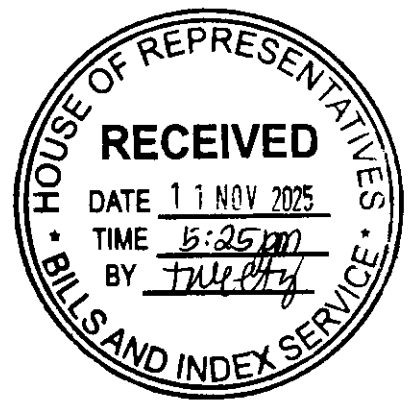


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. **5868**



Introduced by **REP. NATHANIEL “Atty. Nat” M. ODUCAO**

EXPLANATORY NOTE

The Commission on Elections (COMELEC) stands as one of the most vital constitutional institutions of our Republic. It carries the solemn mandate under Article IX-C of the 1987 Constitution to ensure that every election is free, orderly, honest, peaceful, and credible. This duty lies at the very heart of our democracy, for without trust in elections, there can be no trust in governance itself.

Yet behind this immense responsibility are the men and women of COMELEC — thousands of rank-and-file employees who labor quietly, often without recognition, to safeguard the sanctity of the ballot. According to the Department of Budget and Management’s 2025 staffing summary, COMELEC has 5,712 plantilla positions, with 4,836 filled. These employees form the backbone of our electoral process, handling the day-to-day enforcement of election laws across the country.

Despite the weight of their responsibility, COMELEC employees remain among the most overlooked in terms of compensation. For years, their salaries have remained mid-to low-level, far behind those of their counterparts in other constitutional commissions and line agencies such as the Commission on Audit, the Civil Service Commission, and even the Department of Budget and Management itself. This persistent disparity has inevitably led to frustration and discouragement.

As early as 2012, the COMELEC Employees’ Union (COMELEC-EU) has repeatedly raised this concern, appealing for fair and equitable treatment. Yet their plea has remained unanswered. This is no longer just a matter of employee welfare. It is an issue that strikes at the efficiency, morale, and integrity of an institution that holds our democracy together. When those tasked with safeguarding elections feel neglected and undervalued, the credibility of the entire electoral process is placed at risk.

Congress must therefore act with urgency. Upgrading the salary grades of COMELEC employees is not only a matter of justice — it is also a recognition of the indispensable role they play in securing the people’s voice through the ballot. By aligning their compensation with that of their peers in other constitutional bodies, we affirm their dignity as public servants and strengthen the very institution entrusted to protect the will of the people.

¹Department of Budget and Management (2024) Staffing Summary. Available at: <https://www.dbm.gov.ph/wp-content/uploads/Staffing/STAFFING2025/COMELEC/COMELEC.pdf>

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



REP. NATHANIEL "ATTY. NAT" M. ODUCADO

1 Tahanan Party List

Republic of the Philippines
HOUSE OF REPRESENTATIVES
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TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. **5868**

Introduced by **REP. NATHANIEL “ATTY. NAT” M. ODUCAO**

**AN ACT MODERNIZING THE COMMISSION ON ELECTIONS BY
REORGANIZING ITS FIELD OFFICES, AMENDING SECTION 53 OF BATAS
PAMBANSA BLG. 881, AS AMENDED, AND PROVIDING FUNDS THEREFOR**

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

SECTION 1. 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.
- 2) Provincial Election Office, headed by the Provincial Election Supervisor and assisted by such other subordinate officers or employees as the Commission may appoint.
- 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.

**1. OFFICE OF THE REGIONAL ELECTION DIRECTOR FOR ALL
REGIONS INCLUDING THE NATIONAL CAPITAL REGION**

POSITION	SALARY GRADE
REGIONAL ELECTION DIRECTOR	28
ASSISTANT REGIONAL ELECTION DIRECTOR	27

REGIONAL ELECTION ATTORNEY	25
HUMAN RESOURCE MANAGEMENT OFFICER	21
ASSISTANT ELECTION SPECIALIST	18
BUDGET OFFICER	18
FINANCE OFFICER	18
STENOGRAPHIC REPORTER III	13
PROCESS SERVER	9
ADMINISTRATIVE AIDE III	9
ADMINISTRATIVE AIDE I	7
WATCHMAN OFFICER	7
DRIVER	7

2. OFFICE OF THE PROVINCIAL ELECTION DIRECTOR

POSITION	SALARY GRADE
PROVINCIAL ELECTION DIRECTOR	25/26
ASSISTANT ELECTION SPECIALIST	18
COMPUTER MAINTENANCE TECHNOLOGIST	17
ADMINISTRATIVE AIDE I	7
DRIVER	7

3. OFFICE OF THE CITY/MUNICIPAL ELECTION DIRECTOR

POSITION	SALARY GRADE
ELECTION SPECIALIST II	18
ELECTION SPECIALIST I	15
MUNICIPAL ELECTION SUPERVISOR (in the municipalities)	24
CITY ELECTION DIRECTOR I (in component cities)	25

CITY ELECTION DIRECTOR II (in the NCR and Highly Urbanized Cities)	26
ELECTION SPECIALIST/ COMPUTER MAINTENANCE TECHNICIAN (CMT) I	15
ELECTION SPECIALIST/COMPUTER MAINTENANCE TECHNICIAN (CMT) II	18

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.

SEC. 2. Implementing Rules and Regulations. – Within ninety (90) days from the approval of this Act, the COMELEC, in coordination with the Department of Budget and Management, shall issue the rules and regulations for the effective implementation of this Act.

SEC. 3. 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. 4 . 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. 5. Effectivity Clause. This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,