

REGENT OF SUKOHARJO
CENTRAL JAVA PROVINCE
REGULATION OF THE REGENT OF SUKOHARJO
NUMBER 2 OF 2024
ON
THIRD AMENDMENT TO REGENT REGULATION NUMBER 10 OF 2022
CONCERNING THE PROVISION OF ADDITIONAL INCOME FOR
EMPLOYEES
CIVIL SERVANTS IN THE SUKOHARJO REGENCY GOVERNMENT

BY THE BLESSINGS OF ALMIGHTY GOD

REGENT OF SUKOHARJO,

- Considering : a. That in order to realize a sense of justice in accordance with the workload and value of the position of State Civil Apparatus, it is necessary to provide additional income for State Civil Apparatus employees within the Sukoharjo Regency Government;
- b. That in order to improve discipline, motivation, performance and employee welfare, it is necessary to re-arrange the provision of additional income for State Civil Apparatus employees within the Sukoharjo Regency Government;
- c. That based on Article 35 of the Regulation of the Minister of State Apparatus Empowerment and Bureaucratic Reform Number 6 of 2022 concerning Management of State Civil Apparatus Employee Performance, employee performance management is carried out through an employee performance application prepared by the State Civil Service Agency and integrated with a single employee performance

management platform in this case the State Civil Apparatus Information System (SIASN) application, then the Regulation of the Regent of Sukoharjo Number 10 of 2022 concerning Provision of Additional Income for State Civil Apparatus Employees within the Sukoharjo Regency Government as amended by the Regulation of the Regent of Sukoharjo Number 2 of 2023 concerning the Second Amendment to the Regulation of the Regent Number 10 of 2022 concerning Provision of Additional Income for State Civil Apparatus Employees within the Sukoharjo Regency Government, needs to be amended;

- d. That based on the considerations mentioned in points a, b, and c, it is necessary to stipulate the Regulation of the Regent regarding the Removal of Administrative Sanctions on Penalties for Land and Building Taxes for Rural and Urban areas, Groundwater Taxes, and Non-Metallic Minerals and Rocks Taxes to the Public in Commemoration of the 78th Anniversary of Sukoharjo Regency;

- Observing : 1. Article 18 Paragraph (6) of the 1945 Constitution of the Republic of Indonesia;
2. Law Number 13 of 1950 concerning the Establishment of Districts within the Province of Central Java as amended by Law Number 9 of 1965 concerning the Establishment of the Batang Level II Region by amending Law No. 13 of 1950 concerning the Establishment of Districts within the Province of Central Java (State Gazette of 1965 Number 52, Supplement to the State Gazette Number 2757);
3. Law Number 23 of 2014 concerning Regional Government (State Gazette of the Republic of Indonesia

- 2014 Number 244, Supplement to the State Gazette of the Republic of Indonesia Number 5587) as amended several times, most recently by Law Number 6 of 2023 concerning the Stipulation of Government Regulation in Lieu of Law Number 2 of 2022 concerning Job Creation into Law (State Gazette of the Republic of Indonesia 2023 Number 41, Supplement to the State Gazette of the Republic of Indonesia Number 6841);
4. Law Number 11 of 2023 concerning Central Java Province (State Gazette of the Republic of Indonesia 2023 Number 58);
 5. Government Regulation Number 18 of 2016 concerning Regional Apparatus (State Gazette of the Republic of Indonesia 2016 Number 114, Supplement to the State Gazette of the Republic of Indonesia Number 5887) as amended by Government Regulation Number 72 of 2019 concerning Amendments to Government Regulation Number 18 of 2016 concerning Regional Apparatus (State Gazette of the Republic of Indonesia 2019 Number 187, Supplement to the State Gazette of the Republic of Indonesia Number 6402);
 6. Government Regulation Number 12 of 2019 concerning Regional Financial Management (State Gazette of the Republic of Indonesia 2019 Number 42, Supplement to the State Gazette of the Republic of Indonesia Number 6322);
 7. Regional Regulation of Sukoharjo Regency Number 7 of 2021 concerning Regional Financial Management (Regional Gazette of Sukoharjo Regency 2021 Number 7, Supplement to the Regional Gazette of Sukoharjo Regency Number 300);
 8. Regulation of the Regent of Sukoharjo Number 10 of 2022 concerning the Provision of Additional Income for

