

How the County Government can be structured to perform its duty of offering Services to the County Residents. Please see below.

Blue print for a County Government.

- Local governments can potentially generate employment more than twice as many as those that the Central Government can generate.
- If done the right way, there can potentially be a large base created employment for Professional and service occupations which can account for more than half of all jobs. There will be a creation of County Fire fighter Departments and law enforcement workers, concentrated in County's local government. These can potentially be amongst the largest occupations.
- Although job prospects will vary by County and region, overall prospects are expected to be favorable.
- Creation of Employer-provided benefits such as Pension schemes, Healthcare participating schemes, Workers cooperative schemes, should be undertaken for County and local government employees making them more lucrative than those for workers in the private sector.

Goods and services: State and local governments will provide their constituents with vital services that may not be available otherwise, such as transportation, public security and safety, healthcare, education, utilities (electricity water and telephone services), and courts.

Industry organization: Excluding education and hospitals, County and local governments will employ more workers, placing them among the largest employers in the economy. 6 out of 10 of these employees will work for local governments, Law enforcement, cities, special districts, and towns. In addition, large numbers of County and local workers will work in public education—a major part of the extension of the Ministry of Education. Many State and local workers also will work in public hospitals, which are included in the Healthcare industry

In many areas of the country, citizens will be served by more than one local government unit. For example, most Counties have *jurisdictions*, which may contain various municipalities such as cities or towns, but which also often include unincorporated rural areas. *Townships*, which do not exist in some Counties, may or may not contain municipalities but will consist of suburban or rural areas.

Supplementing these forms of local government, *special district* government bodies will be independent,

limited-purpose governmental units that will perform a single function or activity. For example, fire districts and ambulatory services often are provided by a special district.

Working Conditions.

Hours. Working conditions will vary by occupation and, in some instances, by size and location of the County or local government. For example, chief executives in very small jurisdictions may work less than 20 hours a week; in larger jurisdictions, they will work more than 40 hours per week. Chief executives in large jurisdictions will work full time year round, as do most county and city managers. Most County legislators work full time only when in session, usually for a few months a year, and work part time the rest of the year. Local elected officials in some small jurisdictions will work part time.

Most professional, financial operations, and office and administrative support workers in County and local government, will work a standard 40-hour week in an office environment. However, workers in some of the most visible local government jobs will have very different working conditions and schedules. Fire fighters' hours are longer and vary more widely than those of most workers. Many professional fire fighters will be on duty for several days in a row, working over 50 hours a week, because some must be on duty at all times to respond to emergencies. They often eat and sleep at the fire station. Following this long shift, they will then be off for several days in a row or for the entire week. Some local fire districts will use the services of volunteer fire fighters, who tend to work shorter, regularly scheduled shifts, or remain on call for emergencies.

Most police and detectives work 40 hours a week, with paid overtime when they testify in court or work on an investigation. Because police protection must be provided around the clock, some officers must work weekends, holidays, and nights. Many officers will be subject to call any time their services are needed and shall be expected to intervene whenever they observe a crime, even if they will be off duty.

Bus drivers with regular routes and subway (if one will ever be built for Nairobi and "Ksum" City) operators will generally have consistent weekly work schedules. Those who do not have regular schedules may be on call and must be prepared to report for work on short notice. To accommodate commuters, many operators will work split shifts, such as 6 a.m. to 10 a.m. and 3 p.m. to 7 p.m., with time off in between the two shifts.

A number of other County and local government jobs also require weekend or night work. For example, split, weekend, and night shifts will be common for water and other public utility workers like electricity and telephone.

Work environment. All Law enforcement officers shall be recruited by the County government. Law enforcement work can potentially be dangerous. The injury and fatality rates among law officers are presently higher than in many occupations, reflecting risks taken in apprehending suspected criminals (in particular those who escaped from Shimo La Tewa, but are now tycoons) and responding to various emergency situations such as traffic accidents. In addition to irregular hours, fire fighting can involve the risk of death or injury.

