

REPUBLIC OF THE PHILIPPINES  
HOUSE OF REPRESENTATIVES  
Quezon City

SEVENTEENTH CONGRESS  
Second Regular Session

House Bill No. 7661



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Introduced by **MAGDALO Party-List Representative**  
**HON. GARY C. ALEJANO**

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**EXPLANATORY NOTE**

The Commission on Elections have, since the 1940s, protected the sanctity of the Filipino ballot. It performs a vital function in ensuring that the election of this country's leaders are conducted with integrity, transparency, and in full compliance with all existing electoral laws and regulations. With such a vital role to play, one would expect that the COMELEC's employees are well-compensated for their efforts, but reality proves otherwise.

Among the approximately 6,000 COMELEC employees nationwide, 5000 are from the rank-and-file classification receiving mid- to low-level income. If we are to compare the existing salaries of COMELEC employees to that of their counterparts in other constitutional bodies and government agencies, many of whom are of similar qualifications as them, a sizeable difference is readily apparent.

To elaborate: COMELEC Lawyers (Attorney II, Election Officers for Cities, and Provincial Election Supervisors), are in Salary Grade 18, 21, or 24, receiving P33,452, P43,439, or P56,610 per month, respectively. Meanwhile, the Public Attorney's Office provides to its Public Attorneys I to IV a salary grade of Salary Grade 25 to 29, which are P53,730 to P73,099 respectively. Clerks in the Regional Trial Courts are at Salary Grade 24 to Salary Grade 26, effectively giving them P56,610 to P67,690 a month.

Moreover, Provincial Election Supervisors wields effective supervision over areas with 500,000 to a million voters, making them roughly equivalent to the DepEd's Division Superintendent. However, the former is at Salary Grade 24, which pegs at P56,610, while the latter receives P67,690 at Salary Grade 26.

Clearly enough, there is a discrepancy between the rates of pay between COMELEC employees and those of other constitutional bodies and government agencies, although they are virtually exerting equal the effort. It can even be argued that during election season, they work twice as hard, despite the complications, which such season often presents. This is contrary to the equal protection clause of the law, which encompasses the maxim, that equal work must be compensated with equal pay. Congress must therefore exert their honest efforts to provide to our hardworking COMELEC employees the just compensation that they are entitled to.

Provide for the greater well-being of these employees and it shall be rightful for us to expect them to act in good faith.

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

  
GARY C. ALEJANO  
*Representative*  
Magdalo Parsa sa Pilipino Party-List

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

*Be it enacted by the Senate and 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 2016.

**SEC. 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.

**SEC. 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 I              | 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 |

**SEC. 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.

**SEC. 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.

**SEC. 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.

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

**SEC. 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.

**SEC. 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,*