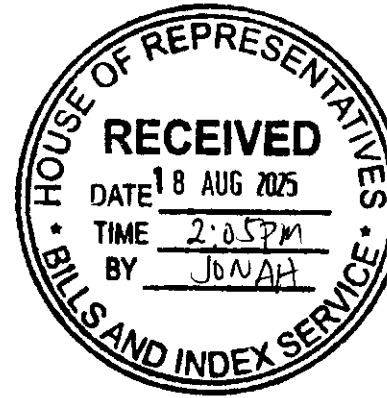


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Batasan Hills, Quezon City

TWENTIETH CONGRESS
First Regular Session

House Bill No. 3789



Introduced by Abang Lingkod Party-list Representative
Manuel "Manman" O. Ko

EXPLANATORY NOTE

Barangay officials serve as the primary link between the national government and local communities, performing a wide range of responsibilities that directly impact the lives of their constituents. They are tasked with implementing government programs, maintaining peace and order, facilitating local development initiatives, and serving as the first responders during disasters and emergencies. Despite the magnitude of their duties, barangay officials have long faced inadequate compensation, limited benefits, and a lack of institutional recognition commensurate with their critical role in governance.

This proposed measure seeks to address these long-standing concerns by declaring barangay officials as regular government employees, thereby entitling them to fixed salaries, allowances, insurance, medical and dental coverage, retirement benefits, and other incentives provided under civil service laws.

Passing this measure will not only uplift the lives of barangay officials—it will strengthen grassroots governance, make communities safer, ensure better delivery of public services, and foster trust between government and the people.

We cannot build a strong nation without strong communities.

We cannot have strong communities without empowered, protected, and dignified barangay officials.

In view of the foregoing, the immediate passage of this bill is earnestly sought.


Manuel "Manman" O. Ko

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House Bill No. **3789**

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**AN ACT PROMOTING THE WELFARE OF BARANGAY OFFICIALS,
STANDARDIZING THEIR SALARIES, ENHANCING THEIR BENEFITS,
PROVIDING SOCIAL PROTECTION, AND FOR OTHER PURPOSES**

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

SECTION 1. Short Title. - This Act shall be known as the “Barangay
Officials Welfare and Salary Standardization Act. ”

SECTION 2. Declaration of Policy. - It is hereby declared the policy of
the State to uphold and advance the welfare of barangay officials by
ensuring fair, equitable, and dignified compensation, as well as
appropriate social and economic support mechanisms. The State
recognizes that barangay officials are the frontliners of governance and
development, serving as the primary link between the national
government and the community.

In pursuit of this policy, the State shall implement remuneration and
benefit reforms designed to raise the economic standing and social
dignity of barangay officials, enabling them to perform their duties with
integrity, efficiency, and independence. Such reforms shall be consistent
with the constitutional mandate to promote local autonomy, ensuring
that the barangay—being the basic political unit—remains fully capable
of planning, implementing, and managing programs, projects, and
activities responsive to the needs of its constituents.

SECTION. 3. Salary Standardization of Barangay Officials. - The
Punong Barangay, members of the Sangguniang Barangay, the
Sangguniang Kabataan Chairperson, the Barangay Secretary, and
Barangay Treasurer in all barangays are hereby declared regular
government employees, and as such entitled to fixed salaries,
allowances, insurance, medical and dental coverage, retirement

benefits, and such other incentives and fringe benefits which, under Civil Service laws, rules and regulations, a regular government employee is entitled.

SECTION. 4. Position Classification and Compensation Scheme for Barangay Officials and Personnel - Barangay officials and personnel shall be entitled to salaries, benefits or allowances as compensation for services they shall have rendered.

(1) The Position Classification and Compensation are as follows;

- a. Salary Grade 8 for *barangay appointive officials* as already provided by law, and other barangay personnel the positions of which are provided for by ordinance of the corresponding barangay;
- b. Salary Grade 10 for *barangay elective officials* in the *Sangguniang Kabataan and Sangguniang Barangay* with the exception of the Punong Barangay, and
- c. Salary Grade 14 for *Punong Barangay*.

