



Republic of the Philippines  
Province of Cavite  
City of Bacoor

SANGGUNIANG PANLUNGSOD



COMMITTEE/S		TITLE OF PROPOSED MEASURE	CONTROL NUMBER	
<i>Committee on Rules and Privileges, Laws and Ordinances.</i>		"REQUEST FOR APPROVAL OF A RESOLUTION AUTHORIZING THE CITY MAYOR TO ENTER INTO AND SIGN THE SUPPLEMENTAL AGREEMENT WITH AQUARIUS SECURITY AGENCY FOR SECURITY SERVICES IN THE CITY GOVERNMENT OF BACOR"	POCR 064-2022	
VENUE	Sangguniang Panlungsod Session Hall 2nd Floor, Bacoor Government Center		DATE/TIME	September 01, 2022 09:30 a.m.

#### COMMITTEE REPORT NO. CRPLO-POCR-064-2022

During the 9<sup>th</sup> Regular Session of the 5<sup>th</sup> Sangguniang Panlungsod of the City of Bacoor, Cavite, held last August 30, 2022 at 10:30 a.m. via zoom videoconferencing application, Presiding Officer Hon. Rowena Bautista Mendiola referred the above-mentioned proposed measure to the Committee on Rules and Privileges, Laws and Ordinances.

A committee hearing was held last September 01, 2022, 09:30 a.m. at the session hall of the Sangguniang Panlungsod of the City of Bacoor presided by Hon. Reynaldo C. Palabrica, Committee Chairman on Rules and Privileges, Laws and Ordinances with its committee members and resource persons.

#### FINDINGS:

The City Government of Bacoor is obliged to comply with the National Policy on Wage Increase effective July 01, 2022.

#### RECOMMENDATION:

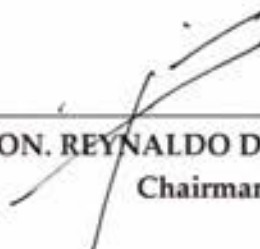
Upon the submission of the re-computed supplemental agreement, the Honorable Committee unanimously approved the Supplemental Agreement between the City of Bacoor and Aquarius Security Agency.

**WE HEREBY CERTIFY** that the contents of the foregoing report are true and correct.

Signed this 1<sup>st</sup> day of September 2022 at the City of Bacoor, Cavite.

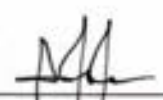


Republic of the Philippines  
Province of Cavite  
City of Bacoor

  
\_\_\_\_\_  
**HON. REYNALDO D. PALABRICA**  
Chairman

  
\_\_\_\_\_  
**HON. LEVY TELA**  
Vice Chairman

  
\_\_\_\_\_  
**HON. ALEJANDRO GUTIERREZ**  
Member

  
\_\_\_\_\_  
**HON. ADRIELITO GAWARAN**  
Member



Republic of the Philippines  
Province of Cavite  
City of Bacoor



### SANGGUNIANG PANLUNGSOD

COMMITTEE/S		TITLE OF PROPOSED MEASURE	CONTROL NUMBER	
<i>Committee on Rules and Privileges, Laws and Ordinances.</i>		"REQUEST FOR APPROVAL OF A RESOLUTION AUTHORIZING THE CITY MAYOR TO ENTER INTO AND SIGN THE SUPPLEMENTAL AGREEMENT WITH AQUARIUS SECURITY AGENCY FOR SECURITY SERVICES IN THE CITY GOVERNMENT OF BACOR"	<b>POCR 064-2022</b>	
<b>VENUE</b>	Sangguniang Panlungsod Session Hall 2nd Floor, Bacoor Government Center		<b>DATE/TIME</b>	September 01, 2022 09:30 a.m.

### MINUTES OF COMMITTEE HEARING

1. The committee hearing was called to order at exactly 09:30 a.m. on September 01, 2022 held at the session hall of the Sangguniang Panlungsod of the City of Bacoor.
2. The committee hearing was presided by Hon. Reynaldo C. Palabrica.
3. The Presiding Officer introduced to the resource persons the members of the committee on Rules and Privileges, Laws and Ordinances.
4. The Presiding Officer asked the resource persons to introduce themselves before the committee.
5. The Presiding Officer called the attention of Ms. Mila U. Bautista, Administrative Officer of Aquarius Security Agency and asked her to explain before the Honorable Committee the scope of the supplemental agreement between the City of Bacoor and Aquarius Security Agency.
6. Ms. Mila U. Bautista narrated that the proposed supplemental agreement was based on the Department of Labor and Employment (DOLE) Wage Order No. IV-19 which was approved and took effect on July 01, 2022.
7. Ms. Mila U. Bautista added that to further improve their services, they are in the process of reviewing and studying related aspects particularly in its administrative and operational functions. Part of their program includes the standardization of their current contract rates with their different clientele to further uplift the morale of their security personnel and to cope-up with the increasing cost of living.
8. The Presiding Officer asked Ms. Mila U. Bautista if the contract included changes in salaries of security personnel and further asked the opinion of the Office of the City Legal Services representative regarding the matter.
9. Atty. Rey Marco B. Mendoza, Attorney IV from the Office of The Legal Services of the City of Bacoor explained that the supplemental agreement was already endorsed to the office of the City Mayor Hon. Strike B. Revilla.





