Job Group (Civil Service Equivalent)	State Officer Grades	Cluster 1 Cities (Nairobi, Mombasa, Kisumu)	Cluster 2 County Headquarters, Malindi,.Kilifi, Lamu, Kwale & Naivasha	Cluster 3 All other Towns
	F -4	22,000	18,000	14,000
U-V	F1, F2, E5	18,200	14,600	12,500
S-T	E3, E4	16,800	12,600	10,500
P-R	E2, E1, D5	14,000	10,500	8,400
K-N	D4	11,200	8,400	7,000
F-J		6,300	4,900	4,200
A-E		4,200	3,500	3,000

Forwarded for your consideration and approval for implementation with effect from 1st July 2020.

ANNE THUMBI