



**BOARD RESOLUTION No. 15
Series of 2023**

APPROVING THE NEW SALARY STRUCTURE

WHEREAS, the Board of Trustees acknowledges the importance of compliance with government regulations and requirements, including wage orders issued by the Department of Labor and Employment (DOLE);

WHEREAS, the DOLE has recently issued a new wage order that mandates adjustments to the minimum wage rates applicable to our workforce;

WHEREAS, the Board recognizes the significance of fair and competitive compensation to attract and retain skilled and motivated employees;

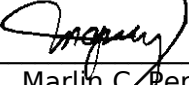
WHEREAS, the Board aims to ensure that the organization's salary structure aligns with the new wage order while maintaining the overall financial sustainability of the organization;

NOW, THEREFORE, the foregoing premises considered, be it **RESOLVED, AS IT IS HEREBY RESOLVED**, that the Board of Trustees hereby approve the implementation of a new salary structure in accordance with the Department of Labor and Employment Wage Order [NCR-24] dated June 26, 2023 effective July 16, 2023;

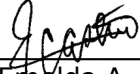
RESOLVED FURTHER, that the Human Resources in coordination with the Finance Department shall ensure that the necessary adjustments are made to payroll systems and records to reflect the changes in compensation accurately;

RESOLVED FINALLY, that the General Manager is directed to oversee the implementation of the new salary structure and to ensure that all affected employees are informed of the changes in a transparent and timely manner;

Adopted this 1st day of Spetember 2023 in Quezon City by the majority of the Trustees of the Association.




Marlin C. Perez
President



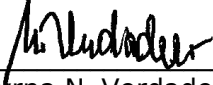
Emelda A. Castro
Treasurer



Jeronima C. Teodoro
Member



Nelly S. Vengano
Vice-President



Myrna N. Verdadero
Member



Sylvia Pijo
Member



gacoval

Atty. Maria Gettie Cleofe C. Sandoval
Independent Member

Philip P. Tũaño

Philip Arnold P. Tũaño
Independent Member

Attested by:

Whilmelita Pableo

Whilmelita Pableo
Board Secretary