Republic of the Philippines  
Province of Cavite  
City of Bacoor

10. Atty. Rey Marco B. Mendoza added that the Office of Legal Services interposes no objection to the draft supplemental agreement between the City of Bacoor and Aquarius Security Agency which contains a provision that will oblige the City Government of Bacoor to commit to pay Aquarius Security Agency a supplemental amount of Eight Hundred Sixty-six Thousand Two Hundred Seventy-seven and 36/100 Pesos (P866,277.36)
11. The Presiding Officer requested the Aquarius Security Agency representative to exclude the twenty percent (20%) to be shouldered by the City Government since the supplemental agreement will only take effect until December 2022.
12. Ms. Mila U. Bautista replied that the supplemental agreement is amenable and will consider the request of the Presiding Officer.
13. Atty. Rey Marco B. Mendoza asked to re-submit before the Honorable Committee and the Office of City Legal Services a computation of the supplemental agreement without the 20% being requested by the Presiding Officer.
14. Ms. Mila U. Bautista replied that they will submit the re-computed supplemental agreement the soonest possible time.
15. There, being no matters to be discussed, Hon. Rogelio Nolasco moved for the adjournment of the committee hearing, duly seconded by the majority of the committee members.
16. The committee hearing ended at exactly 9:55 a.m.

Prepared by:

Ronaldo M. Verona

Noted By

:

Reynaldo D. Palabrica  
City Councilor



Republic of the Philippines  
Province of Cavite  
City of Bacoor



**SANGGUNIANG PANLUNGSOD**

COMMITTEE/S		TITLE OF PROPOSED MEASURE	CONTROL NUMBER	
Committee on Rules and Privileges, Laws and Ordinance		REQUEST FOR APPROVAL OF A RESOLUTION AUTHORIZING THE CITY MAYOR TO ENTER INTO AND SIGN THE SUPPLEMENTAL AGREEMENT WITH AQUARIUS SECURITY AGENCY FOR SECURITY SERVICES IN THE CITY GOVERNMENT OF BACOODR	POCR 064-2022	
VENUE	Sangguniang Panlungsod Session Hall 2nd Floor, Bacoor Government Center		DATE/TIME	September 01, 2022 9:30 AM

**ATTENDANCE**

Name/Signature	Office Address	Position/ Designation	Cellphone/ Email Address	Company/ Government Office
JESSE SANCAPON	BACOODR	SAO	0929 890868	CAO
MILA U. BAUTISTA	BACOODR	Admin officer	0945 210577	Aquarius Security Agency
Atty. Jay Marco B. M...	OCLS	Attorney IV	09178021361	OCLS
Librada M. Equigada	OCLS	Staff	0988899841	OCLS
Agustin M. Dela Cruz	SP		0929-9237607	SP
LEVY TELA	SP			
ALEXANDRO CANTARERO	SP			



*Oct. 10 attached*

**PCR 064-2022: FROM THE CITY LEGAL SERVICES OFFICE:** Request for approval of a resolution authorizing the City Mayor to enter and sign the Supplemental Agreement with Aquarius Security Agency for Security Services in the City Government of Bacoor.



## AQUARIUS SECURITY

September 14, 2022

**ATTY. KHALID ATEGA JR.**  
Secretary  
Sangguniang Panglunsod  
Bacoor City, Cavite

Dear Sir:

Greetings!


This is in regards to our letter request to our Hon. City Mayor, Strike B. Revilla dated **July 20, 2022** for the adjustment of our contract rate based on Department of Labor and Employment Wage order No. IVA-19 which took effect on **July 01, 2022**. The concern was heard by the Sangguniang Panglunsod with **POCR 064-2022** last September 1, 2022 and is already for resolution.

During the hearing the re-computation of the proposed increase for the wages of the security personnel based on the existing law for government contracts was agreed upon.

Attached herewith is the copy of the new cost sheet which was received by the staff of the Office of the City Legal (Bambi) dated September 1, 2022.

Thank you and we highly appreciate your usual attention on this matter.

