



DEPARTMENT OF
ENVIRONMENT AND
NATURAL RESOURCES

DEC 11 1997

DENR SPECIAL ORDER
NO. 97 - 1442

SUBJECT: AUTHORIZING DENR PERSONNEL TO RECEIVE ADMINISTRATIVE BENEFITS FROM THE FORESTRY SECTOR PROJECT

In the interest of the service and in recognition of the efforts and assistance provided by the different DENR Field Offices as well as the personnel of some divisions at the DENR proper in the implementation of the Forestry Sector Project, the Project will be providing administrative benefits. Said benefits shall be given to those DENR personnel who actively participated in the implementation of the Project for the period January to October 1997.

The distribution of the benefits will be based on their level of participation and effort in the Project.

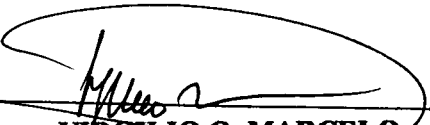
For Regional Operations, the following are entitled to received administrative benefits with their corresponding ceilings in consonance with the attached guidelines:

RED
RTD - Forestry
FRDD Chief
FRDD Technical Support
Regional Finance Chief
Regional Accountant
Regional Budget Officer
Regional Cashier
PENRO
CENRO
CENRO Technical Support
Site Coordinators


For Support Services at the Central Offices, the following Offices are entitled to said benefits and their corresponding allotment:

Office of the Undersecretary for Field Operations		P 137,000
Staff	P 17,000	
MV Kalikasan	100,000	
Mountain Eagle Helicopter	24,000	
Financial Management Services		30,000
NFDO		56,000
DBM		15,000

This Order shall take effect immediately.


VIRGILIO Q. MARCELO
Acting Secretary

Recommending Approval:


EVANGELINE C. CRUZADO
Program Director, NFDO

GUIDELINES IN THE ALLOCATION OF ADMINISTRATIVE BENEFITS FOR THE FORESTRY SECTOR PROJECT

In recognition of the efforts and assistance provided by the different DENR personnel whether in the region or at the central office, the Forestry Sector Project will be providing administrative benefits. However, due to the President's directive, issued first week of November, for all government agencies to initiate belt tightening measures because of the present state of our economy, this monthly benefits will be given only for the period January to October of this year.

In line with this, NFDO has identified set of parameters and formulated mathematical computations in order to arrive at the allocation of the administrative benefits. As a rule, the said benefits shall be given only to those who actively participated in the implementation of the Forestry Sector Project. The number of subprojects being implemented by each region shall also be a major consideration.

The following DENR field personnel, from the Region down to the subproject site level were identified to qualify and receive the administrative benefits to wit:

- a. Regional Executive Directors
- b. Regional Technical Director for Forestry
- c. FRDD Chief/ Head of CBFMO (whoever handles the FSP)
- d. Regional Technical Staff (at most 4 staff)
- e. Regional Finance Chief
- f. Regional Accountant
- g. Regional Budget Officer
- h. Cashier
- i. PENR Officer
- j. CENR Officer
- k. Site Coordinators
- l. CENRO Staff (members of CIC Team)

The range for the granting of incentives are as follows:

RED	600.00 - 1,200.00
RTD Forestry	400.00 - 1,000.00
FRDD or CBFMO Chief	200.00 - 800.00
Regional Administrative Support	
Finance Chief	200.00 - 400.00
Accountant	100.00 - 300.00
Cashier	100.00 - 300.00
Budget	100.00 - 300.00
PENRO	100.00 - 300.00
CENRO	300.00 - 400.00
FRDD or CBMO	
Technical Staff	150.00
CENRO Technical Staff	100.00
Site Coordinators	1,200.00

Site Coordinators will receive a fix P1,200 monthly incentive and will depend on the number of months he/she has served the subproject on a full time basis for the current year but for a maximum of ten (10) months only. CENRO personnel however, who are members of the CIC Team will be given the incentive only for a maximum of seven (7) months because the new guidelines requiring them to inspect the AO's and PO's accomplishments became effective only last March of this year.

Allocation for each region (see Annex A2) was arrived at using the assumptions formulated (refer to Annex A1). The regional distribution (Annex A3) for the administrative benefits of each site coordinators was prepared separately. However, the Regional Executive Director is given authority to deviate from the attached allocation as he sees necessary provided that the administrative benefit of site coordinators will not be changed and that the total benefits to be distributed will not exceed the amount allotted for the region.

A. ASSUMPTIONS USED TO DETERMINE DISTRIBUTION OF HONORARIA BASED ON NUMBER OF SUBPROJECTS
(Regional Office)

NO. OF SP	RED	RTD	FRDD/CBMO	REG.FIN. CHIEF	REG.ACCT	BUDGET OFF	CASHIER
< 5	600	400	200	200	100	100	100
6 TO 10	700	600	400	250	150	150	150
11 TO 15	800	700	500	300	200	200	200
16 TO 20	1,000	800	700	350	250	250	250
21 TO 25	1,200	1,000	800	400	300	300	300

