

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Batasan Hills, Quezon City

**SIXTEENTH CONGRESS**  
Second Regular Session

House Bill No. **4671**



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Introduced by  
**ACT TEACHERS Party-List Representative Antonio L. Tinio**

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**EXPLANATORY NOTE**

For decades, the principle of "equal pay for equal work" has not been felt by employees of the constitutional body, Commission on Elections (COMELEC). COMELEC constitutes around 6,000 employees nationwide, the majority of whom are from the rank-and-file receiving a mid- to low-level income. These employees express great dismay at the glaring disparity of their current salaries compared to fellow government employees with similar qualifications in other agencies, as well as other Constitutional bodies. Thus, in 2012, the COMELEC Employees' Union (COMELEC-EU) was organized to lobby for substantial and just salary increases for election workers, among other purposes.

In their research and consultations, the COMELEC-EU found that the disparity in their salary schedule, which dates back to the 1990s, as opposed to those in other agencies ranges from three to five salary grades (SG).

COMELEC lawyers, accountants, statisticians, and other professionals receive less than their counterparts in other agencies and it is only in COMELEC where they are classified as rank-and-file. For instance, COMELEC lawyers (Attorney II, Election Officers for cities, and Provincial Election Supervisors), are in SG 18, SG 21, or 24, receiving P31,351, P39,493 or P46,084 monthly, respectively. On the other hand, the Public Attorney's Office gives SG 25 to SG 29 (P53,730 to P73,099) to its Public Attorneys (PA I to PA V), while clerks of court in the Regional Trial Courts are at SG 24 to SG 26 (P49,750 to P58,028).

The duties and jurisdiction of Provincial Election Supervisors, who manage areas with 500,000 to 1,000,000,000 voters, make them roughly equivalent to Division Superintendents in the Department of Education (DepEd). The former are at SG 24 (P46,084) while the latter are at SG 26 (P58,028). Election Officers manage areas with 20,000 to 400,000 voters, making them similarly situated with DepEd's District Supervisors. The former are at SG 12 to SG 21 SG 22 (P42,652).

Every step of the election process, from voters' registration to the canvassing of votes, is carried out because COMELEC employees toil all year round. They work even harder during the four-month-long election season, and are additionally saddled by flawed automation. It is unjust that poll workers—the very backbone of the democratic exercise—are rewarded by government with salaries disproportionate to their vital roles.

Answering COMELEC employees' call for decent salaries will also help insulate them from graft and corruption during elections, and compensate them for the risks they are forced to take due to election violence.

For these reasons, approval of this bill is earnestly sought.

A handwritten signature in black ink, appearing to read 'Antonio L. Tinio', written over a horizontal line.

ANTONIO L. TINIO

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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. Short Title.** This Act shall be known as the ***“COMELEC Employees’ Salary Upgrading Act of 2014.”***

**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<br>SALARY<br>GRADE | INCREASED<br>SALARY<br>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.*