

SLS Lohnskala Nr. 1 gültig ab 1.04.2010

für die städtischen Angestellten in den Funktionsstufen 1 bis 18
gemäss Art. 56 und Anhang A der Ausführungsbestimmungen
zum Personalrecht (AB PR)

Stadtratsbeschluss Nr. 462 vom **17.03.2010**

Lohnerhöhung um **0.9 %** als Teuerungsausgleich gegenüber dem Stand 1.04.2009

Ausgeglichen sind **103.4** Punkte gemäss Züricher Städteindex der Konsumentenpreise

Die Lohnskala ist in folgende Register eingeteilt:

-- **Titelblatt - Hinweise**

Ab Seite 2 finden Sie wichtige Hinweise zum Personalrecht (PR) und den Ausführungsbestimmungen (AB PR).

-- **Hinweise zu Berechnungen und Gebrauch der Jahres-, Monats- und Stundenlohnansätze in dieser Lohnskala**

-- **Lohnansätze der Funktionsstufen 1 - 18 (Register FS 1 - FS 18)**

Für jede Funktionsstufe werden die folgenden 100 % Lohnansätze angegeben:

- Jahreslöhne
- Monatslöhne im 13tel
- Stundenlöhne

-- **Parameter**

Beinhaltet die Grundparameter für die in den Registern FS 1 - FS 18 berechneten Lohnansätze.

Wichtige Hinweise zum Personalrecht (PR) und den Ausführungsbestimmungen (AB PR):

- Gestützt auf Artikel 90 Absatz 1 des Personalrechts besteht eine Lohnbegrenzung bei Fr. **244,027.00** pro Jahr. Diese wirkt sich in der Funktionsstufe 18 entsprechend aus. Siehe dort die blau markierten Bereiche.
- Ebenso ist bei der Lohnfestsetzung zu berücksichtigen, dass gestützt auf Art. 51 Abs. 2 PR ein **Minimallohn** von Fr. **47'371.00** pro Jahr festgelegt wurde. Er wirkt sich in den Funktionsstufen 1, 2 und 3 entsprechend aus. Dieser Betrag darf nur bei Minderjährigen und Angestellten in Ausbildung unterschritten werden.
- Der **Anteil am 13. Monatslohn** ist in den 100 %-Stundenlohn-Ansätzen inbegriffen.
- **Monats- und Stundenlohn:** Vgl. Online PR-Kommentar zu Art. 70 AB PR
- **Angestellte in Ausbildung:** Vgl. Online PR-Kommentar zu Art. 60 AB PR

Hinweise zu Berechnungen und Gebrauch der Jahres-, Monats- und Stundenlohnansätze in dieser Lohnskala:

-- Jahreslöhne 100 %:

Die aufgeführten Jahreslöhne 100 % markieren pro Funktionsstufe (1 - 18) die exakten Begrenzungen der Lohnbänder (Minimum zu Maximum), die Grenzen zwischen den einzelnen Teillohnbändern und die Begrenzungen für den Mindest- und Maximallohn.

Aufgrund dieser Grenzbeträge werden anhand der individuellen Jahreslohnbeträge der einzelnen Anstellungen die Lagen in den Teillohnbändern rappengenau ermittelt, und zwar sowohl bei den Anstellungen im Monats- wie auch bei denen im Stundenlohn.

-- Monatslöhne im 13tel:

Die Mutation eines Monatslohnbetrages auf einer einzelnen Anstellung muss im SAP-Lohnssystem anhand eines beliebig wählbaren Jahreslohnbetrages innerhalb der Grenzbeträge der zutreffenden Funktionsstufe gemacht werden. Das kann dazu führen, dass bei zwei Anstellungen die Lage im Teillohnband sich zwar unterscheidet (z. B. Jahreslohn Fr. 53'160.01 = Lage "mittel" und bei Fr. 52'495.00 = Lage "tief"), es aber bei der Berechnung des Monatslohnbetrages in beiden Fällen durch die kaufmännische 5er-Rundung zum gleichen Monatslohn-Betrag von Fr. 4'089.25 kommt.

Die gleiche Problematik wie bei den Handmutationen trifft auch bei automatischen Lohnberechnungen zu, z. B. bei den jährlichen Lohnmassnahmen.

Damit sich die in dieser Lohnskala aufgeführten Monatslohnbeträge an den Teillohnbandgrenzen um mindestens 5 Rappen unterscheiden sind sie von möglichst nahe ober- bzw. unterhalb liegenden Grenzbeträgen der Jahreslöhne berechnet worden. Somit sind sie in dieser Lohnskala lediglich Orientierungshilfen.

-- Stundenlöhne:

Damit sich die aufgeführten Stundenlohnansätze an den Teillohnbandgrenzen um mindestens 1 Rappen unterscheiden, sind sie von möglichst nahe ober- bzw. unterhalb liegenden Grenzbeträgen der Jahreslöhne berechnet worden. Weil Teillohnbandgrenzen von weniger als 1 Rappen nicht möglich sind, stellen die aufgeführten Stundenlohnansätze die exakten Grenzen der Teillohnbänder dar.

