

## **[ NEA MEMORANDUM NO. 2008-007, May 12, 2008 ]**

### **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.