

EIGHTEENTH CONGRESS )  
REPUBLIC OF THE PHILIPPINES )  
First Regular Session )



HOUSE OF REPRESENTATIVES

*Introduced by Representative Rufus B. Rodriguez*

House Bill No. 4876

EXPLANATORY NOTE

Article II, Section 5 of the 1987 Philippine Constitution provides that:  
"Section 5. The maintenance of peace and order, the protection of life, liberty, and property, and promotion of the general welfare are essential for the enjoyment by all the people of the blessings of democracy."

As such, to be able to fulfill this declared policy of the State, the government is duty bound to make sure that all its Departments and Agencies are fully equipped and are capable of delivering services that its citizenry is entitled to.

At present, the Bureau of Fire Protection (BFP) has a total of 484 Authorized Positions for Civilian Personnel and a total of 29,286 for Uniformed Personnel. The Bureau of Jail Management and Penology (BJMP) has a total of 85 Authorized Positions for Civilian Personnel and a total of 15,399 for Uniformed Personnel.

However, the highest rank of uniformed personnel in both Bureaus pursuant to Republic Act No. 9263 is Fire/Jail Director which is equivalent to a two-star general rank in the Armed Forces of the Philippines (AFP) and the Philippine National Police (PNP). For the Philippine Coast Guard (PCG), which has a total of 506 Authorized Positions for Civilian Personnel and a total of 12,930 for Uniformed Personnel, the highest rank is Admiral, which is equivalent to a four-star general rank in the AFP and PNP.

There is no denying that the men and women of the BFP and the BJMP are required the same levels of commitment and sacrifice as those in the AFP, PNP and PCG. There is therefore a need to upgrade the rank structure of the uniformed personnel of the BFP and the BJMP to a level commensurate with their critical roles in our country.

In view of the foregoing, immediate approval of this measure is earnestly requested.

  
RUFUS B. RODRIGUEZ

HOUSE OF REPRESENTATIVES

*Introduced by Representative Rufus B. Rodriguez*

**4876**

House Bill No. \_\_\_\_\_

AN ACT

UPGRADING THE RANK STRUCTURE OF THE UNIFORMED MEMBERS OF THE BUREAU OF FIRE PROTECTION AND THE BUREAU OF JAIL MANAGEMENT AND PENOLOGY, AMENDING FOR THE PURPOSE REPUBLIC ACT NO. 9263 AND FOR OTHER PURPOSES

Be it enacted by the Senate and the House of Representatives of the Republic of the Philippines in Congress assembled:

**SECTION 1.** Title - This Act shall be known as the "Rank Structure of the Uniformed Members of the Bureau of Fire Protection and Bureau of Jail Management and Penology Upgrading Act".

**SECTION 2.** Section 3 of Republic Act No. 9263, otherwise known as the 'Bureau of Fire Protection and Bureau of Jail Management and Penology Professionalization Act of 2004', as amended, is hereby further amended to read as follows :

*SEC. 3. Organization and Key Positions of the BFP and the BJMP.* - The BFP and the BJMP shall be respectively headed by a Chief who shall be assisted by two (2) deputy chiefs, one (1) for administration and one (1) for operations, all of whom shall be appointed by the President upon recommendation of the Secretary of the DILG from among the qualified officers with at least the rank of **CHIEF SUPERINTENDENT** [senior superintendent] in the service: *Provided*, that in no case shall any officer who has retired or is retireable within six (6) months from his/her compulsory retirement age be appointed as Chief of the Fire Bureau or Chief of the Jail Bureau, as the case may be, *Provided, further*, that the Chief of the Fire Bureau and Chief of the Jail Bureau shall serve a tour of duty not to exceed four (4) years: *Provided, however*, that in times of war or other national emergency declared by Congress, the President may extend such tour of duty.

The Heads of the BFP and the BJMP with the rank of **DIRECTOR GENERAL** [director] shall have the position title of Chief of the Fire Bureau and the Chief of the Jail Bureau, respectively. The second officers in command of the BFP and the BJMP with the rank of **DEPUTY DIRECTOR GENERAL** [chief superintendent] shall have the position title of Deputy Chief for Administration of the **FIRE BUREAU AND DEPUTY CHIEF FOR ADMINISTRATION OF THE** Jail Bureau, respectively. The third officer in command of the BFP and the BJMP with the rank of **DEPUTY DIRECTOR GENERAL** [chief superintendent] shall have the position title of Deputy Chief for Operation of Fire Bureau and



Deputy Chief for Operation of the Jail Bureau, respectively. The fourth officers in command of the BFP and the BJMP with the rank of **DEPUTY DIRECTOR GENERAL** [chief superintendent] shall have the respective position title of Chief of Directorial Staff of the Fire Bureau and Chief of Directorial Staff of the Jail Bureau, who shall be assisted by the directors of the directorates in the respective national headquarters office with at least the rank of **DIRECTOR** [senior superintendent].

