



17 January 2018

MEMORANDUM No. 2018-002

TO : ALL ELECTRIC COOPERATIVES (ECs)

SUBJECT : REVISED 2018 SALARY SCALE FOR EC EMPLOYEES IN FOUR TRANCHIES

I. RATIONALE

The need to upgrade the Salary Scale of electric cooperative (EC) employees is strongly recognized considering the various challenges, compliances and developments in the power industry together with the demand for better service by consumers that they were confronted with and which the ECs dutifully and successfully hurdled. Further, the existing policy on the EC employees salary scale, NEA Memorandum No. 2015-020 was approved on 24 June 2015.

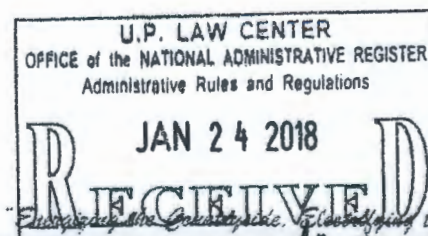
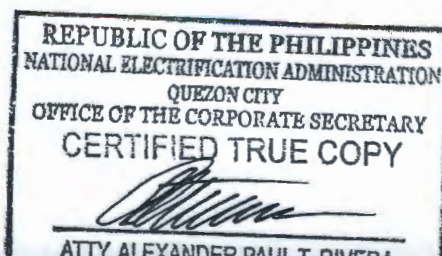
The 2018 Salary Scale will allow ECs that are financially capable to keep their employees' compensation level at par with the industry standards, help them contend with the increasing cost of living and motivate the ECs to maintain a high level of responsibility and accountability.

II. POLICY

It shall be the policy of this Office to establish a salary guide for EC employees that shall serve as basis in providing just and equitable wages corresponding to the cooperative's classification and financial standing. In no case shall salaries of EC employees be lower than the minimum wage/salary provided by the National/Regional Wages and Productivity Board (NWPB). However, EC employees shall no longer avail of any salary increase/s provided by NWPB unless their salaries are below the minimum wage.

III. MECHANICS OF IMPLEMENTATION

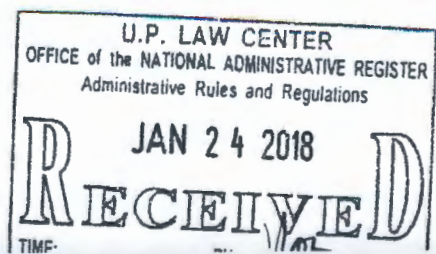
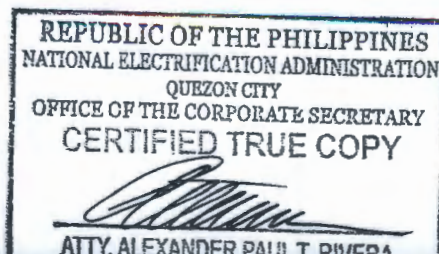
1. EC shall submit a Board Resolution requesting for salary upgrading to NEA through the Institutional Development Department (IDD) for processing;
2. The IDD shall assess the overall operations of the ECs based on Key Performance Standards (KPS) to determine the sustainability of the salary upgrading;
3. The Deputy Administrator for Electric Cooperative Management Services shall endorse the result of the evaluation to the Administrator for approval;



4. The new salary scale is not a mandated benefit/compensation that the employees shall automatically be entitled over and above any approved salary increases provided in the Collective Bargaining Agreement (CBA), as it may impair the financial viability of the EC. Further, all negotiations on salary upgrading shall comply with the requirements under NEA Memorandum No. 2014-003. "Collective Negotiation/Bargaining Agreement";
5. Salary increases mandated by Regional Wage Orders shall only apply to minimum wage earners and should not therefore form part of the salary increase;
6. To avert possible distortion of salaries, the EC Management is enjoined to maintain the NEA-approved salary scale; and
7. Implementation of an EC-modified salary scale, shall require NEA approval.

IV. GENERAL PROVISIONS

1. Only ECs which have fully implemented the salary scale under NEA Memorandum No. 2015-020 are qualified to implement the 2018 Salary Scale for EC Employees;
2. ECs which have not fully implemented the salary scale under NEA Memorandum No. 2015-020 shall continue to be governed by the said salary scale;
3. An EC shall be eligible to implement in full the 2018 Salary Scale if it posted financial stability on its operation for the past three (3) consecutive years and a positive projection in the next three (3) years with the following indicators:
 - a) Net Margin - Positive
 - b) Collection Efficiency - 100%
 - c) DSM Revenue - Sufficient to cover non-power cost
 - d) Cash General Fund - With 2 months Working Capital (power and non-power cost)
 - e) Current in NEA loans and other creditors
 - f) Must have fully liquidated its SEP/BLEP Subsidy
 - g) Current in payment to power supplier/s, transmission and VAT
 - h) Compliant with the required Security Deposit to power supplier/s
 - i) Must have sufficient Sinking Fund for Retirement based in actuarial Study
4. In case an EC does not meet the financial requirements for the full implementation of the salary increase, it shall implement the 2018 Salary Scale in four tranches and a Transition Plan shall be prepared and submitted to NEA. It shall reflect the specific date/period when a sufficient funding is available based on historical data (3 years) and projections (3 years) on load growth and sales, among others.
5. Upgrading of salary shall be consequential to increased revenue operations, and in no case must the EC increase its power rates to accommodate the additional cash outlay.



6. All request for implementation of the 2018 Salary Scale is subject to NEA's explicit approval since salaries of employees do not form part of the liberalized cash operating budget.
7. After the Salary Scale had been approved by NEA, Management can implement salary step increase, based on merit in order to reward employees who exceeded their targeted performance plans. A personnel policy shall be formulated to tackle merit increases where step increments shall be implemented once every two (2) years.
8. Across-the-board salary increase has been found to be counterproductive, thus, the same cannot be allowed.

