

(July 1, 2026 – June 30, 2027)

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Section 1: Vision, Mission and 13 FYP Local Government Key Result Area(s).

a. Vision:

A vibrant and inclusive city balancing the three realms of Environment, Economy, and Society.

b. Mission:

To develop a vibrant city aligned with the country's GNH ideals by promoting quality infrastructure and standard services delivered by a motivated, ethical, and spirited team.

c. 13th FYP Local Government Key Result Areas:

- i. LGKRA 1: By 2029, Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local products.
- ii. LGKRA 2: By 2029, more children access and benefit from quality education and skills development.
- iii. LGKRA 3: By 2029, more residents enjoy improved health and well-being.
- iv. LGKRA 4: By 2029, Dzongkhag/Thromde has proactive social security and support measures.
- v. LGKRA 5: Safety and disaster risks in Dzongkhag/Thromde are mitigated and managed at all times.
- vi. LGKRA 6: Bhutanese identity, culture, and values are strengthened.
- vii. LGKRA 7: Dzongkhag/Thromde's public services are citizen-centric and delivered seamlessly in an efficient and effective manner.

Section 2: Planning Matrix

LGKRA	Annual Deliverables	KPIs	Baseline	Target
Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local products	Enhance local economy	Number of tourist arrivals increased; i. Regional tourist ii. International Tourist	i. 525 ii. 37	i. 1,352 ii. 144
Dzongkhag/Thromde has vibrant local economy with enhanced productivity and diversified local products	Enhance local economy	Number of tourism infrastructures established to attract more number of tourist	NA	2 initiatives i. River front development consultancy and preparatory works ii. Construction of the resting place at Dewathang
More children access and benefit from quality education and skills development	Improve student learning outcomes, school infrastructure, and professional development.	Percentage of Thromde-Mean marks increased	i. VI: 78.13 ii. VIII: 73.67 iii. X: 66.06	i. VI: 78.2 ii. VIII: 73.70 iii. X: 66.07
More children access and benefit from quality education and	Improve student learning outcomes, school infrastructure, and	Percentage of school staff attended PD program	100%	100%

LGKRA	Annual Deliverables	KPIs	Baseline	Target
skills development	professional development.			
More children access and benefit from quality education and skills development	Improve student learning outcomes, school infrastructure, and professional development.	Number of school infrastructures improved	0	10 improvement activities i. Construction of pavilion at SJ Middle Secondary School (spillover) 100%, ii. Construction of pavilion at Dewathang Primary School,T-100% iii. Construction of classroom G+2 structure at Dewathang Primary School, 100% iv. Construction of classroom G+2 Structure at SJ Primary School) 100%. v. Construction of a 7 units girls toilet at Samdrup Jongkhar PS.100%. vi. Construction of Pavillion at SJPS (70%). vii. Construction of a 4 unit

LGKRA	Annual Deliverables	KPIs	Baseline	Target
				toilet at SJMSS. viii. Development of futsal ground at Samdrup Jongkhar Middle Secondary School-100%. ix. Improvement of ECCD centers at Dewathang and Samdrupjongkhar-100% work completion. x. Maintenance of structure and WASH facilities of Schools-for all 3 schools.
Dzongkhag/Thromde has proactive social protection and support measures	Enhance community safety	Percentage of monsoon-affected infrastructure at Thromde restored.	0	100%
Bhutanese identity, culture, and values are strengthened	Renovate religious infrastructure to enhance cultural preservation	Percentage of Public Zangdoperi renovation completed	0	100%. Renovation works includes: i. Painting, ii. Roofing,

LGKRA	Annual Deliverables	KPIs	Baseline	Target
				iii. Plastering, iv. Construction of a new boundary wall, v. Construction of entrance gate. vi. Construction of karmi khang. vii. Maintenance of existing residential buildings.
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner	Provide accessible citizen services and essential urban amenities	Percentage of households with access to 24/7 safe drinking water supply increased	90%	95% i. Procurement of laboratory and electromechanical equipment for WTP ii. Procurement of one water truck.
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and	Provide accessible citizen services and essential urban amenities	Percentage of new drinking water Supply scheme (Maekang) Completed	NA	50% i. Construction of intake structure and barbed wire fencing with gate at maekang source.