The BFP and the **BJMP** shall establish, operate and maintain their respective regional offices in each of the administrative regions of the country which shall be respectively headed by a Regional Director for Fire Protection and a Regional Director of Jail Management and Penology with the rank of **CHIEF SUPERINTENDENT** [senior superintendent], **EXCEPT FOR THE NATIONAL CAPITAL REGION (NCR) WHOSE REGIONAL DIRECTOR FOR FIRE PROTECTION AND REGIONAL DIRECTOR FOR JAIL MANAGEMENT AND PENOLOGY SHALL HAVE THE RANK OF DIRECTOR RESPECTIVELY.** He/She shall be respectively assisted by the following officers with the rank of **SENIOR SUPERINTENDENT** [superintendent]: Assistant Regional Director for Administration, Assistant Regional Director for Operations, and Regional Chief of Directorial Staff [.]: **PROVIDED, THAT PROVIDED, THAT THE ASSISTANT REGIONAL DIRECTOR FOR ADMINISTRATION AND THE ASSISTANT REGIONAL DIRECTOR FOR OPERATION FOR THE NATIONAL CAPITAL REGION (NCR) OF THE BFP AND BJMP SHALL HAVE THE RANK OF CHIEF SUPERINTENDENT.**

**SECTION 3.** Section 5, paragraph (d) of Republic Act No. 9263, as amended, is hereby further amended to read as follows:

SEC. 5. Appointment of Uniformed Personnel to the BFP and the BJMP. – The appointment of the BFP and the BJMP shall be effected in the following manners:

XXX                      XXX                      XXX

d) *Fire/ Jail Chief Superintendent. To Fire/Jail Director GENERAL.*  
- Appointed by the President upon recommendation of the Secretary of the DILG, with the proper endorsement by the Chairman of the CSC.

**SECTION 4.** Section 7 of Republic Act No. 9263, as amended, is hereby further amended to read as follows:

SEC. 7. *Professionalization and Upgrading of Qualification Standards in the Designation of Uniformed Personnel of the BFP and the BJMP to Key Positions.* -

a) No person shall be designated to the following key positions of the BFP [and the BJMP] unless he/she has met the qualifications provided therein:

1) *Municipal Fire Marshal.* – Should have the rank of **SUPERINTENDENT** [senior inspector], who must have

finished at least second year Bachelor of Laws or earned at least twelve (12) units in a master's degree program in public administration, management, engineering, public safety, criminology or other related discipline from recognized institution of learning, and must have satisfactory passed the necessary training of career courses for such position as may be established by the Fire Bureau;

2) *City Fire Marshal*. - Should the rank of chief of **SENIOR SUPERINTENDENT** [senior inspector], who must have finished at least second year Bachelor of Laws or earned at least twenty four (24) units in a master's degree program in public administration, management, engineering, public safety, criminology or other related disciplines from recognized institution of learning, and must have satisfactory passed the necessary training or career courses for such position as may be established by the Fire Bureau;

3) *District Fire Marshal, Provincial Fire Marshal, Assistant Regional Director for Administration, Assistant Regional Director for Operations and Regional Chief of Directorial Staff*. - Should have the rank of **SENIOR SUPERINTENDENT** [superintendent], who must be a graduate of Bachelor of Laws or a holder of a master's degree in public administration, management, engineering, public safety, criminology or other related disciplines from recognized institution of learning, and must have satisfactory passed the necessary training or career courses for such position as may be established by the Fire Bureau;

4) *District Fire Marshal for the National Capital Region, ASSISTANT REGIONAL DIRECTOR FOR ADMINISTRATION FOR THE NATIONAL CAPITAL REGION, ASSISTANT REGIONAL DIRECTOR FOR OPERATIONS FOR THE NATIONAL CAPITAL REGION, Regional Director for Fire Protection [and Director of the Directorate of the National Headquarters Office]*. - Should have at least the rank of **[CHIEF SUPERINTENDENT** [senior superintendent], who must be a graduate of Bachelor of Laws or a holder of master's degree in public administration, management, engineering, public safety, criminology or other related disciplines from a recognized institution of learning, and must have satisfactory passed the necessary training or career course for such position as may be established by the Fire Bureau;

