



**DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES
KAGAWARAN NG KAPALIGIRAN AT LIKAS YAMAN**



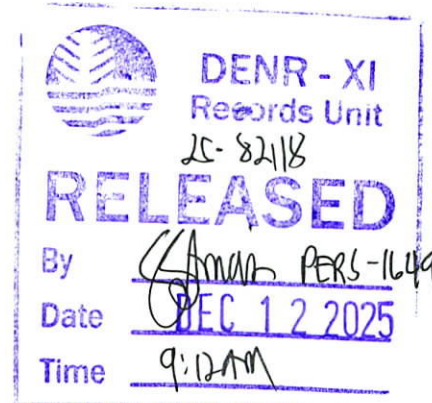
December 4, 2025

MEMORANDUM

FOR/TO : All ARDs
All PENR Officers
All CENR Officers
All PASUs
All Regional Office Division Chiefs
The Head Executive Assistant
This Region

FROM : The Regional Executive Director
DENR XI, Km. 7, Lanang, Davao City

SUBJECT : Latest Salary Standard Table for Contract of Services (COS),
Revised as of December 1, 2025



This Office respectfully provides the Revised Salary Standard Table for Contract of Services (COS), as discussed and approved during the online meeting held on December 1, 2025.

All renewals of COS personnel starting January 2026 shall strictly adhere to the prescribed salary table. Positions and salary rates not included in the table shall not be processed.

For your information, dissemination, and strict compliance.


ATTY. MA. MERCEDES V. DUMAGAN



DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES
KAGAWARAN NG KAPALIGIRAN AT LIKAS YAMAN



SALARY STANDARD TABLE FOR JOB ORDER AND CONTRACT OF SERVICES PERSONNEL - REGION XI

AS OF DECEMBER 1, 2025, Corrected Version

NO.	POSITION	QUALIFICATION STANDARD			SALARY GRADE	Basic Salary - 2 Sems & below (A)*	Basic Salary - 3 to 4 Sems/ PES Score of 4 (B)*	Basic Salary - 5 to 6 Sems/ PES Score of 4 & up (C)*	Remarks
		EDUCATIONAL REQUIREMENT	Experience	Training					
1	Accountant	Bachelor's Degree in Accountancy with PRC License	None Required	None Required	11	27,000.00	27,540.00	28,090.80	
2	Administrative Aide I	Must be able to read and write	None Required	None Required	1	13,000.00	13,260.00	13,525.20	
3	Administrative Aide III	Completion of two-year studies in College or High School Graduate with relevant vocational/trade course	None Required	None Required	3	14,678.00	14,971.56	15,270.99	
4	Administrative Aide V	Completion of two-year studies in College or High School Graduate with relevant vocational/trade course	1 year relevant experience	4 hours relevant training	5	16,543.00	16,873.86	17,211.34	
5	Administrative Assistant	Completion of two-year studies in College	1 year relevant experience	4 hours relevant training	8	19,744.00	20,138.88	20,541.66	
6	Assistant Statistician	Completion of two-year studies in College	1 year relevant experience	4 hours relevant training	9	21,211.00	21,635.22	22,067.92	
7	Boat Operator	Must be able to read and write	None Required	None Required	1	13,000.00	13,260.00	13,525.20	
8	Coastal Extension Officer	Bachelor's Degree relevant to the job	None Required	None Required				29,000.00	Per WFP / UWM
9	Computer Maintenance Technologist I	Bachelor's Degree relevant to the job	None Required	None Required	11	27,000.00	27,540.00	28,090.80	
10	Computer Programmer I	Bachelor's Degree relevant to the job	None Required	None Required	11	27,000.00	27,540.00	28,090.80	
11	Computer Programmer II	Bachelor's Degree relevant to the job	1 year relevant experience	4 hours relevant training	15	36,619.00	37,351.38	38,098.41	
12	Data Encoder	Completion of two-year studies in College	None Required	None Required	7	18,620.00	18,992.40	19,372.25	
13	Database Encoder (Soil Con)	pending TOR from FMB						20,000.00	Per WFP / UWM
14	Database Management and Information System Analyst	Bachelor's Degree relevant to the job	1 year relevant experience	4 hours relevant training				28,000.00	Per WFP / UWM
15	Driver I	Elementary School Graduate	None Required	None Required	3	14,678.00	14,971.56	15,270.99	Driver License (MC 11 s. 96 Cat. II)
16	Driver/Mechanic	High School Graduate or completion of relevant vocational or trade course	1 year relevant experience	None Required	5	16,543.00	16,873.86	17,211.34	Driver License (MC 11 s. 96 Cat. II) and with NC II
17	Engineering Aide B	High School Graduate or completion of relevant vocational trade course	None Required	None Required	4	15,586.00	15,897.72	16,215.67	
18	Engineering Assistant	Completion of two-year studies in College	1 year relevant experience	4 hours relevant training	8	19,744.00	20,138.88	20,541.66	Preferably RA 1080 passer - Geodetic Engineer
19	Financial Analyst (GASS)	College Graduate relevant to the job	None Required	None Required				23,540.00	Per WFP / UWM
20	Forest Protection Officer	High School Level	None Required	None Required				12,500.00	Per WFP / UWM
21	GIS Operator (Data Management)	Bachelor's Degree relevant to the Job	None Required	None Required				20,000.00	Per WFP / UWM
22	GIS Operator (Foreshore Delineation)	Bachelor's Degree relevant to the Job	2 years relevant experience	8 hours relevant training				32,500.00	Per WFP / UWM

