



Salaries & Remuneration
Commission
Rewarding productivity

Phase IV Salary Review
for
County Government Employees at the Assembly

Effective date: 1st July, 2020



**Salaries & Remuneration
Commission**
Rewarding productivity

Ref. No. SRC/TS/JE/CG/3/33/6 VOL.III (31)

8th July, 2020

All Speakers of County Assembly

All County Assembly Clerks

A. IMPLEMENTATION OF JOB EVALUATION RESULTS: PHASE IV SALARY REVIEW FOR THE COUNTY GOVERNMENT EMPLOYEES AT THE ASSEMBLIES

1. The Salaries and Remuneration Commission conducted a Job Evaluation exercise in the Public Service and as part of its implementation recommended a salary review for the County Government employees at the Assemblies. The review was to be implemented in four (4) phases taking into consideration the overall affordability within a sustainable Fiscal Framework.
2. The Government implemented Phase I - III of the salary review for the County Government employees at the Executive in Job Groups 'A' to 'S' with effect from 1st July, 2017, 1st July, 2018 and 1st July, 2019, respectively.
3. During Phase I and II of the salary review, the four (4) phases for Job Groups 'CASB 18' to 'CASB 13' were merged and fully implemented to ensure that the salary was within the statutory minimum wage. Phase III Salary was implemented for Job Groups 'CASB 12' to 'CASB 02' with effect from 1st July, 2019.
4. Phase IV of the new Salaries and Salary Scales, which form Appendices to this Circular, will be implemented for Job Groups 'CASB 12' to 'CASB 02' with effect from 1st July, 2020.
5. The job group conversions are below:

JOB GRADE	A	B	C	D	E	F	G	H	J	K	L	M	N	P	Q	R	S
NEW GRADE	CAS B18	CAS B17	CAS B16	CAS B15	CAS B14	CAS B13	CAS B12	CAS B11	CAS B10	CA SB 9	CA SB 8	CA SB 7	CA SB 6	CA SB 5	CA SB 4	CA SB 3	CA SB 2

6. Employees of former Local Authorities equivalent to Job Groups 'M' and below, will retain their current salaries until the salary structures of equivalent grades is harmonized to same levels.
7. New employees shall join the salary structure at the minimum point on the date of appointment and progress annually.

To whom Applicable

8. The New Salaries will apply to County Assembly Employees, who were in the Service on or after 1st July, 2020.

Conversion of Salaries

9. Conversion of salaries will be processed automatically through the Integrated Payroll and Personnel Database (IPPD) System. It is emphasized that the conversions should be verified immediately in order to ensure that any errors are detected and corrective measures taken promptly.

Incremental dates

10. Officers will retain their current incremental dates. However, where the incremental date falls on 1st July, 2020 employees will be granted their annual increment on the existing salary scales before their salaries are converted to the new salary points with effect from the same date, i.e. 1st July, 2020.

B. ALLOWANCES AND BENEFITS APPLICABLE TO EMPLOYEES IN COUNTY GOVERNMENTS

House Allowance

1. To be paid as per SRC Circular on Implementation of the Revised House Allowance in the Public Service Ref. No. SRC/TS/MDP/3/1/2(2) dated 11th August, 2015.

Commuter Allowance

2. To be paid as per Office of the President Circular Ref. No. OP.CAB.23/1A dated 30th June 2006 on Implementation of a New Transport Policy in the Public Service, and the Ministry of State for Public Service Circular on Payment of Commuter Allowance Circular Ref. No. MSPS.16.4A Vol. IX (105) dated 27th June, 2011.

Medical Scheme

3. To be administered as per SRC Circular on Medical Scheme for Public Officers Serving in the County Governments Ref. No. SRC/TS/CGOVT/3/61 dated 19th December, 2014.

Hardship Allowance

4. To be paid as per Circular on Clarification on Designated Hardship Areas in the Civil Service Ref. No. OP/CAB/1/31A dated 7th December, 2015 from the Executive Office of the President, Chief of Staff and Head of Public Service; and SRC Circular on Review of Allowances in the Public Service Ref. No. SRC/ADM/CIR/1/13 Vol. III (126) dated 10th, December, 2014.