Sincerely yours,

  
**Miro U. Bautista**  
Admin. Officer



**TOP Business Center, J.P. Rizal Hi-Way,  
Brgy. Marawoy, Lipa City, Batangas**

[BACK](#)





# COST SHEET

Received by: OCLS 01 SEP 22  
Bambi

BACOR GOVERNMENT CENTER -GSO  
New Wage Order No. 19 Effective July 1, 2022

DESCRIPTION	EXISTING	DOLE WAGE ORDER NO.19
	12 hours	12 hours
7 DAYS		
Number of Days - "NOD"	393.50	393.50
1. Daily Wage - "W"	400.00	435.00
2. COLA Rate - "COLA"	0.00	0.00
3. Monthly Pay (W x NOD/12 months)	13,116.67	14,264.38
4. Night Differential (Monthly Pay x 10% x 1/2)	655.83	713.22
5. Overtime (DW/8/1.25*4*NOD/12)	8,197.92	8,915.23
6. Uniform Allowance	100.00	100.00
<b>A. TOTAL AMOUNT BEFORE OTHER INCENTIVES</b>	<b>22,070.42</b>	<b>23,992.83</b>
7. 13th Month Pay (W X 365 / 12 / 12)	1,013.89	1,102.60
8. 5 Days Incentive Pay (W x 5/12)	166.67	181.25
9. Retirement benefit (W x 22.5/12)	750.00	815.63
<b>B. TOTAL AMOUNT TO EMPLOYEE</b>	<b>24,000.98</b>	<b>26,092.32</b>
Amount to Govt. in favor of Employee		
10. SSS Premium (Employer's Share)	1,700.00	1,700.00
11. PhilHealth (Employer's Share)	393.50	570.58
12. ECC (Employer's Share)	30.00	30.00
13. Pag-ibig (Employer's Share)	100.00	100.00
<b>C. TOTAL AMOUNT TO EMPLOYEE &amp; GOVT.</b>	<b>26,224.48</b>	<b>28,492.89</b>
14. Administrative Overhead (20%)	5,244.90	5,244.90
16. 12% VAT	629.39	629.39
<b>PROPOSED MONTHLY CONTRACT RATES</b>	<b>32,098.77</b>	<b>34,367.18</b>

EXISTING RATE PER GUARD PER MONTH (WAGE ORDER NO. 18)	32,098.77
RATE ADJUSTMENT PER GUARD PER MONTH (WAGE ORDER NO. 19)	2,268.41
TOTAL ADJUSTMENT PER MONTH FOR 52 GUARDS	117,957.32
MULTIPLY TO 6 MONTHS (JULY TO DECEMBER 2022)	6 MONTHS
TOTAL AMOUNT OF ADJUSTMENT FROM JULY TO DECEMBER 2022	707,743.92

Noted By :

ARMANDO L. OLIVARES  
Operations Manager

[BACK](#)

August 23

Aug. 25, attachment



Republic of the Philippines  
Province of Cavite  
CITY OF BACOOD

**OFFICE OF THE CITY LEGAL COUNSEL**

**INDORSEMENT NO. 86, SERIES 2022**

**TO :** HON. STRIKE B. REVILLA  
City Mayor  
  
Thru: **ATTY. PAUL SANGGALANG**  
Bacoor City Transition Team

**CC :** **ATTY. JESSON G. LABAO**  
OIC-City Administrator

**RE:** ENDORSEMENT FOR SANGGUNIANG PANLUNGSOD APPROVAL  
OF THE SUPPLEMENTAL AGREEMENT FOR SECURITY  
SERVICES, re: AQUARIUS SECURITY AGENCY

**DATE:** 8 August 2022

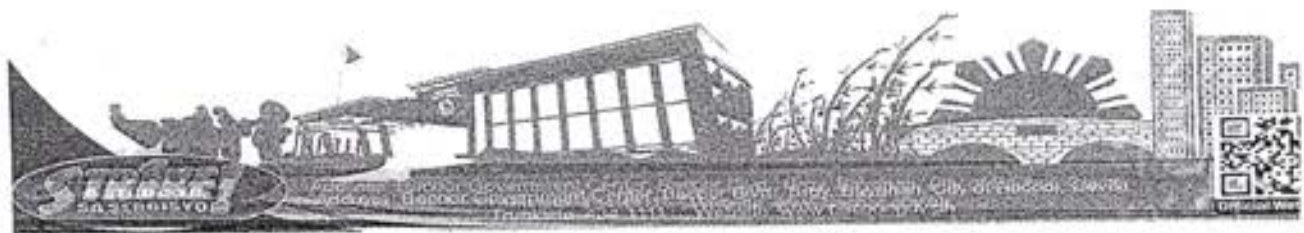
-Supplemental Agreement  
from Aquarius Security  
Services for LGU to  
pay additional P866,277.36  
because of WAGE INCREASE  
for security services based  
on Wage Order No.  
"IV A-19".

