



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

20th CONGRESS
1st Regular Session

HOUSE BILL NO. 6985



Introduced by Representative SITTIE SHAHARA “BAI DIMPLE” I. MASTURA

AN
ACT MANDATING A POSITION CLASSIFICATION AND COMPENSATION
SYSTEM IN THE BARANGAYS, AND FOR OTHER PURPOSES

EXPLANATORY NOTE

Article X, Section 1 of the 1987 Philippine Constitution provides that the territorial and political subdivisions of the Republic of the Philippines are the provinces, cities, municipalities, and barangays.

The total number of barangays as of September 30, 2025, stands at 42,011 LGUs, a significant number that **should be viewed in real terms as the actual total of front-line administrative divisions across the country ranging from highly urbanized neighborhoods to remote rural villages.**

These front-liners pursuant to Section 17 (b) (1), Chapter II, Title I, Book I of Republic Act No. 7160, otherwise known as the “Local Government Code of 1991”, as amended, are mandated to deliver the services enumerated therein which includes but not limited to, functions and responsibilities of national agencies and offices devolved to them.

As the basic political unit, barangays act and serve as the primary planning and implementing units of government policies, plans, programs, projects and activities in the community; the venue where the collective views of our people are expressed, manifested, sorted, developed, and considered; and where disputes may be settled amicably.

Barangay officials and employees directly engage with residents as the face of government in all areas of basic service delivery and these responsibilities imposed on them by law remains to be fairly compensated.

We must also take cognizance of the reality that at present, the Philippines is one of the highly vulnerable and most affected by severe climate change impacts, which includes rising temperatures, more extreme weather (stronger typhoons, intense rainfall, droughts), rising sea levels and ocean warming; which threatens food security, livelihood, and health.

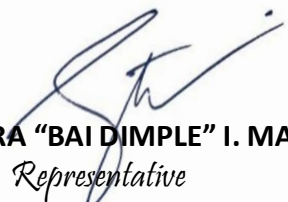
As a consequence of these overwhelming and in many cases extreme, natural climate variations, our barangays are now crucial lines of defense in disaster management, creating and implementing local risk reduction plans, organizing community awareness and drills, managing immediate response such as evacuations and search and rescue; damage assessment and in coordinating recovery efforts.

Our barangay officials and employees spearhead prevention, preparedness, response, and recovery at the grassroots level – important elements in community resilience and survival.

This bill therefore seeks to mandate a position classification and compensation system for our barangay officials and employees, a proposal that is long overdue and they rightfully deserve.

Our barangay officials and employees should be paid just and equitable wages, applied to all positions, appointive or elective, on full or part-time basis, now existing or hereafter created pertinent and inherent to the barangay as a local government unit.

In view of the foregoing, this representation strongly seeks the passage of this bill.



SITTIE SHAHARA "BAI DIMPLE" I. MASTURA

Representative

Maguindanao del Norte with Cotabato City, Lone District



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AN
ACT MANDATING A POSITION CLASSIFICATION AND COMPENSATION
SCHEME IN THE BARANGAYS, AND FOR OTHER PURPOSES

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

SECTION 1. Short Title. – This Act shall be known as “The Barangay Position Classification and Compensation Act of 2025”.

SEC. 2. The Barangay Officials as Regular Government Employees. – The punong barangay, sangguniang barangay members, the kabataang barangay chairperson, barangay secretary and barangay treasurer in all barangays are hereby declared regular employees, and as such are entitled to fixed salaries, allowances, insurance, medical and dental coverage, retirement benefits and such other fringe benefits to which a regular employee may be entitled to.

The Department of Budget and Management (DBM) shall develop a standardized Position Classification and Compensation Scheme for Barangay Officials and Personnel, taking into consideration the educational qualification and nature of work performed and the financial capability of the barangay, subject to the minimum qualification standards and guidelines to be prescribed by the Civil Service Commission (CSC).