LGKRA	Annual Deliverables	KPIs	Baseline	Target
effective manner				ii. Construction of raw water transmission main pipe line from sources (12km)
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner	Provide accessible citizen services and essential urban amenities	Percentage of households with access to waste disposal facilities increased	NA	100% i. Construct waste drop-off centers at Dewathang and Samdrup Jongkhar (100%). ii. Procure two compactor truck
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner	Improve urban drainage, sewerage and solid waste management infrastructure	Number of urban sanitation and waste management infrastructure and services improved	NA	i. Construction of internal drain at Dewathang and Samdrup Jongkhar (0.5 KM) ii. Construction of sewerage network at LAP III (1km)and at LAP IV (400m). iii. Construction of two public toilets at Dewathang (100%)

LGKRA	Annual Deliverables	KPIs	Baseline	Target
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner	Provide accessible citizen services and essential urban amenities	Number of City Bus Fleet increased	1 bus	2 buses Procure one additional bus
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner	Provide accessible citizen services and essential urban amenities	Number of Bus stops provided/improved	5	1 additional Bus stops constructed at Samdrup Jongkhar
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner	Develop roads, footpaths, and transport infrastructure to ensure reliable connectivity	Length of new urban roads constructed	NA	1.35 KM i. Construction of Approach Roads in Dewathang (Bangtsho)-0.5km. ii. Construction of approach road at Gaykheri-0.45km. iii. Construction of access road at LAP III, Samdrup Jongkhar-0.4km

LGKRA	Annual Deliverables	KPIs	Baseline	Target
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in an efficient and effective manner	Develop roads, footpaths, and transport infrastructure to ensure reliable connectivity	Length of existing urban roads improved	0	5.011 KM i. Development of Dewathang core town. (100%) 270m ii. Development and Blacktopping of Internal Roads in Dewathang (Bangtsho and Kipsey Roads)- (100%).1.9km iii. Development of Boulevard (100%)573m iv. Improvement of landfill access road at Samdrup Jongkhar (100%)(250m) v. Resurfacing of road from Dewathang Prymary School to Rantsham junction. 2.018Km
Dzongkhag/Thromde's public services are citizen centric and delivered seamlessly in	Develop roads, footpaths, and transport infrastructure to ensure reliable connectivity	Length of footpaths developed	NA	2.94 KM I. Construction of common duct cum footpath at LAP II & III (1.8km)

LGKRA	Annual Deliverables	KPIs	Baseline	Target
an efficient and effective manner				li. Construction of a footpath along the Boulevard. (1.14km)
More residents enjoy improved health and wellbeing.	Sustained and maintain clean rivers under the National River Cleaning Initiative	Number of river cleaning initiatives undertaken	1	1 River Cleaning work along Dungsamchu by 22nd March 2027
Safety and disaster risks in Dzongkhag/Thromde are mitigated and managed at all times	Strengthen disaster preparedness in the Dzongkhag	Number of disaster preparedness, response and mitigation measures implemented	2	3 preparedness initiatives i. Awareness programmes on fire safety in collaboration with RBP, ii. Installation of fire extinguishers in the Government offices and Schools., iii. Updating the Thromde Disaster Management and Contingency Plan.
Safety and disaster risks in Dzongkhag/Thromde are mitigated and managed at all times	Strengthen disaster preparedness in the Dzongkhag	Number of high-risk streams (Rongchus) cleared to mitigate the risk of artificial lake formation and flooding	1	2 activities i. Dredging of Dungsamchu, December, 2026 ii. Cleaning of the stormwater drain

LGKRA	Annual Deliverables	KPIs	Baseline	Target
				extending from the High School to the Old housing area by February, 2027
By 2029, more residents enjoy improved health and wellbeing.	Strengthen Animal Health Services	Sterilization coverage of unowned free-roaming dogs maintained at all times	100%	100%
By 2029, more residents enjoy improved health and wellbeing.	Strengthen Animal Health Services	Percentage coverage of anti-rabies vaccination in unowned free-roaming dogs and pet dogs in rabies high risk Thromdes annually	70 (free-roaming dogs); 100 (pet dogs)	≥70 (free-roaming dogs); 100 (pet dogs)
By 2029, more residents enjoy improved health and wellbeing.	Strengthen Animal Health Services	Percentage coverage of pet dogs registered at all times	100%	100%

Section 3: Description of Key Performance Indicators

Key Performance Indicator	Description	Means of Verification	Sector Responsible
Number of tourist arrivals increased; i. Regional tourist ii. International Tourist	This KPI measures the number of regional and international tourists visited in Samdrup Jongkhar Thromde within the FY 26-27	Official tourists arrival reports issued by the Department of Immigration/ROICE	PPS
Number of tourism infrastructures established to attract more number of tourist	This KPI measures the number of tourism infrastructure established in FY26-27 . The work includes, i)Complete River front development consultancy and preparatory works-100% of the work will be completed. ii)Construction of the Public resting place (view point) at Dewathang-The 100% of the work will be completed.	Completion report and Handing Taking report	IDD/UPD/Land Division
Percentage of Thromde-Mean marks increased	This KPI measures the mean marks achieved by three schools under SJ. For class VI, the mean marks will be calculated from the average of two schools, i.e (SJPS &DPS). Targets for the different classes are as follows. class VI: 78.2 class VIII: 73.7 and class X: 66.07	Annual Education performance reports	Education

