

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

EIGHTEENTH CONGRESS
3rd Regular Session

House Bill No. 10026



Introduced by Representatives ERIC GO YAP and PAOLO Z. DUTERTE

EXPLANATORY NOTE

The Commission on Elections (COMELEC) is one of the bastions of Philippine democracy. It is the principal government agency tasked by the Constitution to enforce and administer all laws and regulations concerning the conduct of regular and special elections. Every step of the election process - from voter's registration to enforcement of election protocols - is effectively and efficiently carried out with the dedication and hard work of our civil servants in the COMELEC.


To support the realization of its vision for an empowered, independent, and fully-modernized institution ensuring credible elections in strong partnership with an enlightened citizenry, it is necessary to provide adequate and appropriate remuneration to the employees in the COMELEC. This is in part of the fulfillment of the goal to provide equal pay for equal work in government service.

In recognition of their invaluable service to the country as the backbone of the democratic exercise, this bill seeks to strengthen the field offices of COMELEC by upgrading and creating certain positions. This shall also address the disparity in compensation of its officials and employees to other government workers of equal rank, duties, and responsibilities.

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



ERIC GO YAP



PAOLO Z. DUTERTE

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AN ACT

STRENGTHENING THE FIELD OFFICES OF THE COMMISSION ON ELECTIONS (COMELEC) BY UPGRADING AND CREATING CERTAIN POSITIONS, AMENDING FOR THE PURPOSE SECTION 53 OF BATAS PAMBANSA BILANG 881, OTHERWISE KNOWN AS THE "OMNIBUS ELECTION CODE," AS AMENDED AND PROVIDING FUNDS THEREFOR

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 the "COMELEC Field Offices Strengthening Act."

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

SEC. 3. *Reclassification and Upgrading of Plantilla Positions in the COMELEC Field Offices.* - All existing plantilla positions in the COMELEC field offices shall be reclassified and their salaries upgraded accordingly. For purposes of this Act, amendments to Section 53 of Batas Pambansa Bilang 881 provides for the reclassified positions and salary grades. Reclassified positions that will not be filled by existing employees shall be subject to hiring.

SEC. 4. *Field Offices.* - Section 53 of Batas Pambansa Bilang 881, otherwise known as the "Omnibus Election Code", is hereby amended to read as follows:

"Sec. 53. Field offices of the Commission. - The Commission shall have the following field offices:

(1) Regional Election Office [, headed by the Regional Election Director and assisted by the Assistant Regional Director and such other subordinate officers or employees as the Commission may appoint.] - **THE REGIONAL ELECTION OFFICE SHALL BE HEADED BY THE REGIONAL ELECTION DIRECTOR (DIRECTOR IV) AND ASSISTED BY THE ASSISTANT REGIONAL DIRECTOR (DIRECTOR III). THE REGIONAL ELECTION ATTORNEY SHALL HAVE THE RANK OF ATTORNEY V. THERE SHALL LIKEWISE BE A SENIOR ADMINISTRATIVE OFFICER V, AN ACCOUNTANT III, A HUMAN RESOURCE MANAGEMENT OFFICER III, A SUPPLY OFFICER III, A STENOGRAPHIC REPORTER III, A WATCHMAN, A PROCESS SERVER, AN ADMINISTRATIVE AIDE IV, AN ASSISTANT ELECTION SPECIALIST, A UTILITY WORKER AND A DRIVER II, AND ANY SUCH OTHER SUBORDINATE OFFICERS OR EMPLOYEES NECESSARY IN THE EXIGENCY OF SERVICE FOR THE SAID OFFICE.**

REGIONAL ELECTION OFFICE

RECLASSIFIED POSITIONS	SALARY GRADES
DIRECTOR IV	28
DIRECTOR III	27
ATTORNEY V	25
SENIOR ADMINISTRATIVE OFFICER V	22
ASSISTANT ELECTION SPECIALIST	21
ACCOUNTANT III	19
HUMAN RESOURCE MANAGEMENT OFFICER III	18
SUPPLY OFFICER III	18
STENOGRAPHIC REPORTER III	11
WATCHMAN	7
PROCESS SERVER	5
ADMINISTRATIVE AIDE IV	4
UTILITY WORKER	3
DRIVER II	3

(2) Provincial Election Office [, headed by the Provincial Election Supervisor and assisted by such other subordinate officers or employees as the Commission may appoint.] - **THE PROVINCIAL ELECTION OFFICE SHALL BE HEADED BY THE PROVINCIAL ELECTION DIRECTOR WITH THE RANK OF DIRECTOR II REGARDLESS OF THE NUMBER OF REGISTERED VOTERS. THERE SHALL LIKEWISE BE A COMPUTER MAINTENANCE SPECIALIST, AN ASSISTANT ELECTION SPECIALIST, AN ADMINISTRATIVE OFFICER V, A WATCHMAN, AN ADMINISTRATIVE AIDE IV, A UTILITY WORKER, A DRIVER II, AND**

ANY SUCH OTHER SUBORDINATE OFFICERS OR EMPLOYEES NECESSARY IN THE EXIGENCY OF SERVICE FOR THE SAID OFFICE.

