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**RURAL ELECTRIFICATION PROJECTS  
INDONESIA**

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**NATIONAL RURAL ELECTRIC COOPERATIVE ASSOCIATION**

**JAKARTA, INDONESIA**

NRECA TEAM REPORT

PDO

INDONESIA

(FEBRUARY 1982)

MONTHLY REPORT

NRECA INDONESIAN TEAM REPORT

UNITED STATES AGENCY FOR  
INTERNATIONAL DEVELOPMENT

Contract No. AID/ASIA C1347  
Loan No. 497-T-052

IMPLEMENTING AGENCIES:

DIREKTORAT JENDERAL KOPERASI  
Directorate General of Cooperatives

PERUSAHAAN UMUM LISTRIK NEGARA  
National Electric Power Agency

CONSULTANTS:

National Rural Electric Cooperative Association  
Management, Organization and Training

C.T. Main International, Inc.  
Architect and Engineering

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DESCRIPTION AND OBJECTIVES OF PROJECT (DGC)

The Government of Indonesia (GOI) has initiated a demonstration rural electrification program which is planned to provide areawide electric power distribution in ten specified areas within the next four or five years. The objective of this program is to demonstrate conclusively that reliable electric service and the social and economic benefits that accrue therefrom can be made available to the very poor people at a price they are able to pay.

Three of the electrical distribution systems will be located on separate islands outside of Java and will be implemented through rural electric cooperatives organized by the Directorate General of Cooperatives (DGC). The National Electric Power Agency (PLN) operates an extensive electric system in Central Java, and is responsible for constructing, operating and maintaining the seven systems located on that island.

The U.S. Agency for International Development (USAID) is assisting the GOI in this demonstration by making available AID grant funds to provide organizational, management and technical advisory services. The National Rural Electric Cooperative Association (NRECA), through its International Programs Division, was contracted by AID to provide these services because of its demonstrated capability and experience in assisting rural electric cooperatives in developing nations throughout the world.

NRECA is working with the two separate agencies charged with implementing the project. Because of the different organization, management, training and experience of these two agencies, the services provided by NRECA differ in scope and location. The services for DGC include complete assistance in the organization of the individual cooperatives; including staffing patterns, job descriptions, cost accounting, O&M methods, training, planning, policies and procedures, housewiring and etc. The NRECA services and progress to date for the seven systems in Central Java are the subject of a separate report.

The three outer island projects are located on Central Lampung (South Sumatra), East Lombok, and Luwu (South Sulawesi) and are to be constructed and developed

by the member-consumers themselves through the organization of rural electric cooperatives. Each cooperative will construct, own and operate a diesel generating plant to provide power for the distribution system. (The Canadian Government is assisting with the generating project.) A special agency known as the Project Development Office (PDO) under the Directorate General for Cooperatives (DGC) is the GOI implementing agency for the Cooperatives.

The key personnel which NRECA has agreed to furnish for the performance of this contract are as follows:

<u>NAME</u>	<u>TITLE</u>	<u>ADDRESS</u>
Peter McNeill	Team Leader	Pondok Indah Bukit Hijau VIII/31 PH: 761132
Louie Sansing	Sr. RE Specialist	Ratu Plaza Apartment #1103 Jl. Jenderal Sudirman PH: 712209 ext. 2020
*Sam Adkins	Sr. RE Specialist	c/o C.T. Main Inc. Box 26 Semarang PH: 024-311832
Paul Swanson	Sr. RE Specialist	Kotak Pos 43 Ampenan, Lombok PH: 0364-23517
John DeFoor	RE Specialist	c/o Bina Marqa Office Jl. Imam Bonjol 8 Palopo, S. Sulawesi
Ray Shoff	Administrative/Finance Officer	Ratu Plaza Apartment #1002 Jl. Jenderal Sudirman PH: 712209 ext. 2015
Claude Franke	RE Specialist	P.O. Box 88 Tanjungkarang Lampung PH: 0721-53701

\* PLN Advisor

# RURAL ELECTRIFICATION COOPERATIVE PROJECT SITES



## NRECA Jakarta Team Activities

### I. General

--- The three NRECA Jakarta-based team members were in-country throughout this month. Three field trips were made; one trip to the Lombok Rural Electric Cooperative (REC) by the training officer; one trip each to the Lombok and Lampung REC's by the administrative-finance officer.