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		EDUCATIONAL REQUIREMENT	Experience	Training					
23	GIS Specialist	Bachelor's Degree relevant to the Job	1 year relevant experience	4 hours relevant training	12	29,165.00	29,748.30	30,343.27	
24	GIS Technical Staff	Bachelor's Degree relevant to the Job	None Required	None Required				25,461.00	Per WFP / UWM
25	Information Systems Analyst I	Bachelor's Degree relevant to the Job	None Required	None Required	12	29,165.00	29,748.30	30,343.27	Per WFP / UWM
26	IT Technical Assistant	Bachelor's Degree relevant to the Job	None Required	None Required				20,000.00	Per WFP / UWM (KISS)
27	Janitor	Must be able to read and write	None Required	None Required				12,000.00	Per WFP / UWM
28	Drone Junior Pilot	Bachelor's Degree relevant to the Job; CAAP License	None Required	80 hours Basic GIS training				25,000.00	Per WFP / UWM
29	Drone Primary Pilot	Bachelor's Degree related to Computer Science/IT; CAAP License	2-3 years relevant experience	80 hours Basic GIS training				40,000.00	Per WFP / UWM
30	Laborer I	Must be able to read and write	None Required	None Required	1	13,000.00	13,260.00	13,525.20	
31	Legal Assistant I	Bachelor's Degree	None Required	None Required	10	23,176.00	23,639.52	24,112.31	Preferably BS Legal Mgt. AB Paralegal Studies, Political Science, Criminology Graduate/At least Law Student, with 1 year relevant experience or with 4 hours relevant training
32	Legal Researcher	Bachelor's Degree	1 year relevant experience	None Required				33,167.00	Preferably BS Legal Mgt. AB Paralegal Studies, Political Science, Criminology Graduate/At least Law Student, with 1 year relevant experience or with 4 hours relevant training; per WFP/ UWM
33	Monitoring and Evaluation Officer (CBFM-CARP)	Bachelor's Degree relevant to the job	None Required	None Required				26,196.00	Per WFP / UWM
34	NGP Data Mgt. Officer	Bachelor's Degree relevant to the job	None Required	None Required				25,586.00	Per UWM/ per NEP Php24,000
35	NGP Enterprise Development Officer	Bachelor's Degree relevant to the job	None Required	None Required				25,586.00	Per UWM per NEP Php24,000
36	NGP Financial Analyst	Bachelor's Degree relevant to the job	None Required	None Required				25,586.00	Per UWM per NEP Php24,000
37	NGP Technical Support Staff	Bachelor's Degree relevant to the job	None Required	None Required				25,586.00	BS Forestry, BS Agriculture and Related Fields, per WFP Php20,404
38	Forest Extension Officer	Bachelor's Degree relevant to the Job	None Required	None Required				25,586.00	Per UWM Php22,260
39	Forest Extension Officer (NGP Graduated Sites)	Bachelor's Degree relevant to the Job	None Required	None Required				25,586.00	Per UWM Php22,260
40	NGP Technical Support Staff for graduated sites	Bachelor's Degree relevant to the job	None Required	None Required				25,586.00	Per UWM Php20,404
41	PA Biologist	Bachelor's Degree relevant to the job; PRC License	None Required	None Required	11	27,000.00	27,540.00	28,090.80	Per WFP IPAF-RIA (Licensed)
42	PA Forester	Bachelor's Degree relevant to the job; PRC License	None Required	None Required	11	27,000.00	27,540.00	28,090.80	Per WFP IPAF-RIA (Licensed)
43	PA Geologist	Bachelor's Degree relevant to the job; PRC License	None Required	None Required	11	27,000.00	27,540.00	28,090.80	Per WFP IPAF-RIA (Licensed)
44	PA Ecosystems Management Specialist I	Bachelor's Degree relevant to the job	None Required	None Required				23,833.00	Per WFP / UWM (PAMO)
45	PA Ecosystems Management Specialist II	Bachelor's Degree relevant to the job	1 year relevant experience	4 hours relevant training				33,583.00	Per WFP / UWM (PAMO)