Attached are the 2018 Salary Scales in four tranches according to the classification of the ECs.

V. AMENDATORY CLAUSE

The provisions contained in Memorandum No. 2015-020 dated 24 June 2015 on the Revised Salary Scale for Electric Cooperative Employees shall continue to have full force and effect as long as it is consistent with this Memorandum.

VI. EFFECTIVITY

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

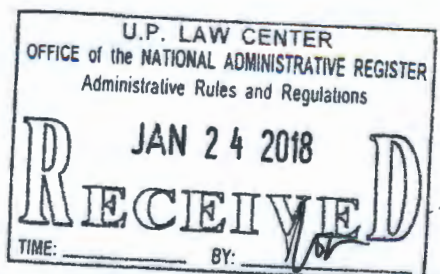
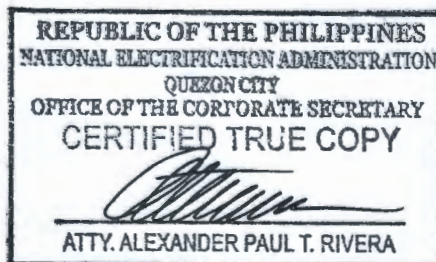

EDGARDO R. MASONGSONG
Administrator

NATIONAL ELECTRIFICATION
ADMINISTRATION
Office of the Administrator



NEA-OA248264

SP
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**PROPOSED SALARY SCALE FOR SMALL CLASSIFICATION
(First Tranche)**


Rank	Base	Rank Inc.	Step Inc.	STEP				
				1	2	3	4	5
20	37,500	2,344	416.74	37,917	38,333	38,750	39,167	39,584
19	35,156	2,198	390.69	35,547	35,937	36,328	36,719	37,109
18	32,958	2,060	366.27	33,325	33,691	34,057	34,423	34,790
17	30,898	1,931	343.37	31,241	31,585	31,928	32,271	32,615
16	28,967	1,811	321.91	29,288	29,610	29,932	30,254	30,576
15	27,156	1,698	301.79	27,458	27,759	28,061	28,363	28,665
14	25,458	1,591	282.92	25,741	26,024	26,307	26,590	26,873
13	23,867	1,492	265.24	24,132	24,397	24,663	24,928	25,193
12	22,375	1,399	248.66	22,624	22,872	23,121	23,370	23,618
11	20,976	1,311	233.11	21,209	21,443	21,676	21,909	22,142
10	19,665	1,229	218.54	19,884	20,102	20,321	20,539	20,758
9	18,436	1,152	204.88	18,641	18,846	19,050	19,255	19,460
8	17,283	1,080	192.07	17,475	17,667	17,860	18,052	18,244
7	16,203	1,013	180.07	16,383	16,563	16,743	16,923	17,103
6	15,190	950	168.81	15,359	15,528	15,697	15,865	16,034
5	14,241	890	158.26	14,399	14,557	14,715	14,874	15,032
4	13,350	835	148.36	13,499	13,647	13,795	13,944	14,092
3	12,516	782	139.09	12,655	12,794	12,933	13,072	13,211
2	11,733	733	130.40	11,864	11,994	12,125	12,255	12,385
1	11,000		122.24	11,122	11,244	11,367	11,489	11,611

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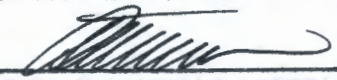
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
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**PROPOSED SALARY SCALE FOR SMALL CLASSIFICATION
(Second Tranche)**

Rank	Base	Rank Inc.	Step Inc.	STEP				
				1	2	3	4	5
20	45,000	3,024	540.32	45,540	46,081	46,621	47,161	47,702
19	41,976	2,821	504.01	42,480	42,984	43,488	43,992	44,496
18	39,155	2,631	470.14	39,625	40,095	40,566	41,036	41,506
17	36,524	2,454	438.55	36,962	37,401	37,839	38,278	38,717
16	34,069	2,290	409.08	34,478	34,888	35,297	35,706	36,115
15	31,780	2,136	381.59	32,161	32,543	32,925	33,306	33,688
14	29,644	1,992	355.94	30,000	30,356	30,712	31,068	31,424
13	27,652	1,858	332.02	27,984	28,316	28,648	28,980	29,312
12	25,794	1,733	309.71	26,103	26,413	26,723	27,033	27,342
11	24,060	1,617	288.90	24,349	24,638	24,927	25,216	25,505
10	22,444	1,508	269.48	22,713	22,982	23,252	23,521	23,791
9	20,935	1,407	251.37	21,187	21,438	21,689	21,941	22,192
8	19,528	1,312	234.48	19,763	19,997	20,232	20,466	20,701
7	18,216	1,224	218.72	18,435	18,653	18,872	19,091	19,310
6	16,992	1,142	204.02	17,196	17,400	17,604	17,808	18,012
5	15,850	1,065	190.31	16,040	16,231	16,421	16,611	16,802
4	14,785	994	177.52	14,962	15,140	15,317	15,495	15,673
3	13,791	927	165.59	13,957	14,123	14,288	14,454	14,619
2	12,865	865	154.47	13,019	13,173	13,328	13,482	13,637
1	12,000		144.09	12,144	12,288	12,432	12,576	12,720

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**PROPOSED SALARY SCALE FOR SMALL CLASSIFICATION
(Third Tranche)**