B. PENRO

NO.OF SP	MONTHLY HON.
1 TO 3	100
4 TO 6	200
7 TO 9	300

C. CENRO

NO.OF SP	MONTHLY HON.
1 TO 2	300
3 TO 4	400
5 TO 7	500

D. FRDD/CBFMO TECHNICAL STAFF

Four (4) technical staff at P150.00/month

E. CENRO TECHNICAL STAFF

Three (3) technical staff at P100.00/month

ANNEX A 2

	No. of Months	CAR		R-1		R-2		R-3				
		Rate/month*	Total	Rate/month*	Total	Rate/month*	Total	Rate/month*	Total			
Regional Executive Director	10	1,200	12,000	800	8,000	1,000	10,000	800	8,000			
RTD - Forestry	10	1,000	10,000	700	7,000	800	8,000	700	7,000			
FRDD/CBFMO Chief	10	800	8,000	500	5,000	700	7,000	500	5,000			
FRDD Tech. Support (4)	10	450	4,500	450	4,500	450	4,500	450	4,500			
Regional Finance Chief	10	400	4,000	300	3,000	350	3,500	300	3,000			
Regional Accountant	10	300	3,000	200	2,000	250	2,500	200	2,000			
Regional Budget Officer	10	300	3,000	200	2,000	250	2,500	200	2,000			
Cashier	10	300	3,000	200	2,000	250	2,500	200	2,000			
			0									
SUB TOTAL			47,500	0	3,350	33,500	0	4,050	40,500	0	3,350	33,500
PENRO	10		0									
10 Benguet		200	2,000	Pangasinan	200	2,000	Isabela	200	2,000	Zambales	200	2,000
10 Mt. Province		200	2,000	La Union	100	1,000	Nueva Viscaya	200	2,000	Bataan	200	2,000
10 Abra		200	2,000	Ilocos Norte	200	2,000	Cagayan	200	2,000	Nueva Ecija	100	1,000
10 Apayao		100	1,000	Ilocos Sur	100	1,000	Quirino	100	1,000	Tarlac	200	2,000
10 Kaling		100	1,000			0			Pampanga	200	2,000	
10 Ifugao		100	1,000			0					0	
			0								0	
SUB TOTAL			9,000	0	600	6,000	0	700	7,000	0	900	9,000
			0									
CENROs			0									
10 Wangal		300	3,000	Alaminos	300	3,000	Alcala	300	3,000	Cabangan	300	3,000
10 Buguias		300	3,000	Dagupan	300	3,000	Solana	300	3,000	Masinloc	400	4,000
10 Pacdal		300	3,000	Urdaneta	400	4,000	Tuguegarao	300	3,000	Orani	300	3,000
10 Sabangan		400	4,000	Bagui	400	4,000	Cabagan	300	3,000	Bagac	400	4,000
10 Paraceles		300	3,000	Batac	300	3,000	Ilagan	400	4,000	Munos	300	3,000
10 Bangued		300	3,000	San Fernando	300	3,000	Bayombong	400	4,000	Talavera	300	3,000
10 Laganguilan		300	3,000	Candon	300	3,000	Dupax del Norte	400	4,000	Camiling	400	4,000
10 Luna		300	3,000			0	Diffun	300	3,000	Angeles	300	3,000
10 Tabuk		300	3,000			0	Nagtipunan	300	3,000			0
10 Pinukpuk		300	3,000			0						0
10 Lamut		400	4,000			0						0
			0			0						0
			0			0						0
CENRO Tech. (4)	7	3,300	23,100		2,100	14,700		2,700	18,900		2,400	16,800
SUB TOTAL			58,100	0	4,400	37,700	0	5,700	48,900	0	5,100	43,800
TOTAL			114,600	0	8,350	77,200	0	10,450	96,400	0	9,350	86,300

* Proportional to the number of Sites

** For Regions 4-A & 4-B.

	No. of Months	R-4		R-5		R-6		R-7					
		Rate/month*	Total	Rate/month*	Total	Rate/month*	Total	Rate/month*	Total				
Regional Executive Director	10	600	6,000	1,000	10,000	800	8,000	1,000	10,000				
RTD - Forestry	10	800**	8,000	800	8,000	700	7,000	800	8,000				
FRDD/CBFMO Chief	10	400**	4,000	700	7,000	500	5,000	700	7,000				
FRDD Tech. Support (4)	10	900**	9,000	450	4,500	450	4,500	450	4,500				
Regional Finance Chief	10	200	2,000	350	3,500	300	3,000	350	3,500				
Regional Accountant	10	100	1,000	250	2,500	200	2,000	250	2,500				
Regional Budget Officer	10	100	1,000	250	2,500	200	2,000	250	2,500				
Cashier	10	100	1,000	250	2,500	200	2,000	250	2,500				
SUB TOTAL		0	3,200	32,000	0	4,050	40,500	0	3,350	33,500	0	4,050	40,500
PENRO	10												
	10	Laguna	100	1,000	Albay	100	1,000	Aklan	200	2,000	Bohol	100	1,000
	10	Batangas	100	1,000	Camarines Sur	200	2,000	Antique	100	1,000	Cebu	200	2,000
	10	Quezon	100	1,000	Camarines Norte	100	1,000	Capiz	100	1,000	Negros. Orr.	300	3,000
	10	Palawan	100	1,000	Catanduanes	100	1,000	Iloilo	100	1,000			
	10	Marinduque	100	1,000	Sorsogon	100	1,000	Negros Occ.	200	2,000			
	10	Mindoro Occ.	100	1,000	Masbate	100	1,000						
SUB TOTAL		0	600	6,000	0	700	7,000	0	700	7,000	0	600	6,000
CENROs													
	10	Los Banos	300	3,000	Legaspi	400	4,000	Calibo	400	4,000	Argao	300	3,000
	10	Lemery	300	3,000		400	4,000	Culasi	300	3,000	Ayungon	500	5,000
	10	Quzon	300	3,000	Naga	400	4,000	Capiz	300	3,000	Talibaon	400	4,000
	10	Puerto Princesa	300	3,000	Sorsogon	300	3,000	Kabankalan	300	3,000	Dumaguete	400	4,000
	10	Calapan	300	3,000	Daet	500	5,000	Cadiz	300	3,000	Cebu	400	4,000
	10	Sta. Cruz	300	3,000	Virac	300	3,000	Bacolod	400	4,000			
	10	Coron	300	3,000	Mobo	300	3,000	Iloilo	300	3,000			
	10		0	0		0	0						
	10		0	0		0	0						
	10		0	0		0	0						
	10		0	0		0	0						
	10		0	0		0	0						
	10		0	0		0	0						
CENRO Tech. (4)	7	2,100	14,700	2,100	2,100	14,700	2,100	14,700	1,500	10,500			
SUB TOTAL		0	4,200	35,700	2,100	4,700	40,700	0	4,400	37,700	0	3,500	30,500
TOTAL		0	8,000	73,700	2,100	9,450	88,200	0	8,450	78,200	0	8,150	77,000

