



PLARIDEL WATER DISTRICT

A.C. Reyes St., Poblacion, Plaridel, Bulacan 3004
Tel. Nos. (044) 795-0102 / 795-1613; Fax No. (044) 760-0229
Email Address: plaridel_water_district1987@yahoo.com
Website: plaridelwaterdistrict.ph



POSTING CERTIFICATION

This is to certify that the Plaridel Water District has posted its Indicative Annual Procurement Plan for Security Services 2026 on its agency website and can be accessible through this link: <https://plaridelwaterdistrict.ph/bac2024/>.

This certification is being issued in compliance with GPPB Circular No. 02-2020, this 3rd day of November, 2025.

Elias G. Vinta
Head, Bids and Awards Committee Secretariat

PLARDEL WATER DISTRICT
ANNUAL PROCUREMENT PLAN FOR FY 2026
INDICATIVE FINAL UPDATED [Version No. _____]

PROCUREMENT PROJECT DETAILS					PROJECTED TIMELINE (MM/YYYY)			FUNDING DETAILS			REMARKS	
Project Title	End-User or Implementing Unit	General Description of the Project	Description of the Procurement (RR of RA 12099-Section 7.7.2c)	Mode of Procurement	To be covered by an Early Procurement Activity? (Yes/No)	Criteria for Bid (Including and State Domestic Preference)	Start of Procurement Activity	End of Procurement Activity	Source of Fund	Estimated Budget/ Approved Budget for Project (PHP)	PROCUREMENT STRATEGY OR TOOLS	(Other relevant information of the procurement project, if applicable)
Column 1	Column 2	Column 3	Column 4	Column 4	Column 5	Column 6	Column 7	Column 8	Column 9	Column 10	Column 11	Column 12
6021300 / 797 - Security Services 2026	Administrative	Services		Public Bidding	Yes	LCRB	1/1/2025	12/2025	Corporate Operating Budget	5,400,000.00	LCCA	Early Procurement Activity

Total Amount of Estimated Budget for EPA Projects: 5,400,000.00
 Total Amount of CSSES to be covered for PS-DBM: 5,400,000.00
 Total Amount of Estimated Budget: 5,400,000.00

Prepared by:  ELLIAS G. VINTA
 Procurement Assistant B
 Bids and Awards Committee Secretariat Head
 Date: 10/30/2025

Recommended by:  JUSTIN MICHAEL B. BERNAGO
 Division Manager, Administrative
 Bids and Awards Committee Chairperson
 Date: 11/3/2025

Approved by:  NATHANIEL ANDREW S. BERNABE JR.
 Chairman, Board of Directors
 Head of the Procuring Entity
 Date: 10/27/25

Prepared by:  ELLIAS G. VINTA
 Procurement Assistant B
 Bids and Awards Committee Secretariat Head
 Date: 10/30/2025

Recommended by:  JUSTIN MICHAEL B. BERNAGO
 Division Manager, Administrative
 Bids and Awards Committee Chairperson
 Date: 11/3/2025

Approved by:  NATHANIEL ANDREW S. BERNABE JR.
 Chairman, Board of Directors
 Head of the Procuring Entity
 Date: 10/27/25

PROJECT PROCUREMENT MANAGEMENT PLAN (PPMP) NO. 05

INDICATIVE
 FINAL

Fiscal Year : 2026
End-User or Implementing Unit: ADMINISTRATIVE DIVISION

General Description and Objective of the Project to be Procured	PROCUREMENT PROJECT DETAILS				PROJECTED TIMELINE (MM/YY/YY)				FUNDING DETAILS		ATTACHED SUPPORTING DOCUMENTS	REMARKS
	Type of the Project to be Procured (Whether Goods, Infrastructure and Consulting Services)	Quantity and Size of the Project to be Procured	Recommended Mode of Procurement	Pre-Procurement Conference applicable (Yes/No)	Start of Procurement Activity	End of Procurement Activity	Expected Delivery/Implementation Period	Source of Funds	Estimated Budget/ Authorized Budgetary Allocation (Php)			
50212030 / 797 - Security Services 2026	Column 2 Services	Column 3 1 lot	Column 4 Public Bidding	Column 5 10/2025	Column 6 11/2025	Column 7 12/2025	Column 8 01/2026	Column 9 Corporate Operating Budget	Column 10 5,400,000.00	Column 11	Column 12 Early Procurement Activity	
TOTAL BUDGET:									5,400,000.00			