Rank	Base	Rank Inc.	Step Inc.	STEP				
				1	2	3	4	5
20	52,500	3,719	667.03	53,167	53,834	54,501	55,168	55,835
19	48,781	3,455	619.79	49,401	50,021	50,641	51,260	51,880
18	45,326	3,211	575.89	45,902	46,478	47,054	47,630	48,205
17	42,115	2,983	535.09	42,651	43,186	43,721	44,256	44,791
16	39,132	2,772	497.19	39,629	40,127	40,624	41,121	41,618
15	36,360	2,576	461.97	36,822	37,284	37,746	38,208	38,670
14	33,785	2,393	429.25	34,214	34,643	35,073	35,502	35,931
13	31,392	2,224	398.85	31,791	32,190	32,588	32,987	33,386
12	29,168	2,066	370.59	29,539	29,909	30,280	30,651	31,021
11	27,102	1,920	344.34	27,447	27,791	28,135	28,480	28,824
10	25,182	1,784	319.95	25,502	25,822	26,142	26,462	26,782
9	23,399	1,657	297.29	23,696	23,993	24,291	24,588	24,885
8	21,741	1,540	276.23	22,018	22,294	22,570	22,846	23,122
7	20,201	1,431	256.67	20,458	20,715	20,971	21,228	21,485
6	18,770	1,330	238.49	19,009	19,247	19,486	19,724	19,963
5	17,441	1,235	221.59	17,662	17,884	18,106	18,327	18,549
4	16,205	1,148	205.90	16,411	16,617	16,823	17,029	17,235
3	15,058	1,067	191.31	15,249	15,440	15,632	15,823	16,014
	13,991	991	177.76	14,169	14,347	14,524	14,702	14,880
	3,000		165.17	13,165	13,330	13,496	13,661	13,826

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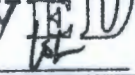
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**PROPOSED SALARY SCALE FOR SMALL CLASSIFICATION
(Fourth Tranche)**

Rank	Base	Rank Inc.	Step Inc.	STEP				
				1	2	3	4	5
20	60,000	4,424	796	60,796	61,592	62,388	63,184	63,980
19	55,576	4,098	737	56,313	57,051	57,788	58,525	59,263
18	51,478	3,796	683	52,161	52,844	53,527	54,210	54,893
17	47,682	3,516	633	48,315	48,948	49,580	50,213	50,845
16	44,167	3,257	586	44,753	45,339	45,924	46,510	47,096
15	40,910	3,016	543	41,453	41,996	42,538	43,081	43,624
14	37,894	2,794	503	38,396	38,899	39,402	39,904	40,407
13	35,099	2,588	466	35,565	36,031	36,496	36,962	37,428
12	32,511	2,397	431	32,943	33,374	33,805	34,237	34,668
11	30,114	2,220	400	30,514	30,913	31,313	31,712	32,112
10	27,894	2,057	370	28,264	28,634	29,004	29,374	29,744
9	25,837	1,905	343	26,180	26,523	26,865	27,208	27,551
8	23,932	1,765	318	24,249	24,567	24,885	25,202	25,520
7	22,167	1,634	294	22,461	22,756	23,050	23,344	23,638
6	20,533	1,514	272	20,805	21,078	21,350	21,623	21,895
5	19,019	1,402	252	19,271	19,524	19,776	20,028	20,281
4	17,617	1,299	234	17,850	18,084	18,318	18,551	18,785
3	16,318	1,203	216	16,534	16,751	16,967	17,184	17,400
2	15,114	1,114	201	15,315	15,516	15,716	15,917	16,117
1	14,000		186	14,186	14,371	14,557	14,743	14,929


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**PROPOSED SALARY SCALE FOR MEDIUM CLASSIFICATION
(First Tranche)**

Rank	Base	Rank Inc.	Step Inc.	STEP				
				1	2	3	4	5
20	43,750	2,925	522	44,272	44,795	45,317	45,840	46,362
19	40,825	2,729	487	41,313	41,800	42,288	42,775	43,263
18	38,096	2,547	455	38,551	39,006	39,461	39,915	40,370
17	35,549	2,377	424	35,974	36,398	36,823	37,247	37,672
16	33,173	2,218	396	33,569	33,965	34,361	34,757	35,153
15	30,955	2,069	370	31,325	31,694	32,064	32,433	32,803
14	28,886	1,931	345	29,230	29,575	29,920	30,265	30,610
13	26,955	1,802	322	27,276	27,598	27,920	28,242	28,564
12	25,153	1,681	300	25,453	25,753	26,054	26,354	26,654
11	23,471	1,569	280	23,751	24,032	24,312	24,592	24,872
10	21,902	1,464	262	22,163	22,425	22,687	22,948	23,210
9	20,438	1,366	244	20,682	20,926	21,170	21,414	21,658
8	19,071	1,275	228	19,299	19,527	19,755	19,982	20,210
7	17,797	1,190	212	18,009	18,221	18,434	18,646	18,859
6	16,607	1,110	198	16,805	17,003	17,202	17,400	17,598
5	15,497	1,036	185	15,682	15,867	16,052	16,237	16,422
4	14,461	967	173	14,633	14,806	14,979	15,151	15,324
3	13,494	902	161	13,655	13,816	13,977	14,138	14,299
2	12,592	842	150	12,742	12,892	13,043	13,193	13,344
1	11,750		140	11,890	12,031	12,171	12,311	12,451

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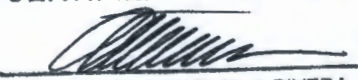
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**PROPOSED SALARY SCALE FOR MEDIUM CLASSIFICATION
(Second Tranche)**