Die Mutation eines Stundenlohnansatzes auf einer einzelnen Anstellung muss im SAP-Lohnssystem anhand eines beliebig wählbaren Stundenlohnansatzes innerhalb der Grenzbeträge der Stundenlohnansätze der zutreffenden Funktionsstufe gemacht werden.

Weil bei den Stundenlöhnen aufgrund der Stundenlohnansätze mutiert wird, kann es nicht zur Problematik wie bei den Monatslöhnen führen.

Das trifft auch bei automatischen Lohnberechnungen zu, wie z. B. bei den jährlichen Lohnmassnahmen, denn diese Berechnungen basieren ebenfalls auf den Stundenlohnansätzen.

Anzahl Sollstunden pro Jahr:

Die in dieser Lohnskala aufgeführten Stundenlohnansätze wurden aufgrund von 2184 Sollstunden pro Jahr berechnet (= 52 Wochen pro Jahr à 42.00 Sollstunden pro Woche).

Stufe nutzbare Erfahrung	Teillohnbänder											
	sehr tief		tief		mittel		hoch		sehr hoch			
	ab	bis	ab	bis	ab	bis	ab	bis	ab	bis		
Funktionsstufe 1	Jahreslöhne 100 %	0	47'371.00	47'371.00	47'371.00	47'371.00	47'371.00	47'371.00	47'371.00	47'916.00	47'916.01	49'724.00
		1	47'371.00	47'371.00	47'371.00	47'371.00	47'371.00	47'371.00	47'371.00	49'114.00	49'114.01	50'967.00
		2	47'371.00	47'371.00	47'371.00	47'371.00	47'371.00	48'413.00	48'413.01	50'312.00	50'312.01	52'210.00
		3	47'371.00	47'371.00	47'371.00	47'622.00	47'622.01	49'566.00	49'566.01	51'510.00	51'510.01	53'453.00
		4	47'371.00	47'371.00	47'371.00	48'730.00	48'730.01	50'719.00	50'719.01	52'708.00	52'708.01	54'696.00
		5	47'371.00	47'803.00	47'803.01	49'837.00	49'837.01	51'871.00	51'871.01	53'905.00	53'905.01	55'940.00
		6	47'371.00	48'440.00	48'440.01	50'502.00	50'502.01	52'563.00	52'563.01	54'624.00	54'624.01	56'685.00
		7	47'371.00	49'078.00	49'078.01	51'166.00	51'166.01	53'254.00	53'254.01	55'343.00	55'343.01	57'431.00
		8	47'600.00	49'715.00	49'715.01	51'831.00	51'831.01	53'946.00	53'946.01	56'062.00	56'062.01	58'177.00
		9	48'210.00	50'352.00	50'352.01	52'495.00	52'495.01	54'638.00	54'638.01	56'780.00	56'780.01	58'923.00
		10	48'820.00	50'990.00	50'990.01	53'160.00	53'160.01	55'329.00	55'329.01	57'499.00	57'499.01	59'669.00
		11	49'023.00	51'202.00	51'202.01	53'381.00	53'381.01	55'560.00	55'560.01	57'739.00	57'739.01	59'918.00
		12	49'227.00	51'415.00	51'415.01	53'603.00	53'603.01	55'790.00	55'790.01	57'978.00	57'978.01	60'166.00
		13	49'430.00	51'627.00	51'627.01	53'824.00	53'824.01	56'021.00	56'021.01	58'218.00	58'218.01	60'415.00
		14	49'634.00	51'840.00	51'840.01	54'046.00	54'046.01	56'251.00	56'251.01	58'457.00	58'457.01	60'663.00
15	49'837.00	52'052.00	52'052.01	54'267.00	54'267.01	56'482.00	56'482.01	58'697.00	58'697.01	60'912.00		