Prepared by:



 LORRAINE TRICIA JAMES B. SILLON-CLEMENTE
 Clerk/Professor C

Date: 10-29-25

Submitted by:



 JUSTIN MICHAEL B. BERANGO
 Division Manager, Administrative

Date: 10/29/2025



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RESOLUTION NO. **86** Series of 2025

RESOLUTION APPROVING THE EARLY PROCUREMENT OF SECURITY SERVICES FOR 2026, AMOUNTING TO FIVE MILLION FOUR HUNDRED THOUSAND PESOS (PHP5,400,000.00), TO BE CHARGED AGAINST THE ANNUAL BUDGET FOR FY 2026

WHEREAS, the Plaridel Water District (PLAWD) needs security services for safeguarding and protecting the personnel, properties, equipment, installations, and premises located in Plaridel, Bulacan, from unlawful and/or criminal acts by strangers or third parties;

WHEREAS, PLAWD has an existing contract with North Pacific Security Agency, Inc. The said contract has a period of nine (9) months from 01 April 2025 to 31 December 2025;

WHEREAS, PLAWD Board of Directors Resolution No. 74 Series of 2025 (*Re: Resolution approving the early procurement of Security Services for 2026 amounting to Five Million Two Hundred Thousand Pesos (Php5,200,000.00) to be charged against the Annual Budget for FY 2026*) was approved on 17 September 2025;

WHEREAS, the Pre-Bid Conference is scheduled on 23 October 2025, while the Bid Opening is scheduled on 04 November 2025. However, in view of the Wage Order No. RBIII-26 issued by the Regional Tripartite Wages and Productivity Board-III, the PLAWD Bids and Awards Committee recommended the following: (a) the cancellation of the Early Procurement Activity of Security Services for 2026; and (b) the mandatory review by the end-user of the Approved Budget for the Contract (ABC) for the Early Procurement Activity of Security Services for 2026;

WHEREAS, to have continuous and uninterrupted security services in the upcoming year, there is a need to approve the Supplemental Project Procurement Management Plan for the Early Procurement of Security Services 2026, amounting to **Five Million Four Hundred Thousand Pesos (Php5,400,000.00)**, to be charged against the Annual Budget for FY 2026;

WHEREAS, the amount of **Five Million Four Hundred Thousand Pesos (Php5,400,000.00)** will cover the minimum wage, cost of living allowance, 13th month pay, service incentive leave pay, overtime pay, night differential pay, public holiday pay, retirement benefits, Social Security Services (SSS), PhilHealth, Pag-IBIG, and other mandatory benefits as provided by law;

WHEREAS, it is recommended that the Security Services be procured through early procurement activity;

WHEREAS, there is a need to approve the Early Procurement of Security Services for 2026, amounting to **Five Million Four Hundred Thousand Pesos (Php5,400,000.00)** to be charged against the Annual Budget for FY 2026;

WHEREAS, the PLAWD Management formally recommended to the PLAWD Board of Directors to approve the Early Procurement of Security Services for 2026, amounting to **Five Million Four Hundred Thousand Pesos (Php5,400,000.00)**, to be charged against the Annual Budget for FY 2026;

NOW, THEREFORE, BE IT RESOLVED, as it is **HEREBY RESOLVED**, do hereby approve the Early Procurement of Security Services for 2026, amounting to **Five Million Four Hundred Thousand Pesos (Php5,400,000.00)**, to be charged against the Annual Budget for FY 2026;

RESOLVED FINALLY, that this Resolution shall repeal and supersede Plaridel Water District Board of Directors Resolution No. 74 Series of 2025 dated 17 September 2025 (*Re: Resolution approving the early procurement of Security Services for 2026 amounting to Five Million Two Hundred Thousand Pesos (Php5,200,000.00) to be charged against the Annual Budget for FY 2026*).