Rank	Base	Rank Inc.	Step Inc.	STEP				
				1	2	3	4	5
20	52,500	3,719	667	53,167	53,834	54,501	55,168	55,835
19	48,781	3,455	620	49,401	50,021	50,641	51,260	51,880
18	45,326	3,211	576	45,902	46,478	47,054	47,630	48,205
17	42,115	2,983	535	42,651	43,186	43,721	44,256	44,791
16	39,132	2,772	497	39,629	40,127	40,624	41,121	41,618
15	36,360	2,576	462	36,822	37,284	37,746	38,208	38,670
14	33,785	2,393	429	34,214	34,643	35,073	35,502	35,931
13	31,392	2,224	399	31,791	32,190	32,588	32,987	33,386
12	29,168	2,066	371	29,539	29,909	30,280	30,651	31,021
11	27,102	1,920	344	27,447	27,791	28,135	28,480	28,824
10	25,182	1,784	320	25,502	25,822	26,142	26,462	26,782
9	23,399	1,657	297	23,696	23,993	24,291	24,588	24,885
8	21,741	1,540	276	22,018	22,294	22,570	22,846	23,122
7	20,201	1,431	257	20,458	20,715	20,971	21,228	21,485
6	18,770	1,330	238	19,009	19,247	19,486	19,724	19,963
5	17,441	1,235	222	17,662	17,884	18,106	18,327	18,549
4	16,205	1,148	206	16,411	16,617	16,823	17,029	17,235
3	15,058	1,067	191	15,249	15,440	15,632	15,823	16,014
2	13,991	991	178	14,169	14,347	14,524	14,702	14,880
1	13,000		165	13,165	13,330	13,496	13,661	13,826

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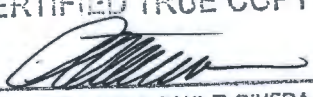
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**PROPOSED SALARY SCALE FOR MEDIUM CLASSIFICATION
(Third Tranche)**

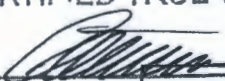
Rank	Base	Rank Inc.	Step Inc.	STEP				
				1	2	3	4	5
20	61,250	4,525	814	62,064	62,879	63,693	64,507	65,322
19	56,725	4,191	754	57,479	58,233	58,988	59,742	60,496
18	52,534	3,881	698	53,233	53,931	54,630	55,328	56,027
17	48,653	3,594	647	49,300	49,947	50,594	51,241	51,888
16	45,059	3,329	599	45,658	46,257	46,856	47,455	48,054
15	41,730	3,083	555	42,285	42,840	43,395	43,949	44,504
14	38,647	2,855	514	39,161	39,675	40,189	40,703	41,216
13	35,792	2,644	476	36,268	36,744	37,220	37,696	38,171
12	33,148	2,449	441	33,589	34,029	34,470	34,911	35,351
11	30,699	2,268	408	31,107	31,515	31,924	32,332	32,740
10	28,431	2,100	378	28,809	29,187	29,565	29,943	30,321
9	26,331	1,945	350	26,681	27,031	27,381	27,731	28,081
8	24,386	1,802	324	24,710	25,034	25,358	25,682	26,007
7	22,584	1,668	300	22,884	23,185	23,485	23,785	24,085
6	20,916	1,545	278	21,194	21,472	21,750	22,028	22,306
5	19,370	1,431	258	19,628	19,885	20,143	20,401	20,658
4	17,939	1,325	239	18,178	18,416	18,655	18,893	19,132
3	16,614	1,227	221	16,835	17,056	17,277	17,498	17,719
2	15,387	1,137	205	15,591	15,796	16,000	16,205	16,410
1	14,250		189	14,439	14,629	14,818	15,008	15,197

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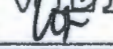
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**PROPOSED SALARY SCALE FOR MEDIUM CLASSIFICATION
(Fourth Tranche)**

Rank	Base	Rank Inc.	Step Inc.	STEP				
				1	2	3	4	5
20	70,000	5,340	963.47	70,963	71,927	72,890	73,854	74,817
19	64,660	4,933	889.98	65,550	66,440	67,330	68,220	69,110
18	59,728	4,556	822.09	60,550	61,372	62,194	63,016	63,838
17	55,171	4,209	759.37	55,931	56,690	57,450	58,209	58,968
16	50,963	3,888	701.45	51,664	52,366	53,067	53,768	54,470
15	47,075	3,591	647.94	47,723	48,371	49,019	49,667	50,315
14	43,484	3,317	598.51	44,083	44,681	45,280	45,878	46,477
13	40,167	3,064	552.85	40,720	41,273	41,825	42,378	42,931
12	37,103	2,830	510.68	37,614	38,124	38,635	39,146	39,656
11	34,272	2,614	471.72	34,744	35,216	35,688	36,159	36,631
10	31,658	2,415	435.74	32,094	32,530	32,965	33,401	33,837
9	29,243	2,231	402.50	29,646	30,048	30,451	30,853	31,256
8	27,012	2,061	371.79	27,384	27,756	28,128	28,499	28,871
7	24,952	1,903	343.43	25,295	25,639	25,982	26,325	26,669
6	23,048	1,758	317.23	23,366	23,683	24,000	24,317	24,634
5	21,290	1,624	293.03	21,583	21,876	22,169	22,462	22,755
4	19,666	1,500	270.68	19,937	20,207	20,478	20,749	21,019
3	18,166	1,386	250.03	18,416	18,666	18,916	19,166	19,416
2	16,780	1,280	230.96	17,011	17,242	17,473	17,704	17,935
1	15,500		213.34	15,713	15,927	16,140	16,353	16,567

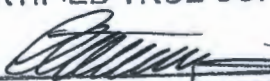
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
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**PROPOSED SALARY SCALE FOR LARGE CLASSIFICATION
(First Tranche)**

