>
<tr>
<td>• Remanded to Summary Hearing Officers</td>
<td>1</td>
</tr>
<tr>
<td>• Cases dismissed due to justified reasons such as lack of substantial evidence, lack of merit, forum shopping, etc.</td>
<td>511</td>
</tr>
</tbody>
</table>

Likewise, resolved 92 out of the 141 cases filed for Motions for Reconsideration as of the end of December 2020, thus, an overall disposition rate of 34.26% (479 of 1,398).
Adjudication of Appeals by the Commission’s Appellate Bodies
(National Appellate Board and Regional Appellate Boards)

During the year, the Commission’s Appellate Bodies (National Appellate Board and Regional Appellate Boards) resolved 280 or 56% out of its total caseload (n=500). Likewise, the NAB and the RABs disposed 69 or 86.25% of the total motions for reconsideration (n=80) filed before them, thus, an overall disposition rate of 60.17% (349 of 580).

Rendition of Opinions and Legal Services

The Commission’s Legal Affairs Service and its Regional Offices rendered a total of 2,795 legal opinions/advice and consultancy services pertaining to provisions of laws and NAPOLCOM issuances to members of PNP, PLEBs and other stakeholders.
Police Welfare and Benefits Administration Sub-Program

Management of Police Benefits Fund

The Commission adjudicates and pays claims on permanent and total disability benefits filed by PNP members as well as survivorship benefit claims filed by their beneficiaries pursuant to Presidential Decree Nos. 1184 and 448, respectively.

During the year, the Commission adjudicated 173 or 59.86% out of the 289 claims received. A total amount of ₱127,795,970.52 was paid to the legal beneficiaries during the said period. The following table shows the breakdown of the total amount paid vis-a-vis number of claims for Death Benefits (PD 1184) and Permanent Total Disability (PD 448):

<table>
<thead>
<tr>
<th>PARTICULARS</th>
<th>Death Benefits (PD 1184)</th>
<th>Permanent Total Disability (PD 448)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No.</td>
<td>Amount</td>
</tr>
<tr>
<td>Medical &amp; Hospitalization</td>
<td>7</td>
<td>401,444.98</td>
</tr>
<tr>
<td>Gratuity</td>
<td>34</td>
<td>11,404,248.00</td>
</tr>
<tr>
<td>Burial</td>
<td>34</td>
<td>2,851,062.00</td>
</tr>
<tr>
<td>Pension</td>
<td>651</td>
<td>70,170,146.85</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td><strong>84,826,901.83</strong></td>
</tr>
</tbody>
</table>

Surviving children of police personnel who were killed or became permanently incapacitated while in line of duty are also granted scholarship benefits which include payment for tuition fees and miscellaneous expenses as prescribed under Republic Act No. 6963. Such grants could be directly used as payment for tuition to the college/universities or reimbursement of expenses incurred by the scholar through parent/guardian. During the year, the Commission paid a total of ₱12,431,199.31 to 565 scholars in different levels of education.
CRIME PREVENTION AND COORDINATION PROGRAM

Formulation, Management, Coordination and Monitoring of National Crime Prevention Program

Development of National Crime Prevention Program (NCPP)

The Commission, pursuant to Section 14 (I) of Republic Act 6975 (the PNP Law), as amended by Republic No. 8551 (The PNP Reform and Reorganization Act of 1998), has consistently performed its mandate in the preparation and submission of an Annual National Crime Prevention Program (NCPP) to the President of the Republic, through the DILG Secretary.

Because of the prevailing public health emergency, the planning workshop for the formulation of the 2021 NCPP was not pushed thru. In lieu thereof, the Commission prepared the initial draft of the NCPP, taking into consideration the inputs from the 2019 National Summit on Crime Prevention and the results of the 2017 Regional Consultations. Thereafter, virtual validation workshops dubbed as Pillar Conversations were conducted from September 15 to 25, 2020, and the clean-up session was held on October 26, 2020.
The draft Plan was presented in the Plenary Meeting of the Technical Committee on Crime Prevention and Criminal Justice (TCCPCJ) held on November 24, 2020, wherein inputs, comments and recommendations of the Committee were incorporated. The final copy of the NCPP was transmitted to the Office of the Secretary on December 23, 2020.

The following are the approved flagship programs in the 2021 NCPP:

<table>
<thead>
<tr>
<th>Strategy No. 1:</th>
<th>Crime Prevention Information-Education-Communication (IEC) Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.a.</td>
<td>Crime Prevention Communication Plan</td>
</tr>
<tr>
<td>1.b.</td>
<td>Strengthening Cyber Security and Preventing Cybercrime in the Country</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Strategy No. 2:</th>
<th>Promoting Better Collaboration Among CJS Agencies</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.a.</td>
<td>Prosecution, Law Enforcement and Community Coordinating Service (PROLECCS) Program.</td>
</tr>
<tr>
<td>2.b.</td>
<td>Crime Prevention Program Information System (CPPIS)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Strategy No. 3:</th>
<th>Crime Prevention Volunteer Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.a.</td>
<td>Establishment of Neighborhood Crime Watch Association Accreditation of Crime Prevention Volunteer Organizations</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Strategy No. 4:</th>
<th>Program for Released Persons Deprived of Liberty (PDLs)</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.a.</td>
<td>After-Care/After-Release Program for Former PDLs</td>
</tr>
<tr>
<td>4.b.</td>
<td>Advocacy on the Allocation of Certain Percentage from the Budget of Government Offices and Private Companies for the Hiring/Recruitment of Former PDLs / Offenders</td>
</tr>
</tbody>
</table>
Strategy No. 5: Enhancing Capacity of Frontline Crime Prevention Service Providers

5.a. Capacity-Building and Advocacy Campaign on Barangay Drug Clearing Program
5.b. Capacity-Building for Barangay Tanods as Force Multipliers in Support of the Police

Special Program: Engagement of the Citizen and Civil Societies as Partners of the Government in its Response and Recovery During Public Health Emergency

For the 2020 NCPP, a total of 200 copies were printed. However, early distribution of said copies to the NAPOLCOM Regional Offices as well TCCPCJ member-agencies and other government offices was rescheduled due to the delay in delivery of the 2020 NCPP to NAPOLCOM by the printing company brought by the community quarantine in Metro Manila. Nonetheless, a total of 76 electronic PDF files were transmitted to all NAPOLCOM Regional Offices and other government agencies/organizations for reference. Meanwhile, 64 copies of the printed 2020 NCPP had already been distributed to TCCPCJ member-agencies and other government offices.

In the monitoring of flagship programs for 2020 NCPP, several programs were not implemented due to the public health emergency crisis. However, activities that did not require face to face contact, such as report writing, virtual or online meetings and consultations were done instead.

