

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

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 4918



Introduced by Rep. FERDINAND ALEXANDER A. MARCOS
1st District, Ilocos Norte

EXPLANATORY NOTE

Article II, Section 5 of the Philippine Constitution provides: "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."

The Constitution makes it clear: peace and order, the protection of life and property, and the promotion of general welfare are essential for a functioning democracy. To carry out this mandate, Republic Act No. 6975, or the Department of the Interior and Local Government Act of 1990, created the Bureau of Fire Protection (BFP) and Bureau of Jail Management and Penology (BJMP). The importance of the BFP and BJMP is affirmed by Republic Act No. 9263, which recognizes that their uniformed personnel serve with the same courage, sacrifice, and dedication as their counterparts in the PNP and the AFP.

In 2018, Republic Act No. 11200 modernized the rank structure of the PNP, removed ambiguities, and aligned ranks with actual functions. This bill follows the same spirit of reform for the BFP and BJMP. The measure also raises educational qualifications for certain leadership and supervisory positions. This step ensures that those who rise in the service are equipped with the training, knowledge, and competence to handle the challenges of public safety and jail management. This will strengthen the BFP and BJMP, professionalize their ranks, improve morale and welfare, and enhance services for the Filipino people.

Thus, the immediate approval of this bill is earnestly sought.


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AN ACT
PROVIDING FOR THE RANK CLASSIFICATION AND ORGANIZATION OF KEY POSITIONS IN 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”, AS AMENDED BY REPUBLIC ACT NO. 9592

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

SECTION 1. Section 3 of Republic Act No. 9263, as amended, is hereby amended to read as follows:

"SEC. 3. Organization and Key Positions of the BFP and the BJMP. - he 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 ~~senior superintendent~~ **FIRE/JAIL BRIGADIER GENERAL** 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~~ **FIRE/JAIL GENERAL** shall have the position title of Chief of Fire Bureau and Chief of the Jail Bureau, respectively. The second officers in command of the BFP and the BJMP with the rank of ~~chief superintendent~~ **FIRE/JAIL LIEUTENANT GENERAL** 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 officers in command of the BFP and the BJMP with the rank of ~~chief superintendent~~ **FIRE/JAIL LIEUTENANT GENERAL** shall have the position title of Deputy Chief for Operations of the Fire Bureau and

Deputy Chief for Operations of the Jail Bureau, respectively. The fourth officers in command of the BFP and the BJMP with the rank of ~~chief-superintendent~~ **FIRE/JAIL LIEUTENANT GENERAL** shall have the respective position title of Chief of Directional 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 ~~chief superintendent~~ **FIRE/JAIL MAJOR GENERAL**.

The BFP and the BJMP shall **CONSTRUCT**, 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 for Jail Management and Penology with the rank of ~~chief-superintendent~~ **FIRE/JAIL BRIGADIER GENERAL**. He/she shall be assisted by the following officers with the rank of ~~superintendent~~ **FIRE/JAIL COLONEL**: Assistant Regional Director for Administration, Assistant Regional Director for Operations, and Regional Chief of Directorial Staff: **PROVIDED, THAT IN THE NATIONAL CAPITAL REGION, THE AFOREMENTIONED OFFICERS SHALL HAVE THE RANK OF FIRE/JAIL BRIGADIER GENERAL.**"

SEC. 2. Section 5, paragraph d) of Republic Act No. 9263, as amended, is hereby 2 amended to read as follows:

"SEC. 5. Appointment of Uniformed Personnel to the BFP and the BJMP.

- The appointment of uniformed personnel to the BFP and the BJMP shall be effected in the following manner:

XXX XXX XXX

d) Fire/ Jail ~~chief-superintendent~~ **BRIGADIER GENERAL** to Fire/Jail **GENERAL** - Appointed by the President upon recommendation of the Secretary of the DILG, with the proper endorsement by the Chairman of the Civil Service Commission (CSC)."

SEC. 3. Section 7 of Republic Act No. 9263, as amended, is hereby 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 unless he/she has met the qualifications provided therein:

- 1) *Municipal Fire Marshal*. Should have the rank of ~~senior-inspector~~ **FIRE LIEUTENANT COLONEL**, 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 disciplines 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 Fire Bureau;

- 2) *City Fire Marshal.* Should have the rank of ~~chief-inspector~~ **FIRE COLONEL**, 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 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 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 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 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 Fire Bureau;~~

~~4. *District Fire Marshal for the National Capital Region, Regional Director for the Protection and Director of the Directorate of the National Headquarters Office.* Should have at least the rank of senior 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 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 Fire Bureau;~~

3. **DISTRICT FIRE MARSHAL. - DISTRICT FIRE MARSHAL FOR THE NATIONAL CAPITAL REGION, PROVINCIAL FIRE MARSHAL, ASSISTANT REGIONAL DIRECTOR FOR ADMINISTRATION, ASSISTANT REGIONAL DIRECTOR FOR OPERATIONS AND REGIONAL CHIEF OF DIRECTORIAL STAFF. - SHOULD HAVE THE RANK OF FIRE COLONEL, 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 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 FIRE BUREAU;**