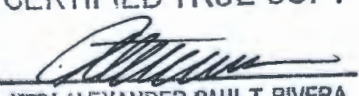
Rank	Base	Rank Inc.	Step Inc.	STEP				
				1	2	3	4	5
20	50,000	3,518	630.75	50,631	51,262	51,892	52,523	53,154
19	46,482	3,271	586.37	47,068	47,655	48,241	48,827	49,414
18	43,211	3,041	545.11	43,756	44,301	44,846	45,392	45,937
17	40,171	2,827	506.76	40,677	41,184	41,691	42,198	42,704
16	37,344	2,628	471.10	37,815	38,286	38,757	39,228	39,699
15	34,716	2,443	437.95	35,154	35,592	36,030	36,468	36,906
14	32,273	2,271	407.13	32,681	33,088	33,495	33,902	34,309
13	30,003	2,111	378.49	30,381	30,760	31,138	31,517	31,895
12	27,891	1,963	351.85	28,243	28,595	28,947	29,299	29,651
11	25,929	1,824	327.10	26,256	26,583	26,910	27,237	27,564
10	24,104	1,696	304.08	24,408	24,713	25,017	25,321	25,625
9	22,408	1,577	282.68	22,691	22,974	23,256	23,539	23,822
8	20,832	1,466	262.79	21,094	21,357	21,620	21,883	22,146
7	19,366	1,363	244.30	19,610	19,854	20,099	20,343	20,587
6	18,003	1,267	227.11	18,230	18,457	18,684	18,912	19,139
5	16,736	1,178	211.13	16,947	17,159	17,370	17,581	17,792
4	15,559	1,095	196.27	15,755	15,951	16,147	16,344	16,540
3	14,464	1,018	182.46	14,646	14,829	15,011	15,194	15,376
	13,446	946	169.62	13,616	13,785	13,955	14,125	14,294
	12,500		157.69	12,658	12,815	12,973	13,131	13,288

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**PROPOSED SALARY SCALE FOR LARGE CLASSIFICATION
(Second Tranche)**

Rank	Base	Rank Inc.	Step Inc.	STEP				
				1	2	3	4	5
20	60,000	4,424	796.04	60,796	61,592	62,388	63,184	63,980
19	55,576	4,098	737.34	56,313	57,051	57,788	58,525	59,263
18	51,478	3,796	682.97	52,161	52,844	53,527	54,210	54,893
17	47,682	3,516	632.62	48,315	48,948	49,580	50,213	50,845
16	44,167	3,257	585.97	44,753	45,339	45,924	46,510	47,096
15	40,910	3,016	542.76	41,453	41,996	42,538	43,081	43,624
14	37,894	2,794	502.74	38,396	38,899	39,402	39,904	40,407
13	35,099	2,588	465.67	35,565	36,031	36,496	36,962	37,428
12	32,511	2,397	431.34	32,943	33,374	33,805	34,237	34,668
11	30,114	2,220	399.53	30,514	30,913	31,313	31,712	32,112
10	27,894	2,057	370.07	28,264	28,634	29,004	29,374	29,744
9	25,837	1,905	342.79	26,180	26,523	26,865	27,208	27,551
8	23,932	1,765	317.51	24,249	24,567	24,885	25,202	25,520
7	22,167	1,634	294.10	22,461	22,756	23,050	23,344	23,638
6	20,533	1,514	272.42	20,805	21,078	21,350	21,623	21,895
5	19,019	1,402	252.33	19,271	19,524	19,776	20,028	20,281
4	17,617	1,299	233.72	17,850	18,084	18,318	18,551	18,785
3	16,318	1,203	216.49	16,534	16,751	16,967	17,184	17,400
2	15,114	1,114	200.53	15,315	15,516	15,716	15,917	16,117
1	14,000		185.74	14,186	14,371	14,557	14,743	14,929

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**PROPOSED SALARY SCALE FOR LARGE CLASSIFICATION
(Third Tranche)**

Rank	Base	Rank Inc.	Step Inc.	STEP				
				1	2	3	4	5
20	70,000	5,340	963	70,963	71,927	72,890	73,854	74,817
19	64,660	4,933	890	65,550	66,440	67,330	68,220	69,110
18	59,728	4,556	822	60,550	61,372	62,194	63,016	63,838
17	55,171	4,209	759	55,931	56,690	57,450	58,209	58,968
16	50,963	3,888	701	51,664	52,366	53,067	53,768	54,470
15	47,075	3,591	648	47,723	48,371	49,019	49,667	50,315
14	43,484	3,317	599	44,083	44,681	45,280	45,878	46,477
13	40,167	3,064	553	40,720	41,273	41,825	42,378	42,931
12	37,103	2,830	511	37,614	38,124	38,635	39,146	39,656
11	34,272	2,614	472	34,744	35,216	35,688	36,159	36,631
10	31,658	2,415	436	32,094	32,530	32,965	33,401	33,837
9	29,243	2,231	402	29,646	30,048	30,451	30,853	31,256
8	27,012	2,061	372	27,384	27,756	28,128	28,499	28,871
7	24,952	1,903	343	25,295	25,639	25,982	26,325	26,669
6	23,048	1,758	317	23,366	23,683	24,000	24,317	24,634
5	21,290	1,624	293	21,583	21,876	22,169	22,462	22,755
4	19,666	1,500	271	19,937	20,207	20,478	20,749	21,019
3	18,166	1,386	250	18,416	18,666	18,916	19,166	19,416
	16,780	1,280	231	17,011	17,242	17,473	17,704	17,935
	15,500		213	15,713	15,927	16,140	16,353	16,567

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**PROPOSED SALARY SCALE FOR LARGE CLASSIFICATION
(Fourth Tranche)**