As Secretariat to the TCCPCJ, the Commission prepared the project proposals for the different flagship programs, as follows:

1. After-Release/After-Care Program for Persons Deprived of Liberty (PDLs)
2. Community Re-entry Program under the CSOP System
4. Volunteerism Program for Crime Prevention
5. Strengthening the Implementation of the Barangay Drug Clearing Program
6. Lifestyle Check for PNP Members
7. Crime Prevention Communication Plan

The After-Release/After-Care Program for PDLs aims to craft a comprehensive national policy on the reintegration of former PDLs into the mainstream of society, as well as to develop mechanisms to provide services for former PDLs.
Activities for the preparation of the After-Release/After-Care Program for Persons Deprived of Liberty (DPLs) include issuance by NAPOLCOM on November 27, 2019 Special Order No. 2019-261 organizing the Technical Working Group (TWG) in the NAPOLCOM TCCPCJ to lay the groundwork for the PDL Program. Subsequent Amendatory Special Order No. 2020-151 that expanded the membership of the said TWG to include representatives from the Liga ng mga Barangay, Bureau of Jail Management and Penology (BJMP) and Juvenile Justice and Welfare Council (JJWC) was also issued on October 14, 2020. The Commission facilitated two (2) virtual meetings of the TWG held on January 17 and October 14, 2020.

Meanwhile, the project proposal for the After-Release/After-Care Program for Persons Deprived of Liberty (DPLs) was presented during one of the Plenary Meetings of the NAPOLCOM TCCPCJ wherein inputs, suggestions and recommendations during the said meeting are incorporated in the proposal.

The Commission also issued four (4) Amendatory Special Orders reconstituting membership of the 2020-2021 TCCPCJ due to transfer, reassignment, promotion or retirement of members in the following agencies/offices:

- DPCR-PNP
- DIDM-PNP
- DOJ
- SC
- PhilJA
- ATC-PMC
- PPA-CO
- PIA
- IMIS-NAPOLCOM
- Office of the Ombudsman
NAPOLCOM TCCPCJ Plenary Meetings

The first quarter plenary meeting scheduled on March 16, 2020 was postponed in view of the declaration of ECQ status in Metro Manila. Thus, the first virtual plenary meeting was held on July 30, 2020. The said activity was well-attended by 75 TCCPCJ members and discussed the following:

- PNP Crime Situation Report during the Community Quarantine
- Strategies and Procedures on Crime Prevention to be adopted under the New Normal Situation by NAPOLCOM
- R.A. No. 11479 (An Act to Prevent, Prohibit and Penalize Terrorism, thereby Repealing Republic Act No. 9372 or the Human Security Act of 2007) by a representative from the Office of Senator Panfilo M. Lacson

The 2nd Virtual Plenary Meeting was held on November 24, 2020. The following were presented and discussed:

- Analysis and Interpretation of the Crime Statistical Data from January to October 2020;
- Illegal Drugs Situation by PDEA;
- Violence Against Women and Children (VAWC) by AVAWC Division-PNP;
- Update on the Status of After-Care/After-Release Program for Persons Deprived of Liberty (PDLs);
- Crime Prevention Program Information System (CPPIS); and
- Draft 2021 NCPP

As an off-shoot of the meeting, the TCCPCJ Secretariat prepared letters to the Office of Court Administrator, Supreme Court and Court of Appeals to furnish copies of decisions of dismissed drug cases due to failure of the law enforcement agencies to comply with the cited provisions of R.A. 9165, as amended from January to November 2020. The information will be used for policy development purposes. The Secretariat created an email account exclusively for this purpose.
National Crime Prevention Week (NCPW) Celebration

The theme for the 2020 NCPW Celebration was “Komunidad Pangalagaan nang Pandemya at Krimen ay Maiwasan.”

The celebration focused on the importance of police-community partnership and commitment of all sectors of society to ensure public safety, reduce fear and prevent crime incidence in the community especially during the pandemic. Increased citizen awareness on COVID-19 transmission and community participation in local crime reduction efforts of the government were encouraged.

The following programs, projects and activities geared towards broadening public support to crime prevention and cost-effective campaign against crime were undertaken:

- The virtual Kickoff Ceremony held on September 1, 2020 was led by NAPOLCOM Vice-Chairman and Executive Officer, Atty. Rogelio Casurao, the NAPOLCOM Commissioners, Staff Service Chiefs, Regional Directors and other NAPOLCOM personnel. The TWC members were invited to join. The kick-off ceremony was live streamed over Mascot Bantay’s Facebook (FB) page.

- Posted 103 crime prevention tips and information in NAPOLCOM Crime Prevention Mascot Bantay Facebook page, Twitter and Instagram accounts and NAPOLCOM Regional Offices Facebook accounts, as follows:
  - End Hazing Now
  - School Safety
  - Crime Prevention Tips for the Holiday Season
  - Crime Prevention Tips when driving
  - Crime Prevention Tips when shopping
  - Crime Prevention Tips at home

For media mileage, an INFOMERCIAL was created with the assistance from Technical Working Committee (TWC) member-agencies, particularly, the Philippine Information Agency (PIA) and the NAPOLCOM-PID.

Online interviews over the following TV/radio programs were likewise organized to drumbeat public awareness and interest on the weeklong observance:

- DZEC “EAT KONEK NA!,” anchored by Ms. Belle Suarara (August 30, 2020, Guests: OIC Edilberto P. Pardinas and Ms. Ellen Gran)
- DWBL “TUKLASIN NATIN,” hosted by Ms. Cathy Cruz (August 28, 2020, Guests: OIC Pardinas and Ms. Gran)
- DWIZ “BALITA NA SERBISYO PA” (FB Live phone patch) hosted by Edwin Eusebio (August 26, 2020, Guest: OIC Pardinas)
- Interview with NAPOLCOM Regional Directors in their respective local stations

- The CSOP Video Compilation Competition which showcased the valiant deeds and laudable efforts of local government, community and police in zealously performing their duties and sharing their resources under the CSOP framework. The entries were uploaded and posted for public viewing/voting from August 31 to September 6, 2020.

  The winners are as follows:
  
  1st Place - Valenzuela City (₱20,000)
  2nd Place - Muntinlupa City (₱15,000)
  3rd Place - Taguig City (₱10,000)

  The City of Valenzuela also got the People’s Choice Award for garnering the most number of likes with an additional cash prize of ₱8,000.00.