APPROVED this 22nd day of October 2025.


NATHANAEL ANDRES S. BERNABE JR.
Chairperson


NANCY C. DELA CRUZ
Secretary


ATTY. REYNALDO F. PARIS
Vice-Chairperson


ENGR. FERDINAND R. MAGSAKAY
Director/Member



FROM THE OFFICE OF THE GENERAL MANAGER	FOR CONSIDERATION OF THE BOARD OF DIRECTORS
SUBJECT : Early Procurement of Security Services CY 2026	DATE 20 October 2025

BACKGROUND

Plaridel Water District (PLAWD) is in need of security services for the purpose of safeguarding and protecting the personnel, properties, equipment, installations and premises located in Plaridel, Bulacan from unlawful and/or criminal acts by strangers or third parties.

Currently, PLAWD has an existing contract with North Pacific Security Agency, Inc. The contract has a period of nine (9) months from April 1, 2025 to December 31, 2025.

The PLAWD Board of Directors approved Board Resolution No. 74 Series of 2025, dated 17 September 2025 - Resolution Approving the Early Procurement of Security Services for k2026 Amounting to Five Million Two Hundred Thousand Pesos (PhP5,200,000.00) to be charged against the Annual Budget for FY 2026.

The Pre-Bid Conference is scheduled on October 23, 2025, while the Bid Opening is scheduled on November 4, 2025. However, in view of the Wage Order No. RBIII-26 issued by the Regional Tripartite Wages and Productivity Board-III, the PLAWD Bids and Awards Committee recommended the following: (a) the cancellation of the Early Procurement Activity Of Security Services for 2026; and (b) the mandatory review by the end-user of the Approved Budget for the Contract (ABC) for the Early Procurement Activity Of Security Services for 2026.

JUSTIFICATION

Thus, in order to have a continuous and uninterrupted security services in the upcoming year there is a need to approve the Supplemental Project Procurement Management Plan for the Early Procurement of Security Services 2026 amounting to Five Million Four Hundred Thousand Pesos (PhP5,400,000.00) to be charged against the Annual Budget for FY 2026.

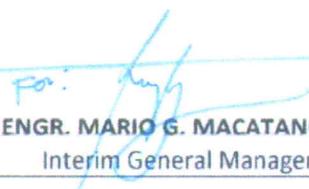
The amount of Five Million Four Hundred Thousand Pesos (PhP5,400,000.00) will cover the minimum wage, cost of living allowance, 13th month pay, service incentive leave pay, overtime pay, night differential pay, public holiday pay, retirement benefits, Social Security Services (SSS), PHILHEALTH, PAG-IBIG and other mandatory benefits as provided by law.

Further, it is recommended that the security services be procured through early procurement activity.

Consequently, there is a need to approve the early procurement of security services for 2026 amounting to Five Million Four Hundred Thousand Pesos (PhP5,400,000.00) to be charged against the Annual Budget for FY 2026.

RECOMMENDATION

It is therefore recommended that the Board of Directors approve the early procurement of security services amounting to Five Million Four Hundred Thousand Pesos (PhP5,400,000.00) to be charged against the Annual Budget for FY 2026.