This Office interposes no objection to the draft **Supplemental Agreement for Security Services** to be entered into between the City Government of Bacoor and Aquarius Security Agency. The proposed Supplemental Agreement contains a provision that will oblige the City Government to commit to pay Aquarius Security Agency a supplemental amount of **EIGHT HUNDRED SIXTY SIX THOUSAND TWO HUNDRED SEVENTY SEVEN AND 36/100 PESOS (PHP 866,277.36)**.

The amount represents the wage increase brought about by Wage Order No. IV A-19, "Providing for a Minimum Wage Increase in Region IVA" approved by the Regional Tripartite Wages and Productivity Board Region IV-A CALABARZON last 30 May 2022.

For convenience, attached are the following:

1. Draft Supplemental Agreement for Security Services between the City Government of Bacoor and Aquarius Security Agency;
2. Photocopy of the Letter dated July 20, 2022 addressed to Hon. Strike M. Revilla from Mr. Armand L. Olivarez of Aquarius Security, including the Cost Sheet re: Security personnel deployed in the Bacoor Government Center, Hall of Justice and Motorpool;






3. Photocopy of Wage order No. IVA-19 as abovementioned;
4. Photocopy of the written certification from the City Budget Officer certifying that the requested amount can be accommodated and be charged to savings between the approved budget from the contract and the awarded amount from the previous bidding
5. Contract Agreement dated 27 December 2021 between Aquarius Security Agency and the City Government of Bacoor.

Thus, we endorse the Supplemental Agreement for Security Services to your good office for further endorsement to the Sangguniang Panlungsod's appropriate legislative imprimatur.

RESPECTFULLY,

  
**ATTY. REY MARCO B. MENDOZA**  
*Office of the City Legal Services*

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**SUPPLEMENTAL AGREEMENT**  
for  
**SECURITY SERVICES**

THIS SUPPLEMENTAL AGREEMENT FOR SECURITY SERVICES is made on \_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_, at the City of Bacoor, Cavite, by and between:

The CITY GOVERNMENT OF BACCOOR, a local government unit duly organized and existing under Republic Act No. 10160, otherwise known as "The Charter of the City of Bacoor", with its principal address at Bacoor Government Center, Bayanan, Bacoor City, Cavite, represented herein by its City Mayor, **STRIKE B. REVILLA**, hereinafter referred to as the "CITY";

-and-

**AQUARIUS SECURITY AGENCY**, a sole proprietorship with business address at 31-A Antipolo St. Pasay City, Metro Manila duly registered and licensed by the Philippine National Police to deploy security guard services nationwide, the represented herein by its sole proprietor, **JAIMIE B. LUZ**, with residence and postal address at No. 44 J.P. Laurel Highway Insoluban Lipa City, Batangas, and hereinafter referred to as the "CONTRACTOR";

**RECITALS:**

That, the CITY conducted the Public Bidding for the procurement of security services in accordance with RA No. 9184 and its IRR, to which the CONTRACTOR was determined to be the bidder with the Single Calculated and Responsive Bid in consideration of Twenty Million Five Hundred Nine Thousand Six Hundred Thirty Two and 48/100 Pesos (PhP20,509,632.48) bid and contract period of one year from 01 January 2022 to 31 December 2022;

That, the object of the contract between the CITY and the CONTRACTOR is the deployment of fifty two (52) security guards at the Bacoor City Government Center Compound, Hall of Justice, and Motorpool, including K-9 and all other inclusions in the contract.

That, the Wage Order No. IVA-19 issued by the Regional Tripartite Wages and Productivity Board Region IV-A CALABARZON on 30 May 2022 will take effect on 30 June 2022, imposing an increase of Thirty Five Pesos (PhP35.00) on the basic daily wage of workers in Bacoor City, thereby setting the new minimum wage at Four Hundred Thirty Five Pesos (PhP435.00) per day for the cities of Bacoor and Imus, Province of Cavite.

NOW, the CITY and the CONTRACTOR expressed their intention to come into agreement once again in upholding the interest of public service particularly the protection to labor, and stipulate the following:

1. The CITY commits to pay the CONTRACTOR the supplemental amount of **Eight Hundred Sixty Six Thousand Two Hundred Seventy Seven and 36/100 Pesos (PhP866,277.36)** representing the wage increase of thirty three (32) employees of the CONTRACTOR computed for six (6) months from 01 July 2022 to 31 December 2022.
2. The CONTRACTOR understands that the CITY fully complied with its contractual and statutory obligations with the former and holds the latter free from any liability or claim arising from the wage increase subject of this Supplemental Agreement.
3. The provisions of the Contract Agreement entered into on 27 December 2021 shall remain in full force and effect and shall be read in harmony with this Supplemental Agreement until its complete performance.