- The *Iwasan ang COVID-19 Dance Challenge* was a dance routine to remind people on complying with the minimum safety practices to the tune of DOH “Iwasan ang COVID-19”. The contestants/ participants created their own version of the dance and submitted/posted their entries with the hashtag #NCPWFightsCOVID-19. The top four (4) “Most Liked” videos won the challenge, and they are as follows:

  Sheila Mae Gigisan Armenta - 3,222 likes
  Benny boy Esclubosa - 2,332 likes
  Ryan Labaco - 2,201 likes
  Pat Cokie Mae Yabut - 1,670 likes

- Feedback and assessment on “Awareness Drive on Crime Prevention” activities were also conducted in the following schools:

  - Kalayaan High School, Pasay City
  - National Housing Corporation High School, Caloocan City
  - Nagpayong High School, Pasig City
  - Parañaque National High School
  - Malabon National High School
  - Andres Bonifacio Integrated School, Mandaluyong City
  - Muntinlupa National High School
  - Las Piñas National High School
  - Makati High School
Other major activities which highlighted the week-long celebration of the annual observance of NCPW conducted by NAPOLCOM Regional Offices were as follows:

- Webinars on
  - Anti-Photo and Video Voyeurism Act of 2009
  - Cyber Bullying
  - Crime Prevention Tips and Crime Situation
  - Drug Abuse Prevention and Control under RA 9165 (Comprehensive Dangerous Drug Act of 2002)
  - Cyber Security and Data Privacy Act (sponsored by the DICT), Educating the Public on the Protocols of the New Normal
  - Substance Use Prevention
  - Youth Engagement for the Prevention of Drug Use and Other Risky Behaviors
  - Firearms Management and Safety Seminar

- Clean-up Drives (coastal areas)

- Hanging of Tarpaulins re: Awareness campaign of the Five pillars of the Criminal Justice System

- Poster Making Contest

- Information Drive Against COVID-19 (Hanging of Streamers on Police Checkpoints)

- Gift giving and distribution of food and groceries at orphanages and the communities

- Documentation and Awarding of PNP Offices on the Best Practices in Response to the COVID-19 Pandemic
Police-Community Relations Month (PCRM) Celebration for 2020

The 25th Police-Community Relations Month Celebration held in July, focused on the collaborative partnership of the police, community and the local chief executives in the fight against the health crisis, with the theme “Pinaigting na Ugnayan ng Mamamayan at Pulisya Laban sa Covid-19 Pandemya.”

Given the limitations and health challenge brought by the pandemic, various strategies were adapted by the PNP in implementing PCRM activities aimed at keeping the community safe as well as further strengthening the relationship between the police and community to win the fight against COVID-19 infection.

The following activities were conducted at the national level for the PCRM Celebration:

a. **Kickoff Ceremony**

   The Kickoff Ceremony was conducted on July 1, 2020 with select audience joining the physical celebration at the PNP Multi-Purpose Center, while others attended virtually. The ceremony was broadcasted live via the official Facebook page of the Philippine National Police. The NAPOLCOM Vice-Chairman and Executive Officer delivered his Message and Declaration of the Opening of the PCR Month Celebration.

b. **IEC/Awareness Drive**

   The NAPOLCOM, through the CPCS, prepared the IEC materials on police community relations. The IECs were posted in the official Facebook account of NAPOLCOM Mascot “Bantay”

On the other hand, the Commission’s Regional Offices also implemented the following major activities during the month-long celebration of the 25th PCRM:

- Hanging of streamers
- Clean-up drives
- Tree planting
- Blood letting
- Fun bike/bike patrolling
- 25th PCRM Slogan Contest
- Lectures on Kabataan Kontra Droga at Terorismo (KKDAT) Youth Congress
- Conduct of dialogues with barangay tanods
- Feeding program and distribution of relief goods
- Documentation of PNP Best Practices/Good Deeds during ECQ/MGCQ
- Online exhibit for a Cause of Artworks on PNP Good Deeds
- Virtual contests and “Bahaynihan Project”
- Virtual Nationwide Culmination Program of the 26th NCPW
In line with NAPOLCOM’s 2020 project under the Justice Sector Convergence Program particularly on the Information, Education and Communication Campaign for the Promotion of the Community and Service-Oriented Policing (CSOP) System, the Commission spearheaded the conduct of Webinars (Web Seminars) on CSOP Orientation/Reorientation in the following areas in cooperation with the concerned NAPOLCOM Regional Offices:

**Community and Service-Oriented Policing (CSOP) System**
<table>
<thead>
<tr>
<th>City/Region</th>
<th>Date Conducted</th>
<th>No. of Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. NAPOLCOM R10</td>
<td>September 3, 2020</td>
<td>98</td>
</tr>
<tr>
<td>2. NAPOLCOM BARMM</td>
<td>September 22, 2020</td>
<td>120</td>
</tr>
<tr>
<td>3. Angeles City, Region 3</td>
<td>October 13, 2020</td>
<td>65</td>
</tr>
<tr>
<td>2. Davao City, Region 11</td>
<td>November 10, 2020</td>
<td>84</td>
</tr>
<tr>
<td>3. Cebu Province, Region 7</td>
<td>November 17, 2020</td>
<td>154</td>
</tr>
<tr>
<td>4. Quezon City, NCR</td>
<td>December 1, 2020</td>
<td>92</td>
</tr>
</tbody>
</table>

On their part, the Commission’s Regional Offices initiated the face-to-face lectures or webinar on CSOP System concepts to LCEs, PNP Officers as well as Barangay Chairmen and Tanods in their respective areas of jurisdiction, as follows: R1, R5, R6, R9, R10, CAR & BARMM.

A Memorandum of Agreement (MOA) signing between NAPOLCOM, PNP and the City Mayor Hon. Victor Ma Regis N. Sotto was conducted supporting CSOP projects in PASIG City.
Conduct of Criminological Researches/Studies

In line with the Commission’s research function, the Commission undertook the following researches/studies:

1. **Crime Victimization in Highly Urbanized Cities (HUCs)**
   
The study aims to present the nature and extent of victimization in highly urbanized cities in the Philippines, provide information on victimization risks, safety measures of victims and factors that contribute to reporting and non-reporting of crimes. Preparation of final report of this study is ongoing.

2. **Online Survey on Police Checkpoints During the Community Quarantine Period**
   
The survey is designed to measure public views and opinions of the police during the community quarantine period (ECQ, GCQ and MCQ) with the purpose of providing timely, reliable and actionable information to NAPOLCOM and other policymakers for the improvement of police services, especially during the pandemic.

   The survey was conducted from August 11 to September 16, 2020, in cooperation with the National Telecommunications Commission (NTC) through text blast and social media. A total of 7,672 citizens participated in the online survey with 56% coming from the NCR and 44% from the other regions in the country.

   The preparation of survey report has been completed and submitted to relevant authorities. The NAPOLCOM Regional Offices were also provided with the regional survey results on November 20, 2020 through e-mail.

