



**COPY**

**REGENT SUKOHARJO  
PROVINCE OF CENTRAL JAVA**

**SUKOHARJO REGENCY REGULATIONS  
NUMBER 57 OF 2020**

**ABOUT**

**GUIDELINES FOR THE INCOME OF THE BOARD OF DIRECTORS AND  
REGIONAL PUBLIC COMPANY SUPERVISORY BOARD  
TIRTA MAKMUR DRINKING WATER**

**BY THE GRACE OF GOD ALMIGHTY**

**REGENT SUKOHARJO,**

**Considering: a. that in order to implement the provisions of Article 23 and Article 40 of the Sukoharjo Regency Regional Regulation Number 12 of 2019 concerning the Tirta Makmur Regional Public Company for Drinking Water, a Regent's Regulation is required regarding Guidelines for Giving regulating the Board of Income of the Directors and Supervisory the Regional Public Company for Drinking Water Tirta Makmur;**

**b. that based on the considerations as intended in letter a, it is necessary to stipulate a Regent's Regulation concerning Guidelines for Providing Income to the Directors and Supervisory Board of the Tirta Makmur Regional Public Drinking Water Company;**

**Bearing in mind: 1. Law Number 13 of 1950 concerning the Establishment of Regency Areas within the Province of Central Java;**

**2. Law Number 13 of 2003 concerning Employment (State Gazette of the Republic of Indonesia of 2003 Number 39, Supplement to State Gazette of the Republic of Indonesia Number 4279);**

3. Law Number 23 of 2014 concerning Regional Government (State Gazette of the Republic of Indonesia of 2014 Number 244, Supplement to the State Gazette of the Republic of Indonesia Number 5587) as amended several times, most recently by Law Number 9 of 2015 concerning the Second Amendment to the Law. Law Number 23 of 2014 concerning Regional Government (State Gazette of the Republic of Indonesia of 2015 Number 58, Supplement to State Gazette of the Republic of Indonesia Number 5679);
4. Government Regulation Number 54 of 2017 concerning Regional Owned Enterprises (State Gazette of the Republic of Indonesia of 2017 Number 305, Supplement to State Gazette of the Republic of Indonesia Number 6173);
5. Sukoharjo Regency Regional Regulation Number 12 of 2019 concerning Tirta Makmur Regional Drinking Water Public Company (Sukoharjo Regency Regional Gazette of 2019 Number 12, Supplement to Sukoharjo Regency Regional Gazette Number 286);

**DECIDE :**

**To stipulate: REGENT'S REGULATION CONCERNING GUIDELINES FOR THE INCOME OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD OF TIRTA MAKMUR DRINKING WATER REGIONAL PUBLIC COMPANIES.**

**PIG**

**GENERAL REQUIREMENTS**

**article 1**

**In this Regent's Regulation what is meant by: 1. Region is Sukoharjo Regency.**

2. Regional Government is the Regent as the organizing element of Regional Government which leads the implementation of government affairs which are the authority of the autonomous region.
3. The Regent is the Regent of Sukoharjo.
4. Regionally Owned Enterprises, hereinafter abbreviated to BUMD, are business entities whose capital is wholly or largely owned by the Region.

- 5. Tirta Makmur Regional Public Company for Drinking Water, hereinafter referred to as Perumda Air Drinking Tirta Makmur, is the Regional Public Company for Drinking Water of Sukoharjo Regency which is a Regional Public Company which operates in the field of drinking water services.**
- 6. Separated Regional Wealth is regional wealth originating from the Regional Revenue and Expenditure Budget to be used as Regional capital participation in Perumda Tirta Makmur Drinking Water.**
- 7. The Regional Head Who Represents the Regional Government in Ownership of Separated Regional Assets in Regional Public Companies, hereinafter abbreviated as KPM, is the organ of the Regional Public Company which holds the highest power in the Regional Public Company and holds all authority that is not delegated to the Directors or Supervisory Board.**
- 8. The Supervisory Board is an organ of the Tirta Makmur Drinking Water Perumda which is tasked with supervising and providing advice to the Board of Directors in carrying out management activities of the Tirta Makmur Drinking Water Perumda.**
- 9. The Board of Directors is an organ of the Tirta Makmur Drinking Water Perumda which is responsible for managing the Tirta Makmur Drinking Water Perumda for the interests and objectives of the Tirta Makmur Drinking Water Perumda and representing the Tirta Makmur Drinking Water Perumda both inside and outside the court in accordance with the provisions of the articles of association.**
- 10. Employees are employees of Perumda Air Minum Tirta Makmur.**
- 11. Income is compensation/remuneration given to the Directors, Supervisory Board and Employees because of the position and role given to the company in accordance with the duties, authority, obligations and responsibilities based on statutory regulations.**
- 12. Basic salary is a fixed income in the form of money received every month by a person because of his position as a director or employee.**
- 13. Benefits are income in the form of money or which can be valued in terms of money received at a certain time.**
- 14. Honorarium is payment for services provided in a particular activity.**

