

REGENT OF GRESIK  
EAST JAVA PROVINCE  
REGULATION OF THE REGENT OF GRESIK  
NUMBER 7 OF 2020

ON  
ADDITIONAL INCOME FOR CIVIL APPARATUSES STATE EMPLOYEES  
IN THE ENVIRONMENT OF THE REGENCY OF GRESIK GOVERNMENT

BY THE BLESSINGS OF ALMIGHTY GOD

THE REGENT OF GRESIK,

Considering: a. that to realize an effective and efficient Government supported by a clean and corruption-free government apparatus, free from collusion and nepotism in accordance with the bureaucratic reform agenda, it is necessary to provide Additional Income for ASN Employees in the Gresik Regency Government;

b. that based on the provisions in Article 58 section (1) of Government Regulation Number 12 of 2019 concerning Regional Financial Management, the Regional Government can provide additional income to ASN Employees by considering the Regional Financial capacity and obtaining the approval of the DPRD in accordance with the provisions of the legislation;

c. that based on the considerations referred to in letters a and b, it is necessary to issue a Regent Regulation concerning Additional Income for Civil Apparatus State Employees in the Environment of the Gresik Regency Government;

Considering: 1. Law Number 12 of 2011 on the Formation of Legislation (State Gazette of the Republic of Indonesia of 2011 Number 82, Supplement to the State Gazette of the Republic of Indonesia Number 5234) as amended by Law Number 15 of 2019 (State Gazette of the Republic of Indonesia of 2019 Number 183, Supplement to the State Gazette of the Republic of Indonesia Number 6398);

2. Law Number 5 of 2014 on State Civil Apparatus (State Gazette of the Republic of Indonesia of 2014 Number 6, Supplement to the State Gazette of the Republic of Indonesia Number 5494);
3. Law Number 23 of 2014 on 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 lastly by Law Number 9 of 2015 (State Gazette of the Republic of Indonesia of 2015 Number 58, Supplement to the State Gazette of the Republic of Indonesia Number 5679);
4. Government Regulation Number 53 of 2010 concerning Discipline of State Civil Servants (State Gazette of the Republic of Indonesia of 2010 Number 74, Supplement to the State Gazette of the Republic of Indonesia Number 5135);
5. Government Regulation Number 18 of 2016 concerning Regional Apparatus (State Gazette of the Republic of Indonesia of 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 of 2019 Number 187, Supplement to the State Gazette of the Republic of Indonesia Number 6402);
6. Government Regulation Number 11 of 2017 concerning the Management of State Civil Servants (State Gazette of the Republic of Indonesia of 2017 Number 63, Supplement to the State Gazette of the Republic of Indonesia Number 6037);
7. Government Regulation Number 12 of 2019 concerning Regional Financial Management (State Gazette of the Republic of Indonesia of 2019 Number 42, Supplement to the State Gazette of the Republic of Indonesia Number 6322);
8. Government Regulation Number 30 of 2019 concerning Performance Assessment of State Civil Servants (State Gazette of the Republic of Indonesia of 2019 Number 77);
9. Regulation of the Minister of Home Affairs Number 12 of 2008 concerning Guidelines for Workload Analysis in the Environment of the Ministry of Home Affairs and Regional Governments;
10. Regulation of the Minister of State Apparatus Empowerment and Bureaucratic Reform Number 34 of 2011 concerning Guidelines for Job Evaluation;
11. Regulation of the Minister of Home Affairs Number 35 of 2012 concerning Job Analysis in the Environment of the Ministry of Home Affairs and Regional Governments (State News of the Republic of Indonesia of 2012 Number 483);

12. Regulation of the Minister of State Apparatus Empowerment and Bureaucratic Reform Number 41 of 2018 concerning Nomenclature of Implementing Positions for State Civil Servants in the Environment of Government Institutions (State News of the Republic of Indonesia of 2018 Number 1273);
13. Regulation of the Head of the State Civil Apparatus Agency Number 1 of 2013 concerning Implementing Provisions of Government Regulation Number 46 of 2011 concerning Performance Assessment of State Civil Servants (State News of the Republic of Indonesia of 2013 Number 33);
14. Regional Regulation of Gresik Regency Number 12 of 2016 concerning the Formation of Regional Apparatus of Gresik Regency (Gresik Regency Regional Gazette of 2016 Number 18);
15. Regulation of the Regent of Gresik Number 21 of 2018 concerning the Work Discipline of State Civil Apparatus Employees in the Environment of the Gresik Regency Government (Gresik Regency Regional Gazette of 2018 Number 21) as amended by the Regulation of the Regent of Gresik Number 1 of 2019 concerning Amendments to the Regulation of the Regent of Gresik Number 21 of 2018 concerning Work Discipline of State Civil Apparatus Employees in the Environment of the Gresik Regency Government (Gresik Regency Regional Gazette of 2019 Number 1);