   Generally, the installation of police checkpoints is an effective strategy in instilling feeling of safety and sense of security to people, as well as in the maintenance of peace and order during this public health emergency crisis. The presence of police/military checkpoints revealed that the community feels safer and helped in the maintenance of peace and order, as well as in the prevention of the spread of COVID-19 infection. The survey participants also regarded the police manning the checkpoints as courteous. Overall, they obtained a high 90% rating ranging from outstanding (25%), very satisfactory (35%) and satisfactory (30%).
3. **Study on Crimes and Violations During the Community Quarantine Period (ECQ/MECQ/GCQ) in the National Capital Region**

This study was conducted in NCR from March 17 to August 31, 2020 which analyzed and compared how the different levels of quarantine period affected the crime situation in the NCR and determined the prevalence of violations of the guidelines on community quarantine.

As of end of the year, processing of results is still ongoing while write up on the initial findings of the said study was incorporated in the 2021 NCPP.

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**Crime Reporting**

- **Maintenance of a Uniform Crime Reporting System**

  On February 12, 2020, a meeting with the PNP-DIDM was held to discuss the implementation of NAPOLCOM Memorandum Circular No. 2019-007 entitled "**Prescribing a System of Uniform Crime Reporting and for Other Purposes.**" The core features of the said Memorandum Circular are as follows:

  a) That the PNP Crime Information and Research Analysis System (CIRAS) will be the primary source of crime statistics/data by the PNP and NAPOLCOM for purposes of analysis and input in the formulation of crime prevention programs;

  b) That the use of NAPOLCOM Form Nos. 20-24 and NCRS Form 1 will be discontinued; and

  c) That NAPOLCOM will have access to the PNP CIRAS following security protocols.

  Receiving and recording of monthly crime reports (MCRs) and CSRFs submitted by police stations nationwide was temporarily suspended due to quarantine restrictions. For the period January to February 2020, 114 monthly crime reports were received and recorded, while 404 were encoded comprising 76% for 2018 and 24% of 2019 reports.

  Encoding of accomplished NAPOLCOM Complaint Standard Reporting Form (CSRF) was done through work from home arrangement. A total of 11,742 accomplished forms from various WCPDs nationwide were encoded in the provisional data entry system.

- **Development of the Crime Prevention Program Information System (CPPIS)**

  The CPPIS is a system envisioned to provide a system of information sharing among the criminal justice system agencies that will aid in the planning and formulation of crime prevention programs. The system shall foster closer coordination and cooperation among the different agencies involved in the CJS through a more systematic exchange of information and up-to-date data collection on CJS information.

  The Terms of Reference (TOR) and Contract of Service of the winning service provider were prepared.
In the development of the System, eight (8) consultative meetings were conducted with the following:

- **System Developer**
  - Sept. 23, Oct. 29 and Dec. 14, 2020

- **CPCS Core Team**
  - October 1, 6, 12 and 22, 2020

- **TCCPCJ Sub-Committee on CPPIS**
  - October 19, 2020

On documentation and gathering of information phase, the CPCS-CPPIS Core Team provided all necessary data needs/information/requirements to the developer for the development of the system. The Inception Report that was submitted by the Developer was reviewed, revised and accepted. The 1st draft of the Business Design was presented to the CPCS-CPPIS Core Team on December 14, 2020 for comments and additional inputs. The System as well as its pre-testing and User’s Training are expected to be completed in the 1st quarter of 2021.
GENERAL ADMINISTRATION AND SUPPORT

FORMULATION OF PLANS AND PROGRAMS

Given the importance of planning in setting the direction towards achieving NAPOLCOM’s mission, vision and mandates, the Commission conducted a Five-Year Strategic Planning Workshop (FY 2020 to 2024). The said activity was held on January 7 to 9, 2020 which was attended by top level Officials as well as Planning and Budget Officers of the Commission. The 5-year Strategic Plan was formulated to strengthen the Commission’s institutional capacity as an oversight agency of the Philippine National Police (PNP).
Having the 5-Year Strategic Plan and the DBM-approved NAPOLCOM PREXC for FY 2020 as bases, the 2020 NAPOLCOM Annual Operations Plan and Budget (AOPB) was formulated. The said AOPB served as the blueprint in the implementation of various programs, projects and activities by the Commission’s operating units for 2020.

With the onset of the COVID-19 pandemic and pursuant to the directives set forth by the DBM thru National Budget Circular No. 580, entitled: “Adoption of Economy Measures in the Government Due to the Emergency Health Situation”, the Commission reassessed its AOPB and prepared a Modified Plans and Budget for FY 2020. Among the major projects and activities which were modified or discontinued include the conduct of inspection and audit of PNP offices, monitoring activities, administration of the PNP Entrance and Promotional Examinations, conduct of face-to-face data gathering activities on police and criminological researches/studies, processing in the application of police benefit claims, processing/filing of police complaints, summary dismissal cases, appeals procedures, among others.

The Commission’s Modified Plans and Budget for FY 2020 was submitted to the Department of Budget and Management (DBM), Department of the Interior and Local Government (DILG) and the Commission on Audit (COA) for purposes of budget and performance monitoring.

Aside from the AOPB and the Modified Plans and Budget for FY 2020, the Commission submitted the following to concerned government departments/agencies, as mentioned above:

- 2020 Physical Plan (BED2);
- BP Form B (Agency Performance Measure) for FY 2021;
- Budget Accountability Report Form 1 (BAR1) and Financial Accountability Reports Form 1 (FAR1) for FY 2019 (4th Quarter) and 1st to 3rd Quarter for FY 2020;
- Physical and Financial Reports of Operations (As of December FY 2019, 1st Semester of FY 2020)
- Annual Procurement Plan (FY 2020)

Meanwhile, NAPOLCOM conducted Staff Meetings and Central and Regional Management Conferences to assess the Commission’s year-round accomplishments and discuss/address pressing operational and organizational challenges. The said activities were attended by top level officials and other concerned officers of the Commission.
IMPLEMENTATION OF THE NAPOLCOM COMMUNICATION PLAN

For 2020, the NAPOLCOM prepared and disseminated 854 media releases in the form of press release and media advisory which were published in the newspapers and online news portals and broadcasted in the news and public affairs programs of major TV and radio stations. These news releases were disseminated to the quad-media and to the NAPOLCOM Regional Offices as part of the Commission’s information program.

Likewise, a total of 14 taped, phone patch and online interviews of the late NAPOLCOM Vice-Chairman and Executive Officer Atty. Rogelio T. Casurao and other Commission officials were also coordinated and documented. Among the major media interviews include the filing of the case against former Chief PNP Oscar Albayalde, the investigation into a police officer’s fatal shooting of a former soldier, and the viral killing of a mother and son in Tarlac by a police officer.

On the publication of the NAPOLCOM Newsletter, two (2) issues were posted at the NAPOLCOM website while 600 copies were distributed to the NAPOLCOM officials at the Central and Regional Offices and to the other attached agencies of the DILG.

