

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City

**NINETEENTH CONGRESS**  
First Regular Session

**HOUSE BILL NO. 6422**



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**Introduced by Representative Hon. Christopher “Toff” V.P. De Venecia**

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**AN ACT**  
**PROVIDING FOR RANK STRUCTURE UPGRADE AND RECLASSIFICATION IN THE**  
**BUREAU OF FIRE PROTECTION AND THE BUREAU OF JAIL MANAGEMENT AND**  
**PENOLOGY, 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”, AND FOR**  
**OTHER PURPOSES**

**EXPLANATORY NOTE**

The role of our Fire and Jail officers are essential in ensuring the safety and public order in our communities. The State also recognizes the responsibility of the state to strengthen government capability aimed towards the strengthening of the delivery of basic services to the citizenry through the institutionalization of highly efficient and competent fire and jail services.

With the rapidly changing times, and the increasing needs of our public safety and order offices, there is now a pressing need to revisit Republic Act No. 9263, in order to further professionalize and restructure the Bureau of Fire Protection and Bureau of Jail Management and Penology by upgrading the level of qualifications, and increasing their economic benefits, to be at par with our uniformed personnel.

Thus, support for this measure is earnestly sought.

A handwritten signature in black ink, appearing to read 'Toff V.P. De Venecia'.

**HON. CHRISTOPHER “TOFF” V.P. DE VENECIA**  
*Fourth District, Pangasinan*

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**AN ACT**  
**PROVIDING FOR RANK STRUCTURE UPGRADE AND RECLASSIFICATION IN THE BUREAU OF FIRE PROTECTION AND THE BUREAU OF JAIL MANAGEMENT AND PENOLOGY, 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”, AND FOR OTHER PURPOSES**

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

**SECTION 1.** Section 3 of Republic Act No. 9263 is hereby 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 **A**[a]dministration and one (1) for **O**[o]perations, 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 s] **CHIEF 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, **WITH AN UPGRADED RANK AS HEREIN PROVIDED**, 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 **FIRE/JAIL GENERAL** [director] shall have the position title of Chief, **BFP** [of the Fire Bureau] and [the] Chief, **BJMP** [of the Jail Bureau,] respectively. The second officer[s] in command of the BFP and the BJMP with the rank of **FIRE/JAIL LIEUTENANT GENERAL** [chief superintendent] shall have the position title of Deputy Chief for Administration of the **FIRE BUREAU AND THE DEPUTY CHIEF FOR ADMINISTRATION OF THE** Jail Bureau,

respectively. The third officer in command of the BFP and the BJMP with the rank of **FIRE/JAIL LIEUTENANT GENERAL** [chief superintendent] shall have the position title of Deputy Chief for Operations of Fire Bureau and Deputy Chief for Operations of the Jail Bureau, respectively. The fourth officer[s] in command of the BFP and the BJMP with the rank of **FIRE/JAIL LIEUTENANT 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 [d]Directors of the [d]Directorates in the respective national headquarters office.] with at least the rank of senior superintendent.] **THE HEADS OF THE VARIOUS DIRECTORATES WITH THE POSITION TITLE OF THE DIRECTORS FOR THEIR RESPECTIVE FUNCTIONAL DIRECTORATES SHALL HAVE THE RANK OF FIRE/JAIL MAJOR GENERAL**

**THE HEADS OF THE MANAGEMENT SUPPORT STAFF SUCH AS, BUT ARE NOT LIMITED TO, OFFICE OF THE LEGAL SERVICE, OFFICE OF THE LEGISLATIVE LIAISON, OFFICE OF HEADQUARTERS SUPPORT SERVICE, OFFICE OF THE FINANCE SERVICE, OFFICE OF THE ACCOUNTING SERVICE, OFFICE OF THE SUPPLY ACCOUNTABLE OFFICER, OFFICE OF THE CHAPLAINCY SERVICE, OFFICE OF THE COMMUNITY RELATIONS SERVICE, OFFICE OF THE RETIREMENT AND SEPARATION BENEFITS ADMINISTRATION SERVICE, SHALL HAVE THE RANK OF AT LEAST FIRE/JAIL BRIGADIER GENERAL EXCEPT FOR THE HEAD OF OFFICE OF THE INTERNAL AUDIT SERVICE WHO SHALL HAVE THE RANK EQUIVALENT TO THE THIRD-RANKING OFFICIAL OF BFP AND BJMP RESPECTIVELY.**