**IN VIEW OF THE FOREGOING**, the parties hereto have set their hands on the date and at the place first above written.

CITY GOVERNMENT  
OF BACCOOR

AQUARIUS SECURITY  
SERVICES

"CITY"

"CONTRACTOR"

By

By

\_\_\_\_\_  
STRIKE B. REVILLA  
City Mayor

\_\_\_\_\_  
JAIME B. LUZ  
Sole Proprietor

SIGNED IN THE PRESENCE OF

Name: \_\_\_\_\_  
Address: \_\_\_\_\_

Name: \_\_\_\_\_  
Address: \_\_\_\_\_



## ACKNOWLEDGMENT

REPUBLIC OF THE PHILIPPINES )  
CITY OF BACOR ) Sec.  
PROVINCE OF CAVITE )

BEFORE ME, this \_\_\_\_\_, personally appeared,

NAME	COMPETENT EVIDENCE OF IDENTITY	DATE & PLACE ISSUED
STRIKE B REVILLA	_____	_____
DAVE BULLZ	_____	_____

Known to me to be the same persons who executed the foregoing instrument and acknowledged to me that the same is their own free and voluntary act and deed of the parties they represent;

This instrument consisting of three (3) pages including this page wherein this acknowledgment is written refers to the "SUPPLEMENTAL AGREEMENT FOR SECURITY SERVICES" signed by the parties and their witnesses, on each and every page thereof.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my seal at the place and on the date first above written.

Doc. No. \_\_\_\_\_  
Page No. \_\_\_\_\_  
Book No. \_\_\_\_\_  
Series of 20\_\_



# AQUARIUS SECURITY

July 20, 2022

HON. STRIKE REVILLA  
City Mayor  
Bacoor Government Center  
Brgy. Bayanan, Bacoor City, Cavite

Dear Sir;

Greetings!

With the Agency's thrust to further improve its services, we would like to inform your good office of the Agency's current processes of reviewing and studying related aspects particularly its administrative and operational functions. Part of this program is the standardization of our current contract rates with our different clientele, to further uplift the morale of our security personnel and to cope-up with the increasing cost of living.

As regards, we are humbly proposing attached adjusted Contract Rate, based on Department of Labor and Employment Wage Order No. IVA-19 which approved and take effect on July 01, 2022. However, as we value and understand nature of business of our clientele, we are still open and considering further negotiations as regards with our proposed Contract Rate, provided that it will not jeopardize contract practices.

Thank you for your interest and looking forward to continuing our services with you.

Thank you very much.

Very truly yours,

ARMAND L. OLIVAREZ  
Operations Manager

# COST SHEET

BACOD Government Center  
 (Bacolod City Hall, Hall of Justice & Motorport)  
 New Wage Order -19 Effective July 1, 2022

DESCRIPTION	SECURITY GUARD
7 DAYS	11 Hours
Number of Days - 1000	1000
1. Daily Wage - 100	100.00
2. COA Rate - 100.00	0.00
3. Monthly Pay (N = 1000/12 months)	14,764.59
4. Ings. Difference at (Proposed Rate - 100 x 1000)	75.75
5. Overtime (2400/12) 15% (1000/12)	8,515.35
6. 11% Long Insurance	160.00
<b>A. TOTAL AMOUNT BLEND OTHER INCENTIVES</b>	<b>23,594.44</b>
7. 13th Month Pay (N = 1000/12)	1,127.92
8. 5 Days (N = 1000/12)	481.75
9. Regional (N = 1000/12)	855.40
<b>B. TOTAL AMOUNT TO EMPLOYEE</b>	<b>26,099.43</b>
Amount to Gov. in favor of Employee	
10. SSS Premium (Employee's Share)	1,300.00
11. PhilHealth (Employee's Share)	535.56
12. 500 Employees Share	10.00
13. PRR (Employee's Share)	100.00
<b>C. TOTAL AMOUNT TO EMPLOYEE &amp; GOV</b>	<b>28,044.99</b>
14. Administrative Overhead (20%)	5,608.99
15. 10% VAT	2,804.49
<b>PROPOSED MONTHLY CONTRACT RATES</b>	<b>34,825.30</b>

Existing Rate Per guard per month (Wage Order -18)	32,098.77
Rate Adjustment per guard per month (34,825.30 - 32,098.77)	2,726.53
Total Adjustment per month for 52 guards (2,726.53 x 52)	141,879.56
Multiply to 6 months (July 1-December 31, 2022) (141,879.56 x 6)	851,277.36
<b>TOTAL AMOUNT OF ADJUSTMENT FROM NA-DEC 2022</b>	<b>851,277.36</b>



Noted by:  
**ANNANCO L. OLIVARES**  
 Department Manager



REPUBLIC OF THE PHILIPPINES  
DEPARTMENT OF LABOR  
REGIONAL TRIPARTITE WAGES AND PRODUCTIVITY BOARD - 4A  
OFFICE OF THE REGIONAL TRIPARTITE WAGES AND PRODUCTIVITY BOARD - 4A  
CAGAYAN DE ORO