15. **Performance Target is the result or level of success that must be achieved during a certain period in achieving the implementation of an activity/program/policy in realizing the company's targets, goals, mission and vision.**
16. **Tantiem or performance incentives are company profits awarded to company management**
17. **Representative funds are funds provided to the Board of Directors in connection with their position as chairman of Perumda Air Minum Tirta Makmur**

CHAPTER II

INCOME OF THE BOARD OF DIRECTORS

**Part One**

**General**

**Section 2**

- (1) **In carrying out the duties of the Directors, they are given income.**
- (2) **The Board of Directors' income as referred to in paragraph (1) consists of a maximum of:**
  - a. **wages;**
  - b. **allowance;**
  - c. **facility; and/or**
  - d. **bonus or performance incentive.**

**The second part**

**Wages**

**Article 3**

- (1) **Members of the Board of Directors are given a basic salary of:**
  - a. **Main**  
**Director at most 2.5 (two point five) times the income of the highest employee; And**
  - b. **Each member of the Board of Directors shall receive a maximum of 80% (eighty percent) of the basic salary received by the President Director.**
- (2) **The amount of basic salary as referred to in paragraph (1) is stipulated in the Regent's Decree.**

**Part Three  
Allowance  
Article 4**

**Members of the Board of Directors are given allowances consisting of:**

- a. positional allowance;**
- b. health benefits;**
- c. wife/husband allowance;**
- d. child support; e.**
- food allowance; f.**
- housing or residential rental allowance; g. holiday allowance;**
- h. education allowance;**
- i. performance allowance;**
- j. income improvement allowance; and/or**
- k. end of term allowance.**

**Article 5**

- (1) The amount of Directors' Position Allowances as referred to in Article 4 letter a is as follows:**
  - a. The Main Director's position allowance is a maximum of 2.5 (two point five) times the highest employee's position allowance;**
  - b. The position allowance for members of the Board of Directors is a maximum of 80% of the allowance for the position of the President Director;**
- (2) Directors are given monthly health benefits of a maximum of 2.5 (two point five) times the highest employee health benefits.**
- (3) Every month Directors are given a wife/husband allowance of a maximum of 10% (ten percent) of the basic salary.**
- (4) Every month, Directors are given a child allowance of a maximum of 5% (five percent) of the basic salary for each child, with a maximum number of insured children being 2 (two).**
- (5) Every month the Directors are given a food allowance of a maximum of 10 kilograms per person.**

- (6) Directors are given a housing or residential rental allowance, the amount of which takes into account the principles of decency, fairness, rationality, applicable local price standards, and the financial capacity of the Tirta Makmur Drinking Water Company once every 1 (one) year.**
- (7) Directors are given a holiday allowance of at least 1 (one) time the previous month's income.**
- (8) Directors are given an educational allowance once in (1) year at a maximum of 1 (one) times last month's income.**
- (9) Directors are given a maximum performance allowance of 1 (one) time the previous month's income if the performance target up to the third quarter has been achieved.**
- (10) Directors are given an income improvement allowance of a maximum of 1 (one) times the previous month's income if the fourth quarter performance target has been achieved.**
- (11) Directors are given an allowance at the end of their term of office with the following**
- conditions:**
- a. Directors at the end of each term of office may be given an end-of-term allowance, the amount of which is determined by a Regent's Decree based on the recommendation of the Supervisory Board and the capabilities of the Tirta Makmur Drinking Water Company;**
  - b. Directors who are honorably dismissed before their term of office ends may be given the end-of-service allowance as referred to in letter a provided they have carried out their duties for at least 1 (one) year; And**
  - c. The amount of the end-of-service allowance as referred to in letters a and b is based on the calculation of the length of service divided by the term of office multiplied by the last month's income.**
- (12) The amount of allowances as intended in paragraph (1) to paragraph (11) is determined in the Regent's Decree.**
- (13) The amount of allowances as intended in paragraph (1) to paragraph (11) is given in accordance with the financial capacity of Perumda Air Minum Tirta Makmur.**

