

June 24, 2015

MEMORANDUM No. 2015-019

TO : ALL ELECTRIC COOPERATIVES (ECs)
SUBJECT : New Salary Scale for EC General Managers (GMs)

I. PURPOSE

The General Manager manages a very intricate electricity business thus, compensation must essentially be competitive and within the standards of the industry to attract and retain talented workers in the rural electrification program. The new salary scale shall likewise enable the GMs to cope with the prevailing rate of inflation and maintain a modest and respectable standard of living.

Salary increase shall mean higher expectations from the GM in terms of accomplishments and commitment. Consequently, a revised point rating system in the Key Performance Standards (KPS) evaluation as basis for salary upgrading shall be adopted.

II. POLICY

It shall be the policy of this Office to establish a Salary Scale for General Managers of Electric Cooperatives (ECs) that is attractive to competent professionals, be responsive as well to prevailing economic conditions, and to maintain a roster of adequately compensated, highly motivated and performance-oriented General Managers.

III. POINT RATING SYSTEM

Parameters	Equivalent Point	Overall Rating
1. KPS rating	90	90%
2. Others		10%
a) Sitio Electrification Program (SEP)/Barangay Line Enhancement Program (BLEP)	5	
a) Reportorial Requirements under R.A. 10531	5	
TOTAL	100	100%

IV. STEP INCREMENTS

A. Outstanding Performance

In addition to the criteria, a General Manager who maintains his coop's "AAA" rating under the KPS for a number of consecutive years is entitled to step increases reckoned from the base salary of the rank corresponding to the total number of points garnered, as provided below:

No. of consecutive Years	Step Increase
at least 3	1
4 to 6	2
7-11	3
12 and beyond	4

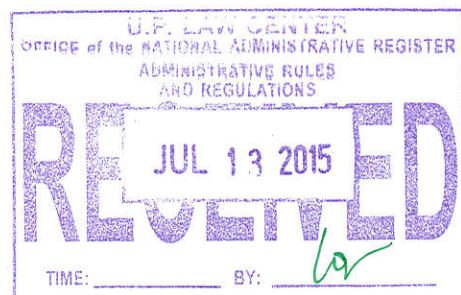
B. Professional Upgrading

1. A General Manager who finishes the Chief Executive Officer Competency-based Leadership Program Self-Development Course is entitled to a one-time rank increment; and
2. A General Manager who has earned a masteral/post graduate degree **during his incumbency one (1) year prior to retirement** is also entitled to a one-time rank increment.

V. MECHANICS OF IMPLEMENTATION

1. The Board of Directors may grant a salary increase to the GM based on good performance every two (2) years. The increase shall be guided by a point system in the KPS evaluation; the results should be at least 90% to qualify for the salary upgrading;
2. The Board may approve a GM's salary upgrading beyond the guidelines in consideration of innovations that enhance operational efficiency, milestone or benchmarking performance, and special projects that generate savings or additional revenue for the cooperative;
3. Any adjustment in the General Manager's salary shall **take effect only upon approval** by the NEA Administrator; and
4. Salary upgrading shall be suspended/deferred in any one of the following instances:
 - a) Cumulative loss for the immediately preceding six (6) months operation;
 - b) Marked downtrend on previous years operations based on performance evaluation;
 - c) Pending administrative case with NEA;
 - d) With adverse findings in the NEA final audit report; and
 - e) Non-submittal/non-compliance to reportorial requirements.

Attached are the Salary Scales according to the classification of the ECs.



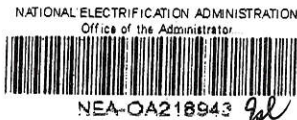
VI. AMENDATORY CLAUSE

This supersedes Memorandum 2008-011, Series of 2008, "Revised Salary Scales for General Managers".

VII. EFFECTIVITY

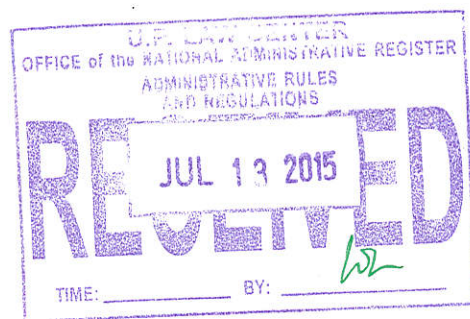
This Policy shall take effect fifteen (15) days upon filing with the University of the Philippines (UP) Law Center pursuant to the Presidential Memorandum Circular No. 11, dated October 9, 1992.


EDITA S. BUENO
Administrator



7/8/15

Approved by the NEA Board of Administrators on June 24, 2015 under Resolution No. 73.





