

Office of the Secretary

**EIGHTEENTH CONGRESS OF THE }
REPUBLIC OF THE PHILIPPINES }
First Regular Session }**

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**S E N A T E
S.B. No. 489**

INTRODUCED BY **SENATOR VICENTE C. SOTTO III**

AN ACT REORGANIZING THE COMELEC OFFICES

EXPLANATORY NOTE

The Commission on Elections (COMELEC) is the constitutional body tasked to protect and uphold the people's democratic right to choose the country's leaders. It consists of over 5,000 employees nationwide, serving as its main support in carrying out its vast mandate.

For many years, the COMELEC Employees' Union have continuously asserted the employees' right to substantial and just salary increases. This is due to the notable disparity between their salary grade and that of those who work in other government agencies, which possess similar qualifications and are in equivalent positions. It is about time that Congress respond to their call for adequate adjustments in their remuneration.

Equal pay for equal work in government service is the ultimate goal of the proposed legislation. It can only be realized through reclassification

and upgrading of the current plantilla positions, particularly in the COMELEC Main and Field Offices. Furthermore, it is posited that increase in their salary will be an effective deterrent to graft and corrupt practices.

Thus, the passage of this bill is earnestly sought.


VICENTE C. SOTTO III

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SENATE
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INTRODUCED BY **SENATOR VICENTE C. SOTTO III**

AN ACT
REORGANIZING THE COMELEC OFFICES

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 “*An Act Reorganizing*
2 *COMELEC Offices.*”

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

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

9 (1) Regional Election Office, headed by the Regional Election Director and
10 assisted by the Assistant Regional Election Director, Regional
11 Election Attorney with the rank of Attorney V, Human Resource
12 Management Officer, Budget Officer, Finance Officer, Assistant
13 Election Specialist, Stenographic Reporter III, Process Server,

1 Watchman Officer, Administrative Aide, ORED Driver and any such
2 other subordinate officers or employees necessary in the exigency of
3 service for the said office.

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

10 (3) The National Capital Region shall be divided into five (5)
11 administrative districts, such as North, South, East, Central and
12 Manila District, or such number of administrative district as may be
13 determined by the Commission, which shall be headed and
14 administratively supervised by a District Election Director with the
15 rank of Director II, Computer Maintenance Technologist/Specialist
16 (CMT/CMS) with SG-24, Administrative Assistant V, Administrative
17 Aide, Driver and any such other subordinate officers or employees
18 necessary in the exigency of service for the said office.

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

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

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

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

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

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

10 **SECTION 7. *Separability Clause.*** – If any part or section of this Act is
11 declared unconstitutional, such declaration shall not affect the other parts
12 or sections of this Act.

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

17 **SECTION. 9. *Effectivity.*** – This Act shall take effect fifteen (15) days after
18 publication in the Official Gazette or in a newspaper of general circulation.

Approved,