DECIDES:

To Enact: A REGENT REGULATION ON ADDITIONAL INCOME FOR CIVIL APPARATUSES STATE EMPLOYEES IN THE ENVIRONMENT OF THE REGENCY OF GRESIK GOVERNMENT.

## CHAPTER I

### GENERAL PROVISIONS

#### Article 1

In this Regent Regulation:

1. Region means the Regency of Gresik.
2. Regional Government means the Regency of Gresik Government.

3. Regent means the Regent of Gresik.
4. Regional Secretary means the SECRETARY OF REGENCY OF GRESIK.
5. Regional Apparatus means the Regional Apparatus in the environment of the Regency of Gresik Government.
6. Civil Apparatus State Employee hereinafter referred to as ASN Employee means a civil servant and a government employee with a work agreement appointed by the personnel development official and entrusted with duties in a government position or entrusted with other state duties and are paid based on legislation.
7. Civil Servant hereinafter abbreviated as PNS means an Indonesian citizen who meets certain requirements, appointed as an ASN Employee permanently by the personnel development official to hold a government position.
8. Government Employee with a Work Agreement hereinafter abbreviated as PPPK means an Indonesian citizen who meets certain requirements, who is appointed based on a work agreement for a certain period of time in order to carry out government duties.
9. Position means a position that indicates the duties, responsibilities, authority, and rights of a Civil Servant in a state organizational unit.
10. Job Class means the level of structural positions and functional positions in a state organizational unit used as a basis for providing additional employee income.
11. Structural Official means a position that indicates the duties, responsibilities, authority, and rights of a PNS in order to lead an organizational unit.
12. General/Implementing Functional Official means a position that indicates the duties, responsibilities, authority, and rights of a PNS and prospective PNS in an organizational unit whose duties are based on certain skills and whose promotion does not require credit points.
13. Certain Functional Position means a position that indicates the duties, responsibilities, authority, and rights of a Civil Servant in an organizational unit whose duties are based on certain expertise and/or skills and are independent in nature and whose promotion requires credit points.
14. Employee Work Target hereinafter abbreviated as SKP means the performance plan and targets to be achieved by a PNS.
15. Work Target means the amount of workload to be achieved from each implementation of job duties.

16. Discipline Level means compliance with the obligation to be present during working hours, attend roll call, participate in activities that are on the Regency agenda/National/PHBI Big Day celebrations and not violate the prohibitions determined in the Legislation.
17. Discipline Index hereinafter abbreviated as ID means a measurement used to classify the level of discipline;
18. Annual Work Plan means a plan that contains annual activities and targets to be achieved as a description of the targets and programs that have been determined by the Regional Government.
19. Additional employee income hereinafter referred to as TPP means income obtained by ASN outside of the legally received salary, in accordance with the provisions of legislation.
20. Assessing Official means the direct supervisor of the employee being assessed with the provision of at least an echelon IV official or another designated official.
21. ASN Allowance Assessment Information System means an application used to calculate the amount of TPP received by PNS.

## CHAPTER II

### PRINCIPLES OF TPP PROVISION

#### Article 2

The provision of TPP uses the following principles:

- a. legal certainty means that the provision of TPP prioritizes the basis of legislation, propriety, and justice;
- b. accountable means that TPP can be accounted for to the public in accordance with the provisions of legislation;
- c. proportionality means that the provision of TPP prioritizes the balance between the rights and obligations of employees;
- d. effective and efficient means that the provision of TPP is in accordance with the target or objective on time in accordance with the established performance planning;
- e. justice and equality means that the provision of TPP must reflect a sense of justice and equality to

obtain opportunities for the function and role as an ASN employee;

f. welfare means that the provision of TPP is aimed at ensuring the welfare of ASN employees; and

g. optimization means that the provision of TPP is the result of optimizing the Regional Governments budget expenditure allocation.