### WAGE ORDER NO. IVA-19

#### PROVIDING FOR A MINIMUM WAGE INCREASE IN REGION - 4A

**WHEREAS**, the Regional Tripartite Wages and Productivity Board - 4A is mandated under Republic Act No. 6727, otherwise known as *The Wage Rationalization Act* to periodically assess the prevailing regional minimum wage rates and conduct continuing studies to determine whether these are still responsive to the economic condition in the region;

**WHEREAS**, pursuant to the Omnibus Rules on Minimum Wage Determination, the Board decided *meo proprio* to conduct virtual multisectoral public consultations and blended regional public hearing in view of the extraordinary increases in the price of petroleum products which triggered the increases in the prices of basic goods and services and clamor for wage and fair hikes;

**WHEREAS**, prior to the conduct of public hearing, the Board received on different dates, petitions for wage increase from the Federation of Free Workers, Metal Workers' Alliance of the Philippines, the Association of Minimum Wage Earners and Advocates - PTGAWG, and the Trade Union Congress of the Philippines, all of which were presented and discussed during the public hearing;

**WHEREAS**, in setting the new minimum wage rates for private sector workers in the region, the Board considered the petitions and positions of affected sectors on the wage issue, the results of public consultations and public hearing conducted, the prevailing socio-economic indicators and criteria for wage setting such as the amount to restore the purchasing power of the peso, the two-tiered wage system, poverty threshold, the impact of the Covid-19 pandemic, comparability of wages vis-à-vis benchmark regions and the dispersal of industries across the region among others;

**NOW THEREFORE**, by virtue of the power and authority vested under RA No. 6727, RTWPB-4A hereby issues this Wage Order:

**Section 1. Amount of Increase.** There shall be two tranches of basic wage adjustments under this Wage Order. Upon effectivity of the 1<sup>st</sup> Tranche, minimum wage earners in the private sector in the Region shall receive three pesos (Php3.00) per day to forty-nine pesos (Php49.00) per day on top of their present minimum wage rates. Upon effectivity of the 2<sup>nd</sup> Tranche, they shall receive up to forty-eight pesos (Php48.00) per day on top of the 1<sup>st</sup> Tranche.

**Section 2. New Minimum Wage Rates.** The new daily minimum wage rates in Region-4A upon effectivity and completion of the 2-tranche schedules under this Wage Order shall be:

*[Handwritten signatures and initials]*



Covered Areas	Non-Agriculture			
	W.O. No. IVA-18	Wage Order No. IVA-17		
	Minimum Wage	Basic Wage Adjustment	Non-Minimum Wage	Costs Wage Adjustment
	1st Tranche	2nd Tranche	3rd Tranche	
as of December 31, 2022	30% Increase	30% Increase	6 Months after the 1st Tranche	

**EMERGING GROWTH AREA**

**Second and Third Class Municipalities**

Province of Cavite	2022	2023	2024	2025	2026
<b>Province of Laguna</b>					
Bay Laguna Agricultural Center	347.00	37.00	384.00	21.00	405.00
Alfonso E. Roque Memorial Agricultural Center	337.00	24.00	361.00	26.00	387.00
<b>Province of Marikina</b>					
Marikina City	347.00	22.00	369.00	21.00	390.00
Marikina East	347.00	24.00	371.00	25.00	396.00
Marikina West	347.00	24.00	371.00	25.00	396.00
<b>Province of Rizal</b>					
Marikina	347.00	22.00	369.00	21.00	390.00
Tayasan	337.00	26.00	363.00	25.00	388.00
Cardona	337.00	24.00	361.00	23.00	384.00
<b>Province of Quezon</b>					
Alfonso E. Roque Memorial	347.00	22.00	369.00	21.00	390.00
Alfonso E. Roque Memorial	337.00	22.00	359.00	21.00	380.00

**RESOURCE BASED AREA**

**Fourth, Fifth & Sixth Class Municipalities**

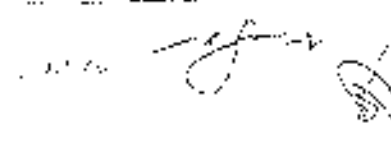
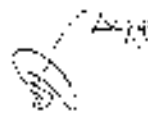
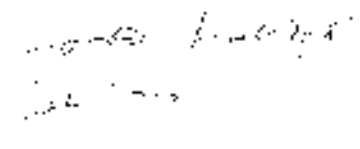
Province of Cavite	2022	2023	2024	2025	2026
<b>Province of Laguna</b>					
Alfonso E. Roque Memorial	337.00	22.00	359.00	11.00	370.00
Alfonso E. Roque Memorial	337.00	22.00	359.00	11.00	370.00
<b>Province of Marikina</b>					
Alfonso E. Roque Memorial	337.00	22.00	359.00	11.00	370.00
Alfonso E. Roque Memorial	337.00	22.00	359.00	11.00	370.00
<b>Province of Rizal</b>					
Alfonso E. Roque Memorial	337.00	22.00	359.00	11.00	370.00
Alfonso E. Roque Memorial	337.00	22.00	359.00	11.00	370.00
<b>Province of Quezon</b>					
Alfonso E. Roque Memorial	337.00	22.00	359.00	11.00	370.00
Alfonso E. Roque Memorial	337.00	22.00	359.00	11.00	370.00



