

COMMITTEE REPORT

DATE : JUNE 30, 2026

TO : THE PRESIDING OFFICER

FROM : COMMITTEE AS A WHOLE

SUBJECT : PROPOSED ORDINANCE NO. 2026-026- AN ORDINANCE ESTABLISHING A RETIREMENT BENEFITS PROGRAM FOR OUTGOING BARANGAY CAPTAINS OF THE MUNICIPALITY OF NAIC, PROVIDING FOR A MONTHLY ALLOWANCE, AND APPROPRIATING FUNDS THEREFOR

A meeting of the **Committee as a Whole**, presided over by the **Chairperson of the Committee on Barangay Affairs, SB Member Roger N. Camilo**, was convened and attended by the members of the **Sangguniang Bayan**, the **Board of Directors of the Liga ng mga Barangay–Naic Chapter**, **Ms. Sharlene Grace Villanueva** and **Ms. Princess Ann Buendia** of the **Municipal Budget Office**, **Ms. Ailysse Camille Penus**, **Municipal Treasurer**, and **Ms. Susan S. Martin**, **Municipal Accountant**, to deliberate on **Proposed Ordinance No. 2026-026**, entitled: **"An Ordinance Establishing a Retirement Benefits Program for Outgoing Barangay Captains of the Municipality of Naic, Providing for a Monthly Allowance, and Appropriating Funds Therefor."**

At the outset of the deliberations, the Committee discussed the purpose of the proposed ordinance, which is to provide an incentive to Punong Barangays who have successfully completed their term of office. Particular attention was given to the feasibility of implementing the proposed measure, especially with respect to the availability of funding. The Municipal Treasurer explained that the proposed benefit is comparable in nature to the terminal benefits granted to government employees upon completion of their public service.

The Committee also discussed the possible source of funds, specifically whether the benefit could be financed from the Municipal Fund or from barangay funds. The Municipal Treasurer clarified that, under existing laws and regulations, the benefit cannot be charged against the Municipal Fund. It was likewise suggested that, should the barangays have not yet finalized their annual budgets, the appropriation could be incorporated therein. However, it was recognized that most barangays may not have sufficient financial capacity to shoulder such expenditure.

The Committee further deliberated on the form and amount of the incentive to be granted. Instead of providing a monthly allowance, the Committee proposed that the benefit be granted in the form of a **one-time incentive** or **one-time end-of-term benefit** for qualified **Punong Barangays**.

As a result of the discussions, it was likewise proposed that the title of the ordinance be amended **from "Retirement Benefits Program" to "End Term Benefit Program"** in order to more accurately reflect the intent of the proposed measure. Accordingly, the proposed new title shall read: **"An Ordinance Establishing an End Term Benefit Program for Outgoing Punong Barangay of the Municipality of Naic, Providing One-Time Incentive and Appropriating Funds Therefor."**

It was clarified that the term **"End Term"** shall not be limited to Punong Barangays who have served **three (3) consecutive terms**, but shall likewise apply to those who have completed **one (1), two (2), or three (3) full terms of office**.

The Committee also inquired whether there are existing ordinances in other local government units that may serve as precedent for the proposed measure. According to **SB Member Rodrigo Castillo**, no similar ordinance has yet been identified at the national level. Consequently, the Committee recommended that further legal research be undertaken to establish a sufficient legal basis before the ordinance is finally enacted.

With respect to the amount of the incentive, the Committee initially agreed to provide **₱100,000.00** for every completed term of office, thereby allowing a Punong Barangay who has completed **three (3) full terms** to receive a total incentive of **₱300,000.00**.

The financial implications of the proposal on the Municipality's annual budget were likewise discussed. It was estimated that if all **thirty (30) barangays** each have one qualified beneficiary after every barangay election, approximately **₱9,000,000.00** would be required. It was further explained that any appropriated amount remaining unobligated due to the absence of qualified beneficiaries shall revert to the **General Fund** as **savings**, in accordance with existing budgeting and accounting rules.

The Committee further recommended that the appropriation for the incentive program be included only in the **Appropriation Ordinance** during **Barangay Election** years, in order to ensure the availability of sufficient funds for qualified beneficiaries.

