

**VILLAGE OF DEERFIELD  
LAKE AND COOK COUNTIES, ILLINOIS**

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**ORDINANCE NO. O-23-11**

**AN ORDINANCE AMENDING THE VILLAGE OF DEERFIELD  
WAGE AND SALARY PLAN AND ESTABLISHING THE  
COMPENSATION OF OFFICERS AND EMPLOYEES FOR TH  
FISCAL YEAR 2023 FOR THE VILLAGE OF DEERFIELD**

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**PASSED AND APPROVED BY THE  
PRESIDENT AND BOARD OF TRUSTEES  
OF THE VILLAGE OF DEERFIELD, LAKE  
AND COOK COUNTIES, ILLINOIS, this  
15th day of May, 2023.**

**Published in pamphlet form  
By authority of the President  
And Board of Trustees of the  
Village of Deerfield, Lake and  
Cook Counties, Illinois, this  
15th day of May, 2023.**

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BE IT ORDAINED BY THE PRESIDENT AND BOARD OF TRUSTEES OF THE VILLAGE OF DEERFIELD, LAKE AND COOK COUNTIES, ILLINOIS, AS FOLLOWS:

**SECTION 1:** That the Village of Deerfield Wage and Salary Plan is hereby amended by substituting the attached pages in lieu of the corresponding pages in the Village of Deerfield Wage and Salary Plan heretofore adopted.

**SECTION 2:** That, effective January 1, 2023, the compensation of all Officers and employees of the Village of Deerfield not otherwise established by a collective bargaining agreement, or by separate ordinance or other provision of the Municipal Code of the Village of Deerfield for fiscal year 2023 shall be determined by the Village Manager and heads of the various Village Departments in the manner and in accordance with the policies, procedures and standards set forth in the Village of Deerfield Wage and Salary Plan adopted April 29, 1974, by Ordinance No. 0-74-23 and as amended hereby.

**SECTION 3:** That, pursuant to and in accordance with the procedures, policies and standards set forth in said Wage and Salary Plan, as hereby amended, the Village Manager and heads of the various Village Departments are hereby authorized to award additional merit pay increases during the fiscal year 2023 to officers and employees, provided that such merit pay raises, in the aggregate, shall not exceed the total amount allocated and budgeted for wages and salaries for officers and employees of each of said departments in the Annual Budget for the fiscal year 2023.

**SECTION 4:** That the Chief of Police is hereby authorized to grant incentive compensation increases to officers of the Police Department holding rank higher than that of Patrolman and to civilian employees of the Police Department for performance of additional duties, provided that such incentive increases and additional compensation, in the aggregate, shall not exceed the total amount allocated and budgeted for incentive compensation for such officers and employees of each of said departments in the Annual Budget for fiscal year 2023.

**SECTION 5:** That the Village Manager and the heads of the several Village Departments may employ persons to serve in any employment position provided for by appropriate action of the Board of Trustees which, upon the effective date of this Ordinance, are unfilled, provided that the compensation for such new employees shall be established in accordance with the procedures, policies and standards set forth in the Village of Deerfield Wage and Salary Plan, as hereby amended. In the event of the severance of employment of any employee during the effective period of this Ordinance, the Village Manager and the heads of the several Village Departments are authorized to employ a replacement therefore; provided that such new employee shall receive compensation in an amount established in accordance with the procedures, policies and standards set forth in the Village of Deerfield Wage and Salary Plan, as hereby amended; provided that in no event shall the total compensation of all employees of a designated department exceed the total amount appropriated and budgeted for in the Annual Budget for compensation for the employees of such department. From time to time during the effective period of this Ordinance, the Village Manager may employ such part-time employees as may be necessary to properly conduct the affairs and operations of the Village, at hourly wage rates from \$13.00 to \$37.00. The authority to employ hereby granted to the Village Manager is subject to the limitation that, in no event shall the total compensation of all employees of a designated department exceed the total amount appropriated in the Annual Budget to pay the compensation of employees of such department.

