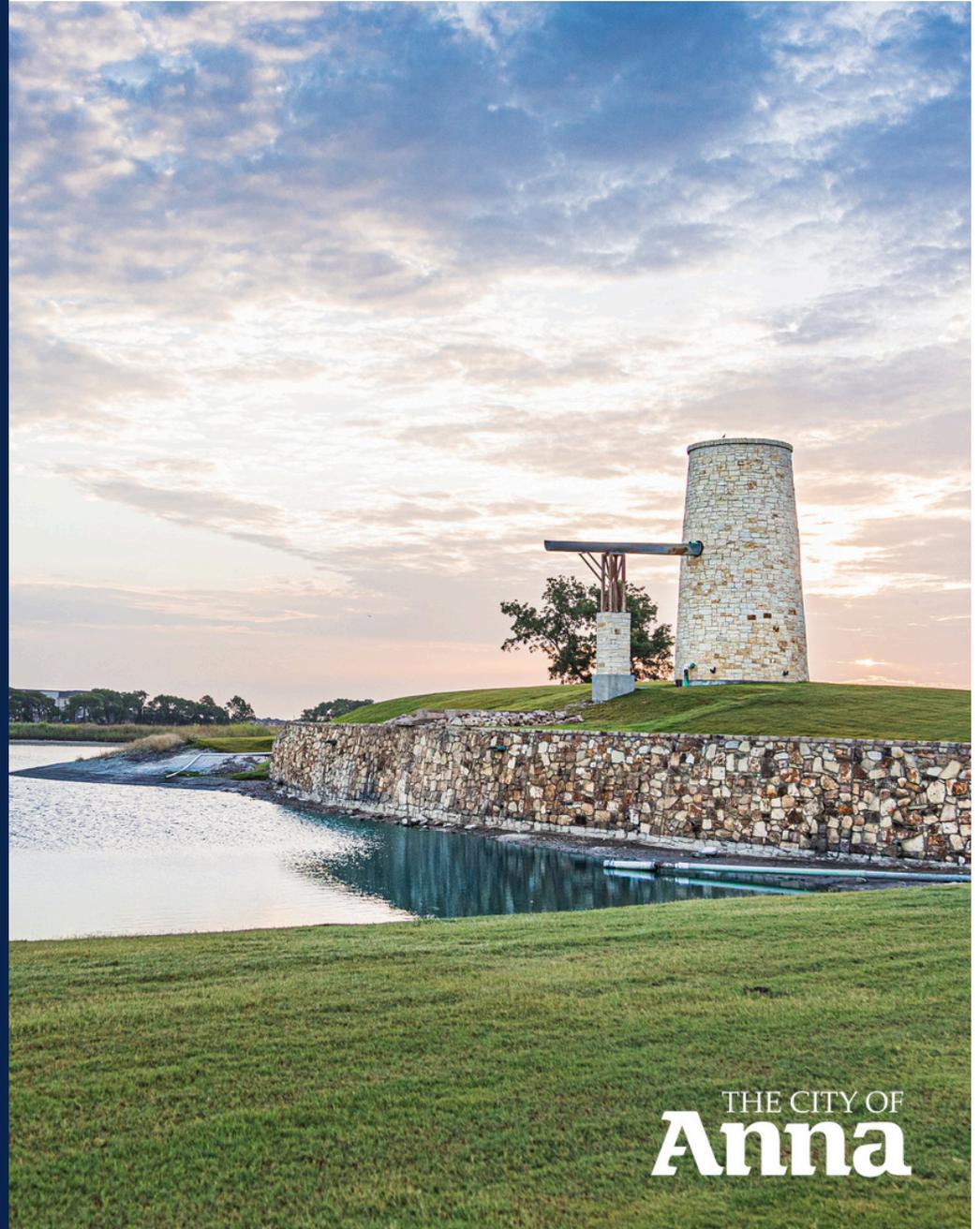


CITY OF ANNA PAY PLAN

GENERAL GOVERNMENT
NONEXEMPT POSITIONS



THE CITY OF
Anna

City of Anna.

