



Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City, Metro Manila

Eighteenth Congress  
First Regular Session

HOUSE BILL NO. **4423**

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**Introduced by Representative Jorge Antonio P. Bustos**

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**EXPLANATORY NOTE**

This bill seeks to upgrade the rank structure and classification of the uniformed personnel of the Bureau of Fire Protection (BFP) and the Bureau of Jail Management and Penology (BJMP), amending for the purpose Republic Act No. 9263, otherwise known as the "*Bureau of Fire Protection and Bureau of Jail Management and Penology Professionalization Act of 2004*," making it at par with the rank classification of the Philippine National Police (PNP), the Armed Forces of the Philippines (AFP), and the Philippine Coast Guard (PCG).

The BFP, BJMP and the PNP are line bureaus created under Republic Act No. 6975, otherwise known as the "*Department of the Interior and Local Government Act of 1990*."

In times of national emergency, the BFP and the BJMP along with the PNP and PCG, shall, upon the direction of the President, assist the AFP in meeting the national emergency, in addition to the performance of their inherent functions as mandated by law.

As members of the uniformed service of the government under the Department of the Interior and Local Government (DILG), the BFP and the BJMP personnel are required to exert the same amount of sacrifice, service and dedication like their counterparts in the PNP and AFP in carrying out their respective duties to the extent of risking their lives and limbs.

The rationale behind the proposal is to address the disparity in the pay grade of BFP and BJMP personnel and make it on par with the pay grade of the PNP, AFP and PCG personnel. The highest officer in the PNP is not equivalent, in terms of rank classification and salary grades, to the highest officer of the BFP and the BJMP despite the fact that they have the same nature of jobs as heads of co-equal and indispensable bureaus of the DILG.

Upgrading the rank classification of the BFP and the BJMP to a level commensurate with their critical role in maintaining peace and order and protecting life, liberty and property, will strengthen their commitment to deliver a more effective and efficient services for the country.

In view of the foregoing, the immediate consideration and approval of this bill is earnestly urged.



CONG. JORGE ANTONIO P. BUSTOS





1 appointed by the President upon recommendation of the Secretary of  
2 the DILG from among the qualified officers with at least the rank of  
3 ~~[senior-superintendent]~~ MAJOR GENERAL in the service: *Provided*,  
4 That in no case shall any officer who has retired or is retirable within  
5 six (6) months from his/her compulsory retirement age be appointed  
6 as Chief of the Fire Bureau or Chief of the Jail Bureau, as the case  
7 may be: *Provided, further*, That the Chief of the Fire Bureau and  
8 Chief of the Jail Bureau shall serve a tour of duty not to exceed four  
9 (4) years WITHOUT PREJUDICE TO THE APPLICATION OF THE  
10 COMPULSORY RETIREMENT AGE PRESCRIBED FOR BFP  
11 AND BJMP PERSONNEL: *Provided, however*, That in times of war  
12 or other national emergency declared by Congress, the President may  
13 extend such tour of duty.

14 “The heads of the BFP and the BJMP with the rank of ~~[director]~~  
15 GENERAL shall have the position title of Chief of the Fire Bureau  
16 and Chief of the Jail Bureau, respectively. The second officers in  
17 command of the BFP and the BJMP with the rank of ~~[chief~~  
18 ~~superintendent]~~ LIEUTENANT GENERAL shall have the position  
19 title of Deputy Chief for Administration of the Fire Bureau and  
20 Deputy Chief for Administration of the Jail Bureau, respectively. The

1 third officers in command of the BFP and the BJMP with the rank of  
2 [~~chief-superintendent~~] LIEUTENANT GENERAL shall have the  
3 position title of Deputy Chief for Operations of the Fire Bureau and  
4 Deputy Chief for Operations of the Jail Bureau, respectively. The  
5 fourth officers in command of the BFP and the BJMP with the rank of  
6 [~~chief-superintendent~~] LIEUTENANT GENERAL shall have the  
7 respective position title of Chief of Directorial Staff of the Fire Bureau  
8 and Chief of Directorial Staff of the Jail Bureau, who shall be assisted  
9 by the directors of the directorates in the respective national  
10 headquarters office with at least the rank of [~~senior-superintendent~~]  
11 MAJOR GENERAL.

