



Salaries & Remuneration
Commission
Rewarding productivity

Ref. No: SRC/TS/CGOVT/3/61(84)

31st July, 2014

All County Secretaries
All Chairpersons, County Public Service Boards
All Secretaries, County Public Service Boards

REVIEWED REMUNERATION FOR SELECTED POSITIONS IN THE EXECUTIVE ARM OF THE COUNTY GOVERNMENT

In exercise of the powers conferred by Article 230 (4) of the Constitution, the Salaries and Remuneration Commission (SRC) has reviewed remuneration after conducting job re-evaluation for all State Officers and other designated public service positions in the county government. This was in line with the Commission commitment when releasing the report of job evaluation for State Officers in March 2013 that county governments would be re-evaluated once the officers settled on their positions. The review was conducted by use of a robust job evaluation system in line with best practice in Human Resource Management.

Following the outcome of the job re-evaluation exercise, the Salaries and Remuneration Commission during its 73rd Commission meeting held on 3rd July, 2014 reviewed the remuneration for officers serving in the County Government as follows:

Office	Gross Monthly Remuneration Package (Kshs.)
County Governor	792,000 x 66,000 p.a. – 858,000 x 66,000 p.a. – 924,000 x 66,000 p.a. – 990,000 x 66,000 p.a. – 1,056,000.
Deputy Governor	526,081 x 43,840 p.a. – 569,921 x 43,840 p.a. – 613,761 x 43,840 p.a. – 657,601 x 43,840 p.a. – 701,441.
Member of the Executive Committee	262,500 x 21,875 p.a. – 284,375 x 21,875 p.a. – 306,250 x 21,875 p.a. – 328,125 x 21,875 p.a. – 350,000.
County Secretary	225,000 x 18,750 p.a. – 243,750 x 18,750 p.a. – 262,500 x 18,750 p.a. – 281,250 x 18,750 p.a. – 300,000.
Chair County Public Service Board	225,000 x 18,750 p.a. – 243,750 x 18,750 p.a. – 262,500 x 18,750 p.a. – 281,250 x 18,750 p.a. – 300,000.
Vice-Chair County Public Service Board	180,000 x 15,000 p.a. – 195,000 x 15,000 p.a. – 210,000 x 15,000 p.a. – 225,000 x 15,000 p.a. – 240,000.
Member, County Public Service Board	180,000 x 15,000 p.a. – 195,000 x 15,000 p.a. – 210,000 x 15,000 p.a. – 225,000 x 15,000 p.a. – 240,000.
Secretary, County Public Service Board	165,089 x 7,353 p.a. – 172,442 x 7,353 p.a. – 179,795 x 7,353 p.a. – 187,148 x 7,353 p.a. – 194,501

Notes:

1. For purposes of computing Service gratuity, the basic salary is 60% of the monthly gross remuneration package while 40% of the same is consolidated allowances, unless otherwise stated separately;

2. Other employment benefits and allowances earlier granted and officially communicated by the Commission in the Gazette Notice Vol. 33 of 1st March, 2013 or in any Commission Circular shall remain in force; and
3. The remuneration structure has not changed for some offices (For example: County Secretary, Chair of County Public Service Board and Secretary of County Public Service Board). As such, the holders of those offices shall continue to be remunerated at the prevailing remuneration rates as earlier communicated.

The remuneration review shall be implemented as stated below:

- i. The effective date of the reviewed monthly remuneration is 1st July, 2014.
- ii. All serving officers to enter the reviewed structure at the respective second levels within the remuneration structure (For example: Governors to enter at Kshs.858,000; and Deputy Governors to enter at Kshs.569,921.). New officers to join the structure from the minimum level.
- iii. The annual incremental date remains unchanged, that is 1st of April each year. The next increment will therefore be 1st April, 2015.

ANNE R. GITAU (Mrs.)
Ag. COMMISSION SECRETARY

Cc: Dr. Kamau Thuge, EBS
Principal Secretary
National treasury
NAIROBI

Mr. Edward Ouko
Auditor General
Kenya National Audit Office
NAIROBI

Mrs Agnes Odhiambo
Controller of Budget
BIMA House
NAIROBI

All Governors
County Governments

Mr Kinuthia Wamwangi
Chairman
Transition Authority
NAIROBI