



Salaries & Remuneration
Commission
Rewarding productivity

SRC 011 / 11 /2013

Ref. No. SRC/TS/CGOVT/3/16

27th November, 2013

ALL COUNTY GOVERNORS

RE: REVIEWED REMUNERATION AND BENEFITS FOR MEMBERS OF COUNTY ASSEMBLY

In exercise of the powers conferred by Article 230 (4) (a) of the Constitution of Kenya, 2010, the Salaries and Remuneration Commission during its 35th Special Commission meeting held on 14th November, 2013 and 36th Special Commission meeting held on 25th November, 2013 reviewed the remuneration and benefits for Members of County Assembly, following the results of the job review as follows:

A. Mileage:-To be paid at AA Rates and clarified as follows;

- (i) Members of the County Assembly to be paid a Monthly Mileage Allowance at a standard AA Rate of Ksh.109.80 per kilometer for up to a maximum of 45 kilometers return journey (90 kilometers) **to their respective areas of representation**. This caters for both car maintenance and fuel. (The allowance is calculated as follows: $(\text{Ksh.}109.8 \times 90 \times 4) / 12 = \text{Kshs.}39,528$ per month).
- (ii) Members whose areas of representation are situated beyond the 45 kilometers return Journey (90 kilometers) to make a weekly **reimbursable claim** of the extra mileage, **when they travel to their area of representation**, at applicable AA rates based on the cubic capacity of the vehicle per extra kilometer, subject to a maximum of 52 weeks in a year.

Please note that with the implementation of the Mileage Allowance as provided above, the existing Transport Allowance of Kshs 20,000 ceases to be payable.

B. Sitting allowances

Members of County Assembly shall be entitled to Sitting Allowance which shall be paid in accordance with the Standing Orders or resolution of the County Assembly at the following rates:

- (i) **Chairperson:** A member of County Assembly with additional responsibility as a Chairperson while chairing a meeting shall be entitled to payment of Sitting Allowance of **Kenya shillings six thousand five hundred (kshs.6,500.) per sitting up to a**

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maximum of eight paid sittings (four plenary and four committee sessions) per week subject to a maximum of Ksh.208, 000 per month.

(ii) **Vice Chairperson:** A member of County Assembly with additional responsibility as a Vice Chairperson while sitting as a Vice Chairperson shall be entitled to payment of Sitting Allowance of **Kenya shillings five thousand two hundred (Ksh.5,200.) per sitting up to a maximum of eight paid sittings (four plenary and four committee sessions) per week** subject to a maximum of Ksh.166,400 per month.

(iii) **Member:** A member of County Assembly shall be entitled while sitting as a Member to payment of Sitting Allowance of **Kenya shillings three thousand nine hundred (Ksh.3,900.) per sitting up to a maximum of eight paid sittings (four plenary and four committee sessions) per week** subject to a maximum of Ksh.124, 800 per month.

C. Special Assembly Duty Allowance

Members of County Assembly with special assembly responsibilities shall be entitled to payment of Special Assembly Duty Allowance to be apportioned by the County Assembly Service Board against the positions established by the Standing Orders or Resolutions of the Assembly subject to the following limits:

	Leadership Levels	Position	Monthly Limits (Kshs. Per Month)
1.	Level 1	- Leader of Majority - Leader of Minority	32,000.00
2.	Level 2	- Chief Whip - Deputy Leader of Majority - Deputy Leader of Minority	29,000.00
3.	Level 3	- Chairpersons of Committees - Deputy Chief Whip - Other Whips	26,000.00
4.	Level 4	- Vice Chairpersons	23,000.00
5.	Level 5	- Members of Speakers Panel	20,000.00

D. Car Loan Facility

Members of the County Assembly be entitled to a Car Loan of Ksh.2,000,000 (Two million shillings) payable with interest of 3% per annum. This is a cash backed fund subject to budgetary allocation and availability of funds. The loan is repayable within five (5) years or before the end of term of office, whichever is earlier.

E. Mortgage Facility

Members of County Assembly be entitled to a Mortgage at Ksh.3,000,000 (Three million shillings) payable with interest of 3% per annum. This is a cash backed fund subject to budgetary allocation and availability of funds. The loan is repayable within five (5) years or before the end of term of office, whichever is earlier.

The review of the above facilitative benefits (Mileage Claim Allowance, Sitting Allowance, Special Assembly Duty Allowance, Car Loan and Mortgage Facility) to take effect from the date of resumption of full operations of the respective County Assemblies.

F. Medical Cover

To be retained as per the gazetted provision with an ex-gratia arrangement as provided in the existing Government Policy Guidelines.

G. Airtime Facility

All Members of the County Assembly to retain the approved Airtime as follows:-

- a. The Speaker of the County Assembly worth Ksh. 10,000 per month.
- b. All other Members of the County Assembly, worth Ksh.5.000 per month

H. Reviewed Remuneration package

The reviewed monthly remuneration to be paid as follows:

State Office	Remuneration Scale
Speaker of County Assembly	Kshs 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
Deputy Speaker of County Assembly	Kshs 180,000 x 15,000 p.a. – 195,000 x 15000 p.a. – 210,000 x 15,000 p.a. – 225000 x 15,000 – 240,000
Member of County Assembly	Kshs 123,750 x 13,313 p.a. – 134,063 x 10,313 p.a.-144,375 x 10,313 p.a. – 154,688 x 10,313 p.a.– 165,000

For purposes of computing service gratuity, the **basic salary is 60%** of the set monthly remuneration package, while 40% is the consolidated allowances, **unless otherwise stated separately.**

The review shall be implemented as stated below:

1. Speakers, Deputy Speakers and the Members of County Assembly to enter the reviewed structure at the respective minimum point;
2. The annual incremental date is 1st April the first of which will be 1st April 2014;
3. Funding of the reviewed remuneration to be accommodated within the County budgetary provision 2013/14 and subsequent budgetary provisions;
4. The effective date of the reviewed monthly remuneration is 1st December, 2013


G. A. Otieno (Mrs.) MBS.,
COMMISSION SECRETARY

C.C. Dr. Kamau Thugge, EBS
Principal Secretary
The National Treasury
NAIROBI

Mrs. Agnes Odhiambo
Controller of Budget
Office of the Controller of Budget
BIMA HOUSE
NAIROBI

Mr. Edward R. Ouko
Auditor General
Kenya National Audit Office
NAIROBI

Mr. Kinuthia Wamwangi
Chairman
Transition Authority
NAIROBI

All Speakers of County Assemblies

All County Clerks