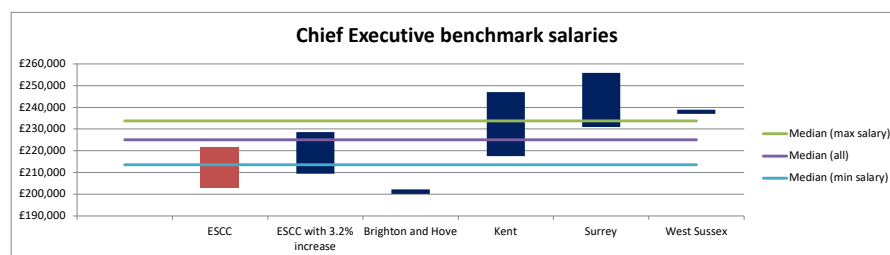


Comparison against neighbouring authorities - 2025/26 pay rates

Appendix 1

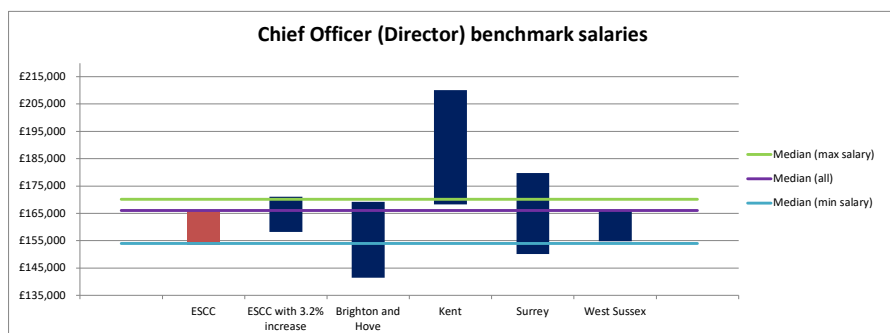
Chief Executive

	Min Salary	Max Salary
ESCC	£ 202,927	£ 221,549
ESCC with 3.2% increase	£ 209,421	£ 228,639
Brighton and Hove	£ 201,188	
Kent	£ 217,528	£ 247,055
Surrey	£ 230,984	£ 255,954
West Sussex	£ 238,000	



Chief Officer (Director)

	Min Salary	Max Salary
ESCC	£ 153,261	£ 165,748
ESCC with 3.2% increase	£ 158,165	£ 171,052
Brighton and Hove	£ 141,466	£ 169,248
Kent	£ 168,222	£ 210,120
Surrey	£ 150,120	£ 179,730
West Sussex	£ 154,800	£ 166,331



Deputy Chief Officer

	Min Salary	Max Salary
ESCC	£ 116,258	£ 126,347
ESCC with 3.2% increase	£ 119,978	£ 130,390
Brighton and Hove	£ 101,161	£ 113,520
Kent	£ 109,856	£ 129,530
Surrey	£ 121,553	£ 145,464
West Sussex	£ 121,776	£ 128,485