5) **DIRECTOR OF THE DIRECTORATE OF THE NATIONAL HEADQUARTERS OFFICE AND REGIONAL DIRECTOR FOR THE NATIONAL CAPITAL REGION - SHOULD HAVE AT LEAST THE RANK OF DIRECTOR, WHO MUST BE A GRADUATE OF BACHELOR OF LAWS OR A HOLDER OF A MASTER'S DEGREE IN PUBLIC ADMINISTRATION, MANAGEMENT, ENGINEERING, PUBLIC SAFETY, CRIMINOLOGY OR OTHER RELATED DISCIPLINES FROM RECOGNIZED**



INSTITUTIONS OF LEARNING, AND MUST HAVE SATISFACTORILY PASSED THE NECESSARY TRAINING OR CAREER COURSES FOR SUCH POSITION AS MAY BE ESTABLISHED BY THE FIRE BUREAU.

[5] 6) *Deputy Chief for Administration of the Fire Bureau, Deputy Chief for Operations of the Fire Bureau and Chief Directorial Staff of the Fire Bureau.* - Should have the rank of **DEPUTY DIRECTOR GENERAL** [superintendent], who must be a member of the Philippine Bar or a holder of a master's degree in public administration, management, engineering, public safety, criminology or other related disciplines from recognized institution of learning, and must have satisfactory passed the necessary training or career courses for such as may be established by the Fire Bureau; and

[6] 7) *Chief of the Fire Bureau.* - Should have the rank of **DIRECTOR GENERAL** [director], who must be a member of the Philippine Bar or a holder of a master's degree in public administration, management, engineering, public safety, criminology or other related discipline from a recognized institution of learning, and must satisfactory passed the necessary training or career courses for such position as may be established by the Fire Bureau.

b) No person shall be designated to the following key positions of the BJMP unless he/she has met the qualification provided therein:

1) *Municipal Jail Warden.* - Should have the rank or **SUPERINTENDENT** [chief inspector], who have finished at least second year Bachelor of Laws or earned at least twelve (12) units in a master's degree program in management, public administration, public safety, criminology, penology, sociology, national security administration, defense studies, or other related disciplines from a recognized institution of learning, and must have satisfactory passed the necessary training or career courses for such position as may be established by the Jail Bureau;

2) *City Jail Warden.* - Should have the rank of **SENIOR SUPERINTENDENT** [chief inspector], who must have finished at least second year Bachelor of Laws or earned at least twenty four (24) units in master's degree program in management, public administration, public safety, criminology, penology, sociology, national security administration, defense studies or related disciplines from a recognized institution of learning and must satisfactory passed the necessary training or career courses for such position as may be established by the Jail Bureau. *Provided, That in city jails with a population of one thousand (1,000) or more inmates, the city jail warden shall the rank and qualification of a district jail warden,*

3) *District Jail Warden, Provincial Jail Administrator, Assistant Regional Director for Administration, Assistant Regional Director for Operations and Regional Chief of*

*Directorial Staff.* – Should have the rank of senior superintendent, who must be a graduate of Bachelor of Laws or a holder of a master's degree in management, public administration, public safety, criminology, penology, sociology, national security administration, defense studies or other related discipline from a recognized institution of learning, and must satisfactorily passed the necessary training or career courses for such position as may be established by the Jail bureau;

4) *Regional Director for Jail Management and Penology*  
**ASSISTANT REGIONAL DIRECTOR FOR ADMINISTRATION FOR THE NATIONAL CAPITAL REGION (NCR) and ASSISTANT REGIONAL DIRECTOR FOR OPERATIONS FOR THE NATIONAL CAPITAL REGION (NCR) [and Director of the Directorate of the National Headquarters Office.]** – Should have the rank of **CHIEF [senior]** superintendent, who must be a graduate of Bachelor of Laws or a holder of a master's degree in management, public administration, public safety, criminology, penology, sociology, national security administration, defense studies or other related discipline from a recognized institution of learning, and must satisfactorily passed the necessary training or career courses for such position as may be established by the Jail bureau;