## CHAPTER III

### CRITERIA FOR TPP PROVISION

#### Article 3

(1) ASN TPP is provided by considering the Job Class, Regional Fiscal Capacity Index, Construction Cost Index, Regional Government Administration Index, and Regional Financial Capacity.

(2) The job class referred to in section (1) is determined by a separate Regent Regulation in accordance with the approval of the Minister of State Apparatus Empowerment and Bureaucratic Reform.

(3) The Regional Fiscal Capacity Index, Construction Cost Index, Regional Government Administration Index referred to in section (1) are obtained based on the results of calculations or assessments by the Ministry/Institution authorized to calculate or assess in accordance with the applicable regulations.

(4) The Regional Financial Capacity referred to in section (1) is the budget availability in the Regional Revenue and Expenditure Budget for the relevant fiscal year.

#### Article 4

(1) The TPP referred to in Article 3 section (1) is provided with the criteria:

- a. TPP based on workload;
- b. TPP based on work performance;
- c. TPP based on working conditions; and
- d. TPP based on profession scarcity.

(2) TPP based on workload is given to ASN Employees who, in carrying out their duties, exceed the normal workload or normal time limit, a minimum of 112.5 hours per month (one hundred and twelve

point five hours per month) amounting to 40% (forty percent) of the basic TPP amount;

(3) TPP based on work performance is given to ASN who have work achievements in accordance with their field of expertise and are recognized by their superiors amounting to 60% (sixty percent) of the basic TPP amount;

(4) TPP based on working conditions is given to ASN Employees who carry out duties and responsibilities with high risks such as health risks, occupational safety, safety of life, risks with examining and law enforcement officials amounting to 10% (ten percent) of the basic TPP amount;

(5) TPP based on profession scarcity is given to ASN Employees who carry out duties requiring special skills, the qualifications of Regional Government employees are very few/almost none who meet the said qualifications and in the highest leadership position in the Regional Government, at least 10% (ten percent) of the basic TPP amount; and

(6) The Criteria for TPP Provision for ASN in each position referred to in section (5) are listed in Appendix I, which is an inseparable part of this Regent Regulation.

## Article 5

(1) TPP is not given to:

- a. ASN Employees who clearly do not carry out duties/positions/work in the Regional Apparatus;
- b. ASN Employees who are temporarily dismissed or deactivated;
- c. ASN Employees who are honorably discharged or dishonorably discharged;
- d. ASN Employees who are seconded/employed at state institutions/agencies and/or other institutions outside the Regional Government; and
- e. ASN Employees who are given leave outside the states expense or are on leave to undergo their retirement preparation period.

(2) TPP is not given to ASN who have received additional income in accordance with the applicable regulations, namely:

- a. Certified Teachers and School Supervisors;
- b. ASN Employees at the Regional Public Hospital (RSUD);
- c. ASN Employees at the Public Health Center; and
- d. ASN Employees at the Tax Collecting Regional Apparatus.

## Article 6

(1) The highest amount of ASN Employee TPP referred to in Article 3 section (1) is obtained using the formula:

(The amount of BPK Performance Allowance per job class in accordance with the provisions of legislation) x (regional fiscal capacity index) x (Construction cost index) x (Regional Government administration index):

a. Job Class is determined based on the results of job evaluation as a human resource management process used to systematically assess a job using criteria called job factors. Job Factors consist of:

1) Structural job factors, consisting of:

- a) scope and impact of the program;
- b) organizational arrangement;
- c) supervisory and managerial authority;
- d) personal relationships;
- e) difficulty of guidance in work; and
- f) other conditions.

2) Functional job factors, consisting of:

- a) knowledge required for the job;
- b) supervisor supervision;
- c) guidelines;
- d) complexity;
- e) scope and impact;
- f) personal relationships;
- g) relationship objectives;
- h) physical requirements; and
- i) work environment.

b. The Regional Fiscal Capacity Index is the financial capacity of each region reflected through regional revenue minus revenue whose use has been determined and certain expenditures.



