



Republic of the Philippines
National Electrification Administration
Quezon City

12 May 2008

MEMORANDUM No. 2008-007

Series of 2008

TO : ALL ELECTRIC COOPERATIVES (ECs)
SUBJECT : ENTRY PAY FOR NEW GENERAL MANAGERS

I. PURPOSE

To upgrade the Entry Pay for General Managers of Electric Cooperatives (ECs) in order to entice highly competent professionals who will be able to lead the EC to respond to the demands of a deregulated environment in the power industry.

II. POLICY

It shall be the policy of this Office to provide the EC a competitive remuneration for services of its General Manager comparable with the prevailing market standards in the industry.

III. ENTRY PAY

The entry salary for newly-hired General Managers shall depend on the classification of the cooperative as follows

Mega Large (ML)	P50,000
Extra Large (XL)	45,000
Large (L)	40,000
Medium (M)	35,000
Small (S)	30,000

The entry salary shall be indicated in the publication of vacancy.

IV. APPLICATION OF ENTRY PAY TO INCUMBENTS RECEIVING LESS THAN THE ABOVE PRESCRIBED REMUNERATION

All General Managers receiving less than the new entry pay shall automatically be entitled to corresponding adjustment upon effectivity of this memorandum. They shall be given step increment/s based on the length of service.

1 – 2 years	1 step
3 – 4 years	2 steps
5 - 6 years	3 steps
7 years and above	4 steps


Any request for further increase higher than the entry pay after the above adjustment shall be in accordance with NEA Memorandum on Revised Salary Scale for Electric Cooperative General Manager dated 12 May 2008.

V. AMENDATORY CLAUSE

This supersedes Item III Entry Salary of NEA Memorandum on the Revised Salary Scale for General Managers dated 11 September 2003.

VI. EFFECTIVITY

This guideline shall take effect fifteen (15) days upon submission of copies to the University of the Philippines Law Center as required by Executive Order 292.


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Administrator

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