* Proportional to the number of Sites

** For Regions 4-A & 4-B.

	No. of Months	R-8		R-9		R-10		R-11					
		Rate/month*	Total	Rate/month*	Total	Rate/month*	Total	Rate/month*	Total				
Regional Executive Director	10	1,000	10,000	800	8,000	700	7,000	1,200	12,000				
RTD - Forestry	10	800	8,000	700	7,000	600	6,000	1,100	11,000				
FRDD/CBFMO Chief	10	700	7,000	500	5,000	400	4,000	800	8,000				
FRDD Tech. Support (4)	10	450	4,500	450	4,500	450	4,500	450	4,500				
Regional Finance Chief	10	350	3,500	300	3,000	250	2,500	400	4,000				
Regional Accountant	10	250	2,500	200	2,000	150	1,500	300	3,000				
Regional Budget Officer	10	250	2,500	200	2,000	150	1,500	300	3,000				
Cashier	10	250	2,500	200	2,000	150	1,500	300	3,000				
SUB TOTAL		0	4,050	40,500	0	3,350	33,500	0	2,850	28,500	0	4,850	48,500
PENRO	10												
	10	Biliran	100	1,000	Zamboanga del Norte	100	1,000	Bukidnon	100	1,000	Saranggani	200	2,000
	10	Leyte	300	3,000	Zamboanga del Sur	300	3,000	Misamis Orr.	100	1,000	Davao del Sur	200	2,000
	10	S. Leyte	100	1,000			0		0	0	Davao del Norte	200	2,000
	10	Samar	100	1,000			0		0	0	Davao Oriental	200	2,000
	10	E. Samar	200	2,000			0		0	0	S. Cotabato	100	1,000
	10	N. Samar	100	1,000			0		0				
SUB TOTAL	10	0	900	9,000	0	400	4,000	0	200	2,000	0	900	9,000
CENROs													
	10	Naval	300	3,000	Liloy	300	3,000	Don Carlos	300	3,000	Glan	400	4,000
	10	Ormoc	400	4,000	Dipolog	300	3,000	Pangantukan	300	3,000	Davao	400	4,000
	10	Borongan	300	3,000	Zamboanga City	300	3,000	Gingoog	300	3,000	Panabo	400	4,000
	10	San Juan	300	3,000	Ipil	300	3,000	Cagayan de Oro	300	3,000	Lupon	300	3,000
	10	Tacloban	400	4,000	Buug	300	3,000	Malaybalay	300	3,000	Baganga	300	3,000
	10	Basey	300	3,000			0		0	0	Kiamba	400	4,000
	10	Maasin	300	3,000			0		0	0	Manay	300	3,000
	10	Dolores	400	4,000			0		0	0	Gen. Santos	300	3,000
	10	Laoang	300	3,000			0		0	0	Malita	300	3,000
	10										Digos	300	3,000
	10										Tagum	300	3,000
	10												0
	10												0
CENRO Tech. (4)	7		2,700	18,900		1,500	10,500		1,500	10,500		3,300	23,100
SUB TOTAL		0	5,700	48,900	0	3,000	25,500	0	3,000	25,500	0	7,000	60,100
TOTAL		0	10,650	98,400	0	6,750	63,000	0	6,050	56,000	0	12,750	117,600

