

## BUREAU OF FIRE PROTECTION

### Proposed Ranking Scheme for CY 2016 Performance-Based Bonus (PBB)

1.) Ranking of Delivery Unit = 
$$\frac{\text{MFO1} + \text{MFO2} + \text{GASS}}{3}$$

$$\text{MFO1} = \frac{\text{Quantity} + \text{Quality} + \text{Timeliness}}{3}$$

$$\text{MFO2} = \frac{\text{Quantity} + \text{Quality} + \text{Timeliness}}{3}$$

GASS: 35% - Budget Utilization Rate  
 35% - Annual Procurement Compliance Performance Indicator (APCPI)  
 30% - Compliance of Report Requirement by Directorates

*20% Personnel*  
*15% Logistics*  
*20% Comptrollership*  
*15% Fire Safety and Prevention*  
*15% Operations*  
*10% Plans*  
*100%*

2.) Individual Ranking

a.) Individual Ranking = 
$$\frac{(\text{IPCR1} + \text{IPCR2}) \times 0.80 + (\text{CRI}) \times 0.20}{2}$$

**Command Responsibility Index (CRI)** is applicable to those who have command responsibility.

LEVEL OF FUNCTION		BASIS POINTS
<i>a.</i>	<i>National Level</i>	
	Chief, BFP	5
	Deputy Chiefs, CDS	4.50
	Chief, Directorates	4
	Chief, Division / Special Staff	3.50
	Chief, Section	3.25
<i>b.</i>	<i>Regional Level</i>	
	Regional Director, Acting, OIC	4.75
	ARDA, ARDO, RCDS - <i>NCR</i>	4.50
	ARDA, ARDO, RCDS - <i>Other Regions</i>	4
	Chief, Division	3.50
	Chief, Section	3
<i>c.</i>	<i>National Fire Training Institute</i>	
	Director	5
	Deputy	4
	Commandant	3
	Tactical Officer	2

<i>d.</i>	<i>ODFM - National Capital Region</i>	
	District Fire Marshal	4.50
	Deputy, DFM	4
	Chief, Division	3
	Chief, Section	2
<i>e.</i>	<i>Provincial Level</i>	
	Provincial Fire Marshal, Acting, OIC	4
	Deputy, PFM	3.50
	Chief, Division	3
	Chief Section	2
<i>f.</i>	<i>City Level</i>	
	City Fire Marshal, Acting, OIC	4
	Deputy, CFM/City Sub-Station F/Marshal	3.75
	Operation Officer	3.50
	Chief, FSED	3.25
	Chief, Division	3
	Chief, Section	2
<i>g.</i>	<i>Municipal Level</i>	
	Municipal Fire Marshal, Acting, OIC	4
	Deputy, MFM	3.50
	Municipal Sub-Station Fire Marshal	3
	Chief, Section	2

b.) Individual Ranking =  $\frac{(IPCR1 + IPCR2)}{2} \times 0.80 + (FRI) \times 0.20$

**Functional Responsibility Index (FRI)** is applicable to individuals at the administrative and operational function of the agency.

<b>FUNCTION</b>	<b>SALARY GRADE</b>	<b>BASIS POINTS</b>
Shift Commander (other than CFM / MFM)	Varies	3.5
Driver/Pump Operator	Varies	4
Nozzleman	Varies	3.5
All other officer positions	1 to 9	1
	10 to 14	2
	15 to 19	2.5
	20 to 25	3

*The average of IPCR1 and IPCR2 shall be converted into standardized score, so that all individual scores are on the same footing field regardless of the subjective rating given by their superior.*