

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

**TWENTIETH CONGRESS**  
*1<sup>st</sup> Regular Session*

House Bill No. 4319



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**Introduced by Representatives ERIC G. YAP and EDVIC G. YAP**

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### **EXPLANATORY NOTE**

Section 384 of Republic Act No. 7160, or the Local Government Code of 1991, recognizes the barangay as the basic political unit of Philippine society. It serves as the primary planning and implementing arm of government programs, policies, and activities at the community level. Barangay officials are at the forefront of public service delivery, governance, and crisis response, often serving as the first responders in times of calamities, emergencies, and public health crises.

Currently, however, barangay officials are some of the most undervalued members of the civil service structure. They are not considered regular government employees and are compensated through honoraria rather than fixed salaries. As per Local Budget Circular No. 63, s.1996, issued by the Department of Budget and Management (DBM), barangay captains are entitled to only PhP 1,000 per month, while members of the Sangguniang Barangay, barangay secretaries, and treasurers receive PhP 600 per month. Although the Circular allows for adjustment of rates under specific conditions, the maximum honoraria remains pegged to the lowest step of Salary Grade 14 for Punong Barangays or Barangay Captains and Salary Grade 10 for other officials. These rates do not include standard benefits and entitlements enjoyed by other government personnel such as GSIS membership, leave credits, or regular bonuses—entitlements enjoyed by other government personnel.

A 2021 report of the Congressional Policy and Budget Research Department (CPBRD) of the House of Representatives, estimates that there are close to 300,000 barangay officials in the country that are paid through honoraria. Meanwhile, as of the 18<sup>th</sup> Congress, no fewer than 45 bills have been filed address this issue<sup>1</sup>, either through a Magna Carta for Barangays or through the regularization and compensation standardization of barangay officials. These legislative efforts reflect growing consensus on the need to elevate the economic and professional status of

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[https://cpbrd.congress.gov.ph/wp-content/uploads/2023/09/DP2021-01-Brgy\\_Officials\\_Cost\\_of\\_Regularization.pdf](https://cpbrd.congress.gov.ph/wp-content/uploads/2023/09/DP2021-01-Brgy_Officials_Cost_of_Regularization.pdf)

barangay officials and to harmonize their benefits with those of other civil service personnel.

This bill responds to that need by declaring barangay officials, namely, the Punong Barangay, Sangguniang Barangay members, Barangay Secretary, and Barangay Treasurer, as regular government employees. It grants them fixed salaries, allowances, insurance, medical and dental coverage, retirement benefits, and other incentives under existing civil service rules. A standardized scheme shall be developed by the DBM in coordination with the Department of Interior and Local Government (DILG) for the compensation of barangay officials and other duly recognized volunteers, in accordance with the guidelines prescribed under RA 6758 or the Compensation and Position Classification Act of 1989.

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



**HON. ERIC G. YAP**



**HON. EDVIC G. YAP**

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**AN ACT**  
**DECLARING BARANGAY OFFICIALS AS REGULAR GOVERNMENT**  
**EMPLOYEES, STANDARDIZING THEIR COMPENSATION, GRANTING**  
**THEM SALARIES, BENEFITS, AND ENTITLEMENTS, PROVIDING**  
**HONORARIA FOR OTHER BARANGAY PERSONNEL, AND APPROPRIATING**  
**FUNDS THEREFOR**

*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 "*Salary Standardization of Barangay Officials Act.*"

**SEC. 2. *Declaration of Policy.*** - It is the policy of the State to promote the welfare of the barangay officials, raise their economic and social status, and provide remuneration and benefit reforms for them to ensure autonomy for the effective performance of its role as the primary planning and implementing unit of government programs.

**SEC 3. *Salary Standardization of Barangay Officials.*** - The Punong Barangay, members of the Sangguniang Barangay, 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.

**SEC 4. *Compensation Scheme for Barangay Officials.*** - The compensation of barangay officials shall be standardized and fixed in accordance with the following salary grades prescribed under Republic Act No. 6758, otherwise known as the "Compensation and Position Classification Act of 1989", as amended:

1. The Punong Barangay shall receive compensation equivalent to not less than Salary Grade 10 (SG-10);

2. Each Sangguniang Barangay Member shall receive compensation equivalent to not less than Salary Grade 7 (SG-7);
3. The Barangay Secretary and Barangay Treasurer, who are both co-terminus with the appointing authority, shall each receive compensation equivalent to not less than Salary Grade 3 (SG-3).

**SEC 5. *Compensation Scheme for other Barangay Personnel.*** – Barangay tanods and other duly recognized barangay volunteers shall be entitled to honoraria, which shall be determined by the Sangguniang Barangay, subject to availability of funds and to such guidelines as may be issued by the Department of Budget and Management (DBM).

**SEC 6. *Non-diminution of Benefits.***– No provision of this Act shall be construed to diminish or withdraw any existing benefits granted to barangay officials and other barangay personnel prior to its enactment.

**SEC 7. *Budget Ceiling.*** – The budget ceiling for annual personal services appropriations of fifty-five percent (55%) of the total annual income realized from local sources during the next preceding fiscal year, as provided in Section 331 (b) of Republic Act No. 7160, as amended, otherwise known as the "Local Government Code of 1991," shall apply.

**SEC 8. *Review of Salary, Benefits, and Entitlements.*** – The DDBM in coordination with the Department of Interior and Local Government (DILG) shall conduct a regular review, which shall not extend beyond ten (10) years at any one time, of the sufficiency and adequacy of the benefits and entitlements of barangay officials and barangay personnel as provided in existing laws, including this Act; *Provided*, that existing benefits and entitlements shall not be diminished.

**SEC. 9. *Appropriations.*** – The amounts necessary for the implementation of this Act shall be charged against the funds of the barangay and to its corresponding city or municipality. Local government units that do not have sufficient funds shall be assisted by the National Government under the annual General Appropriations Act (GAA): *Provided*, That savings from National Assistance to Local Government Units (NALGU) funds may be used for this purpose.

**SEC. 10. *Separability Clause.*** – Should any provision or part of this Act be declared unconstitutional or invalid, the other provisions and parts hereof, insofar as they are separable from the invalid ones, shall remain in full force and effect.

**SEC. 11. *Repealing Clause.*** – All laws, decrees, orders, proclamations, rules and regulations, or parts thereof, which are inconsistent with this Act are hereby repealed, amended, or modified accordingly.

**SEC. 12. *Effectivity Clause.*** – This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in any newspaper of national circulation.

*Approved*