County and local governments will employ people in occupations found in nearly every industry in the economy, including chief executives, managers, engineers, computer specialists, secretaries, and health technicians. Certain occupations, however, will mainly or exclusively be found in these governments, such as legislators; tax examiners, collectors, and revenue agents; urban and regional planners; judges, magistrates, and other judicial workers; County police and Regular patrol officers; and correctional officers and jailers.

County Governor, Chief executives, legislators, general and operations managers, which form the County Government, shall establish government policy and develop laws, rules, and regulations. They will be elected or appointed officials who either preside over units of government or make laws. Chief executives include governors, lieutenant governors, mayors, and city managers. General and operations managers include district managers and revenue directors. Legislators include County senators and representatives, county commissioners, and city council members. Note that the County Senators are different from the Central Government Senators. For effective representation, every Constituency represented by an MP at National Level, should have a maximum of two County Senators at the County Parliament.

Tax examiners, collectors, and revenue agents will determine tax liability and collect past-due taxes from individuals or businesses. At this point, it must be noted that No County will generate enough revenue and initiate growth, if it does not tax its residents. *Urban and regional planners* will draft plans and recommend programs for the development and use of resources such as land and water. They will also propose construction of physical facilities, such as schools and roads, under the authority of cities, counties, and metropolitan areas. Planners will devise strategies outlining the best use of community land and identify the places in which residential, commercial, recreational, and other types of development should be located. More importantly, they will identify forests and woodlands including rivers and streams, water towers and water catchment areas to be preserved for the good of the County.

Judges will arbitrate advice and administer justice in a court of law. They will oversee legal processes in courts, apply the law to resolve civil disputes, and determine the sentence when guilt has been established in criminal cases. *Magistrates* resolve criminal cases not involving penitentiary sentences, as well as civil cases involving damages below a sum specified by County law.

Social workers counsel and assess the needs of clients, refer them to the appropriate sources of help, and monitor their progress. *Eligibility interviewers, government programs* interview and investigate applicants and recipients to determine eligibility to receive, or continue receiving, welfare and other types of social assistance. The duties of *social and human service assistants* will vary with specific job titles. These workers include social service technicians, case management aides, social work assistants, residential counselors, alcoholism or drug abuse counseling aides, child abuse workers, community outreach workers, and gerontology aides. *Probation officers and correctional treatment specialists* will assist in rehabilitation of law offenders in custody or on probation or parole.

Court, municipal, and license clerks will perform a variety of County and local government administrative tasks. *Court clerks* will prepare dockets of cases to be called, secure information for judges, and contact witnesses, lawyers, and attorneys to obtain information for the court. *Municipal clerks* will draft agendas for town or city councils, record minutes of council meetings, answer official correspondence, keep fiscal records and accounts, and prepare reports on civic needs. *License clerks* keep records (not corruption), and help the public obtain motor vehicle ownership titles, operator permits, and a variety of other permits and licenses. County and local governments also will employ many *secretaries and administrative assistants* and *general clerks*.

Fire fighters control and extinguish fires, assist with emergency medical treatment, and help with the recovery from natural disasters such as Mafuriko and tornadoes. *Fire inspectors* inspect public buildings for conditions that might present a fire hazard. *Emergency medical technicians and paramedics* assess injuries, administer emergency medical care, and extricate trapped individuals. They transport injured or sick persons to medical facilities with the assistance of Police present.

Police and patrol officers and *detectives and criminal investigators* have duties that range from controlling traffic to preventing and investigating crimes. They maintain order; enforce laws and ordinances; issue traffic summonses; investigate accidents; give evidence in court; serve legal documents for the court system; and apprehend, arrest, and process prisoners. State and local *correctional officers* guard inmates in remand, prisons, or juvenile institutions. *Court Clerks* keep order in courts.

Highway maintenance workers maintain highways, municipal and rural roads, airport runways, and rights-of-way. They patch broken or eroded pavement, repair guard rails and highway markers, plow mud, and mow or clear bush from along roads. *Bus drivers* pick up and deliver passengers at prearranged stops throughout their assigned routes. Operators may collect fares, answer questions about schedules and destinations, and announce stops. But this can be open to private investors eg Taxis and matatu transport