**THE HEAD OF THE NATIONAL CAPITAL REGION (NCR) OF THE FIRE BUREAU AND THE JAIL BUREAU WITH THE RANK OF FIRE/JAIL MAJOR GENERAL SHALL ASSUME THE POSITION TITLE OF REGIONAL DIRECTOR-NCR**

The BFP and the **BJMP** shall **CONTINUE TO** establish, operate and maintain their respective regional offices in each of the administrative regions of the country which shall be [respectively] **BOTH** headed by a Regional Director [for Fire Protection and a Regional Director of Jail Management and Penology] with the rank of **AT LEAST FIRE/JAIL BRIGADIER GENERAL**. [senior superintendent.] He/She shall be respectively assisted by the following officers with the rank of [superintendent] **FIRE/JAIL COLONEL**: [Assistant] **DEPUTY** Regional Director for Administration, [Assistant] **DEPUTY** Regional Director for Operations, and Regional Chief of Directorial Staff.

**THE BFP AND BJMP SHALL LIKEWISE, MAINTAIN THEIR RESPECTIVE PROVINCIAL OFFICES IN EACH OF THE PROVINCES WHICH SHALL BE HEADED BY PROVINCIAL DIRECTORS WITH THE RANK OF FIRE/JAIL COLONEL WHO SHALL BE ASSISTED BY DEPUTY PROVINCIAL**

**DIRECTOR FOR ADMINISTRATION AND DEPUTY PROVINCIAL  
DIRECTOR FOR OPERATIONS WITH THE RANK OF FIRE/JAIL  
LIEUTENANT COLONEL.”**

**SEC. 2.** Section 5 of Republic Act No. 9263 is hereby 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:

a) *Fire/Jail Officer [I] to [Senior] Fire/Jail EXECUTIVE MASTER SERGEANT [Officer IV].* – Appointed by the respective Regional Director for Fire Protection and Regional Director for Jail Management and Penology for the regional office uniformed personnel or by the respective Chief of the Fire Bureau and Chief of the Jail Bureau for the national headquarters office uniformed personnel, and attested by the Civil Service Commission (CSC);

b) *"Fire/Jail LIEUTENANT [Inspector] to Fire/Jail [Superintendent] LIEUTENANT COLONEL.* – Appointed by the respective Chief of the Fire Bureau and Chief of the Jail Bureau, as recommended by their immediate superiors, and attested by the CSC;

c) *Fire/Jail COLONEL [Senior Superintendent].* – Appointed by the Secretary of the DILG upon recommendation of the respective Chief of the Fire Bureau and Chief of the Jail Bureau, with the proper attestation of the CSC; and

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

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

***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 **FIRE MAJOR** [senior inspector], who must have finished at least second year Bachelor of Laws **OR JURIS DOCTOR**, 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 satisfactorily 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 **FIRE LIEUTENANT COLONEL** [senior inspector], who must have finished at least second year Bachelor of Laws **OR JURIS DOCTOR**, 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 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] DEPUTY Regional Director for Administration, [Assistant] DEPUTY Regional Director for Operations and Regional Chief of Directorial Staff*. – Should have the rank of [superintendent] **FIRE COLONEL**, who must be a graduate of Bachelor of Laws **OR JURIS DOCTOR**, 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 satisfactorily passed the necessary training or career courses for such position as may be established by the Fire Bureau;

4) **REGIONAL DIRECTOR AND HEADS OF THE MANAGEMENT STAFF FOR FIRE PROTECTION** [*District Fire Marshal 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 **FIRE BRIGADIER GENERAL** [senior superintendent], who must be a graduate of Bachelor of Laws **OR JURIS DOCTOR**, 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) NCR REGIONAL DIRECTOR AND DIRECTOR FOR DIRECTORATES FOR THE FIRE BUREAU - SHOULD HAVE THE RANK OF FIRE MAJOR 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;**

[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 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 [director] **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 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 of [chief inspector] **JAIL MAJOR**, who [have] **HAS** finished at least second year Bachelor of Laws **OR JURIS DOCTOR**, 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 **JAIL LIEUTENANT COLONEL** [chief inspector], who must have finished at least second year Bachelor of Laws, **OR JURIS DOCTOR** 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 **HAVE** the rank and qualification of a district jail warden;

