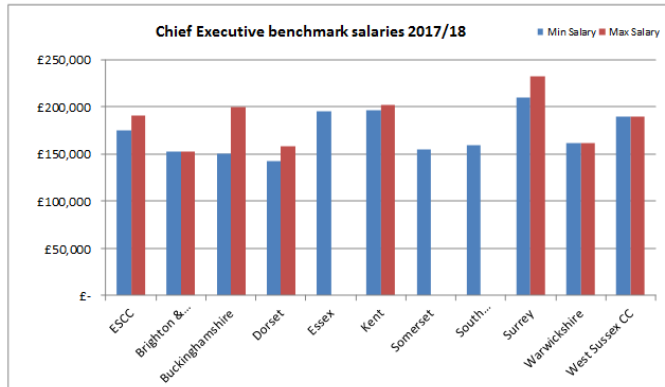


Appendix 1

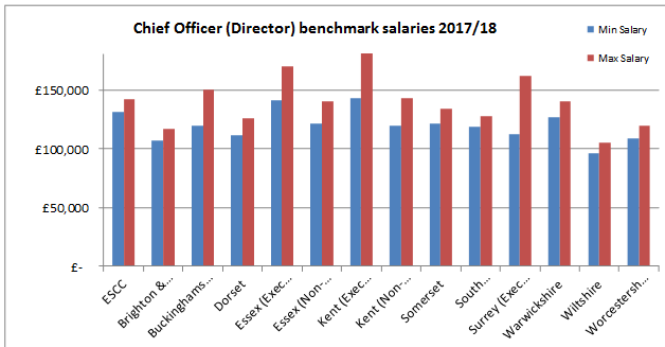
Chief Executive

	Min Salary	Max Salary
ESCC	£ 174,517	£ 190,693
Brighton & Hove*	£ 153,015	£ 153,015
Buckinghamshire	£ 150,000	£ 200,000
Dorset	£ 142,814	£ 158,116
Essex		£ 195,000
Kent	£ 196,522	£ 201,587
Somerset	£	£ 154,530
South Gloucestershire	£	£ 158,855
Surrey	£ 209,984	£ 232,683
Warwickshire	£ 162,000	£ 162,000
West Sussex CC	£ 190,000	£ 190,000
Worcestershire***	£ 154,038	£ 173,421



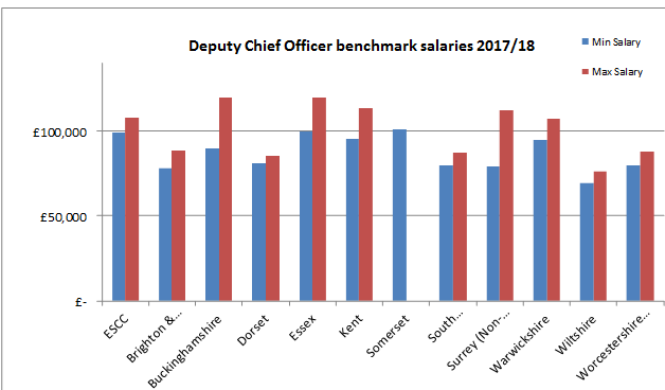
Chief Officer (Director)

	Min Salary	Max Salary
ESCC	£ 131,369	£ 142,217
Brighton & Hove*	£ 107,111	£ 117,312
Buckinghamshire	£ 120,000	£ 150,000
Dorset	£ 111,630	£ 126,281
Essex (Exec Director)**	£ 141,000	£ 170,000
Essex (Non-Exec Director)**	£ 121,000	£ 140,000
Kent (Exec Director)**	£ 142,969	£ 195,509
Kent (Non-Exec Director)	£ 120,006	£ 142,695
Somerset	£ 121,200	£ 133,926
South Gloucestershire	£ 119,141	£ 127,502
Surrey (Exec Director)**	£ 112,162	£ 161,514
Warwickshire	£ 126,911	£ 140,777
Wiltshire	£ 95,978	£ 105,528
Worcestershire***	£ 109,035	£ 119,938



Deputy Chief Officer

	Min Salary	Max Salary
ESCC	£ 99,223	£ 107,987
Brighton & Hove*	£ 78,038	£ 88,443
Buckinghamshire	£ 90,000	£ 120,000
Dorset	£ 81,305	£ 85,850
Essex	£ 100,000	£ 120,000
Kent	£ 95,811	£ 113,876
Somerset	£	£ 101,001
South Gloucestershire	£ 79,951	£ 87,413
Surrey (Non-Exec Director)**	£ 79,389	£ 112,161
Warwickshire	£ 94,609	£ 107,223
Wiltshire	£ 69,111	£ 76,191
Worcestershire***	£ 79,659	£ 87,741



* Brighton Senior Managers took a voluntary pay cut in previous years

**Org structure includes Executive Director posts at a higher level

*** reduced salaries by moving to 35 hour week

NB Surrey Exec Director posts pay currently being reviewed upwards to match upper quartile of pay benchmarking