--- The NRECA team leader met with USAID-PTE officials on four occasions. Major subjects for discussion included; plans for a USAID/W team to perform an evaluation of the R.E. Cooperatives and the PDO-RE organization; USAID's assistance in small-hydro development; revised schedules for installation of generation to be provided through Canadian loan funds; and proposals for USAID/NRECA contract extension beyond the present termination date of March 1983.

--- NRECA team members met with Dr. Lalit Sen, who is assigned as special-consultant to the GOI Department of Finance on matters related to rural electrification. Discussions centered on Dr. Sen's proposal that GOI develop a national organization similar to the Rural Electrification Administration (REA) in the United States. This proposal, which relates to the need for an organization to coordinate R.E. activities for both PLN and DGC, is now being studied at various GOI levels.

--- A follow-up visit was made by NRECA to the equipment production-plant of the International Rice Research Institute (IRRI) in Jakarta. Additional information was obtained on equipment items which relate to productive-use projects at the R.E. Cooperatives. Updated literature was received and distributed to NRECA field-personnel.

## II. PDO-RE Activities

--- The DGC-appointed coordinators for each of the three R.E. projects met in Jakarta this month. The coordinators, who are administrators of GOI grant-funds (DIP-FUNDS) at the provincial level, met with the chief of PDO-RE and his staff to formulate budgets for fiscal year 1982-83. NRECA staff provided basic data relating to employee-requirements, estimation of construction and operations costs etc., (for each REC) to provide a basis for budget computations.

--- Preparation of materials on management subjects continued this reporting period. These materials will be used in forecoming workshops, to be conducted for members of the Board of Directors of the cooperatives, and also for a PDO-RE Handbook which is in preparation stage.

--- NRECA staff drafted additional guidelines for PDO-RE to finalize and issue to the R.E. Cooperatives. Major subjects for guidelines this month related to; accounting for interest charges on BRI, USAID and CIDA loans during the construction period; and depreciation rates, depreciation expense calculations.

--- Representatives of CIDA's Ottawa office were in Indonesia this month. NRECA staff members met with these representatives on three occasions to exchange information, and to provide data upon which CIDA can finalize their "generation package" for each R.E. Cooperative.

--- Assistance to PDO-RE staff members on construction closeout was another NRECA activity this month. Labor, material, and overhead costs were determined, and Standard Construction-Assembly-Unit costs established for the Lampung R.E. demonstration project. At month's-end, the same activity was in progress for the Lombok project.

--- Other major assistance provided this month related to money-management policies at the REC's. Recommendations were drafted on short-term investment of housewiring-revolving-fund balance, general funds, and membership fees. These recommendations were forwarded to PDO-RE for review and comments.

### III. Training

--- The PDO-RE and NRECA training officers continued daily coordination on training schedules and training material preparation. Improvements were made in handouts which related to; housewiring job-order tabulation; maintenance job-order processing; and retirement work order procedures.

--- Training of PDO-RE staff continued in the form of on-the-job training. A formal training course was conducted at the Lombok REC, detailed later in this report.

### IV. Problem Areas

--- PDO-RE has selected employees who serve as counterparts in the fields of training, finance, and housewiring. An effective working relationship has been established between PDO-RE and NRECA in these fields.

However, improvement is needed in the fields of institutional development (policies and guidelines), productive-use of electric service, and distribution system O&M. PDO-RE should exert greater efforts to identify individuals who will accept responsibilities and functions in these specific fields. NRECA encourages action on this problem area.

## OUTER ISLAND PROJECTS

### LAMPUNG - Sinar Siwo Mego Rural Electric Cooperative

#### I. General

--- The annual membership meeting was held this month at a location near Metro, Lampung. PDO-RE officials and two NRECA team members were in attendance.

At the opening program, speakers included -- the president of the Board of Directors, the assistant to the Bupati, PDO-RE special assistant, the province chief of DGC, representative of the Governor's office, and the Camat for that area.

At the business session, membership interest in their R.E. Cooperative was evident. Key questions and responses related to -- why the delay in system expansion; right-of-way clearing; and billing/collecting policies.

The members present, in excess of two hundred in number, elected one new board member and two new audit committee members. At the re-organization meeting of the Board of Directors following the annual meeting, the vice-president was selected to serve as president for the ensuing year.