Daily Subsistence Allowance

5. To be paid as per SRC Circular on Review of Rates and Cluster Classification for Purposes of Payment of Daily Subsistence Allowance - Local Travel Ref. No. SRC/ADM/CIR/1/13 Vol. IV (1) dated 20th November, 2017 and subsequent SRC Circular on Corrigendum on Circular Review of Review of Rates and Cluster Classification for Purposes of Payment of Daily Subsistence Allowance - Local Travel Ref. No. SRC/ADM/CIR/1/13 Vol. IV (2) dated 25th January, 2018.

C. OTHER TERMS AND CONDITIONS OF SERVICE

1. Any allowances being paid as a percentage of the basic salary be retained as absolute fixed figures of the current salary and should **NOT** be pegged on this review.
2. Other existing terms and conditions of service will continue to apply.



Mrs. Anne R. Gitau, MBS
COMMISSION SECRETARY/CEO

Copy to:

The Head of the Public Service
Executive Office of the President
NAIROBI

The Chief Executive Officer
Council of Governors
NAIROBI

The Principal Secretary
The National Treasury
NAIROBI

The Principal Secretary
Ministry of Public Service and Gender
NAIROBI

The Secretary
Public Service Commission
NAIROBI

The Pensions Secretary
Pensions Department
The National Treasury
NAIROBI

The Auditor General
Office of the Auditor General
NAIROBI

The Controller of Budget
Office of the Controller of Budget
NAIROBI

LIST OF JOB GROUPS AND NEW SALARY SCALES FOR THE COUNTY GOVERNMENT EMPLOYEES

JOB GROUP CASB 18:	Ksh. 13,280 x 250 - 13,530 x 300 - 13,830 x 320 - 14,150 p.m.
JOB GROUP CASB 17:	Ksh. 13,530 x 300 - 13,830x320 - 14,150 x 460 - 14,610 p.m.
JOB GROUP CASB 16:	Ksh. 13,830 x 320 - 14,150 x 460 - 14,610 x 510 - 15,120 p.m.
JOB GROUP CASB 15:	Ksh. 14,610 x 510 -15,120 x 550 - 15,670 x 580 - 16,250 p.m.
JOB GROUP CASB 14:	Ksh. 15,670 x 580 - 16,250 x 640 - 16,890 x 680 - 17,570 p.m.
JOB GROUP CASB 13:	Ksh. 16,890 x 680 - 17,570 x 700 - 18,270 x 780 - 19,050 x 800 - 19,850 x 950 - 20,800 p.m.
JOB GROUP CASB 12:	Ksh. 22,270 x 1,040 - 23,310 x 1,070 - 24,380 x 1,090 - 25,470 x 1,110 - 26,580 x 1,120 - 27,700 x 1,150 - 28,850 x 1,170 - 30,020 p.m.
JOB GROUP CASB 11:	Ksh. 25,470 x 1,110 - 26,580 x 1,120 - 27,700 x 1,150 - 28,850 x 1,170 - 30,020 x 1,250 - 31,270 x 1,300 - 32,570 x 1,380 - 33,950 p.m.
JOB GROUP CASB 10:	Ksh. 31,270 x 1,300 - 32,570 x 1,380 - 33,950 x 1,390 - 35,340 x 1,460 - 36,800 x 1,470 - 38,270 x 1,470 - 39,740 x 1,520 - 41,260 p.m.
JOB GROUP CASB 09:	Ksh. 38,270 x 1,470 - 39,740 x 1,520 - 41,260 x 1,710 - 42,970 x 1,920 - 44,890 x 2,000 - 46,890 x 2,110 - 49,000 x 2,170 - 51,170 p.m.
JOB GROUP CASB 08:	Ksh. 42,970 x 1,920 - 44,890 x 2,000 - 46,890 x 2,110 - 49,000 x 2,170 - 51,170 x 2,550 - 53,720 x 2,650 - 56,370 x 2,750 - 59,120 p.m.
JOB GROUP CASB 07:	Ksh. 49,000 x 2,170 – 51,170 x 2,550 – 53,720 x 2,650 – 56,370 x 2,750 – 59,120 x 2,920 – 62,040 x 3,080 – 65,120 p.m.
JOB GROUP CASB 06:	Ksh. 56,370 x 2,750 – 59,120 x 2,920 – 62,040 x 3,080 – 65,120 x 3,440 – 68,560 x 3,590 – 72,150 x 3,790 – 75,940 x 3,800 – 79,740 x 3,810 – 83,550 x 3,810 - 87,360 p.m.
JOB GROUP CASB 05:	Ksh. 87,360 x 3,190 - 90,550 x 4,490 - 95,040 x 4,860 - 99,900 x 5,010 - 104,910 x 5,240 - 110,150 x 5,500 - 115,650 x 5,780 - 121,430 p.m.
JOB GROUP CASB 04:	Ksh. 99,900 x 5,010 – 104,910 x 5,240 – 110,150 x 5,500 – 115,650 x 5,780 – 121,430 x 6,070 – 127,500 x 6,370 – 133,870 p.m.

