



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

**EIGHTEENTH CONGRESS**  
*First Regular Session*

House Bill No. 5270



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**Introduced by REPRESENTATIVE FERDINAND L. HERNANDEZ**

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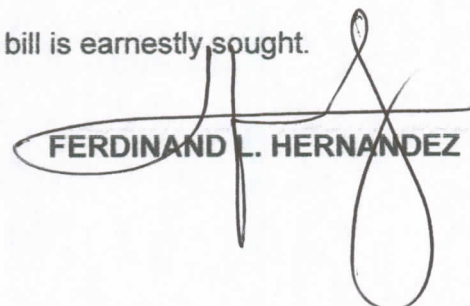
**EXPLANATORY NOTE**

The Commission on Elections (COMELEC), in its performance of its duty to enforce and administer all laws and regulations relative to the conduct of elections in the Philippines, plays a significant role as the premier guardian of the ballots. The COMELEC has become instrumental in the declaration in the Constitution that "Sovereignty resides in the people and all government authority emanates from them".

Election workers labor all year round, in every step of the election process – from voters' registration to the canvassing of votes during election season. It is unfortunate that for several years already, the almost 6,000 COMELEC employees are burdened by their meager salaries, who suffer from the glaring disparity between their salaries and their counterparts' in the two other constitutional commissions, as well as in other government agencies, in violation of the principle of "equal pay for equal work" in government service.

This bill seeks to address the COMELEC employees' call for decent salaries through the reorganization of the COMELEC offices and the reclassification and upgrade of the plantilla positions thereof, not only to allow them to provide for their families, as well as to recognize their invaluable service to the country.

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

  
**FERDINAND L. HERNANDEZ**



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**AN ACT REORGANIZING THE OFFICES OF THE  
COMMISSION ON ELECTIONS (COMELEC)**

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

**SECTION 1. *Short Title.*** – This Act shall be known as "An Act Reorganizing the Offices of the Commission on Elections (COMELEC)."

**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, Assistance Election Specialist, Stenographic Reporter III, Process Server, Watchman Office, 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 (CMT/CMS) 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 the 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 and 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 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.*** – 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 inconsistent with the provisions of this Act are hereby repealed, amended, or modified accordingly.

**SECTION 9. *Effectivity Clause.*** – This Act shall take effect in fifteen (15) days after publication in the Official Gazette or in one (1) newspapers of general circulation in the Philippines.

*Approved*