Pay Plan Effective 1/5/2026 - Nonexempt Positions.

| Job Title | FLSA Status | Minimum | | Midpoint | | | | Maximum | |
|---------------------------------------|-------------|-------------|---------|-------------|---------|-------------|---------|-------------|---------|
| | | Category 1 | | Category 2 | | Category 3 | | Category 4 | |
| | | Annual | \$/hr | Annual | \$/hr | Annual | \$/hr | Annual | \$/hr |
| Circulation Supervisor | N | \$43,799.50 | \$21.06 | \$49,493.44 | \$23.79 | \$54,937.72 | \$26.41 | \$64,277.13 | \$30.90 |
| Code Compliance Coordinator | N | \$43,799.50 | \$21.06 | \$49,493.44 | \$23.79 | \$54,937.72 | \$26.41 | \$64,277.13 | \$30.90 |
| Communications Coordinator | N | \$43,799.50 | \$21.06 | \$49,493.44 | \$23.79 | \$54,937.72 | \$26.41 | \$64,277.13 | \$30.90 |
| Crew Leader - Divisions | N | \$43,799.50 | \$21.06 | \$49,493.44 | \$23.79 | \$54,937.72 | \$26.41 | \$64,277.13 | \$30.90 |
| Economic Development Coordinator | N | \$43,799.50 | \$21.06 | \$49,493.44 | \$23.79 | \$54,937.72 | \$26.41 | \$64,277.13 | \$30.90 |
| Fleets Mechanic | N | \$43,799.50 | \$21.06 | \$49,493.44 | \$23.79 | \$54,937.72 | \$26.41 | \$64,277.13 | \$30.90 |
| Facilities Maintenance Technician III | N | \$43,799.50 | \$21.06 | \$49,493.44 | \$23.79 | \$54,937.72 | \$26.41 | \$64,277.13 | \$30.90 |
| Public Works Coordinator | N | \$43,799.50 | \$21.06 | \$49,493.44 | \$23.79 | \$54,937.72 | \$26.41 | \$64,277.13 | \$30.90 |
| Recreation Program Coordinator | N | \$43,799.50 | \$21.06 | \$49,493.44 | \$23.79 | \$54,937.72 | \$26.41 | \$64,277.13 | \$30.90 |
| | | | | | | | | | |
| Senior Wastewater Operator | N | \$47,741.46 | \$22.95 | \$53,947.85 | \$25.94 | \$59,882.11 | \$28.79 | \$70,062.07 | \$33.68 |
| Code Compliance Officer | N | \$47,741.46 | \$22.95 | \$53,947.85 | \$25.94 | \$59,882.11 | \$28.79 | \$70,062.07 | \$33.68 |
| Inspector - Building/CIP | N | \$47,741.46 | \$22.95 | \$53,947.85 | \$25.94 | \$59,882.11 | \$28.79 | \$70,062.07 | \$33.68 |
| Plans Examiner | N | \$47,741.46 | \$22.95 | \$53,947.85 | \$25.94 | \$59,882.11 | \$28.79 | \$70,062.07 | \$33.68 |
| Property & Evidence Technician | N | \$47,741.46 | \$22.95 | \$53,947.85 | \$25.94 | \$59,882.11 | \$28.79 | \$70,062.07 | \$33.68 |
| Civil Construction Inspector | N | \$47,741.46 | \$22.95 | \$53,947.85 | \$25.94 | \$59,882.11 | \$28.79 | \$70,062.07 | \$33.68 |
| | | | | | | | | | |
| Communications Specialist | N | \$50,128.53 | \$24.10 | \$56,645.24 | \$27.23 | \$62,876.22 | \$30.23 | \$73,565.18 | \$35.37 |
| Fire Services Coordinator | N | \$50,128.53 | \$24.10 | \$56,645.24 | \$27.23 | \$62,876.22 | \$30.23 | \$73,565.18 | \$35.37 |
| Human Resources Coordinator | N | \$50,128.53 | \$24.10 | \$56,645.24 | \$27.23 | \$62,876.22 | \$30.23 | \$73,565.18 | \$35.37 |
| IT Support Specialist I | N | \$50,128.53 | \$24.10 | \$56,645.24 | \$27.23 | \$62,876.22 | \$30.23 | \$73,565.18 | \$35.37 |
| Inspector II - Building | N | \$50,128.53 | \$24.10 | \$56,645.24 | \$27.23 | \$62,876.22 | \$30.23 | \$73,565.18 | \$35.37 |
| Librarian I | N | \$50,128.53 | \$24.10 | \$56,645.24 | \$27.23 | \$62,876.22 | \$30.23 | \$73,565.18 | \$35.37 |
| Police Records Coordinator | N | \$50,128.53 | \$24.10 | \$56,645.24 | \$27.23 | \$62,876.22 | \$30.23 | \$73,565.18 | \$35.37 |
| | N | \$50,128.53 | \$24.10 | \$56,645.24 | \$27.23 | \$62,876.22 | \$30.23 | \$73,565.18 | \$35.37 |
| | | | | | | | | | |
| Senior Building/CIP Inspector | N | \$54,138.82 | \$26.03 | \$61,176.86 | \$29.41 | \$67,906.32 | \$32.65 | \$79,450.39 | \$38.20 |