Regional fiscal capacity is grouped based on the Regional Fiscal Capacity Index based on the Minister of Finance Regulation regulating the Regional Fiscal Capacity Map.

c. The Construction Cost Index (IKK) is used as a proxy to measure the level of geographical difficulty of a region. IKK is used as a correction factor for the cost of living in each region, which is obtained from the comparison of IKK in each region with IKK where the central BPK office is located in Central Jakarta, DKI Jakarta Province.

d. The Regional Government Administration Index consists of driving variables and outcome variables related to Regional Government administration, with weights of 90% (ninety percent) and 10% (ten percent) respectively.

e. The components of driving variables referred to in letter d consist of:

- 1) Financial Statement Opinion;
- 2) Regional Government Administration Report (LPPD);
- 3) Maturity of Regional Apparatus Arrangement;
- 4) Regional Innovation Index;
- 5) Regional Government Performance;
- 6) Ratio of Travel Expenses; and
- 7) Regional Government Bureaucratic Reform Index.

f. The components of outcome variables referred to in letter d consist of:

- a. Human Development Index; and
- b. Gini ratio index.

(2) The calculation of the highest amount of ASN TPP referred to in section (1) is listed in Appendix I, which is an inseparable part of this Regent Regulation.

## CHAPTER IV

### REDUCTION OF TPP

#### Article 7

(1) TPP reduction is applied to:

- a. ASN Employees who do not work in the current month, will be given a reduction in additional

income:

1. Amounting to 3% (three percent) for each 1 (one) day of absence; and
  2. A maximum of 100% (one hundred percent) for each 1 (one) month of absence.
- b. ASN Employees who are late for work in the current month, will be given a reduction in additional income as follows:

#### Lateness Duration Percentage of Lateness Reduction

TL 1 1 minute to <15 minutes 0.5%

TL 2 16 minutes to <30 minutes 1%

TL 3 Over 31 minutes 1.25%

- c) ASN Employees who leave work early in the current month will be given a reduction in additional income as follows:

#### Leaving Time Before Schedule Percentage of Reduction

PSW 1 1 minute to <15 minutes 0.5%

PSW 2 16 minutes to <30 minutes 1%

PSW 3 Over 31 minutes to 60 minutes 1.25%

PSW 4 Over 60 minutes or no check out 1.55%

- d) Each ASN employee who does not attend the morning roll call, PHBI/PHBN activities, and Regional Government activities without a valid reason on working days is subject to a reduction in ASN Employee TPP of 2% (two percent).

(2) The reduction in additional income referred to in section (1) letters a, b, c, and d is calculated from the percentage of work discipline assessment.

## CHAPTER V

### TPP PAYMENT

## Article 8

(1) The payment of ASN Employee TPP each month is assessed based on:

- a. work productivity; and
- b. work discipline:

(2) the assessment of work productivity referred to in section (1) letter a, amounting to 60% (sixty percent) of the basic TPP received by the ASN Employee; and

(3) the assessment of work discipline referred to in section (1) letter b, amounting to 40% (forty percent) of the basic TPP received by the ASN Employee.

(4) The assessment of TPP based on work productivity referred to in section (2) follows the following provisions:

a. assessment of employee work activity of a minimum of 112.5 hours in a month, which is given a weight of 30% (thirty percent). Data on the results of calculating employee activity each month is obtained from the ASN Allowance Calculation Information System (SI-PANTAS); and

b. assessment of the Employees SKP Value in a month which is given a weight of 30% (thirty percent). Data on the results of the SKP assessment is obtained from the ASN Allowance Calculation Information System (SI-PANTAS) application each month.

(5) The assessment of work discipline referred to in section (3) is based on the level of employee discipline in following the working hour provisions which are accumulated each month based on data on the employees discipline index from the Employee Absenteeism System application.

## Article 9

ASN Employees are only given TPP based on the level of discipline referred to in Article 8 section (1) letter b, if:

- a. their work activity value is less than 50% (fifty percent) in 1 (one) month without justifiable reason;
- b. their SKP value is less than 50% (fifty percent) in 1 (one) month without justifiable reason; and
- c. the work activity value and SKP value do not correspond to the actual data and facts.

## Article 10

(1) The Assessing Official carries out verification and validation of work productivity referred to in Article 8 section (2).

(2) The results of the monthly work productivity assessment referred to in Article 8 section (2) are printed and signed by the PNS or prospective PNS with the Assessing Official, complete with supporting performance data stored as the relevant archive.

(3) The Assessing Official referred to in section (1) is listed in Appendix II, which is an inseparable part of this Regent Regulation.

