



NATIONAL ELECTRIFICATION ADMINISTRATION
 "The 1st Performance Governance System-Institutionalized National Government Agency"
 57 NIA Road, Government Center, Diliman, Quezon City 1100

07 October 2013

MEMORANDUM No. 2013-026

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

I. RATIONALE

In view of the various demands of regulators, power suppliers, stakeholders and member-consumers, a highly competent General Manager (GM) is a must for an electric cooperative (EC) to be able to operate efficiently and effectively. Thus, an upward adjustment of the entry pay of the new GM is most appropriate.

II. POLICY

It shall be the policy of this Office to establish an equitable and equally competitive salary for an EC GM that will attract highly competent professionals to spearhead the EC towards outstanding performance.

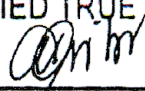
III. ENTRY PAY

The new entry pay of GMs, which shall be indicated in the publication of vacancy, depends on the EC classification, as follows:


Mega Large (ML)	P70,000.00
Extra Large (XL)	P65,000.00
Large (L)	P60,000.00
Medlum (M)	P55,000.00
Small (S)	P50,000.00

IV. APPLICATION OF ENTRY PAY TO INCUMBENT GMs RECEIVING LESS THAN THE ABOVE PRESCRIBED SALARY

All Incumbent GMs receiving less than the new entry pay shall automatically be entitled to corresponding adjustment upon effectivity of this Memorandum. They

REPUBLIC OF THE PHILIPPINES
 NATIONAL ELECTRIFICATION ADMINISTRATION
 QUEZON CITY
 OFFICE OF THE CORPORATE SECRETARY
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shall be given step increment/s based on the length of service as permanent GM, as provided below:

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

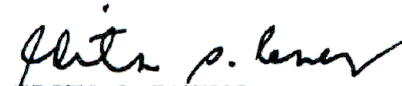
However, pending issuance of the New Salary Scale for GMs, those affected shall receive adjustment based on length of service and actual performance retroactive to the effectivity of this Memorandum.

V. AMENDATORY CLAUSE

This supersedes NEA Memorandum No. 2008-007 dated 12 May 2008.

VI. EFFECTIVITY

This guideline shall take effect fifteen (15) days after its official publication at the UP Law Center.

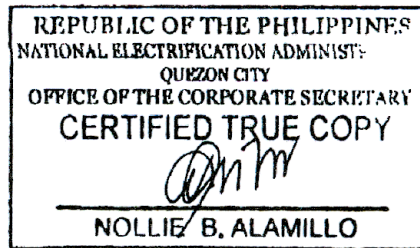

EDITA S. BUENO
Administrator

NATIONAL ELECTRIFICATION
ADMINISTRATION

IN REPLYING, PLS. CITE: #OR023448



NEA-OR023448



Approved by the NEA Board of Administrators on November 6, 2013 under Resolution No. 166.

