

Comparison against similar sized or neighbouring authorities

Chief Executive

	Min Salary	Max Salary
ESCC	£ 178,007	£ 194,507
Brighton & Hove	£ 155,000	£ 159,999
Buckinghamshire	£	200,000
Dorset	£ 142,814	£ 158,116
Essex	£	195,000
Kent	£ 196,522	£ 201,587
Somerset	£	159,198
South Gloucestershire	£	158,855
Surrey	£ 209,984	£ 232,683
Warwickshire	£	165,240
West Sussex CC	£ 190,000	£ 190,000
Worcestershire**	£ 154,038	£ 173,421

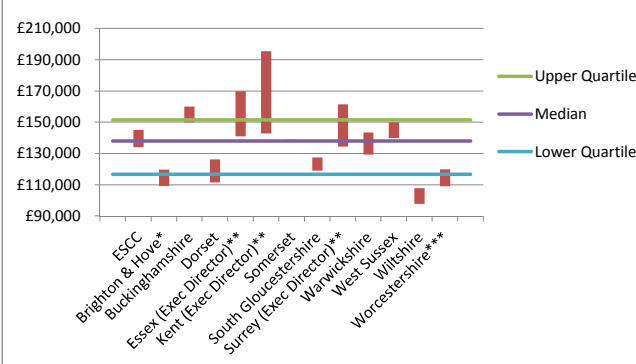
Chief Executive benchmark salaries 2018



Chief Officer (Director)

	Min Salary	Max Salary
ESCC	£ 133,996	£ 145,061
Brighton & Hove	£ 109,253	£ 119,658
Buckinghamshire	£ 150,000	£ 160,000
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	£	137,970
South Gloucestershire	£ 119,141	£ 127,502
Surrey (Exec Director)*	£ 134,595	£ 161,514
Warwickshire	£ 129,449	£ 143,593
West Sussex	£ 140,000	£ 150,000
Wiltshire	£ 97,898	£ 107,925
Worcestershire**	£ 109,035	£ 119,938

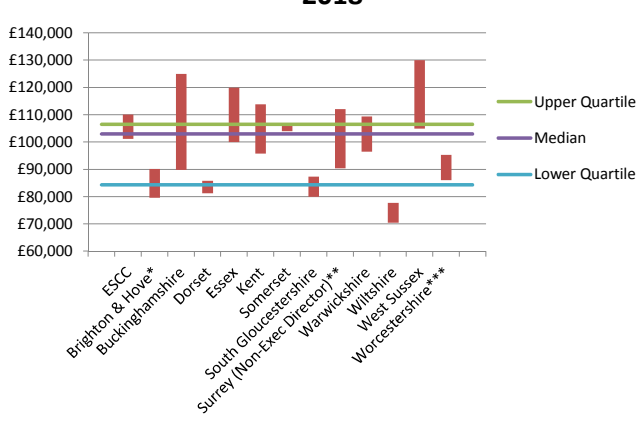
Chief Officer (Director) benchmark salaries 2018



Deputy Chief Officer

	Min Salary	Max Salary
ESCC	£ 101,207	£ 110,147
Brighton & Hove	£ 79,599	£ 90,212
Buckinghamshire	£ 89,797	£ 125,000
Dorset	£ 81,305	£ 85,850
Essex	£ 100,000	£ 120,000
Kent	£ 95,811	£ 113,876
Somerset	£ 104,052	£ 106,131
South Gloucestershire	£ 79,951	£ 87,413
Surrey (Non-Exec Director)*	£ 90,470	£ 112,161
Warwickshire	£ 96,501	£ 109,367
Wiltshire	£ 70,493	£ 77,715
West Sussex	£ 105,000	£ 130,000
Worcestershire**	£ 86,041	£ 95,326

Deputy Chief Officer benchmark salaries 2018



*Org structure includes Executive Director posts at a higher level

** reduced salaries by moving to 35 hour week