Such position classification and compensation scheme shall conform with the following guidelines:

- a) The Position Classification and Compensation Scheme for Barangay Officials and Personnel shall be comprised of three (3) salary grades, namely:
 - (i) Barangay Salary Grade I for barangay appointive officials and personnel;
 - (ii) Barangay Salary Grade II for barangay elective officials in the Sangguniang Barangay and Sangguniang Kabataan; and
 - (iii) Barangay Salary Grade III for the Punong Barangay.

b) The minimum salary for barangay officials and personnel shall be as follows:

(i) Barangay Salary Grade I	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	P15,000.00
(ii) Barangay Salary Grade II	Barangay elective officials in the Sangguniang Kabataan and Sangguniang Barangay with the exception of the Punong Barangay	P20,000.00
(iii) Barangay Salary Grade III	Punong Barangay	P30,000.00

The minimum salary indicated herein may be increased to a maximum rate equivalent to Step 1 of the following salary grade level and its corresponding salary being implemented by the city and municipality where the barangay belongs, to wit:

(i) Barangay Salary Grade I	Salary Grade 6
(ii) Barangay Salary Grade II	Salary Grade 10
(iii) Barangay Salary Grade III	Salary Grade 15

Provided, that no barangay official or personnel shall suffer any reduction, diminution, or withdrawal of salaries and benefits already enjoyed by the barangay official or personnel concerned; Provided, further, that said monthly salaries shall be subject to applicable statutory deductions to enable membership benefits from the government's social agencies; Provided finally, that the budget ceiling for the appropriation of annual personnel services shall not exceed fifty-five percent (55%) of the total annual income realized from local sources during the next preceding fiscal year, as provided for in Section 331 (b) of RA7160, as amended.

c) As regular government employees, barangay officials and personnel shall be entitled to a 13th month pay, and other bonuses as may be provided by law.

SEC. 3. Compensation for Barangay Volunteer Workers. – Barangay volunteers and other barangay workers not covered by Sec. 2 of this Act shall be entitled to temporary honoraria and other benefits, incentives or allowances, as compensation for services rendered in an amount determined and appropriated for by their respective barangays, municipalities, cities or provinces; Provided, that the grant of honoraria shall be subject to availability of funds, and budgetary limitations on personnel services under Republic Act No. 7160.

Notwithstanding the provisions set forth in the Local Government Code of 1991, as amended, for purposes of awarding temporary honoraria and other benefits, incentives or allowances for services rendered, barangay volunteers shall include:

a) A group of volunteers who provides assistance and aid in the execution and enforcement of barangay ordinances, the maintenance of peace and order, and the promotion of public safety;

- b) Sangguniang Kabataan Kagawads, the SK secretary and treasurer;
- c) Day care workers; and
- d) Members of the Lupong Tagapamayapa

SEC. 4. *Appropriations.* – The funds necessary for the effective implementation of this Act shall be provided under the annual General Appropriations Act (GAA).

SEC. 5. *Mandatory Review.* – Within five (5) years, or as the need arises, Congress shall undertake a mandatory review of this Act, with the goal of providing a more responsive position classification and compensation scheme for the barangays.

SEC. 6. *Implementing Rules and Regulations.* – Within ninety (90) days from the effectivity of this Act, the Department of Interior and Local Government (DILG), in coordination with the Civil Service Commission (CSC), Department of Budget and Management (DBM) and the Department of Finance (DOF) shall promulgate the implementing rules and regulations to effectively carry out the provisions of this Act.

SEC. 7. *Repealing Clause.* – All laws, decrees, executive orders, proclamations, rules and regulations, and issuances, or parts thereof which are inconsistent with the provisions of this Act, are hereby repealed, amended, or modified accordingly.

SEC. 8. *Separability Clause.* – If, for any reason, any section or provision of this Act is held unconstitutional or invalid, the other sections or provisions hereof shall not be affected thereby.

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

Approved.