

**CITY OF ENGLEWOOD**

**ORDINANCE 23-27**

**AN ORDINANCE ESTABLISHING CONTRACT SALARIES AND  
BENEFITS FOR THE UNITED BROTHERHOOD OF PUBLIC WORKERS  
(DPW EMPLOYEES)**

**WHEREAS**, contract settlements have been reached with the United Brotherhood of Public Workers (UBPW), which represents the Department of Public Works Employees, to establish salary amounts and benefits; and

**WHEREAS**, it is deemed to be in the best interests of the City to approve the terms of the contract settlements.

**NOW, THEREFORE, BE IT ORDAINED** by the City Council of the City of Englewood, County of Bergen, State of New Jersey, as follows:

**Section 1.** The annual salary ranges for the positions covered by the UBPW contract shall be as set forth on Schedule A, attached hereto and made a part hereof, effective as of the years and dates indicated.

**Section 2.** Other terms and conditions shall be maintained as set forth in the respective collective bargaining agreements. The City Manager is hereby authorized to execute the collective bargaining agreement with the United Brotherhood of Public Workers (UBPW).

**Section 4.** This ordinance shall become effective upon final passage and publication as required by law.

**Schedule A**

**EMPLOYEES HIRED AFTER JULY 1, 2007  
SALARY MINIMUMS AND MAXIMUMS**

	<b>GRADE</b>	<b>Minimum</b>	<b>Maximum</b>		
2020	2	\$31,116	\$65,203		
2021	2	\$31,660	\$66,344	2	Laborer 3
2022	2	\$32,214	\$67,505	2	Mechanic 1
2023	2	\$32,859	\$68,855		
2024	2	\$33,516	\$70,232		
	<b>GRADE</b>	<b>Minimum</b>	<b>Maximum</b>		
2020	3	\$32,874	\$67,941	3	Driver 1
2021	3	\$33,449	\$69,130		
2022	3	\$34,035	\$70,340		
2023	3	\$34,715	\$71,747		
2024	3	\$35,410	\$73,182		
	<b>GRADE</b>	<b>Minimum</b>	<b>Maximum</b>		
2020	4	\$34,905	\$70,966	4	Climber 1
2021	4	\$35,516	\$72,207	4	Driver 3
2022	4	\$36,137	\$73,471	4	Driver Operator
2023	4	\$36,860	\$74,940	4	Meter Maintenance Worker
2024	4	\$37,597	\$76,439		
	<b>GRADE</b>	<b>Minimum</b>	<b>Maximum</b>		
2020	5	\$35,620	\$71,475	5	Equipment Operator 1
2021	5	\$36,243	\$72,726		
2022	5	\$36,877	\$73,998		
2023	5	\$37,615	\$75,478		
2024	5	\$38,367	\$76,988		
	<b>GRADE</b>	<b>Minimum</b>	<b>Maximum</b>		
2020	6	\$35,906	\$72,188	6	Equipment Operator 2
2021	6	\$36,535	\$73,452	6	Mechanic 2
2022	6	\$37,174	\$74,737		
2023	6	\$37,918	\$76,232		
2024	6	\$38,676	\$77,756		
	<b>GRADE</b>	<b>Minimum</b>	<b>Maximum</b>		
2020	7	\$37,050	\$72,927	7	Electronic Technician
2021	7	\$37,699	\$74,203	7	Climber 2
2022	7	\$38,358	\$75,502	7	Tractor Trailer Driver
2023	7	\$39,126	\$77,012		
2024	7	\$39,908	\$78,552		
	<b>GRADE</b>	<b>Minimum</b>	<b>Maximum</b>		

2020	8	\$37,337	\$75,073	8	Master Mechanic
2021	8	\$37,991	\$76,386		
2022	8	\$38,655	\$77,723		
2023	8	\$39,429	\$79,278		
2024	8	\$40,217	\$80,863		