Furthermore, the determination of salary rates shall follow Section 10 of Republic Act No. 6758, which mandates that rates of pay shall be based on the class and financial capability of each local government unit (LGU). Such rates shall not exceed the following percentages of the salary schedule prescribed under Section 7 of the same Act:

Provinces/Cities		Municipalities
Special Cities	100%	
1st Class	100%	90%
2nd Class	95%	85%
3rd Class	90%	80%
4th Class	85%	75%
5th Class	80%	70%
6th Class	75%	65%

*These salary assignments shall be consistent with the guidelines set forth in **DBM Local Budget Circular No. 160**.*

Provided, that said monthly salaries shall be subject to applicable statutory deductions to enable membership benefits from the government social agencies. Provided further, No barangay official or personnel shall experience any reduction, diminution, or withdrawal of salaries and benefits that they are already receiving prior to the implementation of this Act.

The budget ceiling for annual personnel services appropriations—equivalent to fifty-five percent (55%) of the total annual income actually realized from local sources during the preceding fiscal year, as provided under Section 331(b) of Republic Act No. 7160, otherwise known as the “Local Government Code of 1991,” shall continue to apply.

SECTION. 5. Benefits.

Barangay officials shall enjoy the following benefits:

1. 13th Month Pay and Mid-Year Bonus equivalent to one month's salary each.
2. Representation and Transportation Allowance (RATA) for Punong Barangay.
3. Hazard Pay for officials in Geographically Isolated and Disadvantaged Areas (GIDAs) or high-risk barangays.
4. Health Insurance Coverage under PhilHealth.
5. Retirement and Separation Benefits under existing government rules.
6. Membership in the Home Development Mutual Fund (PagIBIG Fund)

SECTION. 6. Rice Allowances. — In addition to the benefits and entitlements for barangay officials and personnel already provided for in R. A. No. 7160, as otherwise adjusted in this Act, the DILG shall additionally provide quarterly rice allocations for barangay officials and personnel covered in Section 4 of this Act.

SECTION. 7. Professional Development.

The DILG, in coordination with the Civil Service Commission and the Local Government Academy, shall provide regular training, continuing education, and capacity-building programs to enhance the efficiency and leadership skills of barangay officials.

SECTION. 8. Review of Benefits and Entitlements. - The DILG shall conduct a regular review, which shall not extend beyond five (5) years at any one time, of the sufficiency and adequacy of the benefits and entitlements of barangay officials and personnel as provided in existing laws, including this Act; Provided, that existing benefits and entitlements shall not be diminished.

SECTION. 9. Special Local Allowances. — Supplemental remunerations, benefits or other entitlements that the municipal, city, or provincial governments of respective barangays shall not be offset to the remunerations, benefits or other entitlements specified or provided for in this Act.

SECTION. 10. Barangay Volunteers. — In addition to benefits and entitlements already provided for in the foregoing Sections of this Act, barangay volunteer and other barangay workers that are not covered in Section 4 of this Act shall be entitled to temporary honoraria and other benefits, incentives or allowances as may be determined and appropriated for by their respective barangays, municipalities, cities or provinces.

SECTION 11. Implementing Rules and Regulations (IRR).-

Within 90 days from the effectivity of this Act, the DILG, in consultation with LGUs, DBM and CSC shall promulgate the necessary IRR.

SECTION. 12. Appropriations. - The amount necessary to implement the provisions of this Act shall be funded by the National Government under the Annual General Appropriations Act (GAA).

SECTION. 13. Separability Clause. - If any provision or part hereof is held invalid or unconstitutional, the same shall not affect the validity and effectivity of the other provisions hereof.

SECTION. 14. Repealing Clause. - All laws, decrees, orders and issuances, or portions thereof, which are inconsistent with the provisions of this Act, are hereby repealed, amended, or modified accordingly.

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

Approved,