#### II. Organization/Management

--- The NRECA advisor worked closely with the Board of Directors and the manager in "planning" for the annual meeting, the major annual event at R.E. Cooperatives. At meetings of the Board of Directors, attended by the advisor, policy formation and financial report analysis were additional topics for discussion.

--- Major efforts were exerted to complete engineering requirements for the main project. Personnel position changes were made to increase the number of employees on staking-crews. The advisor assisted and made recommendations in this endeavor.

--- Assistance was provided in monetary controls. Cash receipts records were improved to correspond with and supplement the new collection system. This system, requiring members to pay their electric bills at the office and/or another designated location, has resulted in improved collection efficiency.

--- The cooperative continued discussions and correspondence with PLN officials regarding a possible interconnection of distribution-system facilities, R.E. Cooperative's and PLN-Metro. PLN notified the cooperative that firm-power delivery (24-hour service) from PLN was not possible due to limited generating capacity in Metro. Off-peak service possibilities are now being explored.

--- NRECA staff members assisted the cooperative in policy matters relating to alterations in electrical distribution-system facilities. Numerous new homes have been constructed in the area where electric service is available, requiring addition of new service lines/kwh meter entrance and retirement of original installations. A policy was formulated and implemented regarding the procedure and cost allocation for such alterations.

### III. Operations

--- The cooperative continued to provide 12-hour electric service to consumers in the R.E. demonstration project area this month. One thousand three hundred twenty-five (1325) consumers were billed for an average kwh consumption of 21 kwh. (Statistics on page 16.)

--- Improvements were made in power-plant operating efficiency as the number of machine-hours was reduced. Following a recommendation of the NRECA advisor, plant operators successfully carried the load with one gen-set in service from 11 PM to 6 AM.

#### IV. Problem Areas

--- Problems on the Board of Directors level, referred to in previous monthly reports, may be diminishing. The man who served as president of the Board of Director since the Board was formed in 1979, did not seek re-election to the Board this annual meeting. Addition of a new Board member and a change in officers may prove beneficial.

--- With regards to problems in the physical plant, generation capabilities remains number-one on the list. Gen-set repair parts are on-order from the U.S.A. and improvement should be forthcoming. The R.E. demonstration project target of two thousand (2,000) connections can not be attained until power supply is sufficient.

### LOMBOK - Sinar Rinjani Rural Electric Cooperative

#### I. General

--- The cooperative was visited by dignitaries from various organizations this month. Included on the visitors list were; eight representatives of the GOI Department of Foreign Relations; the senior vice-president of CIDA and CIDA staff members; and the PDO-RE chief and PDO-RE senior staff members. In addition to headquarters site, generation and distribution

system inspection, the visitors toured locations where electric service is used in production.

--- Construction of distribution-system facilities in Suralaga continued throughout the month of February. In this desa, the fifth to receive electric service as a part of the R.E. demonstration project, electrical services were installed to approximately two hundred (200) houses. Energization is expected in late March.

--- Plans were formulated for the 1982 annual meeting of members. This meeting was originally scheduled for February 28th, however, at the request of the provincial DGC office, the meeting was postponed until May, 1982.

## II. Organization/Management

--- The PDO-RE chief performed a management-audit at the cooperative this month. The chief, accompanied by NRECA's project advisor, training officer, and administrative-finance officer, visited each department within the organization. Work procedures were observed and department-heads were asked to detail their departments functions.

Upon completion of on-site inspections, the PDO-RE chief held a meeting with all employees present. Results of his inspection were discussed and deficiencies were defined. Employees were advised that a follow-up audit will be performed by the PDO-RE chief to evaluate improvements.

NRECA staff considers this audit of great importance and appreciated the opportunity of participating. We are confident that it will be a turning-point in the cooperative's internal operation, and in cooperative/PDO-RE relations.

--- At a regular meeting of the Board of Directors this month, fifteen POLICIES were adopted. This number represents two-thirds of the policies recommended by the NRECA advisor to-date, and is an encouraging act by this policy-making body. These policies -- six relating to Board of Directors and Board meetings and nine relating to business operations -- are now being implemented by the manager and staff.

--- Another important event this month was enforcement of TIME SHEET preparation by all employees. Time sheets, the original form necessary to properly assign labor costs to respective construction and/or operations accounts, must now be presented to the cashier before an employee can receive his/her pay.

