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To: USAID/Somalia Implementing Partners
From: Jesse Gutierrez, Supervisory Contracting & Agreement Officer, Office Director
Subject: Mission Local Compensation Plan
Date: October 25, 2023

Summarized below are the Mission Local Compensation Plans (LCP), the Mission Nairobi Local Compensation Plan and the Mission Mogadishu Local Compensation Plan. These are a 40-hour work week annual base salary ranges. The LCP Kenya is in Kenya Shillings, and the LCP for Somalia is in US dollars. Implementing Partner's may only use the Mission Nairobi LCP when the award authorizes positions based in Kenya.

Mission Nairobi Local Compensation Plan (LCP)

There are 13 Grades on the plan, with Grade 13 as the most senior level. There are 13 Steps for each grade, representing incremental increases (WGI).

GRADE	RANGE (KES) as per LCP 2021 - 40 Hour Workweek		Within Grade Increase (WGI) in KES
	STEP 1	STEP 13	
FSN13 (Senior Level)	9,381,408	15,948,384	525,312
FSN12	6,834,442	11,618,566	398,677
FSN11	4,792,523	8,147,267	279,562
FSN10	3,341,686	5,680,858	194,931
FSN09	2,687,399	4,568,579	156,765
FSN08	2,152,002	3,658,410	125,534
FSN07	1,726,077	2,934,333	100,688
FSN06	1,397,135	2,375,135	78,160
FSN05	1,224,131	2,081,027	68,466
FSN04	1,103,869	1,953,853	64,072
FSN03	913,055	1,616,111	52,941
FSN02	726,921	1,307,889	47,645
FSN01 (Entry level)	572,091	1,033,863	37,858

Mission Mogadishu Local Compensation Plan (LCP)

There are 12 Grades on the plan, with Grade 12 as the most senior level. There are 14 Steps for each grade, representing incremental increases (WGI).

GRADE	RANGE (USD) as per LCP 2020 – 40 Hour Workweek		Within Grade Increase (WGI) in USD
	<u>STEP 1</u>	<u>STEP 14</u>	
FSN 12 (Senior Level)	45,949	68,920	1,767
FSN 11	35,275	52,916	1,357
FSN 10	26,574	39,860	1,022
FSN 09	20,367	30,546	783
FSN 08	16,174	24,260	622
FSN 07	12,958	19,432	498
FSN 06	9,948	14,927	383
FSN 05	6,989	10,486	269
FSN 04	6,093	9,135	234
FSN 03	5,400	8,104	208
FSN 02	4,781	7,173	184
FSN 01(Entry level)	4,318	6,476	166

Note: The Local Compensation Plan (LCP) is not for public distribution.

QUESTIONS: Contact USAID Somalia Office of Acquisition and Assistance (OAA) at somaliaoaa@usaid.gov with any questions or concerns regarding the implementation of the LCP.