City of Anna.

Pay Plan Effective 1/5/2026 - Nonexempt Positions.

| Job Title | FLSA Status | Minimum | | Midpoint | | | | Maximum | |
|-------------------------------------|-------------|-------------|---------|-------------|---------|-------------|---------|-------------|---------|
| | | Category 1 | | Category 2 | | Category 3 | | Category 4 | |
| | | Annual | \$/hr | Annual | \$/hr | Annual | \$/hr | Annual | \$/hr |
| Senior Code Compliance Officer | N | \$54,138.82 | \$26.03 | \$61,176.86 | \$29.41 | \$67,906.32 | \$32.65 | \$79,450.39 | \$38.20 |
| Senior Civil Construction Inspector | N | \$54,138.82 | \$26.03 | \$61,176.86 | \$29.41 | \$67,906.32 | \$32.65 | \$79,450.39 | \$38.20 |
| IT Support Specialist II | N | \$54,138.82 | \$26.03 | \$61,176.86 | \$29.41 | \$67,906.32 | \$32.65 | \$79,450.39 | \$38.20 |
| Code Compliance Supervisor | N | \$58,469.92 | \$28.11 | \$66,071.01 | \$31.76 | \$73,338.82 | \$35.26 | \$85,806.42 | \$41.25 |
| Utility Maintenance Supervisor | N | \$58,469.92 | \$28.11 | \$66,071.01 | \$31.76 | \$73,338.82 | \$35.26 | \$85,806.42 | \$41.25 |
| Utility Operations Supervisor | N | \$58,469.92 | \$28.11 | \$66,071.01 | \$31.76 | \$73,338.82 | \$35.26 | \$85,806.42 | \$41.25 |
| Parks Supervisor | N | \$58,469.92 | \$28.11 | \$66,071.01 | \$31.76 | \$73,338.82 | \$35.26 | \$85,806.42 | \$41.25 |
| Systems Administrator | N | \$60,808.72 | \$29.23 | \$68,713.85 | \$33.04 | \$76,272.37 | \$36.67 | \$89,238.68 | \$42.90 |
| Civil Construction Supervisor | N | \$63,241.07 | \$30.40 | \$71,462.40 | \$34.36 | \$79,323.27 | \$38.14 | \$92,808.23 | \$44.62 |

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

Based on the results from the City of Anna's annual Benchmark Survey, the salary structure for non-exempt positions were reviewed and adjusted to reflect job market conditions.

Effective 10/1/2024, the City of Anna's minimum hiring rate will be \$18 per hour.