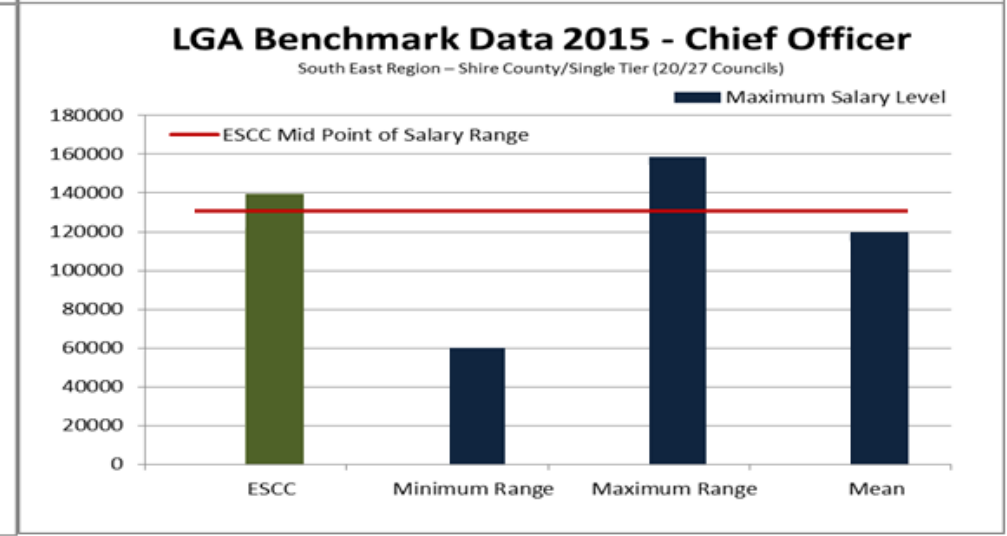
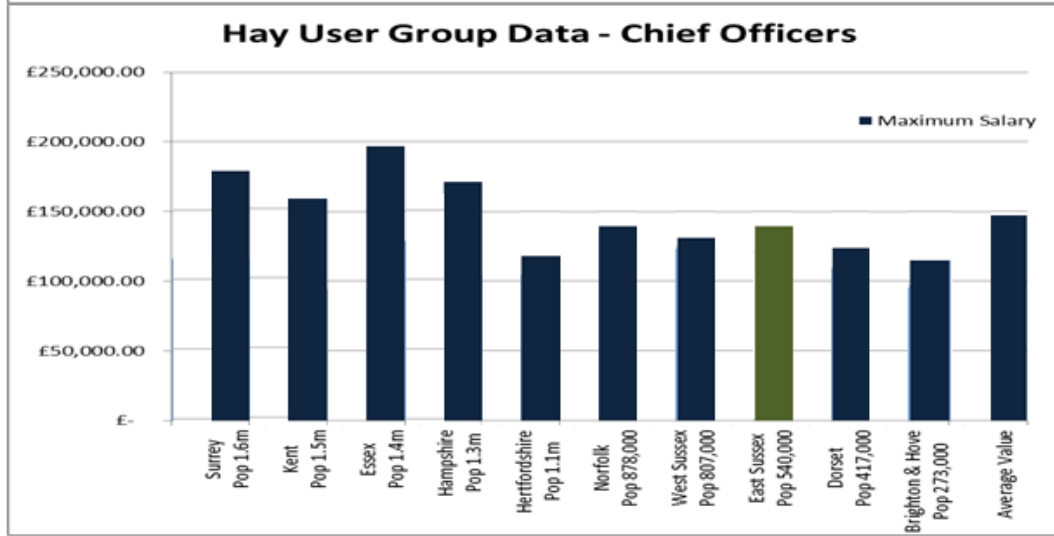
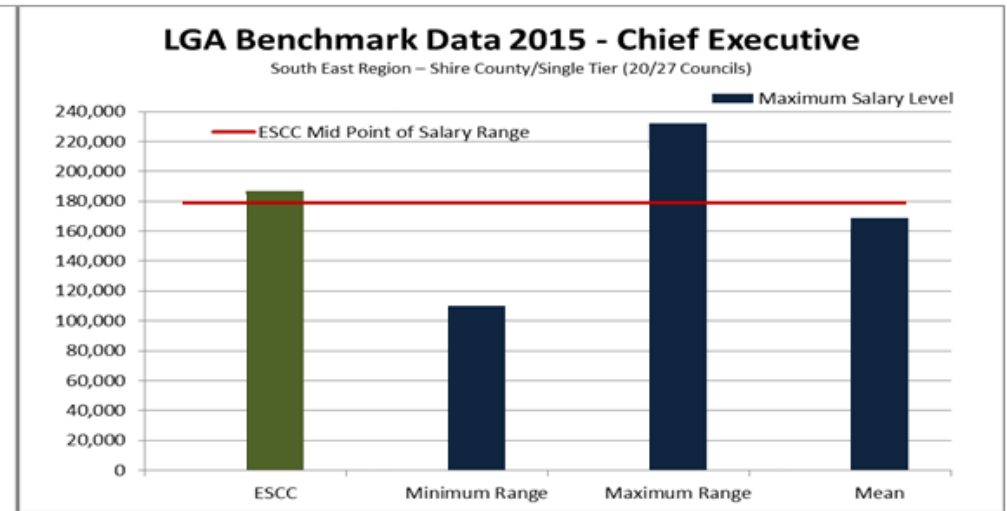
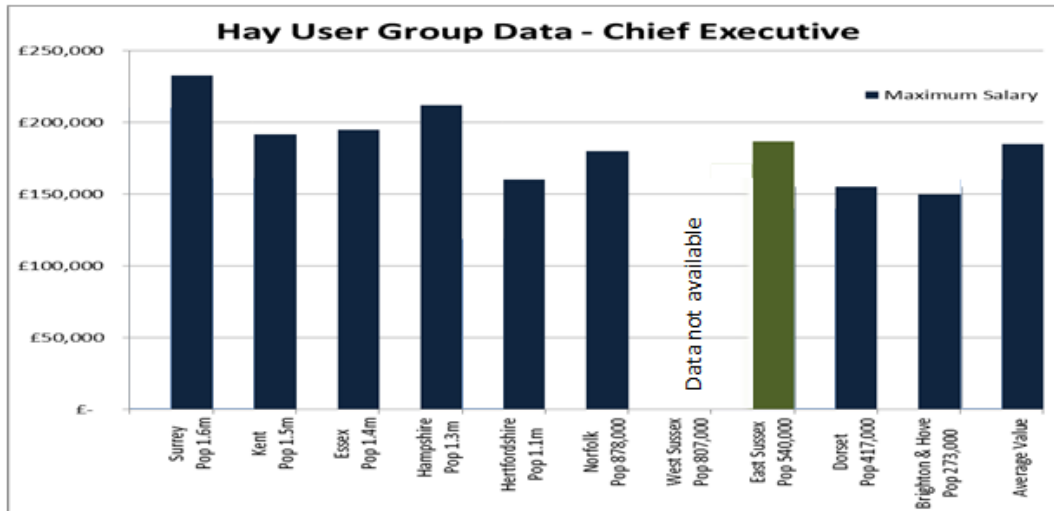


Chief Officer Pay Benchmarking



Average pay: Shire County/Single Tier with population >325,000:

Post	Lower Quartile (£)	Median (£)	Upper Quartile (£)	Post	Lower Quartile (£)	Median (£)	Upper Quartile (£)
Chief Executive	172,253	178,860	185,735	Chief Officer	120,492	125,957	130,787
ESCC Chief Executive	175,043	179,008	182,972	ESCC Chief Officer	131,439	134,098	136,756