12 "THE HEADS OF THE MANAGEMENT SUPPORT STAFF  
13 SUCH AS THE OFFICE OF THE LEGAL AFFAIRS SERVICE,  
14 GENERAL SERVICES OFFICE, OFFICE OF THE ACCOUNTING  
15 AND FINANCE SERVICE, OFFICE OF THE SUPPLY AND  
16 PROCUREMENT SERVICE, OFFICE OF THE INTERNAL AUDIT  
17 SERVICE, OFFICE OF THE MEDIA AFFAIRS SERVICE, OFFICE  
18 OF THE COMMUNITY RELATIONS SERVICE, OFFICE OF THE  
19 CHAPLAINCY SERVICE AND OFFICE OF THE HEALTH

1 SERVICE, SHALL HAVE THE RANK OF BRIGADIER  
2 GENERAL.

3 "The BFP and the BJMP shall establish, operate and maintain  
4 their respective regional offices in each of the administrative regions  
5 of the country which shall be respectively headed by a Regional  
6 Director for Fire Protection and a Regional Director for Jail  
7 Management and Penology with the rank of [~~senior superintendent~~]  
8 MAJOR GENERAL. He/she shall be respectively assisted by the  
9 following officers with the rank of [~~superintendent~~] BRIGADIER  
10 GENERAL: Assistant Regional Director for Administration, Assistant  
11 Regional Director for Operations, and Regional Chief of Directorial  
12 Staff."

13 SEC. 2. Section 5 of the same Act is hereby amended to read as follows:

14 "SEC. 5. *Appointment of Uniformed Personnel to the BFP*  
15 *and the BJMP.* – The appointment of uniformed personnel to the BFP  
16 and the BJMP shall be effected in the following manner:

17 "a) Fire/Jail [~~Officer-I~~] CORPORAL to [~~Senior~~] Fire/Jail  
18 [~~Officer-IV~~] CAPTAIN. – Appointed by the respective Regional  
19 Director for Fire Protection and Regional Director for Jail  
20 Management and Penology for the regional office uniformed



1 personnel or by the respective Chief of the Fire Bureau and Chief of  
2 the Jail Bureau for the national headquarters office uniformed  
3 personnel, and attested by the Civil Service Commission (CSC);

4 “b) *Fire/Jail [~~Inspector~~] MAJOR to Fire/Jail [~~Superintendent~~]*  
5 *BRIGADIER GENERAL.* – Appointed by the respective Chief of the  
6 Fire Bureau and Chief of the Jail Bureau, as recommended by their  
7 immediate superiors, and attested by the CSC;

8 “c) *Fire/Jail [~~Senior Superintendent~~] MAJOR GENERAL.* –  
9 Appointed by the Secretary of the DILG upon recommendation of the  
10 respective Chief of the Fire Bureau and Chief of the Jail Bureau, with  
11 the proper attestation of the CSC; and

12 “d) *Fire/Jail [~~Chief Superintendent~~] LIEUTENANT GENERAL*  
13 *to Fire/Jail [~~Director~~] GENERAL.* – Appointed by the President upon  
14 recommendation of the Secretary of the DILG, with the proper  
15 endorsement by the Chairman of the CSC.”

16 SEC. 3. Section 7 of the same Act is hereby amended to read as follows:

17 “SEC. 7. *Professionalization and Upgrading of Qualification*  
18 *Standards in the Designation of Uniformed Personnel of the BFP*  
19 *and the BJMP to Key Positions.* –

1           “a) No person shall be designated to the following key positions  
2 of the BFP unless he/she has met the qualifications provided therein:

3                   “1) *Municipal Fire Marshal*. – Should have the rank of  
4           [~~senior inspector~~] LIEUTENANT COLONEL, who must have  
5           finished at least second year Bachelor of Laws or earned at least  
6           twelve (12) units in a master's degree program in public  
7           administration, management, engineering, public safety,  
8           criminology or other related disciplines from a recognized  
9           institution of learning, and must have satisfactorily passed the  
10          necessary training or career courses for such position as may be  
11          established by the Fire Bureau;

12                   “2) *City Fire Marshal*. – Should have the rank of [~~chief~~  
13          ~~inspector~~] COLONEL, who must have finished at least second  
14          year Bachelor of Laws or earned at least twenty-four (24) units  
15          in a master's degree program in public administration,  
16          management, engineering, public safety, criminology or other  
17          related disciplines from a recognized institution of learning, and  
18          must have satisfactorily passed the necessary training or career  
19          courses for such position as may be established by the Fire  
20          Bureau;



1                   “3) *District Fire Marshal, Provincial Fire Marshal,*  
2                   *Assistant Regional Director for Administration, Assistant*  
3                   *Regional Director for Operations and Regional Chief of*  
4                   *Directorial Staff.* – Should have the rank of [~~superintendent~~]  
5                   BRIGADIER GENERAL, who must be a graduate of Bachelor  
6                   of Laws or a holder of a master's degree in public  
7                   administration, management, engineering, public safety,  
8                   criminology or other related disciplines from a recognized  
9                   institution of learning, and must have satisfactorily passed the  
10                  necessary training or career courses for such position as may be  
11                  established by the Fire Bureau;