* Proportional to the number of Sites

** For Regions 4-A & 4-B.

	No. of Months	R-12		R-13		ARMM		TOTAL			
		Rate/month*	Total	Rate/month*	Total	Rate/month*	Total				
Regional Executive Director	10	800	8,000	800	8,000	Secretary	600	6,000	131,000		
RTD - Forestry	10	700	7,000	700	7,000	Dir. Tiburon	400	4,000	113,000		
FRDD/CBFMO Chief	10	500	5,000	500	5,000			0	82,000		
FRDD Tech. Support (4)	10	450	4,500	450	4,500		450	4,500	72,000		
Regional Finance Chief	10	300	3,000	300	3,000		200	2,000	46,500		
Regional Accountant	10	200	2,000	200	2,000		100	1,000	31,500		
Regional Budget Officer	10	200	2,000	200	2,000		100	1,000	31,500		
Cashier	10	200	2,000	200	2,000		100	1,000	31,500		
SUB TOTAL		0	3,350	33,500	0	3,350	33,500	0	1,950	19,500	539,000
PENRO	10										
	10	Cotabato	100	1,000	Agusan del Norte	300	3,000	Maguindanao	100	1,000	23,000
	10	N. Cotabato	300	3,000	Agusan del Sur	200	2,000	Lanao del Sur	100	1,000	28,000
	10	Sultan Kudarat	100	1,000	Surigao del Norte	100	1,000	Tawi-tawi	100	1,000	19,000
	10	Lanao del Norte	100	1,000							12,000
	10										10,000
	10										4,000
	10										0
SUB TOTAL		0	600	6,000	0	600	6,000	0	300	3,000	96,000
CENROs											
	10	Kolabugan	300	3,000	Butuan	400	4,000	Malabay	300	3,000	49,000
	10	Iligan	300	3,000	Cabadbaran	400	4,000	Maganoy	300	3,000	52,000
	10	Midsayap	400	4,000	Bayugan	400	4,000	Bungao	300	3,000	51,000
	10	Kidapawan	300	3,000	San Francisco	300	3,000	Datu Piang	300	3,000	49,000
	10	Tacurong	300	3,000	Surigao	300	3,000				47,000
	10	Kalamansig	300	3,000							33,000
	10			0							29,000
	10			0							16,000
	10			0							12,000
	10			0							6,000
	10			0							7,000
	10			0							0
	10			0							0
CENRO Tech. (4)	7		1,800	12,600		1,500	10,500		1,200	8,400	222,600
SUB TOTAL		0	3,700	31,600	0	3,300	28,500	0	2,400	20,400	573,600
TOTAL		0	7,650	71,100	0	7,250	68,000	0		42,900	1,208,600

* Proportional to the number of Sites

** For Regions 4-A & 4-B.

BASIS OF HONORARIUM
For Site Coordinators

ANNEX A3

REGION	SUBPROJECT TITLE	NAME OF SITE COORDINATOR	Date CO was Awarded	Rate Per Month	No. of Site Coordinator	Actual Date Site Coord. Assumed in the Subproject	No. of Mos. Site Coord. Assumed in the SP	Total Amount	
CAR	Ansagan Reforestation Subproject	Rodrigo Agno	Dec. 1996	1,200.00	1	Dec-94	10	12,000.00	
	Bunga Reforestation Subproject	Gerry Gaddi	Dec. 29, 1994	1,200.00	1	Dec-94	10	12,000.00	
	Dona Loreta-Swan Reforestation Subproject	Ruben Ruminguet	Nov. 1995	1,200.00	1	Nov-96	10	12,000.00	
	Nagtipulan Reforestation Subproject	Robert Bonbon	Dec. 27, 1995	1,200.00	1	Dec-95	10	12,000.00	
	Nagaperan Reforestation Subproject	Peter Fuller	Jan. 1997	1,200.00	1	Jan-96	10	12,000.00	
	Pasnadan Reforestation Subproject	Fausto Dominguez		1,200.00	1	Sep-96	10	12,000.00	
	Cabitan Reforestation Subproject	Cesar Kitayan	Oct. 15, 1996	1,200.00	1	Oct-96	10	12,000.00	
	Natonin Reforestation Subproject	Benito Awao	July 2, 1996	1,200.00	1	Oct-96	10	12,000.00	
	Kitap-an Reforestation Subproject	Anastacio Puyongan	Dec. 1996	1,200.00	1	Mar-97	8	9,600.00	
	Buringal Reforestation Subproject	Florencio Balog-an	Dec. 1996	1,200.00	1	Mar-97	8	9,600.00	
	Sagubo Reforestation Subproject	Arthur Maranes	Apr. 4, 1997	1,200.00	1	Mar-97	8	9,600.00	
	Lhwan West Reforestation Subproject	Segundo Tacwigan	Apr. 4, 1997	1,200.00	1	Mar-97	8	9,600.00	
	Nunahatan Watershed Rehab. Subproject	Nestor Baccay	Jan. 15, 1996	1,200.00	1	Jan-96	10	12,000.00	
	Bannao Watershed Rehabilitation Subproject	Domingo Dahoy	Dec. 30, 1994	1,200.00	1	Jan-96	10	12,000.00	
	Karao Watershed Rehabilitation Subproject	Ramil P. Windo	June 17, 1996	1,200.00	1	Jan-97	10	12,000.00	
	Cawagayan-Mapaco Watershed Rehab. Subproject	Nelson Nicolas	Oct. 15, 1996	1,200.00	1	Oct-96	10	12,000.00	
	Ammacian Watershed Rehabilitation Subproject	Noel Barrientos	Apr. 1997	1,200.00	1	Mar-97	8	9,600.00	
	Ablag CFP Subproject		Dec. 1996	1,200.00	1	Mar-97	8	9,600.00	
	Subagan CFP Subproject	Rogelio Beljarjo	June 1997	1,200.00	1	Mar-97	8	9,600.00	
	Calanasan CFP Subproject		Dec. 1996	1,200.00	1	Mar-97	8	9,600.00	
	* Itogon Watershed (OECF)	Imelda B. Cesiwan	Dec. 9, 1996	1,200.00	3	Dec-96	10	36,000.00	
	* Magat Watershed (Lamut and Mayaoyao)	Joseph Mauting	Dec. 31, 1996 and Mar. 26, 1997	1,200.00	1	Jan-97	10	12,000.00	
				1,200.00	1	Mar-97	8	9,600.00	
		Sub-Total				25			278,400.00