#### Article 11

(1) The level of Employee discipline referred to in Article 8 section (3) consists of:

- a. accuracy of arrival time at the workplace/office;
- b. conformity of departure time from the workplace/office in accordance with working hour provisions; and
- c. permission for absence from work, illness and without explanation on working days.

(2) The working hour provisions referred to in section (1) letter b are based on the provisions of the Regent Regulation.

(3) Employees who are permitted to arrive late at the workplace/office and/or leave early from the workplace/office must still carry out the presence in accordance with the arrival time and departure time.

(4) Employees who carry out duties outside the region/country, activities in the form of following training, carrying out official travel within the region, and carrying out other official duties are counted as working days.

#### Article 12

Each Regional Apparatus processes the monthly attendance data of ASN Employees and must be submitted to the BKD online at the latest 5 (five) working days in the following month.

### CHAPTER VI

#### TRANSFER

#### Article 13

- (1) ASN Employees who are transferred to a position are required to make a new performance target calculated based on the Statement of Performing Duties.
- (2) The transfer of positions referred to in section (1) before the 10th of the TPP payment is calculated according to the new position.
- (3) ASN Employees who move into the Region are given TPP in the following month since the Statement of Performing Duties is determined.
- (4) If the Statement of Performing Duties referred to in section (4) is after the 10th, then TPP is not given in the relevant month.
- (5) The TPP referred to in section (4) is calculated in the following month and/or the following year.

## CHAPTER VII

### BUDGET ALLOCATION

#### Article 14

TPP expenditure is charged to the Regional Revenue and Expenditure Budget.

## CHAPTER VIII

### MONITORING AND EVALUATION

#### Article 15

The Head of the Regional Apparatus conducts monitoring and evaluation of the implementation of TPP provision in improving the discipline and productivity of ASN Employees.

## CHAPTER IX

### OTHER PROVISIONS

#### Article 16

(1) The payment of ASN employee TPP for prospective PNS or prospective PPPK in the implementing position formation is paid at 80% (eighty percent) of the value of their job class TPP until the issuance of the appointment decision from prospective PNS to PNS and from prospective PPPK to PPPK.

(2) The payment of TPP for prospective PNS or prospective PPPK in the functional position formation is paid at 80% (eighty percent) of the value of the said functional position TPP.

(3) In the event that after the issuance of the decision, the job class has not been determined and/or there is no job box/container in the job map, the TPP is given at 100% (one hundred percent) of the value of the lowest job class TPP.

(4) ASN Employees holding certain functional positions as agricultural extension workers receive TPP amounting to 50% of their job class.

(5) For ASN Employees who are given disciplinary punishment:

a. Minor level consisting of:

1. Verbal warning, given TPP amounting to 90% (ninety percent) of what should have been received for 1 (one) month;

2. Written warning, given TPP amounting to 80% (eighty percent) of what should have been received for 1 (one) month; and

3. Written expression of dissatisfaction, given TPP amounting to 70% (seventy percent) of what should have been received for 1 (one) month.

b. Moderate level consisting of:

1. Postponement of periodic salary increase for 1 (one) year, given TPP amounting to 80% (eighty percent) of what should have been received while undergoing disciplinary punishment;

2. Postponement of promotion for 1 (one) year, given TPP amounting to 70% (seventy percent) of what should have been received while undergoing disciplinary punishment; and

3. Demotion one level lower for 1 (one) year, given TPP amounting to 60% (sixty percent) of what should have been received while undergoing disciplinary punishment.

c. Severe level consisting of:

Demotion one level lower for 3 (three) years is given TPP amounting to 50% (fifty percent) of what should have been received while undergoing disciplinary punishment.

(6) TPP provision is postponed to:

- a. state officials in the Regional Government environment who have not submitted the LHKPN until the determined deadline; and
  - b. ASN Employees who have not submitted the LHKASN until the determined deadline.
- (7) Provisions regarding additional ASN Employee TPP, namely:
- a. direct or indirect superiors who also serve as Acting or Plh. receive additional ASN Employee TPP, plus 20% (twenty percent) of the ASN Employee TPP in the position as Acting or Plh. in the position they hold concurrently;
  - b. officials of the same level who concurrently hold Acting or Plh. of other positions receive higher ASN Employee TPP, plus 20% (twenty percent) of the lower ASN Employee TPP in the definitive position or the position they hold concurrently;
  - c. officials one level below the definitive official who are permanently or temporarily prevented only receive ASN Employee TPP in the highest ASN Employee TPP position; and
  - d. additional ASN Employee TPP for Employees who concurrently hold Acting or Plh. positions is paid starting from the date of office as Acting and Plh.
- (8) 13th and 14th TPP can be given based on legislation.