The Committee likewise clarified that a Punong Barangay who is re-elected to another term shall not immediately receive the benefit upon completion of the preceding term. The incentive shall become payable only after the official has finally completed his or her public service and is no longer re-elected or no longer seeks another elective term.

The following situations affecting eligibility were likewise clarified:

- A Punong Barangay who is re-elected shall not yet be entitled to receive the benefit corresponding to the immediately preceding completed term.
- A Punong Barangay who loses in the succeeding election or chooses not to seek re-election after completing a full term may thereafter receive the corresponding benefit.
- A Punong Barangay who fails to complete a term due to resignation shall not be entitled to any benefit, and such benefit shall not be claimed by his or her successor, since the incentive is intended exclusively for the duly elected Punong Barangay.
- In the event that a Punong Barangay dies after completing a full term but before completing the succeeding term, the benefit corresponding to the completed term may be granted to his or her lawful heirs; however, no benefit shall be granted for the uncompleted term.

Upon the recommendation of the **Municipal Budget Office**, the Committee likewise proposed the inclusion of the phrase "**subject to availability of funds**" in the ordinance to ensure that its implementation shall always be dependent upon the financial capability of the Municipal Government.

The Committee likewise considered several amendments to the substantive provisions of the proposed ordinance, particularly the following:

- **Section 4 – Qualifications and Eligibility**
 - Delete Letter B (Age Requirement).
 - Amend Letter C (Clearance Status) by requiring the Punong Barangay to obtain clearances from the Municipal Treasurer's Office, Municipal Accounting Office, and Municipal Budget Office, certifying that he or she has no outstanding financial, administrative, or government property accountability.

- **Section 5 – Benefits**
 - Amend the title from "Retirement Benefits" to "One-Time Incentive Benefits."
 - Retain the provision granting a lump-sum incentive.
 - Delete the provision granting a monthly allowance.
- **Section 6 – Disqualification and Forfeiture**
 - Include the following additional grounds for disqualification:
 - Having a pending administrative or criminal case;
 - Having been convicted by final judgment; and
 - Having been re-elected or appointed to any government position receiving a regular salary or honorarium.
 - It was likewise clarified that should the pending administrative or criminal case be dismissed or the official be subsequently exonerated, he or she may become eligible to receive the benefit.
- **Section 8 – Implementing Rules and Regulations (IRR)** - The Committee recommended that the proposed IRR be subjected to further comprehensive review in order to ensure that the implementing guidelines are sufficiently clear and consistent with the objectives of the ordinance.

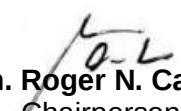
During the subsequent deliberations, the Committee revisited the proposed amount of the incentive. As its final recommendation, the Committee proposed the following graduated schedule of benefits:

- a) ₱50,000.00 upon completion of the first full term;
- b) ₱75,000.00 upon completion of the second full term, for a cumulative total of ₱150,000.00; and
- c) ₱100,000.00 upon completion of the third full term, for a cumulative total of ₱300,000.00.

It was further clarified that eligibility shall be based on each fully completed term of office. Any Punong Barangay who fails to complete a term, regardless of the reason, shall not qualify for the benefit corresponding to that term. The incentive shall automatically accrue to any Punong Barangay who has completed one (1), two (2), or three (3) full terms, subject to compliance with the prescribed qualifications and the submission of the required clearances from the Municipal Treasurer, Municipal Accountant, and Municipal Budget Office.

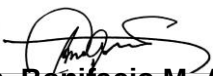
Finally, the Committee unanimously resolved to continue its study of the proposed ordinance, including its legal basis, funding mechanism, and implementing rules and regulations, before endorsing the measure for final deliberation and appropriate action by the Sangguniang Bayan.

Committee as a Whole:


Hon. Roger N. Camilo
Chairperson


Hon. Cesar Ryan Nazareno
SB Member


Hon. Rodrigo A. Castillo
SB Member


Hon. Bonifacio M. Atienza Jr.
SB Member


Hon. Glennon I. Pegollo
SB Member


Hon. Jerry C. Barrera
SB Member


Hon. Raymond P. Senia
SB Member


Hon. Arnel G. Milay
SB Member

