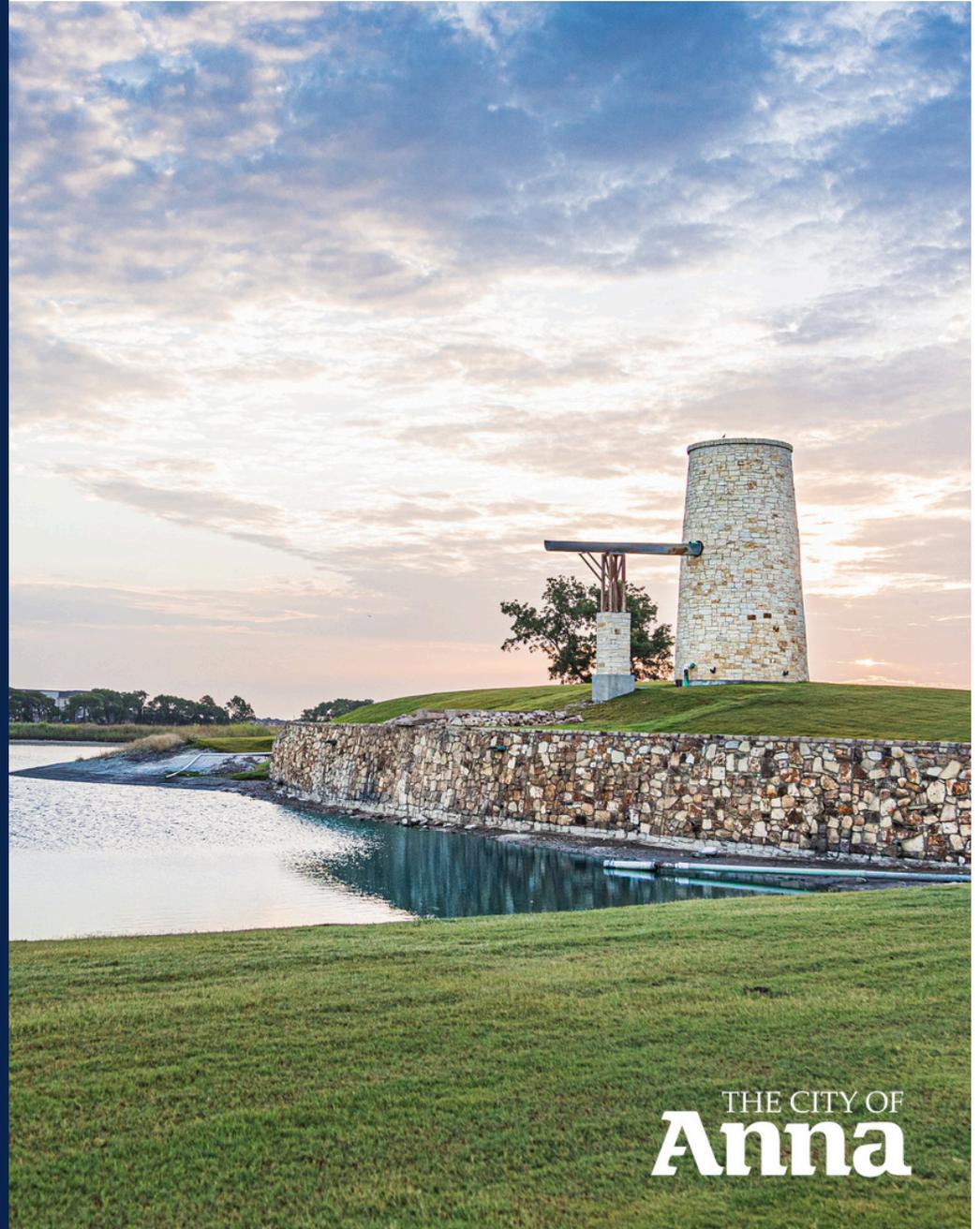


CITY OF ANNA PAY PLAN

GENERAL GOVERNMENT
EXEMPT POSITIONS



THE CITY OF
Anna

City of Anna

Pay Plan Effective 1/5/2026 - Exempt Positions

Job Title	FLSA Status	Minimum		Midpoint				Maximum	
		Category 1		Category 2		Category 3		Category 4	
		Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr
Deputy City Secretary	E	\$58,656.00	\$28.20	\$66,281.28	\$31.87	\$73,572.22	\$35.37	\$86,079.50	\$41.38
Executive Assistant - Fire Department	E	\$58,656.00	\$28.20	\$66,281.28	\$31.87	\$73,572.22	\$35.37	\$86,079.50	\$41.38
Recreation Program and Event Supervisor	E	\$58,656.00	\$28.20	\$66,281.28	\$31.87	\$73,572.22	\$35.37	\$86,079.50	\$41.38
Planner I	E	\$58,656.00	\$28.20	\$66,281.28	\$31.87	\$73,572.22	\$35.37	\$86,079.50	\$41.38
Senior Police Records Coordinator	E	\$58,656.00	\$28.20	\$66,281.28	\$31.87	\$73,572.22	\$35.37	\$86,079.50	\$41.38
Accountant	E	\$61,588.80	\$29.61	\$69,595.34	\$33.46	\$77,250.83	\$37.14	\$90,383.47	\$43.45
Assistant to the City Manager	E	\$61,588.80	\$29.61	\$69,595.34	\$33.46	\$77,250.83	\$37.14	\$90,383.47	\$43.45
Community Enhancement Coordinator	E	\$61,588.80	\$29.61	\$69,595.34	\$33.46	\$77,250.83	\$37.14	\$90,383.47	\$43.45