4. **REGIONAL DIRECTOR FOR FIRE PROTECTION, ASSISTANT REGIONAL DIRECTOR FOR ADMINISTRATION (NCR) AND ASSISTANT REGIONAL DIRECTOR FOR OPERATIONS (NCR). - SHOULD HAVE AT LEAST THE RANK OF FIRE BRIGADIER GENERAL, 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 SATISFACTORILY 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 FIRE MAJOR GENERAL, 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 SATISFACTORILY PASSED THE NECESSARY TRAINING OR CAREER COURSE 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 ~~superintendent~~ **FIRE LIEUTENANT GENERAL**, 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 a recognized institution of learning, and must have satisfactorily 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 **FIRE GENERAL**, 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 have satisfactorily 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 of ~~senior-inspector~~ **JAIL LIEUTENANT COLONEL**, 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 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 satisfactorily 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 ~~chief-inspector~~ **JAIL COLONEL**, 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 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 satisfactorily 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 have the rank and qualifications 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 ~~superintendent~~ **JAIL COLONEL**, who must have 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 disciplines 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;
4. *Regional Director for Jail Management and Penology and Directorate of the ~~National Headquarters Office~~* **ASSISTANT REGIONAL DIRECTOR FOR ADMINISTRATION (NCR) AND ASSISTANT REGIONAL DIRECTOR FOR OPERATIONS (NCR).** - Should have the rank of ~~senior superintendent~~ **JAIL BRIGADIER GENERAL**, 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. **DIRECTOR OF THE DIRECTORATE OF THE NATIONAL HEADQUARTERS OFFICE AND REGIONAL DIRECTOR FOR THE NATIONAL CAPITAL REGION.** - SHOULD HAVE THE RANK OF JAIL MAJOR GENERAL, 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 ~~chief superintendent~~ **JAIL**

LIEUTENANT GENERAL, 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 have 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 ~~senior superintendent~~ **JAIL GENERAL**, 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 have satisfactorily 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 the qualifications mentioned therein shall be given three (3) years upon the effectivity of this Act to comply with the requirement, otherwise he/she shall be relieved from the position."~~

SEC. 4. Section 12 of Republic Act No. 9263, as amended, is hereby amended to read as follows:

"**SEC. 12. RANK CLASSIFICATION**, Standardization of the Base Pay, Retirement and other Benefits of the Uniformed Personnel of the BFP and 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.

FOR PURPOSES OF EFFICIENT ADMINISTRATION, SUPERVISION AND CONTROL, THE RANK CLASSIFICATION AND THE CORRESPONDING RATE OF THE BASE PAY OF THE UNIFORMED PERSONNEL OF THE BFP AND BJMP SHALL BE AS FOLLOWS:

RANK CLASSIFICATION	SALARY GRADE
Fire/Jail GENERAL	30 [28]
Fire/Jail LIEUTENANT GENERAL	29 [22]
Fire/Jail MAJOR GENERAL	28 [26]
Fire/Jail BRIGADIER GENERAL	27 [25]
Fire/Jail COLONEL	26 [24]

Fire/Jail LIEUTENANT COLONEL	25 [23]
Fire/Jail MAJOR	24
Fire/Jail CAPTAIN	23
Fire/Jail LIEUTENANT	22
Fire/Jail EXECUTIVE MASTER SERGEANT	19
Fire/Jail CHIEF MASTER SERGEANT	18
Fire/Jail SENIOR MASTER SERGEANT	17
Fire/Jail MASTER SERGEANT	16
Fire/Jail STAFF SERGEANT	14
Fire/Jail CORPORAL	12
Fire/Jail Officer	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 the adjustment/s based on the prevailing scale of base pay of the uniformed personnel in the active service.

SEC. 5. Implementing Rules and Regulations. - The DILG in coordination with the BFP and the BJMP, the CSC, the Department of Budget and Management, and the Department of Finance, shall within ninety (90) days from the effectivity of this Act, promulgate the rules and regulations necessary to implement the provision of this Act.

SEC. 6. Separability Clause. - If any portion or provision of this Act is declared unconstitutional, the same shall not affect the validity and effectivity of the other provisions not affected thereby.

SEC. 7. Repealing Clause. - The renaming provisions of Republic Act No. 6975, as amended by Republic Act No. 9263 that have reference to the rank and classification of the uniformed personnel of the BFP and BJMP, and all laws, decrees, orders, rules and regulations, and other issuances, or parts thereof, which are inconsistent with the provisions of this Act, are hereby deemed repealed, amended or modified accordingly.

SEC. 8. Effectivity. - This Act shall take effect fifteen (15) days after its complete publication In the Official Gazette or in at least two (2) newspapers of general circulation, whichever comes earlier.

Approved,