Covered Areas	Agriculture				
	W.O. No. IVA-18	Wage Order No. VA-19			
	Minimum Wage	Rate Wage Adjustment	New Minimum Wage	Rate Wage Adjustment	Rate Minimum Wage
	as of December 2020	1st Tranche	2nd Tranche	3rd Tranche	
	1st Tranche	2nd Tranche	3 Months after the 1st Tranche		
<b>GROWTH CORRIDOR ARFA</b>					
<b>Extended Metropolitan Area</b>					
<b>Province of Cavite</b>					
City of Alabang	323.00	24.00	401.00	28.00	75.00
City of Marikina	327.00	41.00	368.00	41.00	-20.00
City of Dasmariñas					
<b>Province of Laguna</b>					
City of Biñan, City of San Pablo, Laguna, Laguna Lake	320.00	22.00	401.00	26.00	+24.00
<b>Province of Rizal</b>					
City of Marikina	323.00	24.00	401.00	28.00	+24.00
City of Alabang	327.00	41.00	368.00	41.00	-20.00
<b>Component Cities</b>					
<b>Province of Cavite</b>					
Caraga City, City of Imus, City of Davao, City of Marikina					
<b>Province of Laguna</b>					
City of Biñan, City of San Pablo, Laguna, Laguna Lake	320.00	22.00	401.00	26.00	+24.00
<b>Province of Batangas</b>					
City of Alabang, City of Marikina, City of Dasmariñas, City of Biñan, Laguna Lake					
<b>Province of Quezon</b>					
City of Alabang	323.00	24.00	401.00	28.00	+24.00
City of Marikina	327.00	41.00	368.00	41.00	-20.00
<b>First Class Municipalities</b>					
<b>Province of Cavite</b>					
City of Alabang, City of Marikina, City of Dasmariñas, City of Biñan, Laguna Lake	323.00	24.00	401.00	28.00	+24.00
City of Marikina	327.00	41.00	368.00	41.00	-20.00
City of Dasmariñas	320.00	22.00	401.00	26.00	+24.00
<b>Province of Laguna</b>					
City of Biñan, City of San Pablo, Laguna, Laguna Lake	320.00	22.00	401.00	26.00	+24.00
<b>Province of Batangas</b>					
City of Alabang, City of Marikina, City of Dasmariñas, City of Biñan, Laguna Lake	323.00	24.00	401.00	28.00	+24.00
City of Marikina	327.00	41.00	368.00	41.00	-20.00
<b>Province of Rizal</b>					
City of Alabang, City of Marikina, City of Dasmariñas, City of Biñan, Laguna Lake	323.00	24.00	401.00	28.00	+24.00
City of Marikina	327.00	41.00	368.00	41.00	-20.00
<b>Province of Quezon</b>					
City of Alabang, City of Marikina, City of Dasmariñas, City of Biñan, Laguna Lake	323.00	24.00	401.00	28.00	+24.00
City of Marikina	327.00	41.00	368.00	41.00	-20.00

*[Handwritten signatures and notes at the bottom of the page]*

Covered Areas	Agriculture				
	W.G. No. (VA-10)	Wage Group No. (VA-15)			
	Minimum Wage	Basic Wage Adjustment	Non-Minimum Wage	Dir. & Wage Adjustment	Non-Minimum Wage
	As of December 2020	1st Tranche	2nd Tranche	3rd Tranche	4th Tranche
<b>EMERGING GROWTH AREA</b>					
<b>Second and Third Class Municipalities</b>					
<b>Province of Cavite</b>					
Municipality of Noveleta	200.00	25.00	325.00	25.00	350.00
<b>Province of Laguna</b>					
Bay City and Pagsanjan Schools	200.00	25.00	325.00	25.00	350.00
Alfonso C. Yano National High School - Alagonan, Laguna	200.00	25.00	325.00	25.00	350.00
<b>Province of Batangas</b>					
Central Luzon State University - Batangas	200.00	25.00	325.00	25.00	350.00
Central Luzon State University - Tarlac	200.00	25.00	325.00	25.00	350.00
<b>Province of Rizal</b>					
Manila	200.00	25.00	325.00	25.00	350.00
Caraga, Tarlac	200.00	25.00	325.00	25.00	350.00
<b>Province of Quezon</b>					
Central Luzon State University - Quezon	200.00	25.00	325.00	25.00	350.00
Central Luzon State University - Quezon	200.00	25.00	325.00	25.00	350.00
<b>RESOURCE BASED AREAS</b>					
<b>Fourth, Fifth &amp; Sixth Class Municipalities</b>					
<b>Province of Cavite</b>					
Alfonso C. Yano National High School - Alagonan, Laguna					
<b>Province of Laguna</b>					
Alfonso C. Yano National High School - Alagonan, Laguna	200.00	25.00	325.00	25.00	350.00
<b>Province of Batangas</b>					
Central Luzon State University - Batangas					
Central Luzon State University - Tarlac					
<b>Province of Rizal</b>					
Manila					
<b>Province of Quezon</b>					
Central Luzon State University - Quezon	200.00	25.00	325.00	25.00	350.00