## CHAPTER X

### CLOSING PROVISIONS

#### Article 17

With the enactment of this Regent Regulation, Regent Regulation of Gresik Number 1 of 2017 concerning Guidelines for Employee Performance Assessment and Provision of Additional Income Allowance for Civil Apparatus State Employees in the Environment of the Gresik Regency Government (Gresik Regency Regional Gazette of 2017 Number 1), is revoked and declared invalid.

#### Article 18

This Regent Regulation shall come into force on April 1, 2020.

In order for everyone to know, it is ordered that this Regent Regulation be promulgated by placing it

in the Gresik Regency Regional Gazette.

Enacted in Gresik

on March 27, 2020

REGENT OF GRESIK,

signed

Dr. Ir. H. SAMBARI HALIM RADIANTO, S.T., M.Si.

Promulgated in Gresik

on March 27, 2020

Acting. SECRETARY OF REGENCY OF GRESIK,

signed

Drs. NADLIF, M.Si.

Senior Main Official

NIP.19610926 198603 1 008

GRESIK REGENCY REGIONAL GAZETTE OF 2020 NUMBER 8

APPENDIX I

REGULATION OF THE REGENT OF GRESIK

NUMBER 7 OF 2020

ON ADDITIONAL INCOME FOR CIVIL APPARATUSES STATE EMPLOYEES

IN THE ENVIRONMENT OF THE REGENCY OF GRESIK GOVERNMENT

CALCULATION OF ASN TPP



## I. Basic ASN TPP

(The amount of BPK Performance Allowance per job class in accordance with the provisions of legislation) x (regional fiscal capacity index) x (Construction cost index) x (Regional Government administration index)

### Regional Fiscal Capacity Index:

The Regional Fiscal Capacity Index of Gresik Regency based on the Minister of Finance Regulation Number: 126/PMK.07/2019 concerning the Regional Fiscal Capacity Map is 2.383, which means it has a weight of 1.

### Construction Cost Index:

comparison of the construction cost index of Gresik Regency (119.39) with the construction cost index of Central Jakarta (107.81) = 1.11

so the weight of Gresik Regency IKK is 1.11.

### Regional Government Administration Index:

## SCORE

### NO DRIVING VARIABLE VALUE WEIGHT (VALUE X WEIGHT) EXPLANATION

1	Financial Statement Opinion	1000	0.3	300	WTP
2	LPPD	1000	0.25	250	LPPD Score: 3.3121 (very high)
3	Maturity of Regional Apparatus Arrangement	800	0.1	80	High
4	Regional Innovation Index	1000	0.03	30	Innovation Index: 8160 (very high)
5	Work Performance	1000	0.18	180	A (very good)
6	Ratio of Travel Expenses	400	0.02	8	Ratio: 6.70 percent
7	Bureaucratic Reform Index	600	0.02	12	RB Value: 63 Category B
Total Score of Driving Variables		860			

## SCORE

NO OUTCOME VARIABLE VALUE WEIGHT (VALUE X WEIGHT) EXPLANATION

1 HDI 750 0.06 45 HDI Value: 75.28

2 Gini Ratio Index 1000 0.04 40 Gini Index: 0.29

Total Score of Outcome Variables 85

Total Score Category of Regional Government Administration Index (SKIPD): Total Score 945

Driving Variables + Total Score of Outcome Variables

BASIC ASN TPP PER JOB CLASS

REGIONAL FISCAL CAPACITY INDEX CONSTRUCTION COST INDEX REGIONAL  
GOVERNMENT ADMINISTRATION INDEX

JOB/CLASS BPK TUKIN BASIC TPP

NO (Rp) (Rp)