**EMPLOYEES HIRED BEFORE JULY 1, 2007**

**SALARY MINIMUMS AND MAXIMUMS**

	<b>GRADE</b>	<b>Minimum</b>	<b>Maximum</b>		
2020	2	\$33,420	\$69,845	2	
2021	2	\$34,005	\$71,068	2	Laborer 3
2022	2	\$34,600	\$72,311	2	Mechanic 1
2023	2	\$35,292	\$73,757		
2024	2	\$35,998	\$75,233		
	<b>GRADE</b>	<b>Minimum</b>	<b>Maximum</b>		
2020	3	\$34,190	\$70,660	3	Driver 1
2021	3	\$34,788	\$71,897		
2022	3	\$35,397	\$73,155		
2023	3	\$36,105	\$74,618		
2024	3	\$36,827	\$76,111		
	<b>GRADE</b>	<b>Minimum</b>	<b>Maximum</b>		
2020	4	\$34,905	\$70,954	4	Climber 1
2021	4	\$35,516	\$72,196	4	Driver 3
2022	4	\$36,138	\$73,459	4	Driver Operator
2023	4	\$36,860	\$74,929	4	Meter Maintenance Worker
2024	4	\$37,598	\$76,427		
	<b>GRADE</b>	<b>Minimum</b>	<b>Maximum</b>		
2020	5	\$35,621	\$71,474	5	Equipment Operator 1
2021	5	\$36,244	\$72,725		
2022	5	\$36,878	\$73,998		
2023	5	\$37,616	\$75,478		
2024	5	\$38,368	\$76,987		
	<b>GRADE</b>	<b>Minimum</b>	<b>Maximum</b>		
2020	6	\$35,907	\$72,189	6	Equipment Operator 2
2021	6	\$36,535	\$73,452	6	Mechanic 2
2022	6	\$37,174	\$74,737		
2023	6	\$37,918	\$76,232		
2024	6	\$38,676	\$77,757		
	<b>GRADE</b>	<b>Minimum</b>	<b>Maximum</b>		
2020	7	\$37,050	\$72,926	7	Electronic Technician
2021	7	\$37,699	\$74,202	7	Climber 2
2022	7	\$38,358	\$75,501	7	Tractor Trailer Driver
2023	7	\$39,125	\$77,011		
2024	7	\$39,908	\$78,551		
	<b>GRADE</b>	<b>Minimum</b>	<b>Maximum</b>		
2020	8	\$37,336	\$75,072	8	Master Mechanic
2021	8	\$37,990	\$76,386		
2022	8	\$38,654	\$77,723		

2023	8	\$39,427	\$79,277
2024	8	\$40,216	\$80,863

**ORDINANCE #23-27**

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BENEFITS FOR THE UNITED BROTHERHOOD OF PUBLIC WORKERS  
(DPW EMPLOYEES)**

**RECORD OF VOTE**

FIRST READING DATE: September 19, 2025

COUNCIL	MOTION	VOTE
Cobb		Y
Maron		Y
Rosenzweig		Y
Wilson		Y
Wisotsky	X	Y

DATE PUBLISHED IN THE RECORD: September 25, 2023

DATES PUBLIC HEARINGS HELD: October 10, 2023

DATE SECOND READING HELD: October 10, 2023

COUNCIL	MOTION	OPEN	MOTION	CLOSE	MOTION	ADOPT
Cobb		Y		Y		Y
Maron		Y		Y		Y
Rosenzweig	X	Y	X	Y	X	Y
Wilson		Y		Y		Y
Wisotsky		Y		Y		Y

Y=YES                      N=OPPOSED                      A=ABSTAINED                      AB=ABSENT

PRESENTED TO MAYOR: October 13, 2023

APPROVED \_\_\_\_\_

REJECTED \_\_\_\_\_ (VETO)

DATE SIGNED: \_\_\_\_\_

\_\_\_\_\_  
MAYOR MICHAEL WILDES

I do hereby certify that the foregoing is a true and exact copy of  
an Ordinance adopted and approved by the Mayor and  
Council of the City of Englewood.

\_\_\_\_\_  
Yancy Wazirmas, RMC  
City Clerk