To continuously boost its social media presence, the Commission posted 55 infographics, 14 videos and 102 photos of the various programs, projects and activities through its official Facebook, Twitter and Instagram accounts as well as the Youtube. A total of 34 media interviews/apparances of NAPOLCOM officials and DILG announcements were also shared and posted.
On the handling of clients’ complaints, the NAPOLCOM provided concrete and specific action to the 124 clients’ concerns and complaints received by the Commission during the period. Furthermore, the PAS-PID extended public assistance to 3,512 netizens and e-mailers, 450 callers, 49 researchers and 10 walk-in clients.

Moreover, 1,208 newspaper reports and 3,428 online news articles about NAPOLCOM and PNP were tracked and monitored while 2,155 news reports were summarized and submitted to the top management as possible reference for policy formulation.

The NAPOLCOM Central and Regional Offices also accomplished the following initiatives to ensure continuous operations during the period that the entire Luzon was placed under Enhanced Community Quarantine:

- Created the Viber account for the PID and the Commissioners where we share the daily summary of news reports to keep the management updated of the current news despite the lockdown;
- Provided coverage to the donation activities of the Commission despite the lockdown;
- Exerted efforts to reach out to our media partners during the pandemic;
- Created the Messenger group chat (GC) for the PID and Regional Information Officers (RIOs) in order to have easy access with them, at the same time the GC serves as a venue for communication and information sharing between the PID and RIOs;
- Produced an Instructional Video for the handling of client’s complaints;
- Started the preservation of photos and videos through the scanning of old photos and maintenance of digital back up files;
- Started the digitization of significant NAPOLCOM issuances (Resolutions, Memorandum Circulars, etc.); and
- Upgraded our communication equipment through the acquisition of computer, videocam and other camera accessories.
HUMAN RESOURCE DEVELOPMENT PROGRAM

Various trainings/seminars were attended by the Commission’s personnel to further improve their level of awareness as well as their skills in serving their clients. These trainings were conducted via Zoom Application and face to face arrangement with strict observance of the prescribed health protocols. Among the major trainings attended were as follows:

- Five-Year Strategic Planning Workshop (2020-2024)
- Strategic Refresh, Resetting Strategies in the New Normal for NAPOLCOM’s Strategic Plan in ISO: 9001:2015 QMS
- Effective Report Writing for Police Inspectors and LEEOs
- Strategic Performance Management System for the National Police Commission;
- RA 11032 – An Act Promoting Ease of Doing Business and Official Government Service Act
- Data Privacy Act
- Orientation on Competency-Based Job Description and Qualification Standards (QS)
- Orientation on Competency Assessment
- Online Communication Strategies at Work in the New Normal: “IN ang Online Tech”
- Managing Stress and Anxiety during the New Normal
- Mental Health Awareness, Work Life balance, Resilience and Personality Development
- Optimizing Health and Wellness and Managing Work Stress in the New Normal
- Beating the New Normal: Creating a Culture of Financial Literacy
- Records Disposition
- Pre-Retirement Seminar
- Online Modular Program on Confidential Background Investigation Training (CBIT)
- Effective Control of Documented Information Workshop
- GoTo Meeting
- CES Leadership Conclave Series and CES Club 2020
- Supervisory Development Track Course (DTC) I
- Basic Orientation Course for newly hired NAPOLCOM employees; and
- Webinar on Freedom of Information and Data Privacy
- Basic Government Accounting and Budgeting;
- Anti-Money Laundering Act
- Government Procurement Program Act of (RA 9184)
- Cash Management and its Control System Webinar
- Anti-Graft and Corrupt Practices Act
- PLEB Refresher Seminar
- Republic Act 9994 of the Expanded Senior Citizens Act
- Seminar on Intelligence Analyst Program
The Commission issues clearance certificates to PNP personnel who applied for promotion, optional and mandatory retirement, local or foreign training, schooling, reassignment, resignation, benefit claims, commendation, reassignment, among others. For 2020, the Commission issued a total of 5,244 Clearance Certificates to police personnel relative to said request.

Moreover, the Commission attended to and processed the following transactions/applications:

- designation of 1,110 PNP officers to various key positions
- 18 special and 215 regular promotions
- 606 compulsory/optional retirement
- 2,144 height waivers
- 332 training/detail service of uniformed and non-uniformed PNP personnel
- 52,746 authentication of documents/Reports of Rating of PNP Examinations
- 5,554 Certificates of Eligibility issued
- 29 requests for authority to travel abroad by both uniformed and non-uniformed personnel
- 75 PNP-NUP promotional appointments
OTHER SIGNIFICANT ACCOMPLISHMENTS

IMPLEMENTATION OF THE PRESIDENTIAL SONA AND NON-SONA DIRECTIVES

Aside from the Monitoring of LCEs as NAPOLCOM Deputies and the disposition of Summary Dismissal Authority of NAPOLCOM, the following were accomplished relative to the Presidential SONA and Non-SONA directives:

- Development of the Web-based Police Disciplinary Machinery Information System (PDMIS)

  The Commission continued the development of the Police Disciplinary Machinery Information System (PDMIS), a web-based system connecting the Central and 17 Regional Offices aimed at automating the monitoring of police administrative disciplinary cases to ensure real-time and accurate reporting of case statistics and status. As of the end of FY 2020, the Report modules for pre-charge investigation, summary dismissal cases and module on the generation of case statistics are undergoing revisions. This will be operational by the first quarter of 2021.
• Development of a Telecommunication Technology to Provide Telehealth Services to NAPOLCOM Employees

As part of the implementation of the NAPOLCOM Occupational Health Programs during the outbreak of COVID-19, a telecommunication technology that will provide an alternative medical and psychosocial support that shall include preventive, supportive, palliative and treatment care to concerned employees was developed and implemented by the Commission. The chat messaging application/system called **NAPOLCOM TeleHealth** allows the delivery and facilitation of health and health-related services including medical care, patient education, health information services, and self-care thru the use of telecommunication devices (smart phones, tablets, PCs and laptops).

• Free Legal Assistance to PNP

In line with the President’s directive to provide assistance to law enforcement officers who are unjustly charged with administrative cases while in the performance of their duties, the Commission undertook review on policies governing the provision of free legal assistance. In addition to this, NAPOLCOM has constituted the Technical Working Group (TWG) mandated to prepare a Work Plan for the formal activation of the Legal Assistance Office (LAO). To date, a draft resolution amending NAPOLCOM Memorandum Circular 2008-014 (DOJ - NAPOLCOM-PNP Joint Memorandum Circular dated February 2, 2000) is undergoing refinements thru the assistance of the Legal Affairs Service.

