



Republic of the Philippines  
**National Electrification Administration**  
Quezon City

28 May 2008

**MEMORANDUM No. 2008-015**

Series of 2008

TO : ALL ELECTRIC COOPERATIVES (ECs)  
SUBJECT : APPROVAL OF THE NEW INSTITUTIONAL PACKAGES

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To generate peak performance and to recognize the performing Electric Cooperatives in compliance with the EPIRA, please be informed that this Office recently approved the following new institutional packages under two major categories of incentives:

**A. MONETARY**

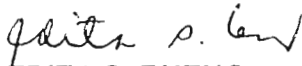
1. NEA Memorandum No. 2008-013 "Performance-Based Incentive for Electric Cooperative Employees (PIECE)"
2. NEA Memorandum No. 2008-009 "Revised Salary Scale for Electric Cooperative Employees"
3. NEA Memorandum No. 2008-010 "Revised Guidelines for EC Officers and Employees Representation Allowance"
4. NEA Memorandum No. 2008-011 "Revised Salary Scale for Electric Cooperative General Manager"
5. NEA Memorandum No. 2008-007 "Entry Pay for New General Managers"
6. NEA Memorandum No. 2008-008 "Performance Management Contract (PMC) for New General Managers"

**B. NON-MONETARY**

1. NEA Memorandum No. 2008-006 "Fast Lane Service"
2. NEA Memorandum No. 2008-012 "Excellent Performance Rating Signage (EXPERTS) for EC"

Likewise, this Office submitted copies to the University of Philippines Law Center as required by Executive Order No. 292 on 27 May 2008 the Item A. Nos. 2,4,5 and 6 Memoranda for publications.

Everyone is enjoined to visit our website at [www.nea.gov.ph](http://www.nea.gov.ph) for details of the above-mentioned Memoranda.

  
**EDITA S. BUENO**  
Administrator

NATIONAL ELECTRIFICATION  
ADMINISTRATION

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