GMs Salary Scale for Small ECs

Score	Rank	Base (₱)	Rank Increment (₱)	Step Increment (₱)	STEP			
					1 (₱)	2 (₱)	3 (₱)	4 (₱)
99-100	10	80,000	4,071	1,072	81,072	82,144	83,217	84,289
98	9	75,929	3,863	814	76,744	77,558	78,372	79,186
97	8	72,066	3,667	773	72,839	73,611	74,384	75,157
96	7	68,399	3,480	733	69,132	69,866	70,599	71,333
95	6	64,919	3,303	696	65,615	66,311	67,007	67,703
94	5	61,616	3,135	661	62,276	62,937	63,597	64,258
93	4	58,480	2,976	627	59,107	59,734	60,361	60,988
92	3	55,505	2,824	595	56,100	56,695	57,290	57,885
91	2	52,681	2,681	565	53,245	53,810	54,375	54,940
90	1	50,000		536	50,536	51,072	51,608	52,144



GMs Salary Scale for Medium ECs

Score	Rank	Base (₱)	Rank Increment (₱)	Step Increment (₱)	STEP			
					1 (₱)	2 (₱)	3 (₱)	4 (₱)
99-100	10	90,000	4,792	1,265	91,265	92,531	93,796	95,062
98	9	85,208	4,537	958	86,166	87,125	88,083	89,042
97	8	80,670	4,296	907	81,578	82,485	83,393	84,300
96	7	76,375	4,067	859	77,234	78,093	78,952	79,811
95	6	72,308	3,850	813	73,121	73,935	74,748	75,561
94	5	68,457	3,645	770	69,227	69,998	70,768	71,538
93	4	64,812	3,451	729	65,541	66,270	66,999	67,728
92	3	61,361	3,267	690	62,051	62,741	63,432	64,122
91	2	58,093	3,093	653	58,747	59,400	60,054	60,707
90	1	55,000		619	55,619	56,237	56,856	57,475

U.P. Labor Union
 OFFICE of the NATIONAL ADMINISTRATIVE REGISTER
 ADMINISTRATIVE RULES
 AND REGULATIONS
REVIEWED
 JUL 13 2015
 BY: [Signature]
 TIME:

GMs Salary Scale for Large ECs

Score	Rank	Base (₱)	Rank Increment (₱)	Step Increment (₱)	STEP			
					1 (₱)	2 (₱)	3 (₱)	4 (₱)
99-100	10	100,000	5,518	1,460	101,460	102,920	104,380	105,840
98	9	94,482	5,213	1,104	95,586	96,689	97,793	98,896
97	8	89,269	4,926	1,043	90,312	91,354	92,397	93,440
96	7	84,343	4,654	985	85,328	86,314	87,299	88,284
95	6	79,689	4,397	931	80,620	81,551	82,482	83,412
94	5	75,292	4,154	879	76,172	77,051	77,931	78,810
93	4	71,138	3,925	831	71,969	72,800	73,631	74,461
92	3	67,213	3,709	785	67,998	68,783	69,568	70,353
91	2	63,504	3,504	742	64,246	64,987	65,729	66,471
90	1	60,000		701	60,701	61,402	62,102	62,803



GMs Salary Scale for Extra Large ECs

Score	Rank	Base (₱)	Rank Increment (₱)	Step Increment (₱)	STEP			
					1 (₱)	2 (₱)	3 (₱)	4 (₱)
99-100	10	110,000	6,246	1,655	111,655	113,311	114,966	116,622
98	9	103,754	5,891	1,249	105,003	106,253	107,502	108,751
97	8	97,863	5,557	1,178	99,041	100,220	101,398	102,576
96	7	92,307	5,241	1,111	93,418	94,529	95,641	96,752
95	6	87,066	4,944	1,048	88,114	89,162	90,210	91,258
94	5	82,122	4,663	989	83,111	84,099	85,088	86,077
93	4	77,459	4,398	933	78,392	79,324	80,257	81,189
92	3	73,061	4,148	880	73,941	74,820	75,700	76,580
91	2	68,913	3,913	830	69,742	70,572	71,402	72,231
90	1	65,000		783	65,783	66,565	67,348	68,130



GMs Salary Scale for Mega Large ECs

Score	Rank	Base (₱)	Rank Increment (₱)	Step Increment (₱)	STEP			
					1 (₱)	2 (₱)	3 (₱)	4 (₱)
99-100	10	120,000	6,976	1,852	121,852	123,703	125,555	127,406
98	9	113,024	6,570	1,395	114,419	115,815	117,210	118,605
97	8	106,454	6,188	1,314	107,768	109,082	110,396	111,710
96	7	100,266	5,829	1,238	101,504	102,741	103,979	105,217
95	6	94,437	5,490	1,166	95,603	96,769	97,935	99,100
94	5	88,948	5,171	1,098	90,046	91,144	92,242	93,340
93	4	83,777	4,870	1,034	84,811	85,845	86,880	87,914
92	3	78,907	4,587	974	79,881	80,855	81,829	82,803
91	2	74,320	4,320	917	75,238	76,155	77,072	77,990
90	1	70,000		864	70,864	71,728	72,592	73,456