5) **DIRECTOR OF THE DIRECTORATE OF THE NATIONAL HEADQUARTERS OFFICE AND REGIONAL DIRECTOR FOR THE NATIONAL CAPITAL REGION (NCR) - SHOULD HAVE THE RANK OF DIRECTOR, WHO MUST BE A GRADUATE OF BACHELOR OF LAWS OR A HOLDER OF A MASTER'S DEGREE IN MANAGEMENT, PUBLIC ADMINISTRATION, PUBLIC SAFETY, CRIMINOLOGY, PENOLOGY, SOCIOLOGY, NATIONAL SECURITY ADMINISTRATION, DEFENSE STUDIES OR OTHER RELATED DISCIPLINE FROM A RECOGNIZED INSTITUTION OF LEARNING, AND MUST HAVE SATISFACTORILY PASSED THE NECESSARY TRAINING OR CAREER COURSES FOR SUCH POSITION AS MAY BE ESTABLISHED BY THE JAIL BUREAU.**

[5)] 6) Deputy Chief for Administration of the Jail Bureau, Deputy Chief for Operations of the Jail Bureau and Chief of Directorial Staff of the Jail Bureau. – Should have the rank of **DEPUTY DIRECTOR GENERAL [senior superintendent]**, who must be a member of the Philippine Bar or a holder of a master's degree in management, public administration, public safety, criminology, penology, sociology, national security administration, defense studies or other related discipline from a recognized institution of learning, and must satisfactorily passed the necessary training or career courses for such position as may be established by the Jail bureau; and

[6)] 7) *Chief of the Jail Bureau.* – Should have the rank of **DIRECTOR GENERAL [director]**, who must be a member of the Philippine Bar or a holder of a master's degree in



management, public administration, public safety, criminology, penology, sociology, national security administration, defense studies or other related discipline from a recognized institution of learning, and must satisfactory passed the necessary training or career courses for such position as may be established by the Jail bureau.

Any uniformed personnel of the BFP and the BJMP who is currently occupying such position but lacks any of the qualifications mentioned therein shall be given three(3) years upon the effectivity of this Act to comply with the requirements, otherwise he/she shall be relieved from the position.

**SECTION 5.** Section 12 of Republic Act No. 9263 is hereby amended to read as follows:

*SEC. 12. Standardization of the Base Pay. Retirement and other Benefits of the Uniformed Personnel of the BFP and the BJMP –*

In order to enhance the general welfare, commitment to service and professionalism of the uniformed personnel of the BFP 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 the 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
<b>FIRE/JAIL DIRECTOR GENERAL</b>	<b>30</b>
<b>FIRE/JAIL DEPUTY DIRECTOR GENERAL</b>	<b>29</b>
Fire/Jail Director	28
Fire/Jail Chief Superintendent	27
Fire/Jail Senior Superintendent	26
Fire/Jail Superintendent	25
Fire/Jail Chief Inspector	24
Fire/Jail Senior Inspector	23
Fire/ Jail Inspector	22
Senior Fire/Jail Officer IV	19
Senior Fire/Jail Officer III	18
Senior Fire/Jail Officer II	17
Senior Fire/Jail Officer I	16
Fire/ Jail Officer III	14
Fire/Jail Officer II	12
Fire/Jail Officer I	10

*Provided, That all benefits currently receive by the uniformed personnel of the BFP and the BJMP under 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.

**SECTION 6. Implementing Rules and Regulations** – The Department of the Interior and Local Government (DILG), in coordination with the Civil Service Commission (CSC), the Department of Budget and Management (DBM), and the Department of Finance (DOF) in consultation with the Bureau of Fire Protection (BFP) and the Bureau of Jail Management and Penology (BJMP) shall, within ninety (90) days from the effectivity of this Act, promulgate the rules and regulations necessary to implement the provisions of this Act.

**SECTION 7. Appropriations.** – The amount necessary to carry out the provisions of this Act is hereby authorized to be appropriated in the General Appropriations Act of the year following its enactment into law and thereafter.

**SECTION 8. Separability Clause.** – If any provision of this Act shall be held unconstitutional or invalid, the other provisions not otherwise affected shall remain in full force effect.

**SECTION 9. Repealing Clause.** – All laws, presidential decrees, executive orders, ordinances, rules and regulations, and other issuances or parts thereof which are inconsistent with this Act, are hereby repealed or modified accordingly.

**SECTION 10. Effectivity.** – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,