Funktionsstufe 1	Monatslöhne im 13tel 100 %	0	3'643.95	3'643.95	3'643.95	3'643.95	3'643.95	3'643.95	3'643.95	3'685.80	3'685.85	3'824.90
		1	3'643.95	3'643.95	3'643.95	3'643.95	3'643.95	3'643.95	3'643.95	3'778.00	3'778.05	3'920.50
		2	3'643.95	3'643.95	3'643.95	3'643.95	3'643.95	3'724.05	3'724.10	3'870.15	3'870.20	4'016.15
		3	3'643.95	3'643.95	3'643.95	3'663.20	3'663.25	3'812.75	3'812.80	3'962.30	3'962.35	4'111.75
		4	3'643.95	3'643.95	3'643.95	3'748.45	3'748.50	3'901.45	3'901.50	4'054.45	4'054.50	4'207.35
		5	3'643.95	3'677.15	3'677.20	3'833.60	3'833.65	3'990.05	3'990.10	4'146.50	4'146.55	4'303.05
		6	3'643.95	3'726.15	3'726.20	3'884.75	3'884.80	4'043.30	4'043.35	4'201.80	4'201.85	4'360.35
		7	3'643.95	3'775.20	3'775.25	3'935.80	3'935.85	4'096.45	4'096.50	4'257.15	4'257.20	4'417.75
		8	3'661.55	3'824.20	3'824.25	3'987.00	3'987.05	4'149.65	4'149.70	4'312.45	4'312.50	4'475.15
		9	3'708.50	3'873.20	3'873.25	4'038.05	4'038.10	4'202.90	4'202.95	4'367.65	4'367.70	4'532.50
		10	3'755.40	3'922.30	3'922.35	4'089.20	4'089.25	4'256.05	4'256.10	4'423.00	4'423.05	4'589.90
		11	3'771.00	3'938.60	3'938.65	4'106.20	4'106.25	4'273.80	4'273.85	4'441.45	4'441.50	4'609.05
		12	3'786.70	3'955.00	3'955.05	4'123.30	4'123.35	4'291.50	4'291.55	4'459.80	4'459.85	4'628.15
		13	3'802.35	3'971.30	3'971.35	4'140.30	4'140.35	4'309.30	4'309.35	4'478.30	4'478.35	4'647.30
		14	3'818.00	3'987.65	3'987.70	4'157.35	4'157.40	4'327.00	4'327.05	4'496.65	4'496.70	4'666.35
15	3'833.65	4'004.00	4'004.05	4'174.35	4'174.40	4'344.75	4'344.80	4'515.15	4'515.20	4'685.50		
Funktionsstufe 1	Stundenlöhne 100 % (= 1/2184 J-L)	0	21.70	21.70	21.70	21.70	21.70	21.70	21.70	21.93	21.94	22.76
		1	21.70	21.70	21.70	21.70	21.70	21.70	21.70	22.48	22.49	23.33
		2	21.70	21.70	21.70	21.70	21.70	22.16	22.17	23.03	23.04	23.90
		3	21.70	21.70	21.70	21.80	21.81	22.69	22.70	23.58	23.59	24.47
		4	21.70	21.70	21.70	22.31	22.32	23.22	23.23	24.13	24.14	25.04
		5	21.70	21.88	21.89	22.81	22.82	23.75	23.76	24.68	24.69	25.61
		6	21.70	22.17	22.18	23.12	23.13	24.06	24.07	25.01	25.02	25.95
		7	21.70	22.47	22.48	23.42	23.43	24.38	24.39	25.34	25.35	26.29
		8	21.80	22.76	22.77	23.73	23.74	24.70	24.71	25.66	25.67	26.63
		9	22.08	23.05	23.06	24.03	24.04	25.01	25.02	25.99	26.00	26.97
		10	22.36	23.34	23.35	24.34	24.35	25.33	25.34	26.32	26.33	27.32
		11	22.45	23.44	23.45	24.44	24.45	25.43	25.44	26.43	26.44	27.43
		12	22.54	23.54	23.55	24.54	24.55	25.54	25.55	26.54	26.55	27.54
		13	22.64	23.63	23.64	24.64	24.65	25.65	25.66	26.65	26.66	27.66
		14	22.73	23.73	23.74	24.74	24.75	25.75	25.76	26.76	26.77	27.77
15	22.82	23.83	23.84	24.84	24.85	25.86	25.87	26.87	26.88	27.89		