**BASIS OF HONORARIUM
For Site Coordinators**

REGION	SUBPROJECT TITLE	NAME OF SITE COORDINATOR	Date CO was Awarded	Rate Per Month	No. of Site Coordinator	Actual Date Site Coord. Assumed in the Subproject	No. of Mos. Site Coord. Assumed in the SP	Total Amount
I	Bugallon Reforestation Subproject	Evangeline Aquino	July 3, 1994	1,200.00	1	Apr-96	10	12,000.00
	Dassy Reforestation Subproject	Domingo Abansal	Dec. 27, 1996	1,200.00	1	Aug-96	10	12,000.00
	Lettac Sur Reforestation Subproject	Antonio Castillo	May 7, 1996	1,200.00	1	Aug-96	10	12,000.00
	Sioasio Reforestation Subproject	Mario Tingco	May 10, 1996	1,200.00	1	May-96	10	12,000.00
	Dumaineq Reforestation Subproject	Jaime Agcaolii	Apr. 30, 1996	1,200.00	1	Jul-96	10	12,000.00
	Natividad Watershed Rehabilitation	Lolita Siabeba	Jan. 1994	1,200.00	1	Jan-97	10	12,000.00
	Dumaineq CFP Subproject	Florodelina B. Ramoran	Mar. 13, 1997	1,200.00	1	Jan-97	10	12,000.00
	San Roque Watershed (OECF)	Marita B. Garces	Dec. 23, 1996	1,200.00	2	Aug-96	10	24,000.00
	Sub-Total					9		
II	Nanaguan Reforestation Subproject	Rodante Galemay	April 13, 1996	1,200.00	1	May-96	10	12,000.00
	Banla Watershed Rehabilitation Subproject	Gilbert Ramajo	Mar. 6, 1996	1,200.00	1	May-96	10	12,000.00
	Bitag Grande Reforestation	Roman Cepili		1,200.00	1	Dec-96	10	12,000.00
	Bulagao Reforestation Subproject	Eduardo Soriano	Dec. 1, 1994	1,200.00	1	Jun-96	10	12,000.00
	Binatog Reforestation Subproject	Nelson Acob	Dec. 18, 1996	1,200.00	1	May-96	10	12,000.00
	Binong Reforestation Subproject	Reynaldo Nacion	June 28, 1996	1,200.00	1	May-96	10	12,000.00
	Balele Reforestation Subproject	Romeo T. Banca	June 30, 1996	1,200.00	1	May-97	6	7,200.00
	Sangbay Reforestation Subproject	Isagani Viro	July 27, 1996	1,200.00	1	Aug-97	3	3,600.00
	Bakunganag Reforestation Subproject	Emeterio Peralta	Mar. 14, 1996	1,200.00	1	Mar-97	8	9,600.00
	Dagupan Watershed Rehabilitation	Godfrey Lopez		1,200.00	1	Aug-97	3	3,600.00
	Maspi East CFP Subproject	Alexander Catindoy		1,200.00	1	Jan-97	10	12,000.00
	VIVANARA CFP Subproject	Jose Seguilot		1,200.00	1	May-96	10	12,000.00
	Quibal CFP (Expansion) Subproject	Expedito Aggabao		1,200.00	1	Jan-97	10	12,000.00
	San Manuel - Victoria CFP Subproject	Rogelio dela Cruz		1,200.00	1	Jan-97	10	12,000.00
	Kadikitan CFP Subproject	Maximo Domingo		1,200.00	1	May-97	6	7,200.00
	Magat Watershed (Dumayop Sub-watershed)	Manolito dela Cruz	Mar. 17, 1997	1,200.00	1	Mar-97	8	9,600.00
Sub-Total					16			160,800.00