Rank	Base	Rank Inc.	Step Inc.	STEP				
				1	2	3	4	5
20	80,000	6,263	1,132	81,132	82,265	83,397	84,530	85,662
19	73,737	5,772	1,044	74,781	75,825	76,869	77,912	78,956
18	67,965	5,320	962	68,927	69,889	70,851	71,813	72,775
17	62,645	4,904	887	63,531	64,418	65,305	66,192	67,078
16	57,741	4,520	817	58,558	59,375	60,193	61,010	61,827
15	53,221	4,166	753	53,974	54,727	55,481	56,234	56,987
14	49,054	3,840	694	49,749	50,443	51,137	51,832	52,526
13	45,214	3,539	640	45,854	46,494	47,134	47,774	48,414
12	41,675	3,262	590	42,265	42,855	43,444	44,034	44,624
11	38,412	3,007	544	38,956	39,500	40,044	40,587	41,131
10	35,405	2,772	501	35,906	36,408	36,909	37,410	37,911
9	32,634	2,555	462	33,096	33,558	34,019	34,481	34,943
8	30,079	2,355	426	30,505	30,931	31,356	31,782	32,208
7	27,724	2,170	392	28,117	28,509	28,902	29,294	29,687
6	25,554	2,000	362	25,916	26,277	26,639	27,001	27,363
5	23,554	1,844	333	23,887	24,220	24,554	24,887	25,221
4	21,710	1,699	307	22,017	22,324	22,632	22,939	23,246
3	20,010	1,566	283	20,294	20,577	20,860	21,143	21,427
	18,444	1,444	261	18,705	18,966	19,227	19,488	19,749
	17,000		241	17,241	17,481	17,722	17,963	18,203

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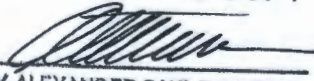
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**PROPOSED SALARY SCALE FOR EXTRA LARGE CLASSIFICATION
(First Tranche)**

Rank	Base	Rank Inc.	Step Inc.	STEP				
				1	2	3	4	5
20	60,000	4,585	827	60,827	61,655	62,482	63,309	64,137
19	55,415	4,235	764	56,179	56,943	57,708	58,472	59,236
18	51,181	3,911	706	51,886	52,592	53,298	54,004	54,709
17	47,270	3,612	652	47,921	48,573	49,225	49,877	50,529
16	43,658	3,336	602	44,260	44,862	45,464	46,066	46,668
15	40,321	3,081	556	40,878	41,434	41,990	42,546	43,102
14	37,240	2,846	514	37,754	38,267	38,781	39,294	39,808
13	34,395	2,628	474	34,869	35,343	35,817	36,292	36,766
12	31,766	2,427	438	32,204	32,642	33,081	33,519	33,957
11	29,339	2,242	405	29,744	30,148	30,553	30,957	31,362
10	27,097	2,071	374	27,471	27,844	28,218	28,592	28,965
9	25,026	1,912	345	25,372	25,717	26,062	26,407	26,752
8	23,114	1,766	319	23,433	23,752	24,070	24,389	24,708
7	21,348	1,631	294	21,642	21,937	22,231	22,525	22,820
6	19,717	1,507	272	19,988	20,260	20,532	20,804	21,076
5	18,210	1,392	251	18,461	18,712	18,963	19,214	19,465
4	16,818	1,285	232	17,050	17,282	17,514	17,746	17,978
3	15,533	1,187	214	15,747	15,962	16,176	16,390	16,604
2	14,346	1,096	198	14,544	14,742	14,940	15,138	15,335
1	13,250		183	13,433	13,615	13,798	13,981	14,164


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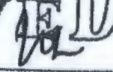
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**PROPOSED SALARY SCALE FOR EXTRA LARGE CLASSIFICATION
(Second Tranche)**

Rank	Base	Rank Inc.	Step Inc.	STEP				
				1	2	3	4	5
20	70,000	5,451	985	70,985	71,971	72,956	73,941	74,926
19	64,549	5,027	909	65,457	66,366	67,274	68,183	69,091
18	59,522	4,635	838	60,360	61,197	62,035	62,873	63,711
17	54,886	4,274	773	55,659	56,432	57,204	57,977	58,749
16	50,612	3,941	712	51,325	52,037	52,749	53,462	54,174
15	46,671	3,635	657	47,328	47,984	48,641	49,298	49,955
14	43,036	3,351	606	43,642	44,248	44,853	45,459	46,065
13	39,685	3,090	559	40,243	40,802	41,360	41,919	42,478
12	36,594	2,850	515	37,109	37,624	38,139	38,654	39,170
11	33,744	2,628	475	34,219	34,694	35,169	35,644	36,119
10	31,116	2,423	438	31,554	31,992	32,430	32,868	33,306
9	28,693	2,235	404	29,097	29,501	29,905	30,309	30,713
8	26,459	2,061	372	26,831	27,203	27,576	27,948	28,321
7	24,398	1,900	343	24,742	25,085	25,428	25,772	26,115
6	22,498	1,752	317	22,815	23,131	23,448	23,765	24,081
5	20,746	1,616	292	21,038	21,330	21,622	21,914	22,206
4	19,130	1,490	269	19,400	19,669	19,938	20,207	20,477
3	17,641	1,374	248	17,889	18,137	18,385	18,634	18,882
	16,267	1,267	229	16,496	16,725	16,954	17,183	17,412
	15,000		211	15,211	15,422	15,633	15,845	16,056

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**PROPOSED SALARY SCALE FOR EXTRA LARGE CLASSIFICATION
(Third Tranche)**

