

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City

**EIGHTEENTH CONGRESS**

HOUSE BILL NO. **4985**

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Introduced by Representative **TYRONE D. AGABAS**  
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**AN ACT**  
**REORGANIZING THE OFFICES OF THE COMMISSION ON**  
**ELECTIONS**

**EXPLANATORY NOTE**

This bill seeks to reorganize, reclassify and upgrade the plantilla positions of the Commission on Elections.

The Congress shall give the highest priority to the enactment of measures that protect and enhance the right of all the people to human dignity, reduce social, economic, and political inequalities (Section 1, Article XIII of the 1987 Constitution). While the Commission on Elections (Comelec) is constitutionally created body under Section 1, Article IX (A) of the 1987 Constitution, it is not exempt from the application of legislative measures that will enhance the economic advancement of its employees.

Since its creation as an independent constitutional body, the Comelec has been at the forefront of every election in the country. In the course of the performance of their duties, most of its underpaid employees especially those classified as rank and file, have always been at the crossroads of opposing candidates and political parties. Yet, they remain steadfast and unperturbed in delivering honest, orderly, and peaceful elections. For many years, no reorganization has yet been made on Comelec structure thus leaving the staffing pattern, salaries, emoluments, and other benefits of Comelec employees in limbo and uncertain as to when reorganization for purposes of increasing the benefits of employees shall be made.

It is high time to look into the predicament of Comelec officials and employees. Resounding clamors for reorganization hounded the wall of the



Comelec for many years. Disparities in salary schedules and benefits between employees of the Comelec and employees of other government agencies of similar qualifications or equivalent positions are manifest. Comelec employees have always been on the lower end. It is but just right and opportune to pass this measure to compensate the sacrifices and hardwork of Comelec employees in election processes all year round.

Indubitably, the passage of this bill will not only protect Comelec officials and employees from social and economic inequalities, it will, first and foremost, galvanize Comelec employees' dedication and strength in the performance of their duty as the last bastion of freedom in electoral processes and reforms.

Hence, this earnest request for the immediate passage of this bill.



**TYRONE D AGABAS**

Representative  
6<sup>th</sup> District, Pangasinan

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

1       **Section 1. Short Title.** – This act shall be known as “The  
2       COMELEC Reorganization Act of 2019.”

3       **Section 2. Declaration of Policy.** – In accordance with the  
4       equal protection clause of the Constitution, it is the State’s  
5       responsibility to provide adequate and appropriate  
6       remuneration to employees with the ultimate goal of achieving  
7       equal pay for equal work in government service.

8       **Section 3. Field Offices.** – The Commission shall have the  
9       following field offices:

10       (1) Regional Election Offices, headed by the Regional  
11       Election Director and assisted by the Assistant Regional  
12       Election Director, Regional Election Attorney with the  
13       Rank of Attorney V, Human Resource Management  
14       Officer, Budget Officer, Finance Officer, Assistant  
15       Election Specialist, Stenographic reporter III, Process



16 Server, Watchman Officer, Administrative Aide, ORED  
17 Driver and any such other subordinate officers or  
18 employees necessary in the exigency of service for the  
19 said office.

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

28 (3) The National Capital Region shall be divided into five (5)  
29 administrative districts, such as North, South, East,  
30 Central and Manila District, or such number of  
31 administrative districts as may be determined by the  
32 Commission. It shall be headed and administratively  
33 supervised by a District Election Director with the rank of  
34 Director II, Computer Maintenance  
35 Technologist/Specialist (CMT/CMS) with SG-24,  
36 Administrative Assistant V, Administrative Aide, Driver  
37 and any such other subordinate officers or employees  
38 necessary in the exigency of service for the said office.

39 (4) City/Municipal Office, headed by City/Municipal Election  
40 Specialist with the rank of Director I regardless of his or  
41 her place of assignment.

42 (5) There shall be a minimum of two Assistant Election  
43 Specialist (AES) with SG-21 in every city or municipality  
44 provided that for every additional 20,000 voters from  
45 50,000 voters, additional AES shall be automatically  
46 appointed.

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

50 **Section 4. Reclassification and Upgrading of Plantilla**  
51 **Positions in the COMELEC Main and field Offices.** – All the  
52 remaining rank and file plantilla positions in the COMELEC  
53 main and field offices shall be reclassified and their salaries  
54 upgraded accordingly by the Commission on Elections.

55 In no case shall diminution of salaries and benefits be  
56 caused to any employee.

57 **Section 5. Rules and Regulations.** – Within ninety (90) days  
58 after the effectivity of this Act, the Department of Budget and  
59 Management and the Commission on Elections shall  
60 promulgate the rules and regulations necessary to implement  
61 the provisions of this Act.

62 **Section 6. Appropriations.** – The amount necessary for the  
63 initial implementation of this Act shall be charged against the  
64 current fiscal year's appropriations under the budget of the  
65 COMELEC. Thereafter, such sums as may be necessary for  
66 the continued implementation of this Act shall be included in  
67 the annual General Appropriations Act.

**Section 7. Separability Clause.** – If any provision of this Act is held unconstitutional, all other provisions not affected thereby shall continue to be in full force and effect.

**Section 8. Repealing Clause.** – All laws, executive orders, presidential decrees, presidential proclamations, rules and regulations, and other issuances or parts thereof inconsistent with this Act are hereby repealed or modified accordingly.

**Section 9. Effectivity.** – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or one (1) newspaper of general circulation.

*Approved,*