**BASIS OF HONORARIUM
For Site Coordinators**

REGION	SUBPROJECT TITLE	NAME OF SITE COORDINATOR	Date CO was Awarded	Rate Per Month	No. of Site Coordinator	Actual Date Site Coord. Assumed in the Subproject	No. of Mo. Site Coord. Assumed in the SP	Total Amount
III	Uacon Reforestation Subproject and Sta. Cruz Watershed Subproject	Bernardo Pimentel	Dec. 12, 1984 and Sept. 18, 1993	1,200.00	1	Dec-84	10	12,000.00
	Ibia Reforestation Subproject	Bienvenido Martin	Sept. 9, 1996	1,200.00	1	Dec-84	10	12,000.00
	Parang Reforestation Subproject	Bienvenido Martin	Sept. 12, 1995	1,200.00	1	Jul-95	10	12,000.00
	Digmala - Calesnan Reforestation	Nathaniel Castaneda	Dec.28, 1995	1,200.00	1	Dec-95	10	12,000.00
	Mambog Reforestation Subproject	Jose Gelacio	Dec.28, 1995	1,200.00	1	Dec-95	10	12,000.00
	Labney Reforestation Subproject	Arcadio Seplaco	Feb. 23, 1996	1,200.00	1	Mar-97	8	9,600.00
	Bigbiga Reforestation Subproject	Mariano Miguel	Sept. 30, 1996	1,200.00	1	Apr-96	10	12,000.00
	Piut Watershed Rehabilitation	Antonio Labuguen	Dec. 22, 1984	1,200.00	1	Dec-94	10	12,000.00
	Sepang Bato Watershed		June 30, 1997		1			
	Sub-Total				9			93,600.00
IV-B	Ik-ba Reforestation Subproject	Cesar Santos	Nov. 1995	1,200.00	1	Feb-97	9	10,800.00
	Nsampsas Watershed Rehabilitation Subproject	Florencio Pastoral	Mar. 31, 1997	1,200.00	1	Jan-97	10	12,000.00
	Sub-Total				2			22,800.00
V	Sibaguan Reforestation Subproject	Guillermo Orden	Nov. 29, 1995	1,200.00	1	Nov-95	10	12,000.00
	Mabog Reforestation Subproject	Mertie Timola	Nov. 30, 1995	1,200.00	1	Nov-95	10	12,000.00
	Minalabao-San Fernando Reforestation Subproject	Teodulo Santos	June 18, 1996	1,200.00	1	Jun-96	10	12,000.00
	Lanot Reforestation Subproject	Rudy Fulgueras	June 3, 1996	1,200.00	1	Jun-96	10	12,000.00
	Rapu-Rapu Reforestation Subproject	Pedro Delloro	June 3, 1996	1,200.00	1	Nov-96	10	12,000.00
	Bula Reforestation Subproject	Armando Ornelida	June 18, 1996	1,200.00	1	Jun-96	10	12,000.00
	San Andres Reforestation Subproject		Oct. 1, 1996	1,200.00	1	Oct-96	-	-
	Caramoan Reforestation Subproject	Marciano Magpantay	Nov. 12, 1996	1,200.00	1	Nov-96	10	12,000.00
	Tulay na Lupa Watershed Rehab. Subproject	Jomar Laroza	Dec. 22, 1994	1,200.00	1	Sep-95	10	12,000.00
	Labo-Capalonga CFP Subproject	Ricardo Ramos, Jr.	Nov. 4, 1994	1,200.00	1	Dec-94	10	12,000.00
	Sta. Elena CFP Subproject	Edgerdo Sapin	Nov. 8, 1994	1,200.00	1	Dec-94	10	12,000.00
	Himanag-Sipaco CFP Subproject	Declito Gemao	Sept. 30, 1996	1,200.00	1	Nov-96	10	12,000.00
	Mercedes CFP Subproject	Rolando J. Garcia	Mar. 30, 1997	1,200.00	1	Mar-97	7	8,400.00
		Sub-Total				13		

**BASIS OF HONORARIUM
For Site Coordinators**

REGION	SUBPROJECT TITLE	NAME OF SITE COORDINATOR	Date CO was Awarded	Rate Per Month	No. of Site Coordinator	Actual Date Site Coord. Assumed in the Subproject	No. of Moe. Site Coord. Assumed in the SP	Total Amount
VI	Libacao Reforestation Subproject	Evelyn Pajantoy	Dec. 29, 1994	1,200.00	1	Jul-97	4	4,800.00
	Tibiao Reforestation Subproject	Rufino Gante	Dec. 29, 1995	1,200.00	1	May-96	10	12,000.00
	Catiling & Line-on Reforestation Subproject	Raymundo Ilegan	Mar. 3, 1997	1,200.00	1	Jun-97	5	6,000.00
	Nabas Reforestation Subproject	Yuri Aborea	Dec. 1996	1,200.00	1	Feb-97	9	10,800.00
	Candoni Reforestation Subproject	Asuncion Santosendes	May 8, 1996	1,200.00	1	Jun-97	5	6,000.00
	E.B. Magalona Reforestation	Virgilio Tual	Dec. 1996	1,200.00	1	Aug-97	3	3,600.00
	Madilag Watershed Rehabilitation Subproject	Alejandro Goboy	Dec. 29, 1995	1,200.00	1	Jan-96	10	12,000.00
	Don Salvador Benedicto Watershed Rehab. SP		Mar. 7, 1996	1,200.00	1	Feb-97	9	10,800.00
	Barbaza Watershed Rehabilitation Subproject	Felix Abraham	Mar. 7, 1996	1,200.00	1	Apr-97	7	8,400.00
	Malinao CFP Subproject	Charlemagne Eremedio	Dec. 1996	1,200.00	1	Jan-97	10	12,000.00
	Don Salvador Benedicto CFP Subproject	Rosario Leutero		1,200.00	1	Feb-97	9	10,800.00
	Sub-Total				11			97,200.00
VII	Bojcon Reforestation Subproject	Percival Fiel	Dec. 6, 1995	1,200.00	1	Jun-95	10	12,000.00
	Guinalaban Reforestation Subproject	Laemie Camano	Dec. 6, 1995	1,200.00	1	May-96	10	12,000.00
	Mabunao Reforestation Subproject	Mario Liens	Dec. 27, 1995	1,200.00	1	Aug-96	10	12,000.00
	Candjay Reforestation Subproject	Feladello Dumawig	Dec. 27, 1995	1,200.00	1	Feb-97	9	10,800.00
	Mantiquil Reforestation Subproject	Illuminado Abella	Dec. 20, 1996		1			-
	Tuburan Reforestation Subproject		Dec. 27, 1996		1			-
	Sto. Nino-Cabasakan Reforestation Subproject	Aiceto Sevares		1,200.00	1	Feb-97	9	10,800.00
	Can-ukban Reforestation Subproject	Marjorie delos Reyes	Dec. 26, 1996	1,200.00	1	Jan-97	10	12,000.00
	Libs-ong Reforestation Subproject		Oct. 31, 1996		1			-
	Nakundan Reforestation Subproject	Esther Nicoles	Mar. 12, 1997	1,200.00	1	Jan-97	10	12,000.00
	Mabato-Candansay CFP Subproject	Celerino Boja, Jr.	Jan. 16, 1997	1,200.00	1	May-97	6	7,200.00
	Candabong CFP Subproject	Danilo Leudo	Jan. 25, 1997	1,200.00	1	Jun-97	5	6,000.00
	Sta. Catalina CFP Subproject	Jacinto Mari	Mar. 30, 1997	1,200.00	1	Feb-97	9	10,800.00
	Enrique Villanueva CFP Subproject	Dionesio Babiera	Mar. 30, 1997	1,200.00	1	Jul-97	4	4,800.00
	Mananga- Kotkot Watershed (OECF)	Lucio Caneta	Jan. 31, 1997	1,200.00	4	Jun-97	5	24,000.00
	Sub-Total				18			134,400.00