12                 “4) *District Fire Marshal for the National -Capital*  
13                 *Region, ASSISTANT REGIONAL DIRECTOR FOR*  
14                 *ADMINISTRATION, ASSISTANT REGIONAL DIRECTOR*  
15                 *FOR OPERATIONS, Regional Director for Fire Protection and*  
16                 *Director of the Directorate of the National Headquarters*  
17                 *Office.* – Should have at least the rank of [~~senior~~  
18                 ~~superintendent~~] MAJOR GENERAL, who must be a graduate  
19                 of Bachelor of Laws or a holder of a master's degree in public  
20                 administration, management, engineering, public safety,

1           criminology or other related disciplines from a recognized  
2           institution of learning, and must have satisfactorily passed the  
3           necessary training or career courses for such position as may be  
4           established by the Fire Bureau;

5                   *“5) Deputy Chief for Administration of the Fire Bureau,*  
6                   *Deputy Chief for Operations of the Fire Bureau and Chief of*  
7                   *Directorial Staff of the Fire Bureau. – Should have the rank of*  
8                   ~~[chief superintendent]~~ LIEUTENANT GENERAL, who must  
9                   be a member of the Philippine Bar or a holder of a master's  
10                  degree in public administration, management, engineering,  
11                  public safety, criminology or other related disciplines from a  
12                  recognized institution of learning, and must have satisfactorily  
13                  passed the necessary training or career courses for such position  
14                  as may be established by the Fire Bureau; and

15                   *“6) Chief of the Fire Bureau. – Should have the rank of*  
16                   ~~[director]~~ GENERAL, who must be a member of the Philippine  
17                   Bar or a holder of a master's degree in public administration,  
18                   management, engineering, public safety, criminology or other  
19                   related disciplines from a recognized institution of learning, and  
20                  must have satisfactorily passed the necessary training or career

1 courses for such position as may be established by the Fire  
2 Bureau.

3 “b) No person shall be designated to the following key  
4 positions of the BJMP unless he/she has met the qualifications  
5 provided therein:

6 “1) *Municipal Jail Warden.* – Should have the rank of  
7 [~~senior inspector~~] LIEUTENANT COLONEL, who must have  
8 finished at least second year Bachelor of Laws or earned at least  
9 twelve (12) units in a master's degree program in management,  
10 public administration, public safety, criminology, penology,  
11 sociology, national security administration, defense studies or  
12 other related disciplines from a recognized institution of  
13 learning, and must have satisfactorily passed the necessary  
14 training or career courses for such position as may be  
15 established by the Jail Bureau;

16 “2) *City Jail Warden.* – Should have the rank of [~~chief~~  
17 ~~inspector~~] COLONEL, who must have finished at least second  
18 year Bachelor of Laws or earned at least twenty-four (24) units  
19 in a master's degree program in management, public  
20 administration, public safety, criminology, penology, sociology,



1 national security administration, defense studies or other related  
2 disciplines from a recognized institution of learning, and must  
3 have satisfactorily passed the necessary training or career  
4 courses for such position as may be established by the Jail  
5 Bureau: *Provided*, That in city jails with a population of one  
6 thousand (1,000) or more inmates, the city jail warden shall  
7 have the rank and qualifications of a district jail warden;

8 "3) *District Jail Warden, Provincial Jail Administrator,*  
9 *Assistant Regional Director for Administration, Assistant*  
10 *Regional Director for Operations and Regional Chief of*  
11 *Directorial Staff.* – Should have the rank of [superintendent]  
12 BRIGADIER GENERAL, who must be a graduate of Bachelor  
13 of Laws or a holder of a master's degree in management, public  
14 administration, public safety, criminology, penology, sociology,  
15 national security administration, defense studies or other related  
16 disciplines from a recognized institution of learning, and must  
17 have satisfactorily passed the necessary training or career  
18 courses for such position as may be established by the Jail  
19 Bureau;

1                   “4) *Regional Director for Jail Management and*  
2                   *Penology, ASSISTANT REGIONAL DIRECTOR FOR*  
3                   *ADMINISTRATION, ASSISTANT REGIONAL DIRECTOR*  
4                   *FOR OPERATIONS and Director of the Directorate of the*  
5                   *National Headquarters Office.* – Should have at least the rank  
6                   of [~~senior-superintendent~~] MAJOR GENERAL, who must be a  
7                   graduate of Bachelor of Laws or a holder of a master's degree in  
8                   management, public administration, public safety, criminology,  
9                   penology, sociology, national security administration, defense  
10                  studies or other related disciplines from a recognized institution  
11                  of learning, and must have satisfactorily passed the necessary  
12                  training or career courses for such position as may be  
13                  established by the Jail Bureau;

14                 “5) *Deputy Chief for Administration of the Jail Bureau,*  
15                 *Deputy Chief for Operations of the Jail Bureau and Chief of*  
16                 *Directorial Staff of the Jail Bureau.* – Should have the rank of  
17                 [~~chief-superintendent~~] LIEUTENANT GENERAL, who must  
18                 be a member of the Philippine Bar or a holder of a master's  
19                 degree in management, public administration, public safety,  
20                 criminology, penology, sociology, national security