Anmerkungen:

47'371.00 = Geltender Minimum-Lohn-Bereich

60'912.00 = Maximum

3'643.95 = Geltender Minimum-Lohn-Bereich

4'685.50 = Maximum

21.70 = Geltender Minimum-Lohn-Bereich

27.89 = Maximum

Stufe nutzbare Erfahrung	Teillohnbänder										
	sehr tief		tief		mittel		hoch		sehr hoch		
	ab	bis	ab	bis	ab	bis	ab	bis	ab	bis	
Jahreslöhne 100 %	0	47'371.00	47'371.00	47'371.00	47'421.00	47'421.01	49'357.00	49'357.01	51'292.00	51'292.01	53'228.00
	1	47'371.00	47'371.00	47'371.00	48'607.00	48'607.01	50'591.00	50'591.01	52'575.00	52'575.01	54'558.00
	2	47'371.00	47'760.00	47'760.01	49'792.00	49'792.01	51'824.00	51'824.01	53'857.00	53'857.01	55'889.00
	3	47'371.00	48'897.00	48'897.01	50'978.00	50'978.01	53'058.00	53'058.01	55'139.00	55'139.01	57'220.00
	4	47'905.00	50'034.00	50'034.01	52'163.00	52'163.01	54'292.00	54'292.01	56'421.00	56'421.01	58'551.00
	5	48'994.00	51'171.00	51'171.01	53'349.00	53'349.01	55'526.00	55'526.01	57'704.00	57'704.01	59'881.00
	6	49'647.00	51'854.00	51'854.01	54'060.00	54'060.01	56'267.00	56'267.01	58'473.00	58'473.01	60'680.00
	7	50'300.00	52'536.00	52'536.01	54'771.00	54'771.01	57'007.00	57'007.01	59'242.00	59'242.01	61'478.00
	8	50'953.00	53'218.00	53'218.01	55'483.00	55'483.01	57'747.00	57'747.01	60'012.00	60'012.01	62'276.00
	9	51'607.00	53'900.00	53'900.01	56'194.00	56'194.01	58'488.00	58'488.01	60'781.00	60'781.01	63'075.00
	10	52'260.00	54'583.00	54'583.01	56'905.00	56'905.01	59'228.00	59'228.01	61'551.00	61'551.01	63'873.00
	11	52'478.00	54'810.00	54'810.01	57'142.00	57'142.01	59'475.00	59'475.01	61'807.00	61'807.01	64'139.00
	12	52'695.00	55'037.00	55'037.01	57'380.00	57'380.01	59'722.00	59'722.01	62'064.00	62'064.01	64'406.00
	13	52'913.00	55'265.00	55'265.01	57'617.00	57'617.01	59'968.00	59'968.01	62'320.00	62'320.01	64'672.00
	14	53'131.00	55'492.00	55'492.01	57'854.00	57'854.01	60'215.00	60'215.01	62'576.00	62'576.01	64'938.00
15	53'349.00	55'720.00	55'720.01	58'091.00	58'091.01	60'462.00	60'462.01	62'833.00	62'833.01	65'204.00	
Monatslöhne im 13tel 100 %	0	3'643.95	3'643.95	3'643.95	3'647.75	3'647.80	3'796.65	3'796.70	3'945.50	3'945.55	4'094.45
	1	3'643.95	3'643.95	3'643.95	3'739.00	3'739.05	3'891.60	3'891.65	4'044.20	4'044.25	4'196.75
	2	3'643.95	3'673.80	3'673.85	3'830.15	3'830.20	3'986.45	3'986.50	4'142.80	4'142.85	4'299.15
	3	3'643.95	3'761.30	3'761.35	3'921.35	3'921.40	4'081.35	4'081.40	4'241.45	4'241.50	4'401.50
	4	3'685.00	3'848.75	3'848.80	4'012.50	4'012.55	4'176.30	4'176.35	4'340.05	4'340.10	4'503.90
	5	3'768.80	3'936.20	3'936.25	4'103.75	4'103.80	4'271.20	4'271.25	4'438.75	4'438.80	4'606.20
	6	3'819.00	3'988.75	3'988.80	4'158.45	4'158.50	4'328.20	4'328.25	4'497.90	4'497.95	4'667.65
	7	3'869.25	4'041.20	4'041.25	4'213.15	4'213.20	4'385.15	4'385.20	4'557.05	4'557.10	4'729.05
	8	3'919.50	4'093.65	4'093.70	4'267.90	4'267.95	4'442.05	4'442.10	4'616.30	4'616.35	4'790.45
	9	3'969.80	4'146.15	4'146.20	4'322.60	4'322.65	4'499.05	4'499.10	4'675.45	4'675.50	4'851.90
	10	4'020.00	4'198.65	4'198.70	4'377.30	4'377.35	4'556.00	4'556.05	4'734.65	4'734.70	4'913.30
	11	4'036.80	4'216.15	4'216.20	4'395.50	4'395.55	4'575.00	4'575.05	4'754.35	4'754.40	4'933.75
	12	4'053.50	4'233.60	4'233.65	4'413.80	4'413.85	4'594.00	4'594.05	4'774.15	4'774.20	4'954.30
	13	4'070.25	4'251.15	4'251.20	4'432.05	4'432.10	4'612.90	4'612.95	4'793.80	4'793.85	4'974.75
	14	4'087.00	4'268.60	4'268.65	4'450.30	4'450.35	4'631.90	4'631.95	4'813.50	4'813.55	4'995.20
15	4'103.80	4'286.15	4'286.20	4'468.50	4'468.55	4'650.90	4'650.95	4'833.30	4'833.35	5'015.65	
Stundenlöhne 100 % (= 1/2184 J-L)	0	21.70	21.70	21.70	21.71	21.72	22.59	22.60	23.48	23.49	24.37
	1	21.70	21.70	21.70	22.25	22.26	23.16	23.17	24.07	24.08	24.98
	2	21.70	21.86	21.87	22.79	22.80	23.72	23.73	24.65	24.66	25.59
	3	21.70	22.38	22.39	23.34	23.35	24.29	24.30	25.24	25.25	26.19
	4	21.94	22.90	22.91	23.88	23.89	24.85	24.86	25.83	25.84	26.80
	5	22.44	23.42	23.43	24.42	24.43	25.42	25.43	26.42	26.43	27.41
	6	22.74	23.74	23.75	24.75	24.76	25.76	25.77	26.77	26.78	27.78
	7	23.04	24.05	24.06	25.07	25.08	26.10	26.11	27.12	27.13	28.14
	8	23.34	24.36	24.37	25.40	25.41	26.44	26.45	27.47	27.48	28.51
	9	23.63	24.67	24.68	25.72	25.73	26.78	26.79	27.83	27.84	28.88
	10	23.93	24.99	25.00	26.05	26.06	27.11	27.12	28.18	28.19	29.24
	11	24.03	25.09	25.10	26.16	26.17	27.23	27.24	28.29	28.30	29.36
	12	24.13	25.20	25.21	26.27	26.28	27.34	27.35	28.41	28.42	29.48
	13	24.23	25.30	25.31	26.38	26.39	27.45	27.46	28.53	28.54	29.61
	14	24.33	25.40	25.41	26.48	26.49	27.57	27.58	28.65	28.66	29.73
15	24.43	25.51	25.52	26.59	26.60	27.68	27.69	28.76	28.77	29.85	

