

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

EIGHTEENTH CONGRESS
First Regular Session

House Bill No. 5033



Introduced by Representative **John Marvin "Yul Servo" Nieto**

EXPLANATORY NOTE

As a manifestation of support to this timely piece of legislation, this representation respectfully refiles this bill, which has constantly been receiving support from the past (Rep. Tinio and Rep. Castro’s HB 1514) and present Congress.

The Commission on Elections (COMELEC) is comprised of more than 6,000 employees nationwide. The majority of the employees (around 5,000) are from the rank-and-file, receiving a low level compensation for their services. There has been an expressed dismay among the employees of the Commission in regard to the disparity of their current salaries as compared to the employees of other Government Agencies.

According to the research done by Commission on Elections Employees Union (COMELEC-EU), they discovered that the disparity in the salary dates back to the 1990s. COMELEC lawyers, accountants, statisticians, and other professionals receive less than their counterparts in other agencies. Below are some of comparisons found by COMELEC EU:

COMELEC	OTHER GOVERNMENT AGENCIES
COMELEC Lawyers (Attorney II) SG 18	Public Attorney’s Office (PA I- PA V) Salary Grade: SG 25 to SG 29 Regional Trial Court Clerks SG 24 - SG 26

Provincial Election Supervisors SG 24	Department of Education Division Superintendents SG 26
Election Officers SG 12- SG 21	Department of Education District Supervisors SG 22

The Commission on Elections (COMELEC) is the sole agency that handles every aspect of the election process. COMELEC employees persevere all year long to ensure that every step of the process is carried out from the voter’s registration up to the canvassing of votes. Their work requires a great deal of time and energy especially during the four month-long election season. It is only fitting to give the employees of COMELEC a just compensation especially because their duties and responsibilities are anchored in upholding the democratic right of every Filipino.

In view of the foregoing, the passage of this measure is earnestly sought.



JOHN MARVIN "YUL SERVO" C. NIETO

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AN ACT
UPGRADING THE SALARIES OF EMPLOYEES OF THE COMMISSION ON ELECTIONS

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

SECTION 1. Title. - This Act shall be known as the "COMELEC Employees' Salary Upgrading Act of 2018."

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

SECTION 3. Increase in Salary Grades of Field COMELEC Employees. - The present minimum salary grade level of employees of the Commission on Elections shall be adjusted in the following manner:

POSITION	CURRENT SALARY GRADE	INCREASED SALARY GRADE
Contested Ballot Box Custodian I	8	11
Contested Ballot Box Custodian II	10	13
Election Assistant I	7	10
Election Assistant II	9	12
Election Field Officer	21	24
Election Officer I	12	15
Election Officer II	15	18
Election Officer III	18	21
Election Officer IV (outside NCR)	21	24
Election Officer IV (within NCR)	21	25
Election Precincts Analyst I	10	13

Election Precincts Analyst II	14	17
Regional Election Attorney	21	25
Provincial Election Supervisor I	23	26
Provincial Election Supervisor II	24	26
Provincial Election Supervisor III	25	26
Provincial Election Supervisor IV	26	26

SECTION 4. Reclassification/Upgrading of Plantilla Positions in the COMELEC Main and Field Offices. - All remaining rank and file plantilla positions in the COMELEC main and field offices, including casual employees, shall be reclassified and upgraded accordingly.

SECTION 5. Rules and Regulations. - The Commission on Elections and the Department of Budget and Management as well as other government agencies charged with the enforcement of this Act or any of its parts shall promulgate the necessary implementing rules and regulations. Such rules and regulations shall become effective fifteen (15) days after announcement of its adoption in newspapers of general circulation.

SECTION 6. Appropriations. - The Government shall appropriate such amount as may be necessary to carry out the objectives of this Act. The initial funding required for the implementation of this Act shall be sourced from the savings of the COMELEC and other possible sources that may be determined by the Chairperson, and subsequent funds needed shall be included in the General Appropriations Act for the year following the implementation of this Act.

SECTION 7. Separability Clause. - Should any provision herein be declared unconstitutional, the same shall not affect the validity of the other provisions of this Act.

SECTION 8. Repealing Clause. - All laws, decrees, orders, rules and regulations, or other issuances or parts thereof inconsistent with the provisions of this Act are hereby repealed.

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,