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**BAYANIHAN TO HEAL AS ONE ACT and BAYANIHAN TO RECOVER AS ONE ACT**

The Commission undertook the following activities/initiatives in response to COVID-19 pandemic:

- **COVID-19 – Related incidents/Complaints involving Police Personnel**

<table>
<thead>
<tr>
<th>ACTION TAKEN</th>
<th>No. of Incidents/Complaints</th>
<th>No. of PNP Personnel Involved</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Central Office</td>
<td>Regional Offices</td>
</tr>
<tr>
<td>Monitoring and Investigation (including gathering of spot report, interview with parties involved, on-site validation)</td>
<td>40</td>
<td>105</td>
</tr>
</tbody>
</table>
The Commission monitored and investigated a total of 145 complaints/incidents against 189 PNP officers who are abusive in the discharge of their functions during the pandemic. Incidents/complaints recorded relate to the implementation of COVID-19 initiatives such as checkpoints, curfew health and safety protocols (e.g. wearing of face mask, social distancing, etc.). Seventy-Seven (77) out of the 189 recorded PNP personnel were charged with either administrative or criminal cases before different Disciplinary authorities and fora.

- **Implementation of Health Programs including Health and Safety Protocols**
  
a. Issuance of Office Order 2020-008 dated June 22, 2020 re: Implementation of NAPOLCOM Occupational Health Programs During the Outbreak of COVID-19 which sets guidelines for the following:
  - Return to work of officials and employees
  - Financial and healthcare support for workforce who contracted COVID-19 through transmission at work
  - Medical assistance and support to NAPOLCOM officials and employees


c. Continuous implementation of health and safety measures, such as:
  - Wearing of face masks (Required for entry to office premises)
  - Checking of body temperature (Required for entry to office premises)
  - Use of COVID-19 Questionnaire and visitor pass (Required for entry to office premises)
  - Social Distancing
  - Regular Disinfection of Work Premises
  - Setting up of sanitation areas
  - Putting up of plastic barriers especially in areas where clients are entertained

- **Implementation of Measures to Ensure Health and Well-being of NAPOLCOM Employees**
  - Adoption of Alternative Work Arrangements (Work-from-Home and Skeleton Workforce)
  - Provision of vitamins, masks, alcohol and other anti-COVID supplies to employees
  - Procurement of vaccines (flu and anti-pneumonia)
  - Provision of transportation service to employees
  - Daily monitoring of health status of employees (Daily Health Monitoring Form)
  - Development of NAPOLCOM Telehealth System (System Test/Dry-Run conducted last August 12, 2020)
  - Conducted contact tracing to identify close contacts of COVID-19 positive employees based on DOH classification; Identified close contacts referred to PNP General Hospital and other institutions for swab testing.
• **Reengineering of Processes and Services**
  
a. **Use of technology**
  
  - Use of Telecommuting Technologies for various activities such as meetings, trainings (e.g. Zoom)
  
  - Migration of services to online platform (e.g. issuance of clearances and certifications, authentication)
  
  - Procurement of laptops and printers/scanners

b. **Issuance of policies to adjust processes to realities of COVID-19 pandemic:**

  - **Memorandum Circular 2020-001 dated June 22, 2020:**
    

  - **Memorandum Circular 2020-002 dated June 22, 2020:**
    

  - **Memorandum Circular 2020-003 dated June 22, 2020:**
    

  - **Memorandum Circular 2020-004 dated June 22, 2020:**
    
    Prescribing Guidelines on the Interruption of Periods in Filing an Appeal under NAPOLCOM MC No. 2007-009, entitled “Prescribing the Procedures and Guidelines for the Recruitment, Selection and Appointment of PNP Uniformed Personnel and Termination of Service on Newly Appointed Police Officer 1 (PO1) while still in Temporary Status, during Enhanced Community Quarantine”

  - **Memorandum Circular 2020-005 dated June 22, 2020:**
    
- Conduct of Outreach Programs
  - Donations of Personal Protective Equipment (PPE) and other supplies to prevent the spread of COVID-19
  - Donations of food packs/groceries
  - Beneficiaries: PNP, Hospitals, LGUs, Senior Citizens and Affected Private Sector Workers

Distribution of PPEs, food and other COVID-19 supplies by the NAPOLCOM Central and Regional Offices.
END LOCAL COMMUNIST ARMED CONFLICT (ELCAC)

The National Task Force to End Local Communist Armed Conflict (NTFELCAC) aims to implement an efficient mechanism and structure for the whole-of-nation approach to realize the aspiration of the Filipino people to attain inclusive and sustainable peace. The NAPOLCOM’s commitment to the NTFELCAC is its involvement in three (3) of the clusters, namely: Local Government Empowerment; Legal Cooperation; and Strategic Communications.

As member Secretariat to the NTF-ELCAC, the Commission performed the following:

- Preparation/submission of ELCAC report based on the DILG template in different clusters (Local Government Empowerment, Legal Cooperation, Strategic Communication), NAPOLCOM ELCAC Accomplishment Reports, and Minutes of the 10th DILG ELCAC Meeting.

- Attendance to meetings with the DILG Planning Service on the DILG-wide Convergence Conference and 2020 Convergence Proposed Projects and DILG ELCAC TWG Meetings on November 25, 2020 and December 18, 2020.

INSTITUTIONALIZATION OF THE NAPOLCOM QUALITY MANAGEMENT SYSTEM

The implementation of the Quality Management System (QMS) requirements for 2020 has brought challenges to the Commission due to the COVID-19 pandemic. However, despite these challenges, the NAPOLCOM was able to develop new techniques, approaches, and methods in implementing the QMS requirements as follows:

- Planned QMS Changes were prepared which allowed some amendments in the Quality Operating Procedures to adapt to the new work environment. These steps were adopted to ensure that the objectives are met and customers’ requirements are continually served.

- Quality Objectives and Targets were revisited to determine its feasibility during the pandemic.

- Potential risks in all processes were identified to develop an Action Plan that will mitigate or eliminate the possible risks.

ISO-QMS Webinar led by Comr. Serapio
Shift in the conduct of trainings from face to face to virtual platforms. The following Seminars/Trainings on ISO 9001: 2015 were conducted:

- Calibration Training for Internal Quality Auditors (IQA)
- Calibration Training for Documented Information Control Officers (DICO)
- Calibration Training on Risk Registers and Streamlining of QMS
- Procedures to ISO 9001:2015
- Effective Report Writing for Police Inspectors and LEEOs
- Internal Audit and Validation
- Surveillance Audit

Likewise, the NAPOLCOM conducted a Webinar on the Preparation and Proper Documentation and Handling of Documents and Records of the ISO 9001:2015 Standards-Quality Management System on December 11, 2020. The said Webinar was aimed to:

- Standardize and systematize the procedural guidelines on proper documentation and handling of records during significant activities of NAPOLCOM-QMS;
- Introduce innovations and proactive changes which are adaptable in the “new normal” situation and in the strategic environment taking into consideration the 4th industrial revolution and the future threats on CBRNE (Chemical, Biological, Radiological, Nuclear and Explosives); and
- Have a clear perspective and understanding on the roles and responsibilities of the involved process owners, Internal Quality Auditors (IQAs), all Documented Information Control Officers (DICOs) of the Commission.