Previously, most of the employees received their pay directly from the DGC DIP-FUND controller with no incentive to document their hours worked. Under the new procedure, all pay envelopes funnel through the cashier at the cooperative, resulting in a vast improvement in accounting and labor cost control.

--- Greater member-cooperative communication and understanding developed this reporting period. Using the FORMAL LEADERS in each desa as intermediaries, the cooperative distributed copies of the by-laws to the membership. At future information meetings, the by-laws will be explained in detail. Steps to be followed to expand communication channels include distribution of board-approved operating policies and discussion thereon.

### III. Training

--- One formal training course was conducted this month by PDO-RE and NRECA staff. This course, "work-flow procedures", was actually a review of printed materials and a repeat of verbal instructions that had been included in previous training courses.

The manager and twelve (12) other employees participated in this four-day course, held at the cooperative's headquarters in Aikmel.

#### IV. Operations

--- The cooperative continued providing 24-hour service throughout this reporting period. The peak demand remains stable (in the 240 kw range) with three 100-kw gen-sets required to carry the peak load. (Generation voltage is being lowered slightly over peak-load period to stay within generation capacity.)

With the addition of consumers in Suralaga, four of the five gen-sets will operate over peak. It is evident that a status quo position will result, with further addition of consumers delayed until the CIDA-furnished interum generation becomes available. (Operating statistics on page 16.)

#### V. Problem Areas

--- Monthly financial and statistical report preparation remains a major problem area. The cooperative's accountant is struggling to complete reports for 1981 ending. Progress is being made and we are hopeful that reporting will be up-dated by next month.

### LUMU - Samabotuna Rural Electric Cooperative

#### I. General

--- Providing 12-hour electric service, operations and maintenance functions, and other operating-period tasks were the major activities this month.

Construction activities were minimal, limited to a 3-pole extension to serve ten additional consumers.

--- This R.E. Cooperative was visited by USAID officials during February. Mr. Van Raalte, Washington, Asia Bureau, and Messrs. Cohen, Tinsler, and Libby, USAID/Indonesia, toured the generation and distribution system facilities in Bone Bone. They also visited some of the consumers in this R.E. demonstration project area.

The USAID officials met with members of the Board of Directors and the manager. Included in the discussion was a suggestion that the cooperative begin 24-hour service ASAP to enhance the productive-use of electric service.

--- At the end of this reporting period, four representatives of the Canadian International Development Agency (CIDA) and one Sandwell Inc. representative visited the project area. The location of the permanent power-plant, and the cooperative's headquarters facilities at Minna, were focal points of their visit.

--- Discussions continued between the cooperative's management and PDO-RE staff concerning expansion of the R.E. demonstration project. Officials of the cooperative wish to start other R.E. projects in the villages of Wotu and Sabang. However, present construction material inventory is insufficient to permit distribution-system expansion, thus, a decision is still pending.

Construction materials from USAID-loan procurement continued to arrive in the project area. Transformers were the major items received. Hardware items, the materials necessary to expand the distribution system, may not arrive at the project until late 1982.

## II. Organization/Management

--- Several changes have been made in personnel assignments within the organization. Considerable on-the-job assistance was given by the NRECA project advisor this month to the individuals who were assigned new duties.

--- The NRECA advisor assisted personnel in the completion of staking sheets, which lists construction assembly units installed in the R.E. demo project. Two sets of staking sheets, one set for secondary lines and one set for service lines/meter entrances, were completed and the tabulation process was started. This effort is the first step in construction-cost closeout.

--- Meter-reading, billing, collecting procedures were improved. The cashier has been assigned a new location in the temporary office in Bone Bone. Members now have direct access for bill-payment purposes.

## III. Training

--- The PDO-RE and NRECA training officers arrived at the cooperative on February 28th to assist in conducting a one-week training course. This course, "cooperative's work-flow procedures" begins March 1st and details will be included in next month's report.

## IV. Operations

--- On page 17 of this report, operating statistics are included for a three-month period ending January. It may be noted that the consumer connections in the R.E. demonstration project area is approaching four hundred (400) and that kwh consumption is listed at 28 kwh/month. This consumption level is the highest of the three R.E. Cooperatives.

V. Problem Areas

--- Personnel-problems rank number-one at this cooperative. The major reason relates to the fact that all salaries are paid from DGC DIP-funds. It seems that salaries are paid whether or not work is performed. As a result, there is little incentive for performance improvement. Absenteeism is rampant.