Key Performance Indicator	Description	Means of Verification	Sector Responsible
Percentage of school staff attending PD program	All the staff and supporting under education sector will be provided with a 24hours PD programme. Staff includes Principals, Teachers, NFE instructor, Supporting staff, ECCD Facilitator and youth center manager.	Training reports	Education
Number of school infrastructures improved	This KPI measures the number of activities taken by Thromde to increase improvement of school infrastructure. The activity includes: 1. Construction of pavilion at SJ Middle Secondary School (spillover) 100%, 2. Construction of pavilion at Dewathang Primary School,T-100% 3. Construction of classroom G+2 structure at Dewathang Primary School, 100% 4. Construction of classroom G+2 Structure at SJ Primary School) 100%. 5. Construction of a 7 units girls toilet at Samdrup Jongkhar PS.100%. 6. Construction of Pavillion at SJPS (70%). 7.Construction of a 4 unit toilet at SJMSS. 8. Development of futsal ground at Samdrup	Administrative Progress report of the improvement of the infrastructures	Education

Key Performance Indicator	Description	Means of Verification	Sector Responsible
	Jongkhar Middle Secondary School-100%. 9.Improvement of ECCD centers at Dewathang and Samdrupjongkhar-100% work completion. 10.Maintenance of structure and WASH facilities of Schools-for all 3 schools.		
Percentage of monsoon-affected infrastructure at Thromde restored	This KPI measures the percentage of monsoon affected infrastructures restored within Thromde. All the monsoon affected structures within the FY26-27 will be restored and maintained.	Progress Report from the Disaster focal	Disaster Focal
Percentage of Public Zangdoperi renovation completed	This KPI measures the percentage of renovation work completed for the Public Zangdokpelri. For FY26-27 100% of the total renovation work will be completed. The scope of work includes: i. Painting, ii. Roofing. iii. plastering, iv. Construction of a new boundary wall. v. Construction of entrance gate. vi. Construction of karmi khang. vii.Maintenance of existing residential buildings.	Physical progress report, pictorial evidence and Handing Taking notes.	ID/DRD

Key Performance Indicator	Description	Means of Verification	Sector Responsible
Percentage of households with access to 24/7 safe drinking water supply increased	This KPI measures the percentage of households' access to 24/7 safe drinking water supply increased. The work includes: i. Procurement of laboratory and electromechanical equipment for WTP ii. Procurement of one number of water trucks.	Progress report, physical report and handing/taking letter	ID/Procurement Section
Percentage of new drinking water Supply from Maekang Completed	This KPI measures the percentage of new drinking water supply from Maekang completed. 50% of the overall project scope will be completed within this FY. The work scope includes: 1. construction of intake structure and barbed wire fencing with gate at maekang source. 2. construction of raw water transmission main pipe line from sources (12km)	Progress report, physical report and work award letter	IDD
Percentage of households with access to waste disposal facilities increased	This KPI measures the percentage of households with access to waste disposal facilities increased. The activity includes: i. Construction of one waste drop-off center at Dewathang and Samdrup Jongkhar (100%). ii. Procurement of two number of compactor truck	physical progress report and supply letter from Procurement Section	Environment section/IDD/Procurement section

Key Performance Indicator	Description	Means of Verification	Sector Responsible
Number of urban sanitation and waste management infrastructure and services improved	This KPI measures the following activities: i. Construction of internal drain at Dewathang and Samdrup Jongkhar-0.5 km ii. Design and construction of sewerage network at LAP III (1km) iii. Design and construction of sewerage network at LAP IV (400m). iv. Construction of two public toilets at Dewathang (100% completion)	Physical Progress, award letter and completion letter	IDD
Number of City Bus Fleet increased	This KPI measures the number of city buses owned and operated by S/Jongkhar Thromde to improve transportation services and accessibility. The Thromde currently operates one city bus, and from FY 2026-2027, the fleet will increase to two city buses.	MTO's records and operational reports.	HR
Number of Bus stops provided/improved	This KPI measures the increase in the number of designated bus stops within the Thromde to improve public transport accessibility, convenience, and service coverage. One new bus stop will be constructed at Samdrup Jongkhar in FY 2026-2027.	physical Progress report and work award letter	IDD

Key Performance Indicator	Description	Means of Verification	Sector Responsible
Length of new urban roads constructed	This KPI measures the length of urban roads constructed within the SJ Thromde. The work includes: i. Construction of Approach Roads in Dewathang (Bangtsho)-0.5km. ii. Construction of approach road at Gaykheri-0.45km. iii. Construction of access road at LAP III, Samdrup Jongkhar-0.4km	Progress Report	ID
Length of existing urban roads improved	This KPI measures the length of existing urban roads improved. The activity includes: i. Development of Dewathang core town. (100%) 270m ii. Development and Blacktopping of Internal Roads in Dewathang (Bangtsho and Kipsev Roads)- (100%).1.9km iii. Development of Boulevard (100%)573m iv. Improvement of landfill access road at Samdrup Jongkhar (100%)(250m)	Progress Report	ID
Length of footpaths developed	This KPI measures the length of footpaths developed within SJ thromde, The work includes:	Progress Report	ID