1 Regional Secretary/15 29,286,000 1 1.11 1 32,507,460

2 Assistant Regional Secretary/14 22,295,000 1 1.11 1 24,747,450

3 Head of Bappeda, 22,295,000 1 1.11 1 24,747,450

Head of BKD, Head

of PUTR, Head

of Health Office,

Head of Education

Office/14

4 Other High-Ranking 22,295,000 1 1.11 1 24,747,450

Positions/14

5 High-Ranking 20,010,000 1 1.11 1 22,211,100

Positions/13

REGIONAL FISCAL CAPACITY INDEX CONSTRUCTION COST INDEX REGIONAL

## GOVERNMENT ADMINISTRATION INDEX

### JOB/CLASS BPK TUKIN BASIC TPP

NO (Rp) (Rp)

6 Administrator Position/12 16,000,000 1 1.11 1 17,760,000

7 Administrator Position/11 12,370,000 1 1.11 1 13,730,700

8 Functional Position/10 10,760,000 1 1.11 1 11,943,600

9 Supervisor Position/9 9,360,000 1 1.11 1 10,389,600

10 Supervisor Position/8 7,523,000 1 1.11 1 8,350,530

11 Implementing Position/7 6,633,000 1 1.11 1 7,362,630

12 Implementing Position/6 5,764,000 1 1.11 1 6,398,040

13 Implementing Position/5 4,807,000 1 1.11 1 5,335,770

14 Implementing Position/4 2,849,000 1 1.11 1 3,162,390

15 Implementing Position/3 2,354,000 1 1.11 1 2,612,940

16 Implementing Position/2 1,947,000 1 1.11 1 2,161,170

17 Implementing Position/1 1,540,000 1 1.11 1 1,709,400

## II. RESULTS OF NOMINAL TPP CALCULATION FOR NON-INSPECTORATE ASN

### PERCENTAGE OF TPP PROVISION

#### INDEX

#### BASIC TPP SCARCITY AMOUNT

#### JOB/CLASS NOMINAL

#### EMPLOYEE PROFESSION BUDGET RECEIVED

#### NO TPP

#### ASN WORKLOAD PERFORMANCE WORKING CONDITIONS (Rp)

(Rp) (Rp) (Rp) (0,625)

#### NOMINAL PROPORTION NOMINAL NOMINAL PERCENTAGE NOMINAL

(Rp) (Rp) (Rp) (Rp)

1 Regional Secretary/15 32,507,460 40% 13,002,984 60% 19,504,476 10% 3,250,746 170%

55,262,682 91,020,890 0.625 56,914,738

2 Assistant 24,747,450 40% 9,898,980 60% 14,848,470 - - 60% 14,848,470 39,595,921 0.625  
24,759,058

Regional Secretary/14

3 Head of 24,747,450 40% 9,898,980 60% 14,848,470 10% 2,474,745 40% 9,898,980 37,121,176  
0.625 23,211,617

Bappeda,

Head of BKD,

Head of PUTR,

Head of Health

Office, Head of

Education Office/14

4 Other High- 24,747,450 40% 9,898,980 60% 14,848,470 - - 40% 9,898,980 34,646,431 0.625  
21,664,176

Ranking

Positions/14

5 High-Ranking 22,211,100 40% 8,884,440 60% 13,326,660 - - - 22,211,101 0.625 13,888,449  
Positions/13

PERCENTAGE OF TPP PROVISION

INDEX

BASIC TPP SCARCITY AMOUNT

JOB/CLASS NOMINAL

EMPLOYEE PROFESSION BUDGET RECEIVED

NO TPP

ASN WORKLOAD PERFORMANCE WORKING CONDITIONS (Rp)

(Rp) (Rp) (Rp) (0,625)

NOMINAL PROPORTION NOMINAL NOMINAL PERCENTAGE NOMINAL

(Rp) (Rp) (Rp) (Rp)

6 Administrator 17,760,000 40% 7,104,000 60% 10,656,000 10% 1,776,000 - - 19,536,001 0.625

12,215,727

Position/12

7 Administrator 13,730,700 40% 5,492,280 60% 8,238,420 10% 1,373,070 - - 15,103,771 0.625  
9,444,284

Position/11

8 Functional 11,943,600 40% 4,777,440 60% 7,166,160 - - - 11,943,601 0.625 7,468,252

Position/10

9 Supervisor 10,389,600 40% 4,155,840 60% 6,233,760 - - - 10,389,601 0.625 6,496,546

Position/9

10 Supervisor 8,350,530 40% 3,340,212 60% 5,010,318 - - - 8,350,531 0.6