NRECA staff is grateful that the PDO-RE chief is planning his personal on-site management-audit at this cooperative in March. NRECA Jakarta staff and the NRECA project advisor will participate. It is expected that salary arrangements will be changed and motivation provided which will alter the present situation.

COMPARATIVE OPERATING STATISTICS  
Two Outer-island Cooperatives

	LOMBOK November 1981	LOMBOK December 1981	LOMBOK January 1982	LAMPUNG December 1981	LAMPUNG January 1982	LAMPUNG February 1982
Number consumers billed	1,829	1,843	1,876	1,363	1,346	1,325
Temporary disconnects (non payment) (accumulative)	-	120	145	20	35	108
Total revenue	Rp 2,919,100	Rp 2,968,000	Rp 3,017,515	Rp 3,202,755	Rp 3,107,890	Rp 3,063,215
Total kwh billed	38,820*	40,834*	41,259	30,498	28,475	27,339
Average revenue per consumer	Rp 1,596	Rp 1,610	Rp 1,608	Rp 2,349	Rp 2,308	Rp 2,291
Average number kwh per consumer	21.2	22.2	22	22.4	21.16	21
kwh generated	53,246	54,050	58,176	28,174	29,174	-
Liters diesel fuel consumed	21,546	20,034	21,240	12,020	10,980	-
kwh's generated per liter	2.47	2.4	2.74	2.34	2.71	-
Fuel and lube oil cost	Rp 1,243,338	Rp 1,145,802	Rp --	Rp 734,875	Rp 778,370	Rp -
Fuel cost per kwh generated	Rp 23.4	Rp 21.2	Rp -	Rp 26	Rp 26.17	Rp -
% system losses	23.2	20.1	29	-	4.5	-
Peak kw demand	248	239	238	145	143	145

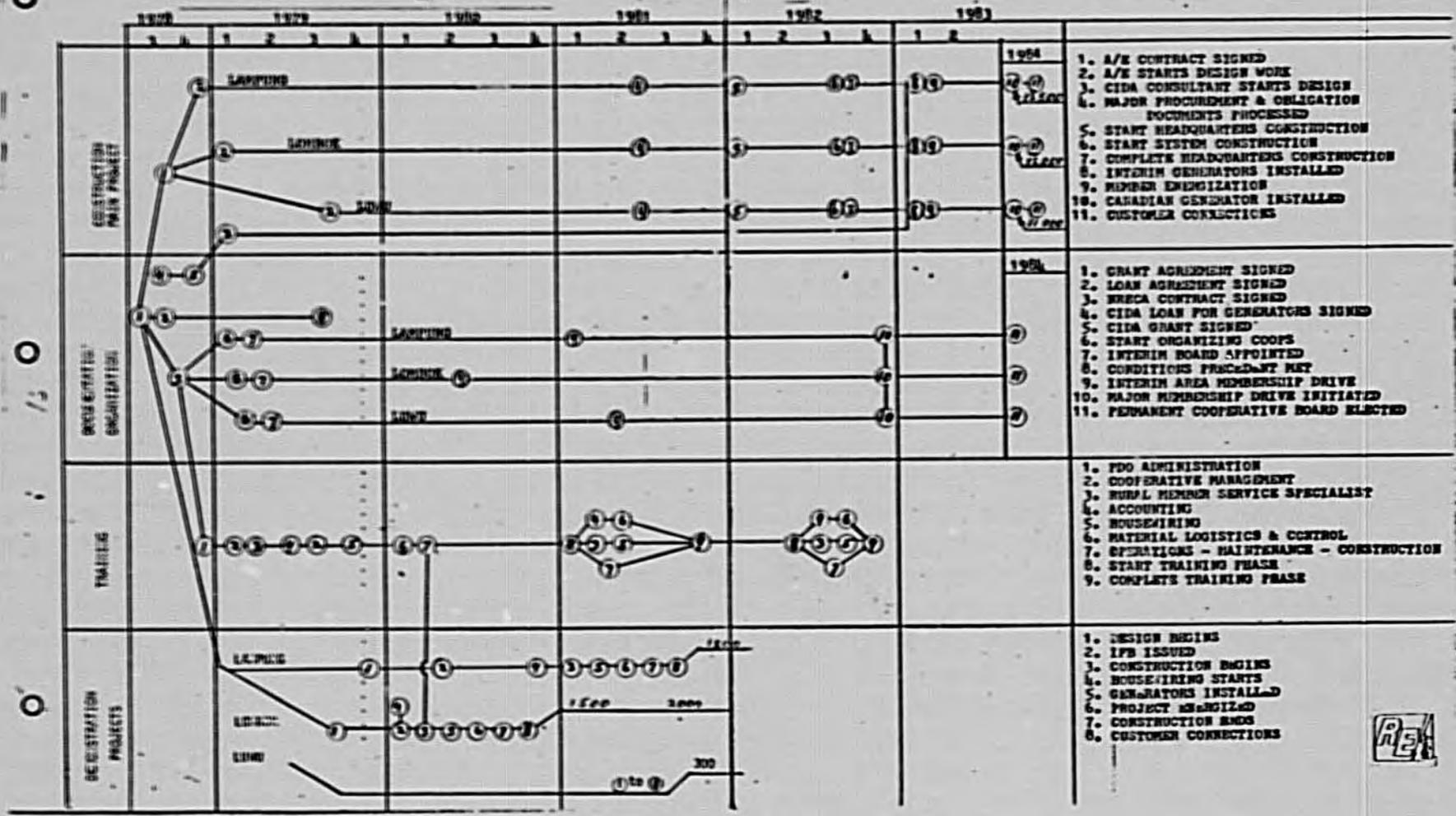
OPERATING STATISTICS  
LUWU ELECTRIC COOPERATIVE