REQUESTED BY:	RECOMMENDING APPROVAL:	BOARD'S ACTION	Approved
 JUSTIN MICHAEL B. BERANGO Manager, Administrative Division	 ENGR. MARIO G. MACATANGAY Interim General Manager	RESOLUTION NO.	86, s. 2025
		DATE CONSIDERED	22 October 2025
		DATE RELEASED	20 October 2025



WAGE ORDER NO. RBIII-26

PROVIDING FOR A MINIMUM WAGE INCREASE IN REGION - III

WHEREAS, the Regional Tripartite Wages and Productivity Board (RTWPB) - III is mandated under **Republic Act (RA) No. 6727**, otherwise known as the **Wage Rationalization Act**, to periodically assess wage rates and conduct continuing studies in the determination of the minimum wage applicable in the region or industry;

WHEREAS, the current Wage Order No. **RBIII-25** took effect on 17 October 2024;

WHEREAS, pursuant to **Section 3(A), Rule II of the Omnibus Rules on Minimum Wage Determination**, as amended, in the absence of any petition for a minimum wage adjustment filed, the Board may, *motu proprio*, initiate wage review;

WHEREAS, the Board, upon deliberation during its meeting on 15 July 2025, *motu proprio*, decided to commence the minimum wage determination process starting 03 September 2025 and review the current minimum wage rates;

WHEREAS, on 18 August 2025, the Board caused the publication of the Notice of Public Hearing for workers in private establishments in a newspaper of general circulation in the region;

WHEREAS, after due notice to all stakeholders, the Board conducted the following public hearings to assess and determine the propriety of issuing a new wage order:

DATE	VENUE
For the Provinces of Bataan & Zambales	
03 September 2025	SMX Olongapo City Convention Center, Olongapo City, Zambales
For the Provinces of Nueva Ecija & Tarlac	
09 September 2025	Old SP Hall, Tarlac Capitol, Brgy. San Vicente, Tarlac City, Tarlac
For the Province of Aurora	
11 September 2025	AMCO Beach Resort, Baler, Aurora
For the Provinces of Bulacan & Pampanga	
16 September 2025	CDC Training Hall Health and Sanitation Department, Clark Freeport Zone, Pampanga

Wcd

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WHEREAS, in setting the minimum wage, the Board has to consider the various criteria under RA No. 6727, as well as the procedures laid down in the *Omnibus Rules on Minimum Wage Determination*, as amended;

WHEREAS, after a thorough review and evaluation of the existing socio-economic conditions in the region, the following were established:

- a. The Consumer Price Index ("CPI") in Region III increased to 132.6 in August 2025 from 131.1 in October of 2024;
- b. The 2023 poverty threshold in Region III, based on the latest available data provided by the Philippine Statistics Authority ("PSA"), for an average family of five (5) members is in the amount of Five Hundred Twenty-Eight Pesos (Php528.00), and
- c. Based on the latest available data provided by the PSA, Region - III is among the eight (8) regions with an economic growth rate above the national level. The Gross Regional Domestic Product ("GRDP") of Region - III is at 6.5% for 2023-2024 period using constant 2018 prices.

WHEREAS, during the deliberation process, aside from the prevailing socio-economic conditions in Region - III and its provinces, the Board also considered the positions and views of all interested parties during the public hearings, the needs of the workers and their families, the capacity of the employers to pay, and labor and enterprise productivity and sustainability in the region;

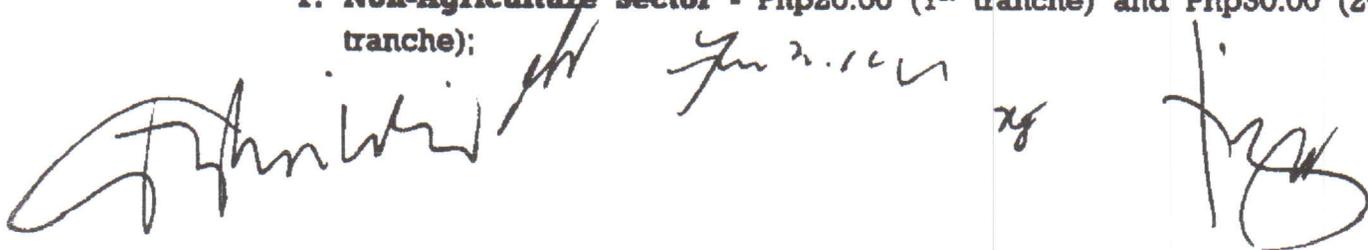
WHEREAS, the Board deemed it just to increase the daily minimum wage, considering the need to restore the purchasing power of the workers' wages; to progressively close the minimum wage-poverty threshold gap in the region; and to ensure equitable distribution of the fruits of economic growth between workers and employers;

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

Section 1. Amount of Increase. Upon effectivity of this Wage Order, minimum wage earners in the private sector in the Region shall receive Php50.00 – Php80.00 basic wage increase per day.