Anmerkungen:

47'371.00 = Geltender Minimum-Lohn-Bereich

65'204.00 = Maximum

3'643.95 = Geltender Minimum-Lohn-Bereich

5'015.65 = Maximum

21.70 = Geltender Minimum-Lohn-Bereich

29.85 = Maximum

Stufe nutzbare Erfahrung	Teillohnbänder											
	sehr tief		tief		mittel		hoch		sehr hoch			
	ab	bis	ab	bis	ab	bis	ab	bis	ab	bis		
Funktionsstufe 3	Jahreslöhne 100 %	0	47'371.00	49'175.00	49'175.01	51'268.00	51'268.01	53'360.00	53'360.01	55'453.00	55'453.01	57'545.00
		1	48'260.00	50'404.00	50'404.01	52'549.00	52'549.01	54'694.00	54'694.01	56'839.00	56'839.01	58'984.00
		2	49'437.00	51'634.00	51'634.01	53'831.00	53'831.01	56'028.00	56'028.01	58'225.00	58'225.01	60'423.00
		3	50'614.00	52'863.00	52'863.01	55'113.00	55'113.01	57'362.00	57'362.01	59'612.00	59'612.01	61'861.00
		4	51'791.00	54'093.00	54'093.01	56'394.00	56'394.01	58'696.00	58'696.01	60'998.00	60'998.01	63'300.00
		5	52'968.00	55'322.00	55'322.01	57'676.00	57'676.01	60'030.00	60'030.01	62'384.00	62'384.01	64'738.00
		6	53'674.00	56'060.00	56'060.01	58'445.00	58'445.01	60'831.00	60'831.01	63'216.00	63'216.01	65'602.00
		7	54'380.00	56'797.00	56'797.01	59'214.00	59'214.01	61'631.00	61'631.01	64'048.00	64'048.01	66'465.00
		8	55'087.00	57'535.00	57'535.01	59'983.00	59'983.01	62'431.00	62'431.01	64'880.00	64'880.01	67'328.00
		9	55'793.00	58'272.00	58'272.01	60'752.00	60'752.01	63'232.00	63'232.01	65'712.00	65'712.01	68'191.00
		10	56'499.00	59'010.00	59'010.01	61'521.00	61'521.01	64'032.00	64'032.01	66'543.00	66'543.01	69'054.00
		11	56'734.00	59'256.00	59'256.01	61'778.00	61'778.01	64'299.00	64'299.01	66'821.00	66'821.01	69'342.00
		12	56'970.00	59'502.00	59'502.01	62'034.00	62'034.01	64'566.00	64'566.01	67'098.00	67'098.01	69'630.00
		13	57'205.00	59'748.00	59'748.01	62'290.00	62'290.01	64'833.00	64'833.01	67'375.00	67'375.01	69'918.00
		14	57'441.00	59'994.00	59'994.01	62'547.00	62'547.01	65'099.00	65'099.01	67'652.00	67'652.01	70'205.00
15	57'676.00	60'239.00	60'239.01	62'803.00	62'803.01	65'366.00	65'366.01	67'930.00	67'930.01	70'493.00		
Funktionsstufe 3	Monatslöhne im 13tel 100 %	0	3'643.95	3'782.65	3'782.70	3'943.65	3'943.70	4'104.60	4'104.65	4'265.60	4'265.65	4'426.50
		1	3'712.35	3'877.20	3'877.25	4'042.20	4'042.25	4'207.20	4'207.25	4'372.20	4'372.25	4'537.20
		2	3'802.85	3'971.80	3'971.85	4'140.80	4'140.85	4'309.80	4'309.85	4'478.80	4'478.85	4'647.90