Section 3. **Basis of Minimum Wage.** The minimum wage rates prescribed under this Order shall be for the normal working hours which shall not exceed eight (8) hours of work a day.

Section 4. **Covered Workers and Employees.** The wage increase prescribed herein shall apply to all minimum wage earners in the private sector within the region, regardless of their position, designation or status and irrespective of the method by which their wages are paid.

Section 5. **Exemption.** The following establishments may apply for exemption from compliance from this Wage Order:

- a) Retail/Service Establishments regularly employing not more than ten (10) workers; and
- b) Establishments adversely affected by the pandemic, natural calamities and/or human-induced disasters.


Section 6. **Other Provisions.** Provisions of the Labor Code, Republic Act 6727, Omnibus Rules on Minimum Wage Determination, among others, including, but not limited to: Application to Workers of Contractors or Subcontractors; Application to Workers Paid by Results; Application to Mobile, Branch and Transferred Personnel; Application to Seasonal or Temporary Workers; Application to Special Classes of Workers; Effects on Existing Wage Structure; Productivity and Performance-Based Pay; Freedom to Bargain; Enforcement and Monitoring of Compliance; Appeal; Non-firmation of Benefits; Prohibition Against Injunction; and Reporting Requirements, are hereby incorporated by reference and shall continue to apply upon the effectivity of this Wage Order.

Section 7. **Penal Provision.** Any person, corporation, trust, firm, partnership, association or entity, who refuses or fails to pay the prescribed minimum wage rates in this Wage Order shall be dealt with pursuant to the provisions of Section 12 of RA No. 6727, as amended by RA No. 8168.

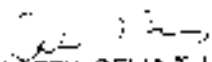
Section 8. **Effectivity.** This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

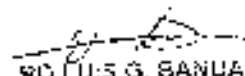
Approved this 30<sup>th</sup> day of May, 2022 in Cebu City, Cebu.

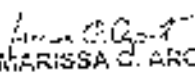
  
ENGR. PATROCINIO S. CAISIP  
Workers' Sector


  
ENGR. RENATO B. ALIBELIA  
Employers' Sector

  
ENGR. BERT C. LASANG  
Workers' Sector

  
ATTY. DELIA T. UY  
Employers' Sector

  
RD LUIS G. SANUA  
Vice-Chairperson  
National Economic & Development Authority

  
RD MARISSA C. ARGENTE  
Vice-Chairperson  
Department of Trade & Industry

  
RD EXEQUIEL RONIE A. GUZMAN  
Chairperson  
Department of Labor and Employment

Approved this \_\_\_\_\_ day of \_\_\_\_\_, 2022.

Date of Publication: 31 day of June 2022  
Date of Effectivity: 20 day of June 2022



Republic of the Philippines  
 Province of Cavite  
 City of Bacoor



*Bayang Bayang*

Subject: Supplementary Agreement - Security Services  
 Date: 8-1-2023  
 For: LEGAL OPINION

Remarks:

The attached version of SUPPLEMENTAL AGREEMENT ON SECURITY SERVICES & CHARGES TO BE PAID BETWEEN CITY OF BACOR AND THE CONTRACTOR (PCL) IS DATED MAY 10, 2023 FROM THE SERVICE BUREAU.

*Elvira S. Guebrero*  
 ELVIRA S. GUEBRERO  
 City Legal Officer





1948

The first part of the year was spent in the  
 office, working on the various projects  
 assigned to me. I was particularly  
 interested in the work on the  
 new machine, and spent a great deal  
 of time in the laboratory, working  
 with the various components and  
 trying to get them to work together  
 properly. I was also very busy  
 with the various reports and  
 documents that had to be prepared  
 for the various committees and  
 departments. I was also very  
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 conferences that were held during  
 the year. I was particularly  
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