Human Resources Analyst	E	\$61,588.80	\$29.61	\$69,595.34	\$33.46	\$77,250.83	\$37.14	\$90,383.47	\$43.45
Utility Billing Supervisor	E	\$64,668.24	\$31.09	\$73,075.11	\$35.13	\$81,113.37	\$39.00	\$94,902.65	\$45.63
CIP/Engineering Analyst	E	\$67,901.65	\$32.65	\$76,728.87	\$36.89	\$85,169.04	\$40.95	\$99,647.78	\$47.91
Planner II	E	\$67,901.65	\$32.65	\$76,728.87	\$36.89	\$85,169.04	\$40.95	\$99,647.78	\$47.91
Engineer-In-Training	E	\$71,296.73	\$34.28	\$80,565.31	\$38.73	\$89,427.49	\$42.99	\$104,630.17	\$50.30
Municipal Court Administrator	E	\$71,296.73	\$34.28	\$80,565.31	\$38.73	\$89,427.49	\$42.99	\$104,630.17	\$50.30
Senior GIS Analyst	E	\$74,861.57	\$35.99	\$84,593.58	\$40.67	\$93,898.87	\$45.14	\$109,861.68	\$52.82
Senior Accountant	E	\$74,861.57	\$35.99	\$84,593.58	\$40.67	\$93,898.87	\$45.14	\$109,861.68	\$52.82
Senior Human Resources Analyst	E	\$74,861.57	\$35.99	\$84,593.58	\$40.67	\$93,898.87	\$45.14	\$109,861.68	\$52.82
Fleet & Facilities Superintendent	E	\$78,604.65	\$37.79	\$88,823.25	\$42.70	\$98,593.81	\$47.40	\$115,354.76	\$55.46
Parks & Recreation Superintendent	E	\$78,604.65	\$37.79	\$88,823.25	\$42.70	\$98,593.81	\$47.40	\$115,354.76	\$55.46
Streets Superintendent	E	\$78,604.65	\$37.79	\$88,823.25	\$42.70	\$98,593.81	\$47.40	\$115,354.76	\$55.46