Rank	Base	Rank Inc.	Step Inc.	STEP				
				1	2	3	4	5
20	80,000	6,320	1,143.70	81,144	82,287	83,431	84,575	85,718
19	73,680	5,821	1,053.35	74,733	75,787	76,840	77,893	78,947
18	67,859	5,361	970.13	68,829	69,799	70,770	71,740	72,710
17	62,498	4,937	893.49	63,392	64,285	65,179	66,072	66,966
16	57,561	4,547	822.90	58,384	59,207	60,030	60,852	61,675
15	53,013	4,188	757.89	53,771	54,529	55,287	56,045	56,803
14	48,825	3,857	698.02	49,523	50,221	50,919	51,617	52,315
13	44,968	3,553	642.87	45,611	46,254	46,897	47,540	48,182
12	41,416	3,272	592.09	42,008	42,600	43,192	43,784	44,376
11	38,144	3,013	545.31	38,689	39,234	39,780	40,325	40,870
10	35,130	2,775	502.23	35,633	36,135	36,637	37,139	37,641
9	32,355	2,556	462.55	32,818	33,280	33,743	34,205	34,668
8	29,799	2,354	426.01	30,225	30,651	31,077	31,503	31,929
7	27,445	2,168	392.36	27,837	28,229	28,622	29,014	29,407
6	25,277	1,997	361.36	25,638	25,999	26,361	26,722	27,083
5	23,280	1,839	332.81	23,613	23,945	24,278	24,611	24,944
4	21,441	1,694	306.52	21,747	22,054	22,360	22,667	22,973
3	19,747	1,560	282.30	20,029	20,311	20,594	20,876	21,158
2	18,187	1,437	260.00	18,447	18,707	18,967	19,227	19,487
1	16,750		239.46	16,989	17,229	17,468	17,708	17,947

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**PROPOSED SALARY SCALE FOR EXTRA LARGE CLASSIFICATION
(Fourth Tranche)**

Rank	Base	Rank Inc.	Step Inc.	STEP				
				1	2	3	4	5
20	90,000	7,190	1,302	91,302	92,605	93,907	95,210	96,512
19	82,810	6,616	1,198	84,008	85,206	86,405	87,603	88,802
18	76,194	6,087	1,103	77,296	78,399	79,502	80,604	81,707
17	70,106	5,601	1,015	71,121	72,136	73,150	74,165	75,179
16	64,505	5,154	934	65,439	66,372	67,306	68,239	69,173
15	59,352	4,742	859	60,211	61,070	61,929	62,788	63,646
14	54,610	4,363	790	55,400	56,191	56,981	57,771	58,562
13	50,247	4,014	727	50,974	51,701	52,429	53,156	53,883
12	46,233	3,694	669	46,902	47,571	48,240	48,909	49,578
11	42,539	3,399	616	43,155	43,770	44,386	45,002	45,617
10	39,140	3,127	566	39,707	40,273	40,840	41,406	41,973
9	36,013	2,877	521	36,535	37,056	37,577	38,098	38,619
8	33,136	2,647	480	33,616	34,095	34,575	35,054	35,534
7	30,489	2,436	441	30,930	31,371	31,813	32,254	32,695
6	28,053	2,241	406	28,459	28,865	29,271	29,677	30,083
5	25,812	2,062	374	26,185	26,559	26,932	27,306	27,679
4	23,750	1,897	344	24,093	24,437	24,781	25,124	25,468
3	21,852	1,746	316	22,168	22,485	22,801	23,117	23,433
	20,106	1,606	291	20,397	20,688	20,979	21,270	21,561
	18,500		268	18,768	19,035	19,303	19,571	19,839

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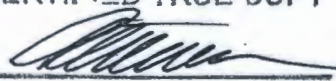
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**PROPOSED SALARY SCALE FOR MEGA LARGE CLASSIFICATION
(First Tranche)**

Rank	Base	Rank Inc.	Step Inc.	STEP				
				1	2	3	4	5
20	70,000	5,685	1,031	71,031	72,063	73,094	74,125	75,157
19	64,315	5,224	948	65,262	66,210	67,157	68,105	69,052
18	59,091	4,799	871	59,962	60,832	61,703	62,573	63,444
17	54,292	4,410	800	55,092	55,892	56,691	57,491	58,291
16	49,882	4,051	735	50,617	51,352	52,087	52,822	53,557
15	45,831	3,722	675	46,506	47,181	47,857	48,532	49,207
14	42,109	3,420	620	42,729	43,349	43,970	44,590	45,211
13	38,689	3,142	570	39,259	39,829	40,399	40,969	41,539
12	35,546	2,887	524	36,070	36,594	37,117	37,641	38,165
11	32,659	2,653	481	33,140	33,622	34,103	34,584	35,065
10	30,007	2,437	442	30,449	30,891	31,333	31,775	32,217
9	27,570	2,239	406	27,976	28,382	28,788	29,194	29,601
8	25,330	2,057	373	25,704	26,077	26,450	26,823	27,196
7	23,273	1,890	343	23,616	23,959	24,302	24,645	24,988
6	21,383	1,737	315	21,698	22,013	22,328	22,643	22,958
5	19,646	1,596	289	19,936	20,225	20,515	20,804	21,093
4	18,051	1,466	266	18,317	18,582	18,848	19,114	19,380
3	16,585	1,347	244	16,829	17,073	17,318	17,562	17,806
	15,238	1,238	224	15,462	15,687	15,911	16,136	16,360
	14,000		206	14,206	14,413	14,619	14,825	15,031

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
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**PROPOSED SALARY SCALE FOR MEGA LARGE CLASSIFICATION
(Second Tranche)**