		3	3'893.40	4'066.35	4'066.40	4'239.45	4'239.50	4'412.45	4'412.50	4'585.50	4'585.55	4'758.50
		4	3'983.95	4'161.00	4'161.05	4'338.00	4'338.05	4'515.05	4'515.10	4'692.15	4'692.20	4'869.20
		5	4'074.50	4'255.50	4'255.55	4'436.60	4'436.65	4'617.65	4'617.70	4'798.75	4'798.80	4'979.80
		6	4'128.80	4'312.30	4'312.35	4'495.75	4'495.80	4'679.30	4'679.35	4'862.75	4'862.80	5'046.30
		7	4'183.10	4'369.00	4'369.05	4'554.90	4'554.95	4'740.80	4'740.85	4'926.75	4'926.80	5'112.65
		8	4'237.50	4'425.75	4'425.80	4'614.05	4'614.10	4'802.35	4'802.40	4'990.75	4'990.80	5'179.05
		9	4'291.80	4'482.45	4'482.50	4'673.20	4'673.25	4'864.00	4'864.05	5'054.75	5'054.80	5'245.45
		10	4'346.10	4'539.20	4'539.25	4'732.35	4'732.40	4'925.50	4'925.55	5'118.65	5'118.70	5'311.80
		11	4'364.20	4'558.15	4'558.20	4'752.15	4'752.20	4'946.05	4'946.10	5'140.05	5'140.10	5'334.00
		12	4'382.35	4'577.05	4'577.10	4'771.80	4'771.85	4'966.60	4'966.65	5'161.35	5'161.40	5'356.15
		13	4'400.40	4'596.00	4'596.05	4'791.50	4'791.55	4'987.15	4'987.20	5'182.65	5'182.70	5'378.30
		14	4'418.55	4'614.90	4'614.95	4'811.30	4'811.35	5'007.60	5'007.65	5'204.00	5'204.05	5'400.35
15	4'436.65	4'633.75	4'633.80	4'831.00	4'831.05	5'028.15	5'028.20	5'225.35	5'225.40	5'422.50		
Funktionsstufe 3	Stundenlöhne 100 % (= 1/2184 J-L)	0	21.70	22.51	22.52	23.47	23.48	24.43	24.44	25.39	25.40	26.34
		1	22.10	23.07	23.08	24.06	24.07	25.04	25.05	26.02	26.03	27.00
		2	22.64	23.64	23.65	24.64	24.65	25.65	25.66	26.65	26.66	27.66
		3	23.18	24.20	24.21	25.23	25.24	26.26	26.27	27.29	27.30	28.32
		4	23.72	24.76	24.77	25.82	25.83	26.87	26.88	27.92	27.93	28.98
		5	24.26	25.33	25.34	26.40	26.41	27.48	27.49	28.56	28.57	29.64
		6	24.58	25.66	25.67	26.76	26.77	27.85	27.86	28.94	28.95	30.03
		7	24.90	26.00	26.01	27.11	27.12	28.21	28.22	29.32	29.33	30.43
		8	25.23	26.34	26.35	27.46	27.47	28.58	28.59	29.70	29.71	30.82
		9	25.55	26.68	26.69	27.81	27.82	28.95	28.96	30.08	30.09	31.22
		10	25.87	27.01	27.02	28.16	28.17	29.31	29.32	30.46	30.47	31.61
		11	25.98	27.13	27.14	28.28	28.29	29.44	29.45	30.59	30.60	31.75
		12	26.09	27.24	27.25	28.40	28.41	29.56	29.57	30.72	30.73	31.88
		13	26.20	27.35	27.36	28.52	28.53	29.68	29.69	30.84	30.85	32.01
		14	26.31	27.46	27.47	28.63	28.64	29.80	29.81	30.97	30.98	32.14
15	26.41	27.58	27.59	28.75	28.76	29.92	29.93	31.10	31.11	32.27		