City of Anna

Pay Plan Effective 1/5/2026 - Exempt Positions

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		Category 1		Category 2		Category 3		Category 4	
		Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr
Civil Construction and ROW Manager	E	\$82,534.88	\$39.68	\$93,264.42	\$44.84	\$103,523.50	\$49.77	\$121,122.50	\$58.23
Community Enhancement & Compliance Manager	E	\$82,534.88	\$39.68	\$93,264.42	\$44.84	\$103,523.50	\$49.77	\$121,122.50	\$58.23
Controller	E	\$82,534.88	\$39.68	\$93,264.42	\$44.84	\$103,523.50	\$49.77	\$121,122.50	\$58.23
Economic Development Manager	E	\$82,534.88	\$39.68	\$93,264.42	\$44.84	\$103,523.50	\$49.77	\$121,122.50	\$58.23
Human Resources Manager	E	\$82,534.88	\$39.68	\$93,264.42	\$44.84	\$103,523.50	\$49.77	\$121,122.50	\$58.23
Library Services Manager	E	\$82,534.88	\$39.68	\$93,264.42	\$44.84	\$103,523.50	\$49.77	\$121,122.50	\$58.23
Parks Planning & Development Manager	E	\$82,534.88	\$39.68	\$93,264.42	\$44.84	\$103,523.50	\$49.77	\$121,122.50	\$58.23
Planning Manager	E	\$82,534.88	\$39.68	\$93,264.42	\$44.84	\$103,523.50	\$49.77	\$121,122.50	\$58.23
Public Works Operations Manager	E	\$82,534.88	\$39.68	\$93,264.42	\$44.84	\$103,523.50	\$49.77	\$121,122.50	\$58.23
Purchasing Manager	E	\$82,534.88	\$39.68	\$93,264.42	\$44.84	\$103,523.50	\$49.77	\$121,122.50	\$58.23
Budget Manager	E	\$86,661.63	\$41.66	\$97,927.64	\$47.08	\$108,699.68	\$52.26	\$127,178.62	\$61.14
CIP Manager	E	\$86,661.63	\$41.66	\$97,927.64	\$47.08	\$108,699.68	\$52.26	\$127,178.62	\$61.14
IT Manager	E	\$86,661.63	\$41.66	\$97,927.64	\$47.08	\$108,699.68	\$52.26	\$127,178.62	\$61.14
Assistant Director of Community Services	E	\$95,327.79	\$45.83	\$107,720.40	\$51.79	\$119,569.65	\$57.49	\$139,896.49	\$67.26
Assistant Director of Development Services	E	\$95,327.79	\$45.83	\$107,720.40	\$51.79	\$119,569.65	\$57.49	\$139,896.49	\$67.26
Assistant Director of Neighborhood Services	E	\$95,327.79	\$45.83	\$107,720.40	\$51.79	\$119,569.65	\$57.49	\$139,896.49	\$67.26
Assistant EDC Director	E	\$104,860.57	\$50.41	\$118,492.44	\$56.97	\$131,526.61	\$63.23	\$153,886.13	\$73.98
Assistant Finance Director	E	\$104,860.57	\$50.41	\$118,492.44	\$56.97	\$131,526.61	\$63.23	\$153,886.13	\$73.98
Assistant Director of Public Works	E	\$115,346.62	\$55.46	\$130,341.69	\$62.66	\$144,679.27	\$69.56	\$169,274.75	\$81.38
Assistant Fire Chief	E	\$115,346.62	\$55.46	\$130,341.69	\$62.66	\$144,679.27	\$69.56	\$169,274.75	\$81.38
Assistant Police Chief	E	\$115,346.62	\$55.46	\$130,341.69	\$62.66	\$144,679.27	\$69.56	\$169,274.75	\$81.38
City Engineer	E	\$126,881.29	\$61.00	\$143,375.85	\$68.93	\$159,147.20	\$76.51	\$186,202.22	\$89.52
Director of Community Services	E	\$126,881.29	\$61.00	\$143,375.85	\$68.93	\$159,147.20	\$76.51	\$186,202.22	\$89.52
Director of Development Services	E	\$126,881.29	\$61.00	\$143,375.85	\$68.93	\$159,147.20	\$76.51	\$186,202.22	\$89.52

City of Anna

Pay Plan Effective 1/5/2026 - Exempt Positions

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		Category 1		Category 2		Category 3		Category 4	
		Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr
Director of Human Resources	E	\$126,881.29	\$61.00	\$143,375.85	\$68.93	\$159,147.20	\$76.51	\$186,202.22	\$89.52
Director of Neighborhood Services	E	\$126,881.29	\$61.00	\$143,375.85	\$68.93	\$159,147.20	\$76.51	\$186,202.22	\$89.52
Director of Development Services	E	\$139,569.42	\$67.10	\$157,713.44	\$75.82	\$175,061.92	\$84.16	\$204,822.44	\$98.47
Director of Finance	E	\$139,569.42	\$67.10	\$157,713.44	\$75.82	\$175,061.92	\$84.16	\$204,822.44	\$98.47
Director of Information Technology	E	\$139,569.42	\$67.10	\$157,713.44	\$75.82	\$175,061.92	\$84.16	\$204,822.44	\$98.47
Director of Public Works	E	\$153,526.36	\$73.81	\$173,484.78	\$83.41	\$192,568.11	\$92.58	\$225,304.69	\$108.32
EDC Director	E	\$153,526.36	\$73.81	\$173,484.78	\$83.41	\$192,568.11	\$92.58	\$225,304.69	\$108.32
Fire Chief	E	\$153,526.36	\$73.81	\$173,484.78	\$83.41	\$192,568.11	\$92.58	\$225,304.69	\$108.32
Police Chief	E	\$153,526.36	\$73.81	\$173,484.78	\$83.41	\$192,568.11	\$92.58	\$225,304.69	\$108.32
Assistant City Manager	E	\$168,878.99	\$81.19	\$190,833.26	\$91.75	\$211,824.92	\$101.84	\$247,835.16	\$119.15
City Manager	E	\$185,766.89	\$89.31	\$209,916.59	\$100.92	\$233,007.41	\$112.02	\$272,618.67	\$131.07

Categories divide the salary range into four parts. Rates shown for each category indicate the beginning of that category.

Based on the DOL released final rule in April 2024, the minimum salary amount for Exempt Positions was proposed to be increased to \$58,686.00 annually.

FY 2025-2026 Pay Plan is effective January 5, 2026.