JOB GROUP CASB 03: Ksh. 121,430 x 6,070 – 127,500 x 6,370 – 133,870 x 6,570 – 140,440 x 6,770 – 147,210 x 6,960 – 154,170 x 7,160 – 161,330 x 7,810 – 169,140 p.m.

JOB GROUP CASB 02: Ksh. 133,870 x 6,570 - 140,440 x 6,770 - 147,210 x 6,960 - 154,170 x 7,160 - 161,330 x 7,810 - 169,140 x 13,680 - 182,820 x 14,980 - 197,800 p.m.

CONVERSION TABLE NO. 1

JOB GROUP CASB 18

Current Salary Scale: Ksh. 13,280 x 250 - 13,530 x 300 - 13,830 x 320 - 14,150 p.m.

Current Salary
Ksh. p.m.

13,280

13,530

13,830

14,150

CONVERSION TABLE NO. 2

JOB GROUP CASB 17

Current Salary Scale: Ksh. 13,530 x 300 - 13,830x320 - 14,150 x 460 - 14,610 p.m.

**Current Salary
Ksh. p.m.**

13,530

13,830

14,150

14,610

CONVERSION TABLE NO. 3

JOB GROUP CASB 16

Current Salary Scale: Ksh. 13,830 x 320 - 14,150 x 460 - 14,610 x 510 - 15,120 p.m.

Current Salary
Ksh. p.m.

13,830

14,150

14,610

15,120

CONVERSION TABLE NO. 4

JOB GROUP CASB 15

Current Salary Scale: Ksh. 14,610 x 510 -15,120 x 550 - 15,670 x 580 - 16,250 p.m.

Current Salary Ksh. p.m.

14,610

15,120

15,670

16,250

CONVERSION TABLE NO. 5

JOB GROUP CASB 14

Current Salary Scale: Ksh. 15,670 x 580 - 16,250 x 640 - 16,890 x 680 - 17,570 p.m.

**Current Salary Ksh.
p.m.**

15,670

16,250

16,890

17,570

CONVERSION TABLE NO. 6

JOB GROUP CASB 13

Current Salary Scale: Ksh. 16,890 x 680 - 17,570 x 700 - 18,270 x 780 -
19,050 x 800 - 19,850 x 950 - 20,800 p.m.

Current Salary Ksh. p.m.

16,890

17,570

18,270

19,050

19,850

20,800

CONVERSION TABLE NO. 7

JOB GROUP CASB 12

Current Salary Scale: Ksh. 21,500 x 1,000 - 22,500 x 1,030 - 23,530 x 1,050 - 24,580 x 1,070
- 25,650 x 1,080 - 26,730 x 1,110 - 27,840 x 1,130 - 28,970p.m.

**New Salary Scale: Ksh. 22,270 x 1,040 - 23,310 x 1,070 - 24,380 x 1,090 - 25,470
x 1,110 - 26,580 x 1,120 - 27,700 x 1,150 - 28,850 x
1,170 - 30,020 p.m.**

Current Salary Ksh. p.m.	New Salary Ksh. p.m.
21,500	22,270
22,500	23,310
23,530	24,380
24,580	25,470
25,650	26,580
26,730	27,700
27,840	28,850
28,970	30,020

CONVERSION TABLE NO. 8

JOB GROUP CASB 11

Current Salary Scale: Ksh. 24,580 x 1,070 - 25,650 x 1,080 - 26,730 x 1,110 - 27,840 x 1,130
- 28,970 x 1,200 - 30,170 x 1,260 - 31,430 x 1,330 - 32,760
p.m.