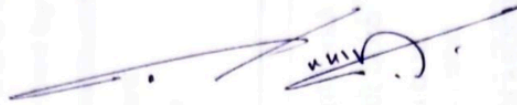
Key Performance Indicator	Description	Means of Verification	Sector Responsible
	Construction of common duct cum footpath at LAP II & III- (1.8km) and Construction of footpath along Boulevard. (1.14km)Total Length-2.94km.		
Number of river cleaning initiatives undertaken	This KPI measures the number of initiatives undertaken by the Thromde to clean rivers and their surrounding areas through organized clean-up activities, with the objective of reducing waste and maintaining clean and healthy river ecosystems. The river cleaning campaign (Along Dungsamchu) will be coordinated by Thromde Administration in collaboration with regional offices and the public. The campaign will be conducted on 22nd March 2027 to mark world water day.	Activity completion reports supported by photographs and participant records, verified by the Administration	Environment Section
Number of disaster preparedness, response and mitigation measures implemented	This KPI measures the number of disaster preparedness, response and mitigation measures implemented in the Thromde by June 2027, such as awareness programmes on fire safety in collaboration with RBP, installation of fire extinguishers in the Government offices and Schools, updating of the Thromde Disaster Management and Contingency Plan. Baseline: 2.	Activity completion reports and records of the Thromde Report of Disaster Management	Environment Section

Key Performance Indicator	Description	Means of Verification	Sector Responsible
	Target: 3		
Number of high-risk streams (Rongchus) cleared	This KPI measures the number of high-risk streams (Rongchus) cleared in the Thromde by June 2027, against the high-risk Rongchus identified for Samdrup Jongkhar Thromde in the national inventory. Dredging activity will be carried out along Dungsamchu near the bus terminal, along with the cleaning of the stormwater drain extending from the High School to the Old housing area. Baseline: 1. Target 2	Activity completion reports with photographs and site records, verified by the Thromde Disaster Management Committee	Environment Section (Disaster Focal)
Sterilization coverage of unowned free-roaming dogs maintained at all times	This KPI measures the sustenance of 100% sterilization coverage of free-roaming dogs.	Administrative Data/Annual Report, DoL Compilation and verification of data from the Veterinary Hospitals	Thromde in collaboration with Department of Livestock
Percentage coverage of anti-rabies vaccination in unowned free-roaming dogs and pet dogs in rabies high	This KPI describes the percentage of unowned free-roaming dogs and pet dogs receiving anti-rabies vaccination in designated rabies high-risk Dzongkhags annually.	Administrative Data/Annual Report, DoL Compilation and	Thromde in collaboration with Department of Livestock

Key Performance Indicator	Description	Means of Verification	Sector Responsible
risk Dzongkhags annually		verification of data from the Veterinary Hospitals	
Percentage coverage of pet dogs registered at all times	This KPI measures the percentage of pet dogs registered (and digitally identified) across the country at all times	Administrative Data/Annual Report, DoL Compilation and verification of data from the Veterinary Hospitals	Thromde in collaboration with Department of Livestock

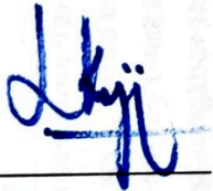
Execution Clause

I, the Thrompon, Samdrup Jongkhar Thromde administration, hereby commit to the Prime Minister, the Government, and the People of Bhutan to deliver the results described in this Annual Performance Agreement.



Thinley Namgay
Thrompon, Samdrup Jongkhar
Thromde Administration

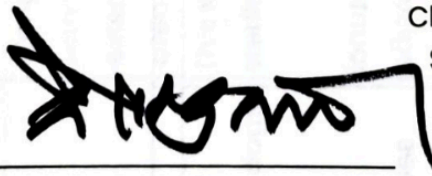
The Prime Minister, the Minister of Finance, and the Chairperson of the Royal Civil Service Commission, hereby commit to the Thrompon, Samdrup Jongkhar Thromde administration, on behalf of the Government and the People of Bhutan, to provide the necessary resources, including the financial resources, human resources and civil service support, required for the delivery of the results described in this Annual Performance Agreement.



Lekey Dorji
Minister, Ministry of
Finance



Tashi Pem
Chairperson, Royal Civil
Service Commission



Dasho Tshering Tobgay
Prime Minister of Bhutan

Signed on this **16** day of September 2026.