**Part Three****Facility****Article 6**

- (1) Directors' facilities as intended in Article 2 paragraph (2) letter c are in the form of representative funds.**
- (2) Representative funds as referred to in paragraph (1) are given every month at a maximum of 75% (seventy five percent) of the Directors' monthly income consisting of the Directors' basic salary plus Position Allowance, Wife/husband Allowance, Health Allowance and Food Allowance.**

**Part Four****Tantiem or Performance Incentive****Article 7**

- (1) In the event that Perumda Air Minum Tirta Makmur makes a profit, the Board of Directors receives a share of the profit in the form of bonuses or performance incentives.**
- (2) The amount of Tantiem or performance incentives as referred to in paragraph (1) is determined in the Directors' Decree.**
- (3) Tantiem or performance incentives as intended in paragraph (1) are given after the Regent determines the approval of the Directors' accountability.**

**CHAPTER III****INCOME OF THE SUPERVISORY BOARD****Article 9**

- (1) In carrying out their duties, members of the Supervisory Board are given income determined by the KPM.**
- (2) The income of members of the Supervisory Board as referred to in paragraph (1) consists of:**
  - a. honorarium;**
  - b. allowance; And**
  - c. bonus or performance incentive.**

**Part One  
Honorarium  
Article 10**

- (1) The honorarium as intended in Article 9 paragraph (2) letter a is given to the Supervisory Board every month in the following amount:**
  - a. The Chairman of the Supervisory Board who is also a member receives an honorarium of a maximum of 45% (forty five percent) of the Main Director's basic salary.**
  - b. Each member of the Supervisory Board receives an honorarium of a maximum of 35% (thirty five percent) of the Main Director's basic salary.**
- (2) In the event that the number of Supervisory Board members is only 1 (one) person, the amount of honorarium given each month is a maximum of 45% (forty five percent) of the Director's basic salary.**
- (3) The amount of honorarium as intended in paragraph (1) or paragraph (2) is determined in the Regent's Decree.**

**The second part  
Allowance  
Article 11**

- (1) The Supervisory Board is given an allowance consisting of from:**
  - a. holiday allowance;**
  - b. education allowance;**
  - c. performance allowance;**
  - d. income improvement allowance; and e. end of term allowance.**
- (2) The holiday allowance as intended in paragraph (1) letter a is given at least 1 (one) time honorarium last month or according to the financial capabilities of Perumda Tirta Makmur Drinking Water.**
- (3) The educational allowance as referred to in paragraph (1) letter b is given 1 (one) time a year at a maximum of the honorarium received in the last month.**

- (4) The performance allowance as referred to in paragraph (1) letter c is given at a maximum of 1 (one) times the previous month's honorarium if the performance target up to the third quarter has been achieved.
- (5) The income improvement allowance as intended in paragraph (1) letter d is given at a maximum of 1 (one) times the monthly income.  
then if the fourth quarter performance target has been achieved.
- (6) The Supervisory Board is given an allowance at the end of the term of office with the following conditions:
- a. The Supervisory Board at the end of each term of office may be given an end-of-service allowance, the amount of which is determined by a Regent's Decree;
  - b. Supervisory Board members who are honorably dismissed before their term of office ends can be given end-of-service allowances as intended in paragraph (1) provided they have carried out their duties for at least 1 (one) year;
  - c. The amount of the end-of-service allowance as referred to in paragraphs (1) and (2) is based on the calculation of the length of service divided by the term of office multiplied by the last month's income.
- (7) The amount of allowances as intended in paragraph (1) to paragraph (6) is determined in the Regent's Decree.

### **Part Three**

#### **Tantiem or Performance Incentive**

##### **Article 12**

- (1) In the event that Perumda Air Drinking Tirta Makmur makes a profit, the Supervisory Board gets a share of the profit in the form of bonuses or performance incentives.
- (2) The amount of Tantiem or performance incentives as referred to in paragraph (1) is determined in the Regent's Decree.
- (3) Tantiem or performance incentives as intended in paragraph (1) are given after the Regent determines the approval of the Directors' accountability.

CHAPTER IV

**CLOSING**

**Article 13**

**This Regent's Regulation comes into force on the date of promulgation.**

**So that everyone knows about it, the government promulgates this Regent's Regulation by placing it in the Sukoharjo Regency Regional Gazette.**

**Stipulated in Sukoharjo on  
September 21 2020  
REGENT SUKOHARJO,**

signed.

**WARDOYO WIJAYA**

**Promulgated in Sukoharjo on  
September 21 2020**

**PJ. REGIONAL SECRETARY  
OF SUKOHARJO DISTRICT,**

signed.

**WIDODO**

**REGIONAL NEWS SUKOHARJO DISTRICT  
YEAR 2020 NUMBER 57**