**BASIS OF HONORARIUM
For Site Coordinators**

REGION	SUBPROJECT TITLE	NAME OF SITE COORDINATOR	Date CO was Awarded	Rate Per Month	No. of Site Coordinator	Actual Date Site Coord. Assumed in the Subproject	No. of Mos. Site Coord. Assumed in the SP	Total Amount
VIII	Puting Bato Reforestation Subproject	Allen Cebuano	Dec. 7, 1995	1,200.00	1	Jun-97	5	6,000.00
	Santol Reforestation Subproject	Marisa Canona	Dec. 7, 1995	1,200.00	1	Jul-97	4	4,800.00
	Sta. Cruz Reforestation Subproject	Nelson Palo	Oct. 9, 1996		1			-
	Hernani Reforestation Subproject	Dorinda Legion-Jabro	Dec. 16, 1996	1,200.00	1	Jun-97	5	6,000.00
	Matalom - Massin Reforestation Subproject	Jonathan Hijeda	Dec. 10, 1996		1			-
	Loog Watershed Rehabilitation Subproject	Elpidion Cabehit Jr.	Aug. 20, 1996	1,200.00	1	Apr-97	7	8,400.00
	Cabibihan-Villa Vicenta CFP Subproject	Mario Guya	Mar. 30, 1995	1,200.00	1	Aug-97	3	3,600.00
	Taft CFP Subproject	Joseph Anector	Apr. 3, 1997	1,200.00	1	May-97	6	7,200.00
	Oras CFP Subproject	Nonito Ardidon	Mar. 30, 1997	1,200.00	1	Jul-97	4	4,800.00
	Maslog CFP Subproject	Leah Torres	July 12, 1996	1,200.00	1	Mar-97	8	9,600.00
	Kahupian CFP Subproject	Edilberto Alcarde	Mar. 30, 1997	1,200.00	1	Jun-97	5	6,000.00
	San Rafael CFP Subproject	Arnulfo Calim	Mar. 30, 1997	1,200.00	1	Jul-97	4	4,800.00
		Sub-Total				12		
IX	Damilok-Busyawan Reforestation	Jose Angelo Mapugnon	Dec. 13, 1994	1,200.00	1	Aug-97	3	3,600.00
	Lukuan Reforestation Subproject	Teodo Paulino Jr.	Apr. 12, 1996	1,200.00	1	Apr-96	10	12,000.00
	Ditay Reforestation Subproject	Leo Villaruben	Mar. 30, 1997	1,200.00	1	Jun-97	5	6,000.00
	Bayanihan CFP Subproject	Dionisia Rago	Mar. 30, 1997	1,200.00	1	Jun-97	10	12,000.00
	Bayog Watershed		Apr. 10, 1997	1,200.00	1	Apr-97	7	8,400.00
	Sisay-Datu Tumanggong Watershed SP	Orlando Villas	July 1997	1,200.00	1	Aug-97	3	3,600.00
	Sub-Total				6			45,600.00
X	Palacepo-East Delurong RSP	Allen Flores	May 20, 1996	1,200.00	1	May-96	10	12,000.00
	Putangui Watershed (OECF) Valencia	Larry Castanea	Aug. 30, 1996	1,200.00	1	Aug-96	10	12,000.00
	Putangui Watershed (OECF) Halapitan			1,200.00	1	Jan-97	10	12,000.00
	Sub-Total				3			36,000.00