State Civil Apparatus Employees within the Sukoharjo Regency Government (Regional News of Sukoharjo Regency 2022 Number 10) as amended several times, most recently by Regulation of the Regent of Sukoharjo Number 2 of 2023 concerning the Second Amendment to Regulation of the Regent Number 10 of 2022 concerning the Provision of Additional Income for State Civil Apparatus Employees within the Sukoharjo Regency Government (Regional News of Sukoharjo Regency 2023 Number 2);

HAS DECIDED

To Issue : REGENT'S REGULATION CONCERNING THE THIRD AMENDMENT TO REGENT'S REGULATION NUMBER 10 OF 2022 CONCERNING THE PROVISION OF ADDITIONAL INCOME FOR STATE CIVIL APPARATUS EMPLOYEES IN THE SUKOHARJO REGENCY GOVERNMENT.

Article I

Several provisions in the Regent's Regulation Number 10 of 2022 concerning the Provision of Additional Income for State Civil Apparatus Employees within the Sukoharjo Regency Government (Sukoharjo Regency Regional News 2022 Number 10) as amended several times by the Regent's Regulation:

1. Number 42 of 2022 concerning Amendments to Regent Regulation Number 10 of 2022 concerning Provision of Additional Income for State Civil Apparatus Employees within the Sukoharjo Regency Government (Sukoharjo Regency Regional News 2022 Number 42);
2. Number 2 of 2023 concerning the Second Amendment to the Regent Regulation Number 10 of 2022

concerning the Provision of Additional Income for State Civil Apparatus Employees within the Sukoharjo Regency Government (Sukoharjo Regency Regional News 2023 Number 2);

changed as follows:

1. The provisions of paragraph (3) of Article 30 are amended to read as follows:

Chapter Three

Work Productivity Assessment

Article 30

- (1) Work productivity as referred to in Article 18 paragraph (2) letter b is calculated based on work productivity achievements.
- (2) The work productivity of ASN employees is measured based on employee performance achievements with targets that have been set in the SKP which are outlined in monthly activities.
- (3) The provision of TPP based on the assessment of employee work productivity is calculated at 60% (sixty percent) of the TPP ceiling, based on the following criteria:
 - a. 100% (one hundred percent) for ASN employees with Very Good and Good performance ratings;
 - b. 85% (eighty five percent) for ASN employees with a performance rating of Needs Improvement;
 - c. 70% (seventy percent) for ASN employees with a performance rating of Less;
 - d. 55% (fifty five percent) for ASN employees with a Very Poor performance rating;
 - e. 0% (zero percent) for ASN employees who do not have a Performance Predicate.

- (4) Measurement of work productivity is supported by an information technology system.
- (5) If the information technology system is not yet available and/or is damaged, it can be replaced with a manual performance report.
- (6) The results of the recapitulation of the information technology system and/or recapitulation of manual performance reports are signed by the Head of the Regional Apparatus.

2. The provisions of Article 49 are amended to read as follows:

Article 49

The provision of ASN TPP within the Sukoharjo Regency Government is based on this Regent Regulation which is effective from January 1, 2024.

Article II

This Regent Regulation shall come into force on the date of promulgation.

In order for everyone to know, I order the promulgation of this Regent Regulation by placing it in the Sukoharjo Regency Regional News.

Issued in Sukoharjo on February 15,
2024

THE REGENT OF SUKOHARJO,

Signed

ETIK SURYANI

Promulgated in Sukoharjo on
February 15, 2024

REGIONAL SECRETARY OF
SUKOHARJO REGENCY,

Signed

WIDODO
REGIONAL GAZETTE OF
SUKOHARJO REGENCY OF 2024
NUMBER 20