	1981 NOVEMBER	1981 DECEMBER	1982 JANUARY			
Number consumers billed	307	384	395			
Temporary disconnect (non payment) (accumulative)	4	6	4			
Total revenue	Rp 831,345	Rp 819,305	Rp 878,870			
Total kwhs billed	6,790	9,825	11,135			
kwhs office use	270	364	207			
Average revenue per consumer	Rp 2,707	Rp 2,558	Rp 2,818			
Average number kwh per consumer	22	25	28			
kwh generated	8,760	12,641	13,346			
Liters diesel fuel consumed	5,460	5,742	5,478			
kwh's generated per liter	1.93	2.20	2.43			
Fuel and lube oil cost	494,550	590,610	519,790			
Fuel cost per kwh generated	Rp 56	Rp 46	Rp 39			
% system losses	19.4	19.4	15			
Peak kwh demand	38	69	68			

# NRECA NATIONAL RURAL ELECTRIC COOPERATIVE ASSOCIATION

1900 Washington Avenue, N.W.  
Washington, D.C. 20037-2007-0000

F.I.D. - R.E. INTER SERVICE COOP



PDO - R E OUTER ISLANDS  
COOPERATIVE TRAINING COURSE SCHEDULE

**NRECA** NATIONAL RURAL ELECTRIC COOPERATIVE ASSOCIATION  
1800 Massachusetts Avenue, N.W.  
Washington, D.C. 20036/202-857-9500

NO.	TITLE	TARGET DATE IMPLEMENTATION PLAN	COURSE DURATION	1979				1980				1981				1982			
				1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
200	COOPERATIVE MANAGEMENT	MAY 1979	30 hrs.	⊙	⊙	⊙	⊙	⊙	⊙	⊙	⊙								
205	RMS TRAINING	JUNE 1979	30 hrs.		⊙														
206	ACCOUNTING - REPORTING	JUNE 1979	40 hrs.				⊙				⊙				⊙				
210	STAFF ORIENTATION	AUGUST 1979	20 hrs.							⊙	⊙								
220	TRAINERS TRAINING (CONSTRUCTION)	OCT/NOV 1979	200 hrs.				⊙								⊙				
230	TRAINERS TRAINING (HOUSEWIRING)	NOV/DEC 1979	40 hrs.				⊙												
240	LINEMAN'S TRAINING	JAN/FEB 1980	200 hrs.							⊙				⊙	⊙				
250	ELECTRICIAN TRAINING	JAN/FEB 1980	40 hrs.				⊙				⊙			⊙	⊙				
260	PRODUCTIVE USE SPECIALIST	MARCH 1980	60 hrs.																⊙
300	MATERIAL LOGISTICS	JANUARY 1980	40 hrs.						⊙					⊙	⊙				
310	ACCOUNTING - REPORTING	FEBRUARY 1980	40 hrs.															⊙	⊙
320	ELECTRICAL APPARATUS	MARCH 1980	80 hrs.															⊙	
330	ENGINEERING	MAR/APR 1980	40 hrs.																⊙
340	METER READING	JULY 1980	40 hrs.							⊙				⊙	⊙				
350	OPERATIONS MAINTENANCE	SEPTEMBER 1980	60 hrs.							⊙				⊙	⊙				
360	ACCOUNTING - REPORTING	NOVEMBER 1980	40 hrs.															⊙	⊙
370	WORK ORDER CONTROL	JANUARY 1981	40 hrs.															⊙	
380	SUPERVISORY SKILL	FEBRUARY 1981	15 hrs.															⊙	
390	SAFETY TRAINING	MARCH 1981	15 hrs.							⊙				⊙				⊙	
400	INFORMATION SEMINAR	MARCH 1981	16 hrs.																⊙
410	LINE MAINTENANCE	APRIL 1981	16 hrs.																⊙
	POWER PLANT OPERATORS**						⊙			⊙	⊙			⊙					
	SERVICE DROPS**													⊙	⊙			⊙	
320*	REPEAT COURSE																		
330*	REPEAT COURSE																		
380*	REPEAT COURSE																		
390*	REPEAT COURSE																		