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		EDUCATIONAL REQUIREMENT	Experience	Training					
46	PA Project Support Staff	Bachelor's Degree relevant to the job	None Required	None Required				20,404.00	IPAF
47	PA Ranger	Must be able to read and write	None Required	None Required				12,517.00	Per WFP / UWM
48	PA Technical Support Aide	Must be able to read and write	None Required	None Required	1	13,000.00	13,260.00	13,525.20	
49	PAMO Support Staff	Completion of two-year studies in College	None Required	None Required				14,100.00	Per WFP / UWM
50	Planning Assistant (PENRO)	Completion of two-year studies in College	None Required	None Required				17,750.00	Per WFP / UWM
51	Planning Support Staff (CENRO)	Completion of two-year studies in College	None Required	None Required				17,750.00	Per WFP / UWM
52	Project Support Staff	Bachelor's Degree relevant to the job	None Required	None Required				23,000.00	Preferably Graduate of BS Forestry or BS Agriculture or related fields, per WFP Php23,000 (River basin)
53	Records Aide	Must be able to read and write	None Required	None Required	1	13,000.00	13,260.00	13,525.20	
54	Records Assistant	Must be able to read and write	None Required	None Required				11,000.00	Per WFP / UWM
55	RLTA Community Dev't. Assistant	Bachelor's Degree	None Required	None Required				6,900.00	Per LMB guidelines
56	RLTA Data Encoder (CCM/ILTP)	High School graduate	None Required	None Required				15,000.00	
57	RLTA Enumerator	High School graduate	None Required	None Required				10,000.00	
58	Storage Facility In-charge	Must be able to read and write	None Required	None Required				10,000.00	Per WFP / UWM
59	Survey Aide	High School Graduate	None Required	None Required		12,034.00	12,274.68	12,520.17	
60	Technical Assistant (Coastal)	Completion of two-year studies in College or 2 years relevant experience	2 years relevant experience	8 hours relevant training	7	18,620.00	18,992.40	19,372.25	
61	Technical Staff	Completion of two-year studies in College	None Required	None Required	4	15,586.00	15,897.72	16,215.67	
62	Utility Worker I	Must be able to read and write	None Required	None Required	1	13,000.00	13,260.00	13,525.20	
63	Utility Worker II	Must be able to read and write	None Required	None Required	3	14,678.00	14,971.56	15,270.99	
64	WRUS Technical Support Staff	Graduate of BS in Geology and Chemical Engineering	None Required	None Required				25,000.00	Preferably with PRC License; per WFP

***WITH PREMIUM PAY ADDED**

Consolidated by:



GINA VILLE L. VILCHEZ

Chief, Finance Division/ Chairperson, REVCOM

Approved:

ATTY. MA. MERCEDES V. DUMAGAN

Regional Executive Director