**SECTION 6:** That the Village Clerk is hereby directed to publish this Ordinance in pamphlet form.

**SECTION 7:** That all ordinances or parts of ordinances in conflict herewith are, to the extent of such conflict, hereby repealed.

**SECTION 8:** That this Ordinance shall be in full force and effect from and after its passage, approval and publication as provided by law.


AYES: Benton, Berg, Jacoby, Metts-Childers, Oppenheim, Seiden

NAYS: None


ABSENT: None

PASSED this 15th day of May, A.D. 2023.

APPROVED this 15th day of May, A.D. 2023.

  
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Village President

ATTEST:

  
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Village Clerk

VILLAGE OF DEERFIELD  
Salary Schedule - 2023

			v 2	1/1/2023
POSITION	ANNUAL STARTING SALARY	ANNUAL SALARY F.Q.E	ICMA	F.Q.E. 110%
<b>ADMINISTRATION</b>				
Village Manager		274,557	21,000	
Director of Finance	169,226	199,090	1,000	218,999
Asst. Village Mgr/Dir. Of Community Development	164,243	193,227	1,000	212,550
Director of Information Technology	138,385	162,806		179,086
Building & Code Enforcement Supervisor	125,732	147,920		162,712
Principal Planner	119,731	140,860		154,946
Administrative Services Coordinator	108,792	127,991		140,790
Assistant to the Village Manager	108,792	127,991		140,790
Senior IT Systems Specialist	104,495	122,935		135,228
Assistant Code Enforcement Supervisor	101,474	119,381		131,319
Planner II	101,474	119,381		131,319
Village Accountant	95,248	112,056		123,262
Building Inspector	95,248	112,056		123,262
Communications Coordinator	95,248	112,056		123,262
IT Systems Technician	74,947	88,173		96,991
Management Analyst	76,560	90,070		99,077
Plan & Design Specialist	74,947	88,173		96,991
Building Services Coordinator	74,947	88,173		96,991
Principal Accounting Clerk	72,042	84,756		93,231
Payroll and Benefits Specialist	70,373	82,792		91,071
Finance Generalist	70,373	82,792		91,071
Administrative Assistant II	65,513	77,074		84,781
Deputy Village Clerk	60,967	71,726		78,899
Cashier - Receptionist	56,206	66,124		72,737
Fiscal Clerk (Part Time) hourly	29.29	34.46		37.90
Secretary Boards & Commissions II (PT) hourly	26.11	30.72		33.79
General Clerk (Part Time) hourly	23.62	27.79		30.57
Administrative Assistant I (Part Time) hourly	22.16	26.07		28.68
Administrative Intern hourly	20.07	23.61		25.97
<b>PUBLIC WORKS &amp; ENGINEERING</b>				
Director of Public Works & Engineering	164,243	193,227	1,000	212,550
Assistant Director of Public Works & Eng	133,206	156,713		172,384
Superintendent of Streets & Utilities	130,745	153,818		169,199
Project Manager	101,083	118,921		130,813
Temporary hourly	25.21	29.66		33.00
<b>SEWAGE TREATMENT PLANT</b>				
Treatment Plant Superintendent	116,120	136,612		150,273
<b>PUBLIC WORKS CONTRACTUAL</b>				
	subject to collective bargaining agreement			
<b>POLICE ADMINISTRATION</b>				
Chief of Police	181,882	213,978		235,376
Deputy Chief of Police	138,385	162,806		179,086
Commander	124,860	146,894		161,584

Communication Supervisor	124,860	146,894	161,584
Sergeant	113,361	133,366	146,702
Social Worker	79,367	93,373	102,711
Police Management Analyst	76,560	90,070	99,077
Dispatcher	74,280	87,389	96,128
Records Clerk	67,086	78,924	86,817
Community Service Officer	65,818	77,432	85,176
Dispatcher (Part Time) hourly	25.60	30.12	33.13
Secretary I (Part Time) hourly	22.36	26.30	28.93
Intern hourly	9.72	11.43	12.57

POLICE PATROL OFFICERS

subject to collective bargaining agreement