

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Constitution Hills, Quezon City

**EIGHTEENTH CONGRESS**  
First Regular Session

**HOUSE BILL NO. 4853**



---

**Introduced by REP. FAUSTINO 'INNO' A. DY V**

---

**EXPLANATORY NOTE**

The 1987 Constitution mandated COMELEC to enforce and administer all laws and regulations relative to the conduct of elections, plebiscites, initiatives, referendum and recall. As one of the bastions of Philippine democracy, the effective and efficient performance by COMELEC of its duties and responsibilities help protect and uphold the people's democratic right to choose the country's leaders.

COMELEC employees, however, receive salaries far lower compared to other employees with similar qualifications and responsibilities in other government agencies and constitutional commissions. The disparity in wages is most felt at the COMELEC Field Offices. A Provincial Election Supervisor I (PES I), for example, receives a lower salary than a Division Chief in other government agencies. Election Officers I only have a monthly salary of Php 22,938 (Salary Grade 12) despite their important role in managing the elections at the city or municipal levels.

This bill seeks to help address the concern of COMELEC employees regarding low salaries and disparity in wages. Under this measure, the COMELEC Field Offices will be reorganized and the plantilla positions will be reclassified and upgraded accordingly.

A similar bill has been filed in the 17<sup>th</sup> Congress however it was not passed due to lack of material time. In view of the foregoing, the immediate approval of this measure in the 18<sup>th</sup> Congress is earnestly requested.

  
**FAUSTINO 'INNO' A. DY V**

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Constitution Hills, Quezon City

**EIGHTEENTH CONGRESS**  
First Regular Session

**HOUSE BILL NO. 4853**

---

**Introduced by REP. FAUSTINO 'INNO' A. DY V**

---

**AN ACT REORGANIZING THE COMELEC OFFICES**

*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 "An Act Reorganizing COMELEC Offices."

**SECTION 2. *Declaration of Policy***. In accordance with the equal protection clause of the Constitution, it is the State's responsibility to provide adequate and appropriate remuneration to employees with the ultimate goal of achieving equal pay for equal work in government service.

**SECTION 3. *Field Offices***. - The Commission shall have the following field offices:

(1) Regional Election Office, headed by the Regional Election Director and assisted by the Assistant Regional Election Director, Regional Election Attorney with the rank of Attorney V, Human Resource Management Officer, Budget Officer, Finance Officer, Assistant Election Specialist, Stenographic Reporter III, Process Server, Watchman Officer, Administrative Aide, ORED Driver and any such other subordinate officers or employees necessary in the exigency of service for the said office.

(2) Provincial Election Office, headed by the Provincial Election Director similar to the rank of Director II regardless of the number of registered voters, Computer Maintenance Technologist/Specialist (OMT/OMS) with SG-24, Assistant Election Specialist, Administrative Aide, OPES Driver and any such other subordinate officers or employees necessary in the exigency of service for the said office.

(3) The National Capital Region shall be divided into five (5) administrative districts, such as North, South, East, Central and Manila District, or such number of administrative district as may be determined by the Commission, which shall be headed and administratively supervised by a District Election Director with the rank of Director II, Computer Maintenance



Technologist/Specialist (CMT/CMS) with SG-24, Administrative Assistant V, Administrative Aide, Driver and any such other subordinate officers or employees necessary in the exigency of service for the said office.

(4) City/Municipal Office, headed by City/Municipal Election Specialist with the rank of Director I regardless of their place of assignment.

(5) There shall be a minimum of two Assistant Election Specialists (AES) with SG-21 in every City or Municipality provided that for every additional 20,000 voters from 50,000 voters, additional AES shall be automatically appointed.

The Commission may delegate its powers and functions or order the implementation or enforcement of its orders, rulings, or decisions through the heads of its field offices.

**SECTION 4. *Reclassification end Upgrading of Plantilla Positions in the COMELEC Main and Field Offices.*** – All the remaining rank and file plantilla positions in the COMELEC main and field offices shall be reclassified and upgraded accordingly by the Commission on Elections.

**SECTION 5. *Rules and Regulations.*** – Within ninety (90) days from the approval of this Act, the Department of Budget and Management and the Commission on Elections shall adopt and issue the rules and regulations for the effective implementation of this Act.

**SECTION 6. *Appropriations.*** – The amount necessary for the initial implementation of this Act shall be charged against the current fiscal year's appropriations under the budget of the COMELEC. Thereafter, such sums as may be necessary for the continued implementation of this Act shall be included in the Annual General Appropriations Act.

**SECTION 7. *Separability Clause.*** – If any provision of this Act is declared invalid or unconstitutional, the provisions not affected shall thereby continue to be in full force and effect.

**SECTION 8. *Repealing Clause.*** – All laws, executive orders, presidential decrees, presidential proclamations, letters of implementation, rules and regulations or parts thereof inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

**SECTION 9. *Effectivity.*** - This Act shall take effect fifteen (15) days after its complete publication in the Official Gazette or in two (2) newspapers of general circulation.

Approved,