



MINUTES OF THE COMMITTEE MEETING OF COMMITTEE AS A WHOLE

JUNE 30, 2026

CHAIRPERSON: Hon. Roger N. Camilo
Committee on Barangay Affairs

GUEST: Board of Directors
Liga ng mga Barangay–Naic Chapter

Ms. Sharlene Grace Villanueva and Ms. Princess Ann Buendia
Municipal Budget Office

Ms. Ailysse Camille Penus
Municipal Treasurer

Ms. Susan S. Martin
Municipal Accountant

SUBMITTED BY: Irene A. Arviola

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** was called to order at 10:03 AM and convened under the chairmanship of **Hon. Roger N. Camilo, Chairperson, Committee on Barangay Affairs**, with the attendance of 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."

The Chairperson called the meeting to order and opened the discussion on the proposed ordinance. The Committee discussed the intent of the measure, which is to provide incentives to Punong Barangays who have honorably completed their respective terms of office. Deliberations focused on the feasibility of the proposal, particularly its financial implications and the availability of funds for its implementation.

The Municipal Treasurer explained that the proposed incentive is comparable in nature to terminal benefits granted to government employees upon completion of public service. However, it was clarified that under existing laws, rules, and regulations, the proposed benefit cannot be charged against the Municipal Fund. The possibility of charging the benefit against barangay funds was likewise discussed, with the observation that while appropriations may be incorporated in the annual barangay budgets if not yet finalized, most barangays may not possess sufficient financial resources to sustain such expenditure.

After due deliberation, the Committee agreed that instead of providing a monthly allowance, the benefit should be granted in the form of a **one-time incentive** or **one-time end-of-term benefit** to qualified Punong Barangays.



Consequently, the Committee proposed to amend the title of the ordinance by replacing the term **"Retirement Benefits Program"** with **"End Term Benefit Program"** to accurately reflect the nature and intent of the measure. The proposed 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."

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

During the discussion, the Committee inquired whether similar ordinances have been enacted by other local government units. SB Member Rodrigo Castillo informed the Committee that no similar ordinance has yet been identified. Accordingly, the Committee recommended that further legal research be undertaken to establish sufficient legal basis before the measure is finally enacted.

The Committee initially agreed to grant an incentive of **₱100,000.00 for every completed term of office**, allowing a Punong Barangay who completed three (3) full terms to receive a total incentive of **₱300,000.00**.

The Committee also discussed the financial implications of the proposal. 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 likewise noted 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 appropriations for the incentive program be included only in the Municipal Appropriation Ordinance during barangay election years to ensure the availability of funds.

It was likewise clarified that a Punong Barangay who is re-elected shall not immediately receive the incentive upon completion of the preceding term. Payment of the incentive shall become due only upon the official's final separation from elective service after no longer seeking or winning another elective term.

The Committee further clarified the following conditions governing eligibility:

- 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 voluntarily retires after completing a full term may receive the corresponding incentive.
- A Punong Barangay who fails to complete a term due to resignation shall not be entitled to any incentive, and the same shall not accrue to his or her successor.
- In the event of the death of a Punong Barangay after completing a full term but before completing the succeeding term, the incentive corresponding to the completed term may be granted to the lawful heirs, while no benefit shall be granted for the uncompleted term. Upon the recommendation of the Municipal Budget Office, the Committee proposed the inclusion of the phrase **"subject to availability of funds"** to ensure that implementation of the ordinance shall depend upon the financial capability of the Municipal Government.



The Committee likewise considered amendments to the substantive provisions of the proposed ordinance, as follows:

➤ **Section 4 – Qualifications and Eligibility**

- Delete Letter B (Age Requirement).
- Amend Letter C by requiring clearances from the Municipal Treasurer's Office, Municipal Accounting Office, and Municipal Budget Office certifying that the applicant has no outstanding financial, administrative, or property accountability.

➤ **Section 5 – Benefits**

- Amend the title from "**Retirement Benefits**" to "**One-Time Incentive Benefits.**"
- Retain the grant of a lump-sum incentive.
- Delete the provision granting a monthly allowance.

➤ **Section 6 – Disqualification and Forfeiture**

- Include additional grounds for disqualification:
 - Pending administrative or criminal case;
 - Conviction by final judgment; and
 - Re-election or appointment to any government position receiving regular salary or honorarium.
- Clarify that if the pending case is dismissed or the official is subsequently exonerated, eligibility for the incentive may be restored.

➤ **Section 8 – Implementing Rules and Regulations (IRR)**

- Subject the proposed IRR to further review to ensure consistency with the objectives and provisions of the ordinance.

During the continuation of the deliberations, the Committee revisited the proposed amount of the incentive and, after thorough discussion, adopted the following graduated schedule of benefits as its final recommendation:

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

The Committee likewise emphasized that entitlement shall be based solely 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 corresponding incentive. Payment of the benefit shall likewise be subject to compliance with the prescribed qualifications and submission of the required clearances from the Municipal Treasurer, Municipal Accountant, and Municipal Budget Office.

There being no further matters for discussion, the Committee unanimously resolved to continue its study of the proposed ordinance, including its legal basis, funding mechanism, and implementing rules and regulations, prior to endorsing the measure for final deliberation and appropriate action by the Sangguniang Bayan.

There being no other matters discussed, the meeting was adjourned at 10:58 AM.