

[NEA MEMORANDUM NO. 2008-009, May 12, 2008]

**REVISED SALARY SCALE FOR ELECTRIC COOPERATIVE
EMPLOYEES**

I. PURPOSE

To upgrade the Salary Scale of employees of Electric Cooperatives in order to provide (hem with a competitive package for their services to keep them abreast with the prevailing compensation level in the industry, and help ECs maintain a high level of responsibility and accountability

The prevailing poverty threshold level as determined by the country's economic managers which, in part account for the minimum wages adopted by the Regional Wage Boards, plus three more prospective wage orders were considered as indices in the preparation of this package. Hence, this new issuance will bring about an upgraded pay scale for a majority of employees, particularly of ECs that meet the pre-requisites.

The promulgation of this memorandum shall provide any organization, government or private, and interested groups with an overall appreciation and mechanisms on how ECs determine their compensation scale. This is part as well that ensures full transparency of EC operations to the general public.

II. POLICY

It shall be the policy of this Office to establish a salary guide for EC Employees which I serve as a basis in providing just and equitable wages according to the cooperatives' classification and financial standing. In no case, however, shall the salaries of employees be lower than the minimum wage/salary provided by the Labor Code and/or set by the apartment of Labor and Employment (DOLE) Regional Wage Boards.

III. MECHANICS OF IMPLEMENTATION

1. Upon recommendation of management and after proper deliberation, the Board of Directors shall adopt through a Board Resolution, a revised salary schedule using the prescribed salary guide.
2. The Board Resolution together with the Plantilla of Personnel containing the existing and proposed salaries and a three-year projected cash flow shall be submitted to this Office for review and evaluation as to the EC's financial capability to implement and sustain the salary adjustments. The same should be submitted by the first semester of the year in compliance with NEA Memorandum No. 2006-023 dated 27 July 2006 "Submission on Required