1 administration, defense studies or other related disciplines from  
2 a recognized institution of learning, and must have satisfactorily  
3 passed the necessary training or career courses for such position  
4 as may be established by the Jail Bureau; and

5 “6) *Chief of the Jail Bureau.* – Should have the rank of  
6 [~~director~~] GENERAL, who must be a member of the Philippine  
7 Bar or a holder of a master's degree in management, public  
8 administration, public safety, criminology, penology, sociology,  
9 national security administration, defense studies or other related  
10 disciplines from a recognized institution of learning, and must  
11 have satisfactorily passed the necessary training or career  
12 courses for such position as may be established by the Jail  
13 Bureau.

14 “xxx xxx xxx.”

15 SEC. 4. Section 12 of the same Act is hereby amended to read as follows:

16 “SEC. 12. *Standardization of the Base Pay, Retirement and*  
17 *Other Benefits of the Uniformed Personnel of the BFP and the*  
18 *BJMP.* – In order to enhance the general welfare, commitment to  
19 service and professionalism of the uniformed personnel of the BFP  
20 and the BJMP, they shall receive the minimum starting salary



equivalent to the salary grade level of the corresponding rank classification of their counterparts in the PNP, as provided under Section 36 of Republic Act No. 8551, and in the AFP, as provided under Section 2 of Republic Act No. 9166.

“The rate of base pay of the uniformed personnel of the BFP and the BJMP shall be adjusted in accordance with the following RANK CLASSIFICATION AND salary grade schedule:

RANK	SALARY GRADE
Fire/Jail <del>[Director]</del> GENERAL	<del>[28]</del> 30
Fire/Jail <del>[Chief Superintendent]</del> LIEUTENANT GENERAL	<del>[27]</del> 29
Fire/Jail <del>[Senior Superintendent]</del> MAJOR GENERAL	<del>[26]</del> 28
Fire/Jail <del>[Superintendent]</del> BRIGADIER GENERAL	<del>[25]</del> 27
Fire/Jail <del>[Chief Inspector]</del> COLONEL	<del>[24]</del> 26
Fire/Jail <del>[Senior Inspector]</del> LIEUTENANT COLONEL	<del>[23]</del> 25
Fire/ Jail <del>[Inspector]</del> MAJOR	<del>[22]</del> 24
<del>[Senior]</del> Fire/Jail <del>[Officer IV]</del> CAPTAIN	<del>[19]</del> 23
<del>[Senior]</del> Fire/Jail <del>[Officer III]</del> LIEUTENANT	<del>[18]</del> 22
<del>[Senior]</del> Fire/Jail <del>[Officer II]</del> MASTER SERGEANT	<del>[17]</del> 19
<del>[Senior]</del> Fire/Jail <del>[Officer I]</del> TECHNICAL SERGEANT	<del>[16]</del> 18
Fire/Jail <del>[Officer III]</del> STAFF SERGEANT	<del>[14]</del> 17
Fire/Jail <del>[Officer II]</del> SERGEANT	<del>[12]</del> 16
Fire/Jail <del>[Officer I]</del> CORPORAL	<del>[10]</del> 14
FIRE/JAIL FIRST CLASS	12
FIREMAN/JAILMAN	10

*Provided*, That all benefits currently received by the uniformed personnel of the BFP and the BJMP under other existing laws shall continue to be received by them: *Provided, further*, That their retirement pay shall be subject to adjustment/s based on the prevailing scale of base pay of the uniformed personnel in the active service.”

1        SEC. 5. *Appropriations.* – The amount necessary to implement the provisions  
2 of this Act may be sourced from the current appropriation of the Miscellaneous  
3 Personnel Benefits Fund. Thereafter, such sum as necessary for the continued  
4 implementation of this Act must be included in the General Appropriations Act.

5        SEC. 6. *Implementing Rules and Regulations.* – Within thirty (30) days from  
6 the effectivity of this Act, the Secretary of the Interior and Local Government,  
7 Director of Jail Management and Penology, Director of Fire Protection and  
8 Commissioner of the Civil Service, in consultation with the Secretary of Budget and  
9 Management and Secretary of Finance, shall issue the rules and regulations for the  
10 effective implementation of this Act.

11       SEC. 7. *Repealing Clause.* – All laws, decrees, orders, rules and regulations,  
12 and other issuances, or parts thereof, which are inconsistent with the provisions of  
13 this Act, are hereby deemed repealed, amended or modified accordingly.

14       SEC. 8. *Effectivity.* – This Act shall take effect fifteen (15) days after its  
15 publication in the *Official Gazette* or in a newspaper of general circulation.

16       Approved,