Rank	Base	Rank Inc.	Step Inc.	STEP					
				1	2	3	4	5	
20	80,000	6,498	1,179	81,179	82,357	83,536	84,715	85,893	
19	73,502	5,970	1,083	74,585	75,668	76,751	77,834	78,917	
18	67,533	5,485	995	68,528	69,523	70,518	71,513	72,508	
17	62,048	5,039	914	62,962	63,876	64,790	65,704	66,619	
16	57,008	4,630	840	57,848	58,688	59,528	60,368	61,208	
15	52,378	4,254	772	53,150	53,922	54,693	55,465	56,237	
14	48,124	3,909	709	48,833	49,542	50,251	50,960	51,669	
13	44,216	3,591	651	44,867	45,518	46,170	46,821	47,473	
12	40,624	3,299	599	41,223	41,821	42,420	43,018	43,617	
11	37,325	3,031	550	37,875	38,425	38,975	39,525	40,074	
10	34,293	2,785	505	34,799	35,304	35,809	36,314	36,820	
9	31,508	2,559	464	31,972	32,437	32,901	33,365	33,829	
8	28,949	2,351	427	29,376	29,802	30,229	30,655	31,082	
7	26,598	2,160	392	26,990	27,382	27,774	28,165	28,557	
6	24,438	1,985	360	24,798	25,158	25,518	25,878	26,238	
5	22,453	1,824	331	22,784	23,114	23,445	23,776	24,107	
4	20,629	1,675	304	20,933	21,237	21,541	21,845	22,149	
3	18,954	1,539	279	19,233	19,512	19,792	20,071	20,350	
	U.P. LAW CENTER	17,414	1,414	257	17,671	17,928	18,184	18,441	18,697
	OFFICE of the NATIONAL ADMINISTRATIVE REGISTER	16,000		236	16,236	16,471	16,707	16,943	17,179
	Administrative Rules and Regulations								


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**PROPOSED SALARY SCALE FOR MEGA LARGE CLASSIFICATION
(Third Tranche)**

Rank	Base	Rank Inc.	Step Inc.	STEP				
				1	2	3	4	5
20	90,000	7,310	1,326	91,326	92,652	93,978	95,304	96,630
19	82,690	6,716	1,218	83,909	85,127	86,345	87,563	88,782
18	75,974	6,171	1,119	77,094	78,213	79,332	80,452	81,571
17	69,804	5,669	1,028	70,832	71,861	72,889	73,917	74,946
16	64,134	5,209	945	65,079	66,024	66,969	67,914	68,859
15	58,925	4,786	868	59,794	60,662	61,530	62,398	63,266
14	54,140	4,397	798	54,937	55,735	56,533	57,330	58,128
13	49,742	4,040	733	50,475	51,208	51,941	52,674	53,407
12	45,702	3,712	673	46,376	47,049	47,722	48,396	49,069
11	41,991	3,410	619	42,609	43,228	43,846	44,465	45,084
10	38,580	3,133	568	39,149	39,717	40,285	40,854	41,422
9	35,447	2,879	522	35,969	36,491	37,013	37,536	38,058
8	32,568	2,645	480	33,048	33,527	34,007	34,487	34,967
7	29,923	2,430	441	30,363	30,804	31,245	31,686	32,127
6	27,492	2,233	405	27,897	28,302	28,707	29,113	29,518
5	25,259	2,052	372	25,632	26,004	26,376	26,748	27,120
4	23,208	1,885	342	23,550	23,892	24,234	24,576	24,918
3	21,323	1,732	314	21,637	21,951	22,265	22,580	22,894
		1,591	289	19,880	20,168	20,457	20,746	21,034
		18,000	265	18,265	18,530	18,796	19,061	19,326

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**PROPOSED SALARY SCALE FOR MEGA LARGE CLASSIFICATION
(Fourth Tranche)**

Rank	Base	Rank Inc.	Step Inc.	STEP				
				1	2	3	4	5
20	100,000	8,122	1,473	101,473	102,947	104,420	105,893	107,367
19	91,878	7,462	1,354	93,232	94,585	95,939	97,293	98,646
18	84,416	6,856	1,244	85,660	86,903	88,147	89,391	90,634
17	77,560	6,299	1,143	78,702	79,845	80,988	82,131	83,273
16	71,260	5,788	1,050	72,310	73,360	74,410	75,460	76,510
15	65,473	5,318	965	66,437	67,402	68,367	69,331	70,296
14	60,155	4,886	886	61,041	61,928	62,814	63,700	64,586
13	55,269	4,489	814	56,084	56,898	57,712	58,527	59,341
12	50,780	4,124	748	51,529	52,277	53,025	53,773	54,521
11	46,656	3,789	687	47,344	48,031	48,718	49,406	50,093
10	42,867	3,482	632	43,498	44,130	44,761	45,393	46,025
9	39,385	3,199	580	39,965	40,546	41,126	41,706	42,287
8	36,186	2,939	533	36,720	37,253	37,786	38,319	38,852
7	33,247	2,700	490	33,737	34,227	34,717	35,207	35,697
6	30,547	2,481	450	30,997	31,447	31,897	32,347	32,797
5	28,066	2,279	413	28,480	28,893	29,307	29,720	30,134
4	25,787	2,094	380	26,166	26,546	26,926	27,306	27,686
3	23,692	1,924	349	24,041	24,390	24,739	25,088	25,438
	21,768	1,768	321	22,089	22,409	22,730	23,051	23,372
	20,000		295	20,295	20,589	20,884	21,179	21,473

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January 24, 2018

THE DIRECTOR

Office of the National Administrative Register
University of the Philippines Law Center
U.P Law Center, Diliman
Quezon City

Sir:

Pursuant to Book VII, Chapter 2, Section 3 of the 1987 Administrative Code of the Philippines, we are respectfully submitting to the U.P Law Center for filing, publication and recording the attached certified true copies of the **"REVISED 2018 SALARY SCALE FOR EC EMPLOYEES IN FOUR TRANCHES"** promulgated by the National Electrification Administration (NEA) in accordance with its authority under Section 5 of P.D. No. 269 as amended.

Thank you very much for the usual and kind assistance of the U.P Law Center.

Very truly yours.

ATTY. ALEXANDER PAUL T. RIVERA
Corporate Board Secretary V

