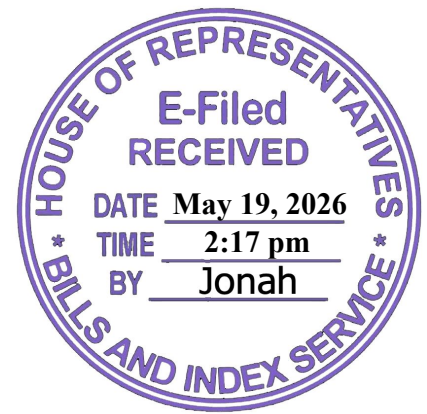


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

House Bill No. **9319**



Introduced by **Representative ERIC G. YAP**

EXPLANATORY NOTE

This bill seeks to strengthen the field offices of the Commission on Elections (COMELEC) by upgrading and reclassifying existing plantilla positions, creating additional personnel posts, and rationalizing staffing structures in accordance with the growing demands of election administration. It amends Batas Pambansa Blg. 881, otherwise known as the "*Omnibus Election Code of the Philippines*", to modernize the structure and compensation of COMELEC field offices and ensure electoral operations keep pace with needs of voter management and democratic governance.

COMELEC field offices face increasing operational pressure amid a rapidly expanding electorate and evolving election demands. COMELEC reported that registered voters for the 2022 national and local elections exceeded 65.7 million nationwide, reflecting a significant increase from previous election cycles¹. This translates into heavier workloads for election personnel tasked with voter registration, precinct management, logistics, and enforcement of election laws, often with limited manpower and outdated staffing structures. The continuing rise in voter registration², including the addition of millions of new registrants even during short registration periods, has further strained field operations. Despite these growing responsibilities, many field offices remain understaffed and inadequately equipped to meet present operational requirements.

The absence of adequate technical, administrative, and support personnel has contributed to operational inefficiencies and delays in frontline services during critical electoral processes. These impair the ability of field offices to effectively discharge their mandates and maintain efficient election administration.

To address these, the proposed measure establishes a more responsive and professional organizational structure within COMELEC field offices through the

¹ Colcol, E. (2021, December 20). 'Historic' 67 Million Voters Registered for 2022 Elections: Comelec. Spot PH. Accessed from: <https://www.spot.ph/newsfeatures/culture/102250/comelec-registers-historic-67-million-voters-for-2022-elections-a4833-20211220> on April 29, 2026.

² CNN Philippines Staff. (2022, July 26). Comelec registers nearly 3M new voters for 2022 barangay, SK elections. News Watch Philippines. Accessed from: <https://www.newswatchplus.ph/2022/07/26/comelec-registers-nearly-3m-new-voters-for-2022-barangay-sk-elections/> on April 29, 2026.

standardization of staffing patterns, clarification of personnel hierarchies, upgrading of positions, and provision of appropriate compensation corresponding to the duties and responsibilities of election personnel. It likewise ensures adequate funding support for the sustained implementation of these reforms.

Strengthening the capacity of COMELEC field offices is essential in the preservation of the integrity, efficiency, and credibility of the electoral system. An effective and professional electoral workforce remains indispensable to safeguarding the constitutional right of suffrage and ensuring the orderly conduct of elections. This measure affirms the State's commitment to protecting the sanctity of vote and strengthening the institutions that uphold domestic governance.

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



HON. ERIC G. YAP

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TWENTIETH CONGRESS
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House Bill No. **9319**

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AN ACT

STRENGTHENING THE FIELD OFFICES OF THE COMMISSION ON ELECTIONS BY UPGRADING AND CREATING CERTAIN POSITIONS, AMENDING FOR THE PURPOSE SECTION 53 OF BATAS PAMBANSA BILANG 881, OTHERWISE KNOWN AS THE “OMNIBUS ELECTION CODE OF THE PHILIPPINES”, 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 “*Commission on Elections (COMELEC) Field Offices Strengthening Act*”.

SEC. 2. *Declaration of Policy.* – It is hereby declared the policy of the state to ensure free, orderly, honest, peaceful, and credible elections by strengthening the institutional capacity of the COMELEC. Towards this end, the State shall promote a professional and competent electoral workforce through the rationalization, reclassification, and upgrading of plantilla positions, consistent with the demands of election administration and the need to attract and retain qualified personnel. It shall likewise ensure adequate and just compensation, in accordance with the principles of merit, fitness, and equal pay for equal work, without diminution of salaries and benefits.

SEC. 3. *Reclassification and Upgrading of Plantilla Positions in Commission on Election Field Offices.* – All existing plantilla positions in Commission on Election (COMELEC) field offices shall be reclassified, with 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 of the Philippines*”, as amended, is hereby further 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 GRADE
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 GRADE
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 TWO HUNDRED THOUSAND (200,000) INHABITANTS AS CERTIFIED BY THE PHILIPPINE STATISTICS AUTHORITY AND AN INCOME OF AT LEAST FIFTY MILLION PESOS (P50,000,000.00) 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 GRADE
CITY ELECTION DIRECTOR II	26
COMPUTER MAINTENANCE SPECIALIST	21

ASSISTANT ELECTION SPECIALIST (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 (2) 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 GRADE
DIRECTOR 1	24
ASSISTANT ELECTION SPECIALIST (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. *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. 6. *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 necessary rules and regulations for the effective implementation of this Act.

SEC. 7. *Separability Clause.* – If any portion or provision of this Act is declared unconstitutional or invalid, other parts or provisions hereof not affected thereby shall continue to be in full force and effect.

SEC. 8. *Repealing Clause.* – All laws, executive orders, presidential decrees, presidential proclamations, letters of instruction, rules and regulations or part thereof which are 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,