3) *District Jail Warden, Provincial Jail Administrator, DEPUTY [Assistant] Regional Director for Administration, DEPUTY [Assistant] Regional Director for Operations and Regional Chief of Directorial Staff.* – Should have the rank of **JAIL COLONEL** [senior superintendent], who must be a graduate of Bachelor of Laws **OR JURIS DOCTOR**, 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 B[b]ureau;

4) *Regional Director AND HEADS OF THE MANAGEMENT SUPPORT STAFF for Jail Management and Penology [and Director of the Directorate of the National Headquarters Office].* – Should have the rank of **JAIL BRIGADIER GENERAL** [senior superintendent], who must be a graduate of Bachelor of Laws **OR JURIS DOCTOR**, 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 B[b]ureau;

**5) NCR REGIONAL DIRECTOR AND DIRECTOR OF DIRECTORATES OF NHQ FOR JAIL MANAGEMENT AND PENOLOGY - SHOULD HAVE THE RANK OF JAIL MAJOR GENERAL, WHO MUST BE A GRADUATE OF BACHELOR OF LAW OR JURIS DOCTOR, 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 SATISFACTORILY PASS THE NECESSARY TRAINING OR CAREER COURSES FOR SUCH POSITION AS MAY BE ESTABLISHED BY THE JAIL BUREAU.**

6[5]) *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 **JAIL LIEUTENANT 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 satisfactory passed the necessary training or career courses for such position as may be established by the Jail B[b]ureau; and

7[6]) *Chief of the Jail Bureau.* – Should have the rank of **JAIL 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 B[b]ureau.

[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.]”

**SEC. 4.** Section 12 of the same Act 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 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 salary grade schedule:

RANK SALARY	GRADE
<b>FIRE/JAIL GENERAL (F/JGEN)</b>	<b>30</b>
<b>FIRE/JAIL LIEUTENANT GENERAL (F/JLTGEN)</b>	<b>29</b>
<b>FIRE/JAIL MAJOR GENERAL (F/JMGEN)</b>	<b>28</b>
<b>FIRE/JAIL BRIGADIER GENERAL (F/JBGEN)</b>	<b>27</b>
<b>FIRE/JAIL COLONEL (F/JCOL)</b>	<b>26</b>
<b>FIRE/JAIL LIEUTENANT COLONEL (F/JLTCOL)</b>	<b>25</b>
<b>FIRE/JAIL MAJOR (F/JMAJ)</b>	<b>24</b>
<b>FIRE/JAIL CAPTAIN (F/JCPT)</b>	<b>23</b>
<b>FIRE/JAIL LIEUTENANT (F/JLT)</b>	<b>22</b>
<b>FIRE/JAIL EXECUTIVE MASTER SERGEANT (F/JEMS)</b>	<b>19</b>
<b>FIRE/JAIL CHIEF MASTER SERGEANT (F/JCMS)</b>	<b>18</b>

<b>FIRE/JAIL SENIOR MASTER SERGEANT (F/JSMS)</b>	<b>17</b>
<b>FIRE/JAIL MASTER SERGEANT (F/JSS)</b>	<b>16</b>
<b>FIRE/JAIL STAFF SERGEANT (F/JSS)</b>	<b>14</b>
<b>FIRE/JAIL CORPORAL (F/JCPL)</b>	<b>12</b>
<b>FIRE/JAIL OFFICER (F/JO)</b>	<b>10</b>

*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.”

**SEC. 5. *Power to Administer Oaths.*** - Officers of the BFP/BJMP from the rank of Fire/Jail Lieutenant to Fire/Jail Colonel, in addition to persons authorized to administer oaths as provided under Section 41 of the Revised Administrative Code of 1987, as amended by Section 2 of Republic Act No. 6733, shall have the power to administer oaths on matters which are connected with the performance of their duties.

**SEC. 6. *Implementing Rules and Regulations.*** - The Department of the Interior and Local Government (DILG) and the Department of Budget and Management (DBM), in coordination with the BJMP and the CSC, shall promulgate within sixty (60) days the necessary rules and regulations for the effective implementation of this Act.

**SEC. 7. *Separability Clause*** - If for any reason, any provision of this Act is declared to be unconstitutional or invalid, the other sections or provisions hereof which are not affected thereby shall continue to be in full force and effect.

**SEC. 8. *Repealing Clause*** - All laws, decrees, orders, rules and regulations, and other issuances or parts thereof which are inconsisten with this Act are hereby amended, repealed, or modified accordingly.

**SEC. 9. *Effectivity.*** - This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

*Approved,*