

**[ LETTER OF IMPLEMENTATION NO. 108,  
December 13, 1979 ]**

**APPROVING A SALARY INCREASE EQUAL TO ONE SALARY STEP  
FOR CERTAIN POSITIONS IN THE COMMISSION ON ELECTIONS  
EFFECTIVE SEPTEMBER 1, 1979 AND PLACING THE COMMISSION  
WITHIN THE COVERAGE OF P.D. NO. 985.**

WHEREAS, the compensation scheme approved under Presidential Decree No. 597 was prepared in 1974 taking into consideration compensation levels prevailing during that year;

WHEREAS, it is necessary to re-align the compensation scheme at the Comelec with compensation plans of other Constitutional Commissions in the light of salary increases approved during the current year:

WHEREAS, it is new necessary to place the Commission on Elections in the National Classification Compensation Plans so that it mill he in the same scheme as other Constitutional Commissions namely, the Commission on Audit and the Civil Service Commission;

NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines, by virtue of the powers vested in me by law, do hereby order and direct:

1. Positions in the Comelec shall be adjusted by one step increase in the national salary plan computed on the basis of their respective, rates as adjusted under National Budget Circular No. 305 and Letter of Implementation No. 92, except for members of the Commission whose salaries are fixed in the Constitution, members of the Career Executive Service, and election registrars.
2. Where an employee; had received a merit increase under the provisions of Budget Circular No. 286 and Civil Service Commission Memorandum Circular No. 3 that merit increase shall be maintained by adding the same number of salary steps; approved in the merit adjustment to the approved adjusted salary.
3. Upon payment of the salary increases provided in this letter, positions in the Commission on Elections other than those created by the Constitution, and those embraced in the Career Executive Service shall be subject to the national classification and compensation plans under P. D. No. 985.
4. The salary adjustment provided in this Letter shall be implemented by the preparation of a Plantilla Adjustment Form-by the Comelec in the prescribed form.
5. The Plantilla Adjustment Form shall be certified correct on each page by the Personnel Officer/Administrative Officer and approved by the Chairman of the Comelec.
6. The salary increases provided under this Letter of Implementation shall be subject to appropriate adjustments if, upon review by the Office of Compensation and Position Classification, payments are found to be not in order. The recipient employee/shall be liable for the refund of any overpayment made without prejudice