New Salary Scale: Ksh. 25,470 x 1,110 - 26,580 x 1,120 - 27,700 x 1,150 -
28,850 x 1,170 - 30,020 x 1,250 - 31,270 x 1,300 -
32,570 x 1,380 - 33,950 p.m.

Current Salary Ksh. p.m.	New Salary Ksh. p.m.
24,580	25,470
25,650	26,580
26,730	27,700
27,840	28,850
28,970	30,020
30,170	31,270
31,430	32,570
32,760	33,950

CONVERSION TABLE NO. 9

JOB GROUP CASB 10

Current Salary Scale: Ksh.30,170 x 1,260 - 31,430 x 1,330 - 32,760 x 1,380 - 34,140 x 1,460
- 35,600 x 1,470 - 37,070 x 1,470 - 38,540 x 1,520 - 40,060
p.m.

**New Salary Scale: Ksh. 31,270 x 1,300 - 32,570 x 1,380 - 33,950 x 1,390 - 35,340
x 1,460 - 36,800 x 1,470 - 38,270 x 1,470 - 39,740 x
1,520 - 41,260 p.m.**

Current Salary Ksh. p.m.	New Salary Ksh. p.m.
30,170	31,270
31,430	32,570
32,760	33,950
34,140	35,340
35,600	36,800
37,070	38,270
38,540	39,740
40,060	41,260

CONVERSION TABLE NO. 10

JOB GROUP CASB 09

Current Salary Scale: Ksh.37,070 x 1,470 - 38,540 x 1,520 - 40,060 x 1,710 - 41,770 x 1,910
- 43,680 x 2,000 - 45,680 x 2,100 - 47,780 x 2,170 - 49,950
p.m.

New Salary Scale: Ksh.38,270 x 1,470 - 39,740 x 1,520 - 41,260 x 1,710 - 42,970
x 1,920 - 44,890 x 2,000 - 46,890 x 2,110 - 49,000 x
2,170 - 51,170 p.m.

Current Salary Ksh. p.m.	New Salary Ksh. p.m.
37,070	38,270
38,540	39,740
40,060	41,260
41,770	42,970
43,680	44,890
45,680	46,890
47,780	49,000
49,950	51,170

CONVERSION TABLE NO. 11

JOB GROUP CASB 08

Current Salary Scale: Ksh.41,770 x 1,910 - 43,680 x 2,000 - 45,680 x 2,100 - 47,780 x 2,170
- 49,950 x 2,550 - 52,500 x 2,650 - 55,150 x 2,750 - 57,900
p.m.

New Salary Scale: Ksh.42,970 x 1,920 - 44,890 x 2,000 - 46,890 x 2,110 - 49,000
x 2,170 - 51,170 x 2,550 - 53,720 x 2,650 - 56,370 x
2,750 - 59,120 p.m.

Current Salary Ksh. p.m.	New Salary Ksh. p.m.
41,770	42,970
43,680	44,890
45,680	46,890
47,780	49,000
49,950	51,170
52,500	53,720
55,150	56,370
57,900	59,120

CONVERSION TABLE NO. 12

JOB GROUP CASB 07

Current Salary Scale: Ksh. 47,780 x 2,170 - 49,950 x 2,550 - 52,500 x 2,650 - 55,150 x 2,750
- 57,900 x 2,920 - 60,820 x 3,080 - 63,900 p.m.

New Salary Scale: Ksh. 49,000 x 2,170 – 51,170 x 2,550 – 53,720 x 2,650 –
56,370 x 2,750 – 59,120 x 2,920 – 62,040 x 3,080 –
65,120 p.m.

Current Salary Ksh. p.m.	New Salary Ksh. p.m.
47,780	49,000
49,950	51,170
52,500	53,720
55,150	56,370
57,900	59,120
60,820	62,040
63,900	65,120

CONVERSION TABLE NO. 13

JOB GROUP CASB 06

Current Salary Scale: Ksh. 55,150 x 2,750 - 57,900 x 2,920 - 60,820 x 3,080 - 63,900 x 3,440
- 67,340 x 3,590 - 70,930 x 3,790 - 74,720 x 3,800 - 78,520 x
3,810 - 82,330 p.m.