Anmerkungen:

47'371.00 = Geltender Minimum-Lohn-Bereich

70'493.00 = Maximum

3'643.95 = Geltender Minimum-Lohn-Bereich

5'422.50 = Maximum

21.70 = Geltender Minimum-Lohn-Bereich

32.27 = Maximum

Funktionsstufe 4	Stufe nutzbare Erfahrung	Teillohnbänder									
		sehr tief		tief		mittel		hoch		sehr hoch	
		ab	bis	ab	bis	ab	bis	ab	bis	ab	bis
Jahreslöhne 100 %	0	51'224.00	53'501.00	53'501.01	55'777.00	55'777.01	58'054.00	58'054.01	60'331.00	60'331.01	62'607.00
	1	52'505.00	54'838.00	54'838.01	57'172.00	57'172.01	59'505.00	59'505.01	61'839.00	61'839.01	64'173.00
	2	53'785.00	56'176.00	56'176.01	58'566.00	58'566.01	60'957.00	60'957.01	63'347.00	63'347.01	65'738.00
	3	55'066.00	57'513.00	57'513.01	59'961.00	59'961.01	62'408.00	62'408.01	64'856.00	64'856.01	67'303.00
	4	56'347.00	58'851.00	58'851.01	61'355.00	61'355.01	63'859.00	63'859.01	66'364.00	66'364.01	68'868.00
	5	57'627.00	60'188.00	60'188.01	62'750.00	62'750.01	65'311.00	65'311.01	67'872.00	67'872.01	70'433.00
	6	58'396.00	60'991.00	60'991.01	63'586.00	63'586.01	66'182.00	66'182.01	68'777.00	68'777.01	71'372.00
	7	59'164.00	61'793.00	61'793.01	64'423.00	64'423.01	67'052.00	67'052.01	69'682.00	69'682.01	72'311.00
	8	59'932.00	62'596.00	62'596.01	65'260.00	65'260.01	67'923.00	67'923.01	70'587.00	70'587.01	73'251.00
	9	60'701.00	63'398.00	63'398.01	66'096.00	66'096.01	68'794.00	68'794.01	71'492.00	71'492.01	74'190.00
	10	61'469.00	64'201.00	64'201.01	66'933.00	66'933.01	69'665.00	69'665.01	72'397.00	72'397.01	75'129.00
	11	61'725.00	64'468.00	64'468.01	67'212.00	67'212.01	69'955.00	69'955.01	72'699.00	72'699.01	75'442.00
	12	61'981.00	64'736.00	64'736.01	67'491.00	67'491.01	70'245.00	70'245.01	73'000.00	73'000.01	75'755.00
	13	62'237.00	65'004.00	65'004.01	67'770.00	67'770.01	70'536.00	70'536.01	73'302.00	73'302.01	76'068.00
	14	62'494.00	65'271.00	65'271.01	68'048.00	68'048.01	70'826.00	70'826.01	73'603.00	73'603.01	76'381.00
15	62'750.00	65'539.00	65'539.01	68'327.00	68'327.01	71'116.00	71'116.01	73'905.00	73'905.01	76'694.00	
Monatslöhne im 13tel 100 %	0	3'940.35	4'115.45	4'115.50	4'290.50	4'290.55	4'465.65	4'465.70	4'640.80	4'640.85	4'815.90
	1	4'038.85	4'218.30	4'218.35	4'397.80	4'397.85	4'577.30	4'577.35	4'756.80	4'756.85	4'936.35
	2	4'137.35	4'321.20	4'321.25	4'505.05	4'505.10	4'689.00	4'689.05	4'872.80	4'872.85	5'056.75
	3	4'235.85	4'424.05	4'424.10	4'612.35	4'612.40	4'800.60	4'800.65	4'988.90	4'988.95	5'177.15
	4	4'334.40	4'527.00	4'527.05	4'719.60	4'719.65	4'912.20	4'912.25	5'104.90	5'104.95	5'297.50
	5	4'432.85	4'629.80	4'629.85	4'826.90	4'826.95	5'023.90	5'023.95	5'220.90	5'220.95	5'417.90
	6	4'492.00	4'691.60	4'691.65	4'891.20	4'891.25	5'090.90	5'090.95	5'290.50	5'290.55	5'490.15
	7	4'551.10	4'753.30	4'753.35	4'955.60	4'955.65	5'157.80	5'157.85	5'360.15	5'360.20	5'562.35
	8	4'610.20	4'815.05	4'815.10	5'020.00	5'020.05	5'224.80	5'224.85	5'429.75	5'429.80	5'634.65
	9	4'669.35	4'876.75	4'876.80	5'084.30	5'084.35	5'291.80	5'291.85	5'499.35	5'499.40	5'706.90
	10	4'728.40	4'938.50	4'938.55	5'148.65	5'148.70	5'358.80	5'358.85	5'569.00	5'569.05	5'779.15
	11	4'748.10	4'959.05	4'959.10	5'170.15	5'170.20	5'381.15	5'381.20	5'592.20	5'592.25	5'803.20
	12	4'767.80	4'979.65	4'979.70	5'191.60	5'191.65	5'403.45	5'403.50	5'615.35	5'615.40	5'827.30
	13	4'787.50	5'000.30	5'000.35	5'213.05	5'213.10	5'425.80	5'425.85	5'638.60	5'638.65	5'851.35
	14	4'807.25	5'020.80	5'020.85	5'234.45	5'234.50	5'448.15	5'448.20	5'661.75	5'661.80	5'875.45
15	4'826.95	5'041.45	5'041.50	5'255.90	5'255.95	5'470.45	5'470.50	5'685.00	5'685.05	5'899.50	
Stundenlöhne 100 % (= 1/2184 J-L)	0	23.46	24.49	24.50	25.53	25.54	26.58	26.59	27.62	27.63	28.66
	1	24.05	25.10	25.11	26.17	26.18	27.24	27.25	28.31	28.32	29.38
	2	24.63	25.72	25.73	26.81	26.82	27.91	27.92	29.00	29.01	30.09
	3	25.22	26.33	26.34	27.45	27.46	28.57	28.58	29.69	29.70	30.81
	4	25.80	26.94	26.95	28.09	28.10	29.23	29.24	30.38	30.39	31.53
	5	26.39	27.55	27.56	28.73	28.74	29.90	29.91	31.07	31.08	32.24
	6	26.74	27.92	27.93	29.11	29.12	30.30	30.31	31.49	31.50	32.67
	7	27.09	28.29	28.30	29.49	29.50	30.70	30.71	31.90	31.91	33.10
	8	27.45	28.66	28.67	29.88	29.89	31.10	31.11	32.32	32.33	33.53
	9	27.80	29.02	29.03	30.26	30.27	31.49	31.50	32.73	32.74	33.96
	10	28.15	29.39	29.40	30.64	30.65	31.89	31.90	33.14	33.15	34.39
	11	28.27	29.51	29.52	30.77	30.78	32.03	32.04	33.28	33.29	34.54
	12	28.38	29.64	29.65	30.90	30.91	32.16	32.17	33.42	33.43	34.68
	13	28.50	29.76	29.77	31.03	31.04	32.29	32.30	33.56	33.57	34.82
	14	28.62	29.88	29.89	31.15	31.16	32.42	32.43	33.70	33.71	34.97
15	28.74	30.00	30.01	31.28	31.29	32.56	32.57	33.83	33.84	35.11	

