

**PERSONNEL PAY PLAN**  
Berkshire Regional Planning Commission

					Exec C approved 1% COAL on 4.1.2021		Executive Commission request for approval 5.06.2021		
SALARY Positions		2022	2022	2022	Proposed to change Starting Salary	Proposed to change Maximum Salary	Recommended	Recommended	Recommended
Position	Qualifications	Starting Salary	Mid-Range	Maximum Salary			Starting Salary	Mid-Range	Maximum Salary
Executive Director (effective 5/24/2018)	MA/MS + 5 years = 11 years	As established by the Commission	As established by the Commission	As established by the Commission	\$0	\$0	As established by the Commission	As established by the Commission	As established by the Commission
Assistant Director	MA/MS + 5 years = 11 years	\$87,464	\$100,039	\$112,615	\$0	\$0	\$87,464	\$100,039	\$112,615
Program Manager II Directly supervise 2+ employees	MA/MS + 5 years = 11 years	\$75,031	\$89,741	\$104,450	\$4,569	\$2,137	\$79,601	\$93,094	\$106,587
Program Manager I Directly supervise <2 employees	MA/MS + 5 years = 11 years	\$65,932	\$77,688	\$89,443	\$6,165	\$7,340	\$72,097	\$84,440	\$96,784
Office Manager	BA/BS + 6 years = 10 years	\$65,932	\$77,688	\$89,443	\$6,165	\$7,340	\$72,097	\$84,440	\$96,784
Principal Planner	MA/MS + 4 yrs = 10 years	\$58,930	\$70,955	\$82,980	\$0.00	\$374	\$58,930	\$71,142	\$83,354
Senior Planner	MA/MS + 2 yrs = 8 years	\$58,697	\$68,805	\$78,913	\$0	\$0	\$58,697	\$68,805	\$78,913
Planner	MA/MS = 6 years	\$49,894	\$56,475	\$63,056	\$0	\$0	\$49,894	\$56,475	\$63,056
Grant & Procurement Specialist	MA/MS = 6 years	\$49,894	\$56,475	\$63,056	\$0	\$0	\$49,894	\$56,475	\$63,056
Housing Specialist	BA/BS + 2 years = 6 years	\$49,894	\$56,475	\$63,056	\$0	\$0	\$49,894	\$56,475	\$63,056

HOURLY Positions		2022	2022	2022	2022	2022	2022	2022	2022
Associate Planner	BA/BS = 4 years	\$21.99	\$25.35	\$28.71	\$0	\$0	\$21.99	\$25.35	\$28.71
Program Associate (f/t)	AA = 2 years	\$17.85	\$20.52	\$23.20	\$0	\$0	\$17.85	\$20.52	\$23.20
Principal Finance Administrator	MA/MS = 4 yrs = 10 years	\$32.37	\$38.98	\$45.59	\$0	\$0.21	\$32.37	\$39.09	\$45.80
Finance Administrator	BA/BS + 2 years = 6 years	\$26.16	\$30.25	\$34.35	\$0	\$0	\$26.16	\$30.25	\$34.35
Finance Office Assistant	BA/BS + 1 years = 5 years	\$24.16	\$27.75	\$31.35	\$0	\$0	\$24.16	\$27.75	\$31.35
Office Administrator	BA/BS = 4 years	\$21.99	\$25.35	\$28.71	\$1.76	\$2.54	\$23.75	\$27.50	\$31.25
Office Assistant II	AA = 2 years + 2 yrs.	\$18.37	\$20.70	\$23.03	\$0	\$0	\$18.37	\$20.70	\$23.03
Office Assistant I	AA = 2 years	\$13.01	\$15.78	\$18.55	\$0.49	\$0.49	\$13.50	\$16.27	\$19.04
Intern (Pay TBD based on Qualifications)	Undergrad Student	\$13.01	\$13.44	\$13.87	\$0.49	\$0.49	\$13.50	\$13.93	\$14.36
Intern (Pay TBD based on Qualifications)	BA/BS/in 1 <sup>st</sup> yr of Grad School	\$13.89	\$14.16	\$14.43	\$0	\$0	\$13.89	\$14.16	\$14.43
Intern (Pay TBD based on Qualifications)	2 <sup>nd</sup> yr of Grad Sch/MA/MS	\$14.44	\$18.21	\$21.99	\$0	\$0	\$14.44	\$18.21	\$21.99
OFFSITE - HOURLY Positions		2022	2022	2022	2022	2022	2022	2022	2022
Senior Planner (offsite)	MA/MS + 2 yrs = 8 years	\$38.93	\$43.26	\$47.60	\$0	\$0	\$38.93	\$43.26	\$47.60
Inspector - (offsite)	BA/BS = 4 years and/or special certifications	\$31.37	\$38.09	\$44.81	\$0	\$0	\$31.37	\$38.09	\$44.81
Housing Specialist - (offsite)	BA/BS = 4 years and/or special certifications	\$31.37	\$38.09	\$44.81	\$0	\$0	\$31.37	\$38.09	\$44.81
Project Specialist	Pay TBD based on Qualifications								
Senior Public Health Nurse	MSN or BSN + 4 years						\$39.00	\$41.00	\$43.00
Public Health Nurse	BSN + 2 years						\$32.00	\$33.50	\$35.00

Effective January 1, 2021, the Massachusetts minimum wage is \$13.50 per hour