New Salary Scale: Ksh. 56,370 x 2,750 - 59,120 x 2,920 - 62,040 x 3,080 - 65,120
x 3,440 - 68,560 x 3,590 - 72,150 x 3,790 - 75,940 x
3,800 - 79,740 x 3,810 - 83,550 x 3,810 - 87,360 p.m.

Current Salary Ksh. p.m.	New Salary Ksh. p.m.
55,150	56,370
57,900	59,120
60,820	62,040
63,900	65,120
67,340	68,560
70,930	72,150
74,720	75,940
78,520	79,740
82,330	83,550
-	87,360

CONVERSION TABLE NO. 14

JOB GROUP CASB 05

Current Salary Scale: Ksh. 85,110 x 4,240 - 89,350 x 4,480 - 93,830 x 4,670 - 98,500 x 4,940
- 103,440 x 5,170 - 108,610 x 5,420 - 114,030 x 5,700 - 119,730 p.m.

**New Salary Scale: Ksh. 87,360 x 3,190 - 90,550 x 4,490 - 95,040 x 4,860 - 99,900
x 5,010 - 104,910 x 5,240 - 110,150 x 5,500 - 115,650 x
5,780 - 121,430 p.m.**

Current Salary Ksh. p.m.	New Salary Ksh. p.m.
85,110	87,360
89,350	90,550
93,830	95,040
98,500	99,900
103,440	104,910
108,610	110,150
114,030	115,650
119,730	121,430

CONVERSION TABLE NO. 15

JOB GROUP CASB 04

Current Salary Scale: Ksh. 98,500 x 4,940 - 103,440 x 5,170 - 108,610 x 5,420 - 114,030 x 5,700 - 119,730 x 5,990 - 125,720 x 6,280 - 132,000 p.m.

New Salary Scale: Ksh. 99,900 x 5,010 – 104,910 x 5,240 – 110,150 x 5,500 – 115,650 x 5,780 – 121,430 x 6,070 – 127,500 x 6,370 – 133,870 p.m.

Current Salary KS . p.m.	New Salary Ksh. p.m.
98,500	99,900
103,440	104,910
108,610	110,150
114,030	115,650
119,730	121,430
125,720	127,500
132,000	133,870

CONVERSION TABLE NO. 16

JOB GROUP CASB 03

Current Salary Scale: Ksh. 119,730 x 5,990 - 125,720 x 6,280 - 132,000 x 6,480 - 138,480 x 6,670 - 145,150 x 6,860 - 152,010 x 7,060 - 159,070 x 7,710 - 166,780 p.m.

New Salary Scale: Ksh. 121,430 x 6,070 – 127,500 x 6,370 – 133,870 x 6,570 – 140,440 x 6,770 – 147,210 x 6,960 – 154,170 x 7,160 – 161,330 x 7,810 – 169,140 p.m.

Current Salary Ksh. p.m.	New Salary Ksh. p.m.
119,730	121,430
125,720	127,500
132,000	133,870
138,480	140,440
145,150	147,210
152,010	154,170
159,070	161,330
166,780	169,140

CONVERSION TABLE NO. 17

JOB GROUP CASB 02

Current Salary Scale: Ksh.132,000 x 6,480 - 138,480 x 6,670 - 145,150 x 6,860 - 152,010 x 7,060 - 159,070 x 7,710 - 166,780 x 13,660 - 180,440 x 14,970 - 195,410 p.m.

New Salary Scale: Ksh.133,870 x 6,570 - 140,440 x 6,770 - 147,210 x 6,960 - 154,170 x 7,160 - 161,330 x 7,810 - 169,140 x 13,680 - 182,820 x 14,980 - 197,800 p.m.

Current Salary Ksh. p.m.	New Salary Ksh. p.m.
132,000	133,870
138,480	140,440
145,150	147,210
152,010	154,170
159,070	161,330
166,780	169,140
180,440	182,820
195,410	197,800