A. For the minimum wage earners in the provinces of Bataan, Bulacan, Nueva Ecija, Pampanga, Tarlac, and Zambales:

1. **Non-Agriculture Sector** - Php20.00 (1st tranche) and Php30.00 (2nd tranche);

The bottom of the document features several handwritten signatures and initials. On the left, there is a large, stylized signature. To its right, there are smaller initials and a date 'Jan 2, 2024'. Further right, there is another signature, and on the far right, a large, bold signature.

2. **Agriculture Sector** - Php20.00 (1st tranche) and Php30.00 (2nd tranche);
and

3. **Retail and Service Sector** - Php20.00 (1st tranche) and Php30.00 (2nd tranche).

B. For the minimum wage earners in the province of Aurora:

1. **Non-Agriculture Sector** - Php30.00 (1st tranche) and Php30.00 (2nd tranche);

2. **Agriculture Sector** - Php30.00 (1st tranche) and Php30.00 (2nd tranche);
and

3. **Retail and Service Sector** - Php40.00 (1st tranche) and Php40.00 (2nd tranche).

Section 2. New Minimum Wage Rates. The new daily minimum wage rates in Region - III shall be as follows:

Sector/Industry	Provinces of BATAAN, BULACAN, NUEVA ECIJA, PAMPANGA, TARLAC, ZAMBALES				
	MW under W.O. No. RBIII-25	Wage Increase	New Minimum Wage	Wage Increase	
				New Minimum Wage	
				1 st Tranche	2 nd Tranche
Upon Effectivity		April 16, 2026			
Non-Agriculture	P550.00	P20.00	P570.00	P30.00	P600.00
Agriculture	P520.00	P20.00	P540.00	P30.00	P570.00
Retail / Service	P540.00	P20.00	P560.00	P30.00	P590.00

Sector/Industry	Province of AURORA				
	MW under W.O. No. RBIII-25	Wage Increase	New Minimum Wage	Wage Increase	
				New Minimum Wage	
				1 st Tranche	2 nd Tranche
Upon Effectivity		April 16, 2026			
Non-Agriculture	P500.00	P30.00	P530.00	P30.00	P560.00
Agriculture	P485.00	P30.00	P515.00	P30.00	P545.00
Retail / Service	P435.00	P40.00	P475.00	P40.00	P515.00

Section 3. Basis of Minimum Wage Rates. 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.

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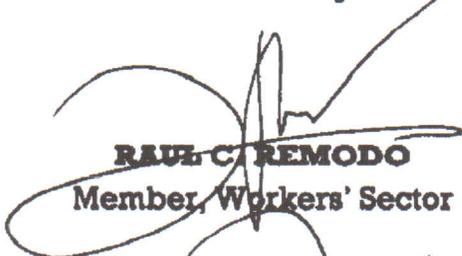
Section 4. Covered. The wage increase prescribed herein shall apply to all minimum wage earners in the private sector within the region, regardless of their position, designation or status and irrespective of the method by which their wages are paid.

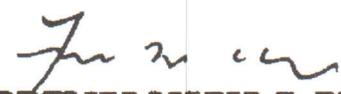
Section 5. Penal Provision. Any person, corporation, trust, firm, partnership, association or entity which refuses or fails to pay the prescribed increase shall be dealt with pursuant to the provisions of *Section 12 of RA No. 6727, as amended by RA No. 8188.*

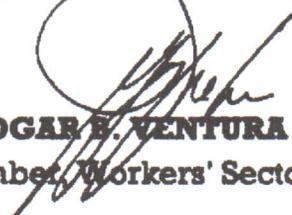
Section 6. Effectivity. This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

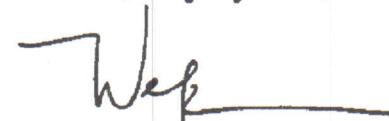
APPROVED. This 16th day of September 2025.

