



KASAGANA - KA
Mutual Benefit Association, Inc.

KASAGANA-KA Mutual Benefit Association, Inc.
Remuneration Committee Meeting

Via zoom
14 July 2022 9:00 am

Present Board Committee Members <ol style="list-style-type: none"> 1. Maria Cleofe Gettie C. Sandoval 2. Philip Arnold P. Tuaño 3. Marlin C. Perez Also Present: <ol style="list-style-type: none"> 1. Analyn A. Shih 2. Evelyn A. Lagmay 	<ul style="list-style-type: none"> - Chairperson, Independent Board Member - Committee Member, Independent Board Member - Committee Member, Board Adviser <ul style="list-style-type: none"> - Exec. Assistant - Finance Manager
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Topic	Discussion
Call to Order	The meeting started at 09:15 am. Chairperson Gettie Sandoval acknowledge the presence of the committee member of which all are present.
Agenda	<p>The agenda for the meeting was presented to the committee.</p> <ul style="list-style-type: none"> ▪ DOLE Wage Increase ▪ K-kabataan Assistance ▪ KMBA Performance Evaluation
Review of KSO Salary Scale	<p>Chairperson Gettie Sandoval presented to the committee the agenda and ask for any additional matters that needs to be discussed. Since there is no addition to the list of agenda, the meeting then proceed.</p> <p>Ms. Sandoval informed the committee on the new wage order number NCR-23 from the DOLE, which state the increase in minimum wage salary rate in the NCR from P11,814 to P12,540. This wage increase will have an impact on the financial statement of KMBA. FM said that since most of the employees of KMBA are already beyond the minimum wage, only the amount of minimum wage was change and there was no change in the formula and percentage. But since the salary scale is following a formula, there will be a general increase in wages for everyone so that the adjustments would not result to wage distortion. This increase in salary scale is used throughout the KSO. FM Eve was asked by committee member Philip Tuano to present a detailed schedule of the salary with corresponding government contributions for better appreciation on the next meeting. It is important to identify how much would be the total salary increase to include in the budget to present</p>



<p>KASAGANA-KA Mutual Benefit Association, Inc.</p>	<p>for board approval. Adjustment to the salary will be retroactive since the implementation took effect last June 4, 2022</p> <p>Committee member Marlin Perez also presented to the committee the K-kabataan assistance for 2022. This education assistance is given to qualified employees with students enrolled during the year, including the board and coordinators. Roughly estimate of P129,000.00 to be disbursed for the assistance. This will be presented on the board meeting for approval.</p> <p>The performance evaluation for all KMBA employees including the management covering January to June 2022. EA Analyn will facilitate the distribution of the forms and coordinates with the Satellite Office Manager for Accounts officers rating. The board will rate also the performance of the General Manager. The result will be announced on the next board meeting.</p>
<p>Adjournment</p>	<p>There being no other matter to discuss, the meeting ended at 10:25 am.</p>