BASIS OF HONORARIUM
For Site Coordinators

REGION	SUBPROJECT TITLE	NAME OF SITE COORDINATOR	Date CO was Awarded	Rate Per Month	No. of Site Coordinator	Actual Date Site Coord. Assumed in the Subproject	No. of Mos. Site Coord. Assumed in the SP	Total Amount
XI	B'lean Reforestation Subproject	Wennie Vergara	Nov. 19, 1995	1,200.00	1	Oct-97	1	1,200.00
	Bantol Reforestation Subproject	Fernando Guiao	Apr. 25, 1996	1,200.00	1	Sep-96	10	12,000.00
	Kibala Reforestation Subproject	Andres Sua	June 8, 1996	1,200.00	1	Jun-96	10	12,000.00
	Mabuhay Reforestation Subproject	Emmanuel Dapit	Apr. 25, 1996	1,200.00	1	Aug-96	10	12,000.00
	Malgang Reforestation Subproject	Ruperto Pascua	June 26, 1996	1,200.00	1	Jun-96	10	12,000.00
	Pongpong Reforestation Subproject	Constantine Sanchez	Mar. 10, 1996	1,200.00	1	Jan-97	10	12,000.00
	Bacungan Reforestation Subproject	Demonthenes Amaga	June 24, 1996	1,200.00	1	Aug-96	10	12,000.00
	Kinawayan Reforestation Subproject	Ruben Sawit	Mar. 30, 1997	1,200.00	1	Sep-97	2	2,400.00
	Libuganon Watershed Rehabilitation Subproject	Nestor Pibtos	June 30, 1996	1,200.00	1	Oct-97	1	1,200.00
	Miasong Watershed Rehabilitation Subproject	Leonardo Caballero	May 21, 1996	1,200.00	1	Mar-97	8	9,600.00
	Kipaliko Watershed Rehabilitation Subproject	Mario Leo Doronio	Apr. 25, 1996	1,200.00	1	Apr-96	10	12,000.00
	New Bataan CFP Subproject	Nelson Coloma	Mar. 30, 1997	1,200.00	1	Aug-97	3	3,600.00
	Marayag CFP Subproject	Teodorico Julogan	Mar. 30, 1997	1,200.00	1	Mar-97	8	9,600.00
	Taytayan CFP Subproject	Alfredo Salinas	Mar. 30, 1997	1,200.00	1	Sep-97	2	2,400.00
	Binondo CFP Subproject	Emmanuel Arreza	Mar. 30, 1997	1,200.00	1	Sep-97	2	2,400.00
	Lumasaí CFP Subproject	Numbraan Mangecop	Mar. 30, 1997	1,200.00	1	Sep-97	2	2,400.00
	Maitum CFP Subproject	Elpidio Doctor	Mar. 30, 1997	1,200.00	1	Sep-97	2	2,400.00
	Caraga CFP Subproject	Morito Cedeno	Mar. 30, 1997	1,200.00	1	Mar-97	8	9,600.00
	Marilog CFP Subproject	Ather Veradio	Mar. 30, 1997	1,200.00	1	Jul-7	4	4,800.00
		Sub-Total				19		

**BASIS OF HONORARIUM
For Site Coordinators**

REGION	SUBPROJECT TITLE	NAME OF SITE COORDINATOR	Date CO was Awarded	Rate Per Month	No. of Site Coordinator	Actual Date Site Coord. Assumed in the Subproject	No. of Mos. Site Coord. Assumed in the SP	Total Amount
XII	Sendig Reforestation Subproject	Mitumug Ambola	June 13, 1995	1,200.00	1	Oct-95	10	12,000.00
	Pamantingan Reforestation Subproject	Rodolfo Pelegrino	Dec. 27, 1995	1,200.00	1	Dec-95	10	12,000.00
	Nangan Reforestation Subproject	Datu Malao Mantawil	Dec. 27, 1995	1,200.00	1	Dec-96	10	12,000.00
	Salaman Reforestation Subproject	Francisco Acielo	Jan. 10, 1997	1,200.00	1	Jan-97	10	12,000.00
	Libungan Watershed Rehabilitation Subproject	Candin Maliced	July 1, 1995	1,200.00	1	Jul-95	10	12,000.00
	Columbio Watershed Rehabilitation Subproject	Arsenio dela Cruz	July 17, 1995	1,200.00	1	Jul-95	10	12,000.00
	Sub-Total					6		
XIII	Bonbon Reforestation Subproject	Delia Abe-abe	Aug. 18, 1995	1,200.00	1	Feb-97	9	10,800.00
	Nongnong Reforestation Subproject	Edwin Mollaneda	Nov. 17, 1995	1,200.00	1	Dec-95	10	12,000.00
	Sta. Maria - Magkalape Reforestation Subproject	Francisco Etom	Nov. 17, 1995	1,200.00	1	Dec-95	10	12,000.00
	Budlingin-Camp Edward Reforestation Subproject	Jaime Degani	Sept. 25, 1996	1,200.00	1	Oct-96	10	12,000.00
	Bakingting Reforestation Subproject	Gregorio Bayotan	Sept. 25, 1996	1,200.00	1	Oct-96	10	12,000.00
	Mt. Carmel CFP Subproject	Dan Yanes			1			-
	Lake Mainit Watershed				1			-
Sub-Total					7			58,800.00
ARMM	Labungan Reforestation Subproject	Muhammed Akmad	Feb. 11, 1997	1,200.00	1	Mar-97	8	9,600.00
	Madamba Reforestation Subproject	Zaidar Bato	Feb. 28, 1997	1,200.00	1	Mar-97	8	9,600.00
	Languyan Reforestation Subproject	Dina Weja	Sept. 16, 1996	1,200.00	1	Oct-96	10	12,000.00
	Kabunian Watershed (OECF)		July 21, 1997	1,200.00	1	Aug-97	3	3,600.00
Sub-Total					4			34,800.00
GRAND TOTAL					160			1,553,400.00