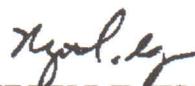
Done in Clark Freeport Zone, Pampanga, Philippines.


RAUL C. REMODO
Member, Workers' Sector


FLORDELIZA MARIA C. REYES-RAYEL
Member, Employers' Sector


EDGAR E. VENTURA
Member, Workers' Sector


MARCO D. NEPOMUCENO
Member, Employers' Sector


NERRISA T. ESGUERRA
Vice-Chairperson
Department of Economy, Planning, &
Development


EDNA D. DIZON
Vice-Chairperson
Department of Trade & Industry


GERALDINE M. PANLILIO
Chairperson
Department of Labor & Employment

(For NWPC Secretariat)

Date of Publication: 14 day of October 2025
Date of Effectivity: 30 day of October 2025

**COST DISTRIBUTION SCHEDULE FOR SECURITY SERVICES
FOR ONE (1) MONTH**

		DAY SHIFT	NIGHT SHIFT
A. AMOUNT PAID DIRECTLY TO SECURITY GUARD			
Daily Wage	P		600.00
1. Basic Pay (Daily Wage *395/12)		P 19,750.00	P 19,750.00
2. Night Differential Pay (Basic Pay*10%)		P -	P 1,975.00
3. 13 th Month Pay (DW*365/12/12)		P 1,520.83	P 1,520.83
4. 5 days Incentive Leave (Daily Wage*5/12)		P 250.00	P 250.00
5. Uniform Allowance (RA 5487)		P 100.00	P 100.00
SUB-TOTAL		P 21,620.83	P 23,595.83
6. Overtime Pay			
Rate per hour (DW/8)		P 75.00	P 75.00
6.1 Regular days (DW*125%*295*4)		P 110,625.00	P 110,625.00
6.2 Regular Holidays (DW*260%*12*4)		P 7,176.00	P 7,176.00
6.3 Sundays/Restdays (DW*169%*52*4)		P 26,364.00	P 26,364.00
6.4 Special Days, Rest days (DW*195%*6*4)		P 3,510.00	P 3,510.00
Overtime Pay Rate (Sum of 6.1 to 6.4/12)		P 12,306.25	P 12,306.25
SUB-TOTAL		P 12,306.25	P 12,306.25
TOTAL		P 33,927.08	P 35,902.08
B. AMOUNT PAID TO GOVERNMENT IN FAVOR OF SG			
1. Retirement Benefit (RA 7641) (DW *22.5/12)		P 1,125.00	P 1,125.00
2. SSS Premium (Employer's Only)		P 2,000.00	P 2,000.00
3. SSS WISP (Workers' Investment Savings Program)		P 1,200.00	P 1,300.00
3. PhilHealth Contribution		P 456.25	P 456.25
4. Employee Compensation Fund		P 30.00	P 30.00
5. Pag-Ibig Fund		P 200.00	P 200.00
TOTAL		P 5,011.25	P 5,111.25
TOTAL OF A & B		P 38,938.33	P 41,013.33
C. OTHERS			
1. Overhead / Administrative Expenses Profit (20% of A & B)		P 7,787.67	P 8,202.67
D. VALUE ADDED TAX (VAT) – 12% of C			
		P 934.52	P 984.32
Rate Per Security Guard		P 47,660.52	P 50,200.32

Estimate Minimum Wage Order to be discussed on September 16, 2025

Number of Security Guards	1	8
Monthly Amount	P 47,660.52	P 401,602.56
Total Monthly for 9 Guards	P	449,263.08
Number of Months	12	
Total	P	5,391,156.96
	ABC	P 5,391,156.96