PROVINCIAL ELECTION OFFICE

RECLASSIFIED POSITIONS	SALARY GRADES
DIRECTOR II	26
COMPUTER MAINTENANCE SPECIALIST	21
ASSISTANT ELECTION SPECIALIST	21
ADMINISTRATIVE OFFICER V	18
WATCHMAN	7
ADMINISTRATIVE AIDE IV	4
UTILITY WORKER	3
DRIVER II	3

(3) [City/Municipal Election Office, headed by the City/Municipal Registrar who shall be assisted by an election clerk and such other employees as the Commission may appoint.]

HIGHLY URBANIZED CITY (HUC) ELECTION OFFICE. - THERE SHALL BE A CITY ELECTION OFFICER FOR EVERY HUC WITH THE RANK OF DIRECTOR II REGARDLESS OF THE NUMBER OF REGISTERED VOTERS. AN HUC IS A CITY WITH A MINIMUM POPULATION OF 200,000 INHABITANTS AS CERTIFIED BY THE PHILIPPINE STATISTICS AUTHORITY AND AN INCOME OF AT LEAST 50 MILLION PESOS AS CERTIFIED BY THE CITY TREASURER. THERE SHALL LIKEWISE BE A COMPUTER MAINTENANCE SPECIALIST, AT LEAST TWO (2) ASSISTANT ELECTION SPECIALISTS, AN ADMINISTRATIVE OFFICER V, A WATCHMAN, AN ADMINISTRATIVE AIDE IV, A UTILITY WORKER, A DRIVER II, AND ANY SUCH OTHER SUBORDINATE OFFICERS OR EMPLOYEES NECESSARY IN THE EXIGENCY OF SERVICE OF SAID OFFICE.

HIGHLY URBANIZED CITY (HUC) ELECTION OFFICE

RECLASSIFIED POSITIONS	SALARY GRADES
CITY ELECTION DIRECTOR II	26
COMPUTER MAINTENANCE SPECIALIST	21
ASSISTANT ELECTION SPECIALISTS (2)	21
ADMINISTRATIVE OFFICER V	18

WATCHMAN	7
ADMINISTRATIVE AIDE IV	4
UTILITY WORKER	3
DRIVER II	3

(4) CITY/MUNICIPAL ELECTION OFFICE - THE CITY / MUNICIPAL ELECTION OFFICE SHALL BE HEADED BY THE CITY/MUNICIPAL ELECTION SPECIALIST WITH THE RANK OF DIRECTOR I REGARDLESS OF THE PLACE OF ASSIGNMENT. THERE SHALL BE A MINIMUM OF TWO ASSISTANT ELECTION SPECIALISTS (AES) IN EVERY CITY OR MUNICIPALITY, PROVIDED, THAT FOR EVERY ADDITIONAL 20,000 VOTERS FROM 50,000 VOTERS, ADDITIONAL AES SHALL BE AUTOMATICALLY APPOINTED. THERE SHALL LIKEWISE BE A WATCHMAN, ADMINISTRATIVE AIDE IV, A UTILITY WORKER, AND ANY SUCH OTHER SUBORDINATE OFFICERS OR EMPLOYEES NECESSARY IN THE EXIGENCY OF SERVICE FOR THE SAID OFFICE.

CITY / MUNICIPAL ELECTION OFFICE

RECLASSIFIED POSITIONS	SALARY GRADES
DIRECTOR 1	24
ASSISTANT ELECTION SPECIALISTS (2)	21
WATCHMAN	7
ADMINISTRATIVE AIDE IV	4
UTILITY WORKER	3

NO PERSONNEL, OTHER THAN THOSE MENTIONED IN THIS SECTION, OR EXPRESSLY AUTHORIZED BY LAW, SHALL BE ASSIGNED, DESIGNATED, ENGAGED OR DETAILED AT THE COMMISSION'S FIELD OFFICES, OR SHALL BE ALLOWED TO PERFORM ADMINISTRATIVE OR CLERICAL WORKS IN ACCORDANCE WITH THE MANDATE OF THE FIELD OFFICES. VIOLATION OF THIS PROVISION SHALL CONSTITUTE AN ELECTION OFFENSE.

IN NO CASE SHALL DIMINUTION OF SALARIES AND BENEFITS BE CAUSED TO ANY EMPLOYEE.

SEC. 5. *Implementing Rules and Regulations.* - Within ninety (90) days from the approval of this Act, the COMELEC, the Civil Service Commission, in coordination with the Department of Budget and Management, shall issue the rules and regulations for the effective implementation of this Act.

SEC. 6. Appropriations. - The amount necessary for the initial implementation of this Act shall be charged against the available appropriations of the COMELEC under the current General Appropriations Act. Thereafter, such sums as may be necessary for its continued implementation shall be included in the annual General Appropriations Act.

SEC. 7. Separability Clause. - If any portion or provision of this Act is declared unconstitutional, the remainder of this Act or any provision not affected thereby shall remain in force and effect.

SEC. 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.

SEC. 9. Effectivity. - This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,