Information and Communications Technology (ICT) knowledge of personnel to work on-site and off-site was strengthened and developed.

To ensure the consistent implementation of relevant laws and standards and effective performance of NAPOLCOM’s processes, Internal Quality Audit was conducted in the Central and Regional Offices through a virtual platform in October 2020. This was followed by the conduct of the Second Surveillance Audit by the Certification International Philippines, Inc. (CIPI) in CARAGA, Region 12, BARMM, CAR, and NCR on November 16 and 17, 2020 and in the Central Office on November 20, 2020. The CIPI found the Commission compliant with the mandatory surveillance audit requirements and confirmed the continued certification of NAPOLCOM to ISO 9001:2015, which was awarded on February 20, 2019.
The Organization

Section 6, Article XVI of the 1987 Philippine Constitution provides that the State shall establish and maintain one police force which shall be national in scope and civilian in character, to be administered and controlled by a national police commission.

This constitutional provision was implemented with the enactment of Republic Act No. 6975 (DILG Act of 1990) on December 3, 1990, reorganizing the Department of Local Government (DLG) into the Department of the Interior and Local Government (DILG) and creating under it public safety agencies such as the Bureau of Fire Protection (BFP), Bureau of Jail Management and Penology (BJMP), the Philippine Public Safety College (PPSC), the National Police Commission (NAPOLCOM) and under it, the Philippine National Police (PNP) which is composed of members of the Integrated National Police (INP) and enlisted personnel of the Philippine Constabulary (PC). Said law was amended on February 25, 1998 with the passage of Republic Act No. 8551, otherwise known as the PNP Reform and Reorganization Act of 1998, which further strengthened NAPOLCOM's mandate as an oversight agency of the PNP.

The NAPOLCOM is an agency attached to the DILG for purposes of program and policy coordination. It is a collegial body composed of a Chairman, four (4) regular Commissioners, one of whom is designated by the President of the Philippines as Vice-Chairman, and one ex-officio member. The DILG Secretary is ex-officio Chairman of the Commission while the Chief of the PNP is ex-officio Commissioner.

The Commission has seven (7) staff services in its Central Office, as follows:

1. The Planning and Research Service (PRS), which provides technical services to the Commission in areas of overall policy formulation, strategic and operational planning, management systems or procedures, evaluation and monitoring of the Commission's programs, projects and internal operations and conducts thorough research and analysis on social and economic conditions affecting peace and order in the country;

2. The Inspection, Monitoring and Investigation Service (IMIS), which conducts continuous inspection and management audit of personnel, facilities and operations at all levels of command of the PNP; monitors the implementation of the Commission's programs, projects and internal operations and conducts thorough research and analysis on social and economic conditions affecting peace and order in the country;

3. The Crime Prevention and Coordination Service (CPCS), which undertakes criminological researches and studies; formulates a national crime prevention plan; develops a crime prevention and information program; and provides editorial direction for all criminological researches and crime prevention publications;
4. The **Installations and Logistics Service (ILS)**, which reviews the Commission’s plans and programs; formulates policies and procedures on the acquisition, inventory, control, distribution, maintenance and disposal of supplies; oversees the implementation of programs on transportation facilities and installations and the procurement and maintenance of supplies and materials;

5. The **Legal Affairs Service (LAS)**, which provides the Commission with efficient and effective service as legal counsel; drafts or studies contracts affecting the Commission and submits appropriate recommendations pertaining thereto, and renders legal opinions arising from the administration and operation of the Philippine National Police and the Commission;

6. The **Personnel and Administrative Service (PAS)**, which performs personnel functions for the Commission; administers police entrance and promotional examinations; provides the necessary services relating to records, correspondence, supplies, property and equipment, security and general services, and the maintenance and utilization of facilities; and provides services relating to manpower, career planning and development, personnel transactions and employee welfare; and

7. The **Financial Service (FS)**, which provides the Commission with staff advice and assistance on budgetary and financial matters including the overseeing of the processing and disbursement of funds pertaining to the scholarship program for surviving children of deceased and/or permanently incapacitated PNP personnel.

The Commission exercises appellate jurisdiction over cases filed against members of the PNP thru the National Appellate Board (NAB) and Regional Appellate Boards (RABs).

The RABs, on the other hand, decide all cases on appeal from decisions rendered by the People’s Law Enforcement Boards (PLEBs) and the PNP Regional Directors, where the penalty imposed is demotion in rank or dismissal from the service, and decisions of Mayors in cases falling within their respective jurisdiction. The RABs also decide appeals on decisions rendered by the NAPOLCOM Regional Directors denying claims for police benefits.

In line with the government’s policy of bringing its services closer to the people, NAPOLCOM has 17 Regional Offices through which it implements the Commission’s policies, plans and programs.
List of Officials, Key Officers and Office Directory

Office of the Commissioners

Sec. Eduardo M. Año
Secretary, DILG and Chairman, NAPOLCOM

Atty. Rogelio T. Casurao
Commissioner
Vice-Chairman & Executive Officer

Hon. Felizardo M. Serapio, Jr.
Commissioner

Hon. Job M. Mangente
Commissioner

Hon. Zenonida F. Brosas
Commissioner

P/Gen. Archie Francisco F. Gamboa
Ex-Officio Commissioner
Central Office

Dir. Myrna DP Medina Ph.D.
Acting Deputy Executive Officer

Dir. Evangeline R. Almirante
MNSA, CESO V
Staff Service Chief
Planning and Research Service

Dir. Ramon M. Rañeses
MNSA, CESO IV
Staff Service Chief
Personnel and Administrative Service

Dir. Aileen T. Arcin, CPA
Staff Service Chief
Financial Service

Engr. Renato S. Santos
Acting Staff Service Chief
Installations and Logistics Service

Dir. Donna Lynn A. Caparas
MNSA, CESE
Staff Service Chief
Crime Prevention and Coordination Service

Atty. Neopolo J. Casurao, Jr.
Acting Staff Service Chief
Inspection, Monitoring and Investigation Service

Atty. Chito Noel D. Bustonera
Acting Staff Service Chief
Legal Affairs Service

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Regional Offices

Atty. Romeo E. David
National Capital Region (NCR)
Acting Regional Director

Dir. Editha S. Semilla-Puddoc, MNSA
Regional Director
Cordillera Administrative Region (CAR)