- \* Repeat courses as needed
- \*\* Course added
- ⊙ Course completed and number of people trained
- Courses scheduled



ACTIVITIES

Lombok R.E. Cooperative



Chief of PDO-RE, Mr. Sjoufjan Awal, briefing Mr. W. McQuenney Senior Vice-president of the Canadian International Development Agency, during a visitation to one of the Lombok Cooperative's productive-use projects.



Lineman installing electrical distribution system in the desa of Suralaya, East Lombok.

Productive-use Projects  
Lombok R.E. Cooperative



An electric sewing-machine motor put to use for furniture manufacturing, Aikmel, Lombok.



A chick-brooder with electric energy providing the source of heat, Anjant, Lombok.

ACTIVITIES

Luwu R.E. Cooperative



PDO-RE Chief, Sjoufjan Awal, and the NEICA Training Officer, Louie Sansing, reviewing the accounting/filing system at the Cooperative's temporary office in Bone Bone.



Employees of the Cooperative attending a training course being conducted by the PDO-RE and NEICA staff in Bone Bone.

Summary of Expenditures

National Rural Electrification Cooperative Association  
1800 Massachusetts Ave., N.W.  
Washington, D.C. 20036

AID/ASIA - C 1347  
Date: December 1981  
Period of contract: 8/25/78 - 8/25/82

	Budget	Total Expense To Date	Prior Billings	Current Billings
Salaries - Field	\$ 1,095,000	\$ 793,036.00	\$ 769,154.26	\$ 23,881.74
Salaries - Home	187,000	126,599.90	121,474.59	5,125.31
Fringe Benefits	415,000	298,532.68	291,678.00	6,854.68
Consultant Fees	34,706	33,906.25	33,906.25	-
Allowances	398,000	277,369.91	271,634.58	5,735.33
Travel and Transportation	386,470	271,089.01	267,850.30	3,238.71
Other Direct Costs	140,000	83,654.73	82,131.85	1,522.88
Overhead	292,000	210,705.31	204,033.68	6,671.63
Equipment and Materials	28,000	17,952.23	18,292.46	(340.23)
TOTAL	\$ 2,977,176	\$2,112,846.02	\$2,060,155.97	\$ 52,690.05

PERSON-MONTHS BY POSITION, NRECA CONSULTANT TEAM  
 (Contract as amended September 11, 1981)

POSITION	PRESENTLY FILLED BY	CONTRACT PERSON-MONTHS	EXPENDED THIS PERIOD	EXPENDED THROUGH FEB.		PERCENT OF CONTRACT
				PLN	PDO	
Team Leader	Peter McNeill	54	1	8	33	76
Training Officer	Louie Sansing	45	1	7	30	82
Administrative Officer	Ray Shoff	33	1	4	24	85
PLN Advisor	Sam Adkins	42	1	35.5	.5	86
Lampung Advisor	Claude Franke	54	1	.5	40.5	76
Lombok Advisor	Paul Swanson	50	1	0	37	74
Luwu Advisor	John DeFoor	49	1	0	36	73
Short-term Advisors			0	14	3	89
Consultants		8	0	7.5	.5	100
		354	7	76.5	204.5	79