Atty. Monday R. Samson
DHumL, EdD, CESE
Regional Director
Region 1

Atty. Owen G. De Luna
Acting Regional Director
MIMAROPA

Dir. Josephmar B. Gil, MPSA, CESO IV
Regional Director
Region 5

Atty. Joseph S. Celis
Regional Director
Region 6

Atty. Jerome LB Asuga
Regional Director
Region 10

Dir. Ma. Teresa E. Tuburan-Pacudan, CESO IV
Regional Director
Region 11
Atty. Manuel L. Pontanal  
Regional Director  
Region 2

Dir. Julieta P. Rañeses  
MNSA, CESO V  
Regional Director  
Region 3

Dir. Angelito R. Ravanera, MGM  
Regional Director  
Region IV-A (CALABARZON)

Jose S. Concepcion, Jr.,  
MPSA, CESE  
Acting Regional Director  
Region 7

Atty. Johnson G. Reyes, CESE  
Regional Director  
Region 8

Dir. Benjamin DA Florentino  
MPSA, CESO IV  
Regional Director  
Region 9

Veronica C. Hatague, CPA  
Acting Regional Director  
Region 12

Atty. Esmael A. Panda  
Acting Regional Director  
Bangsamoro Autonomous Region in Muslim Mindanao (BARMM)

Atty. Maximo T. Lasaca I, CESO V  
Regional Director  
CARAGA
CENTRAL OFFICE

OFFICE OF THE COMMISSIONERS

Sec. Eduardo M. Año
Secretary, Department of the Interior and Local Government and Chairman, NAPOLCOM

Atty. Rogelio T. Casurao
Vice Chairman and Executive Officer

Felizardo M. Serapio, Jr.
Commissioner

Atty. Job M. Mangente
Commissioner

Zenonida F. Brosas
Commissioner

P/Gen. Archie Francisco F. Gamboa
Ex-Officio Commissioner

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Dir. Evangeline R. Almirante, MNSA, CESO V
Staff Service Chief

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OIC, Office of the Assistant Staff Service Chief

Christopher T. Espejo
Acting Chief, Planning Division

Irine M. Zipagan-Obaob
Chief, Information Technology Management Division

Ma. Zenaida S. Resonable
Acting Chief, Management Division

Mark M. Borlongan
Acting Chief, Research and Evaluation Division

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Edilberto P. Pardiñas
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Marilyn H. Peña
Acting Chief, Criminological Research Division

Jessima A. Jularbal
Acting Chief, Crime Prevention Program Dev’t. Division

Milagros P. Abellanosa
Chief, Crime Prevention Information Division

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Atty. Neopolo J. Casurao, Jr.
Acting Staff Service Chief

Atty. Rosendo B. Evangelista
OIC, Office of the Assistant Staff Service Chief and Concurrent Chief, Investigation Division

Rogelio D. Larracas, Jr.
Chief, Monitoring Division

Rene B. Domino
Chief, Inspection Division

Installations and Logistics Service
Engr. Renato S. Santos
Acting Staff Service Chief

Engr. Dario L. Lanting, MPSA
OIC, Office of the Assistant Staff Service Chief

Legal Affairs Service
Atty. Chito Noel D. Bustonera
Acting Staff Service Chief

Atty. Analilya Y. Ancajas
Acting Assistant Staff Service Chief

Atty. Nathaniel S. Dela Rosa
Chief, Legal Research and Legislation Division

Atty. Neil P. Esponilla
Chief, Case Management and Court Representation Division

Atty. Sandra M. Guimbatan-Pullupol
Chief, Legal Assistance and Welfare Benefits Division

Personnel and Administrative Service
Dir. Ramon M. Rañeses, MNSA, CESO IV
Staff Service Chief

Atty. Mialeen U. Perlas
OIC, Office of the Assistant Staff Service Chief and Concurrent Chief, Human Resource Management Division

Eleanor E. Cenzon, Ph.D.
Chief, Examining Division

Ma Terce G. Abrasia
Chief, General Services Division

Dr. Imerey M. Ramos
Acting Chief, Public Information Division

Financial Service
Dir. Aileen T. Arcin, CPA
Staff Service Chief

Llewelyn D. De Castro
OIC, Office of the Assistant Staff Service Chief

Marissa I. De Luna, CPA
Chief, Accounting Division & PNP Welfare Benefits Unit

Ruby G. Sevilla
Acting Chief, Budget and Fiscal Division
### REGIONAL OFFICES

<table>
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<tr>
<th>National Capital Region (NCR)</th>
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<tbody>
<tr>
<td>Atty. Romeo E. David</td>
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<tr>
<td>Acting Regional Director</td>
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<tr>
<td>Ferdinand R. Quirante</td>
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<tr>
<td>Francisco A. Delos Santos, Jr.</td>
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<tr>
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<td>Feliciano J. Deniega, Jr.</td>
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<tr>
<td>Atty. Ramonette Z. Cabuso-Gutierrez</td>
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<td>RAB Chairperson, 5th Division</td>
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<tr>
<td>Atty. Rey F. Delgado</td>
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<td>Atty. Maria C. Soloved</td>
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<td>Atty. Jonathan R. Agaton</td>
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<tr>
<td>Dir. Edith G. Semiilla-Puddoc, MNSA</td>
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<td>Atty. Henry M. Dungalha</td>
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<tr>
<td>Nathaniel A. Cayaba</td>
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<td>Atty. Costa Joy G. Annibar</td>
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<tr>
<td>Dir. Monday R. Samson, DHumL, EdD, CESE</td>
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<td>Atty. Leilani P. Vecina, DPA</td>
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<tr>
<td>Atty. Allan D. Ancheta</td>
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<tr>
<td>Elizabeth F. Salazar, MDM</td>
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<tr>
<td>Atty. Manuel L. Pontanal</td>
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<td>Atty. Maricon M. Gallado-Carreon, LLM</td>
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<td>Remedios M. Perido</td>
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<td>Wilma C. Aguirre-Paras</td>
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<td>Atty. Glocynhe Chavez-Espana</td>
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<td>Ma. Milos M. Dator</td>
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<td>Atty. Jacinto C. Cabus</td>
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<td>Atty. Louie T. Taldones</td>
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<td>Alicia P. Pardiñas, Ph.D.</td>
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<td>Dir. Benjamin DA Florentino, MPSA CESO V</td>
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<td>Atty. Jerome LB Asuga</td>
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<td>Dir. Ma. Teresa T. Tuburan-Pacudan, CESO IV</td>
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<td>Veronica C. Hatague, CPA</td>
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<tr>
<td>Atty. Esmael A. Panda</td>
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<td>Atty. Fahd A. Candao</td>
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<td>Atty. Maximo T. Lasaca, I, CESO V</td>
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CENTRAL AND REGIONAL OFFICES

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