Anmerkungen:

 = Minimum

 = Maximum

 = Minimum

 = Maximum

 = Minimum

 = Maximum

Funktionsstufe 5	Stufe nutzbare Erfahrung	Teillohnbänder									
		sehr tief		tief		mittel		hoch		sehr hoch	
		ab	bis	ab	bis	ab	bis	ab	bis	ab	bis
Jahreslöhne 100 %	0	55'940.00	58'426.00	58'426.01	60'913.00	60'913.01	63'399.00	63'399.01	65'885.00	65'885.01	68'371.00
	1	57'339.00	59'887.00	59'887.01	62'436.00	62'436.01	64'984.00	64'984.01	67'532.00	67'532.01	70'081.00
	2	58'737.00	61'348.00	61'348.01	63'958.00	63'958.01	66'569.00	66'569.01	69'179.00	69'179.01	71'790.00
	3	60'136.00	62'808.00	62'808.01	65'481.00	65'481.01	68'154.00	68'154.01	70'827.00	70'827.01	73'499.00
	4	61'534.00	64'269.00	64'269.01	67'004.00	67'004.01	69'739.00	69'739.01	72'474.00	72'474.01	75'209.00
	5	62'933.00	65'730.00	65'730.01	68'527.00	68'527.01	71'324.00	71'324.01	74'121.00	74'121.01	76'918.00
	6	63'772.00	66'606.00	66'606.01	69'441.00	69'441.01	72'275.00	72'275.01	75'109.00	75'109.01	77'943.00
	7	64'611.00	67'483.00	67'483.01	70'354.00	70'354.01	73'226.00	73'226.01	76'097.00	76'097.01	78'969.00
	8	65'450.00	68'359.00	68'359.01	71'268.00	71'268.01	74'177.00	74'177.01	77'086.00	77'086.01	79'995.00
	9	66'289.00	69'235.00	69'235.01	72'182.00	72'182.01	75'128.00	75'128.01	78'074.00	78'074.01	81'020.00
	10	67'128.00	70'112.00	70'112.01	73'095.00	73'095.01	76'079.00	76'079.01	79'062.00	79'062.01	82'046.00
	11	67'408.00	70'404.00	70'404.01	73'400.00	73'400.01	76'396.00	76'396.01	79'392.00	79'392.01	82'388.00
	12	67'688.00	70'696.00	70'696.01	73'704.00	73'704.01	76'713.00	76'713.01	79'721.00	79'721.01	82'729.00
	13	67'967.00	70'988.00	70'988.01	74'009.00	74'009.01	77'030.00	77'030.01	80'051.00	80'051.01	83'071.00
	14	68'247.00	71'280.00	71'280.01	74'314.00	74'314.01	77'347.00	77'347.01	80'380.00	80'380.01	83'413.00
15	68'527.00	71'572.00	71'572.01	74'618.00	74'618.01	77'664.00	77'664.01	80'709.00	80'709.01	83'755.00	
Monatslöhne im 13tel 100 %	0	4'303.10	4'494.30	4'494.35	4'685.60	4'685.65	4'876.80	4'876.85	5'068.05	5'068.10	5'259.30
	1	4'410.70	4'606.65	4'606.70	4'802.75	4'802.80	4'998.75	4'998.80	5'194.75	5'194.80	5'390.80
	2	4'518.25	4'719.05	4'719.10	4'919.80	4'919.85	5'120.65	5'120.70	5'321.45	5'321.50	5'522.30
	3	4'625.85	4'831.35	4'831.40	5'037.00	5'037.05	5'242.60	5'242.65	5'448.20	5'448.25	5'653.75
	4	4'733.40	4'943.75	4'943.80	5'154.15	5'154.20	5'364.50	5'364.55	5'574.90	5'574.95	5'785.30
	5	4'841.00	5'056.15	5'056.20	5'271.30	5'271.35	5'486.45	5'486.50	5'701.60	5'701.65	5'916.75
	6	4'905.55	5'123.50	5'123.55	5'341.60	5'341.65	5'559.60	5'559.65	5'777.60	5'777.65	5'995.60
	7	4'970.10	5'191.00	5'191.05	5'411.80	5'411.85	5'632.75	5'632.80	5'853.60	5'853.65	6'074.50
	8	5'034.65	5'258.35	5'258.40	5'482.15	5'482.20	5'705.90	5'705.95	5'929.65	5'929.70	6'153.45
	9	5'099.20	5'325.75	5'325.80	5'552.45	5'552.50	5'779.05	5'779.10	6'005.65	6'005.70	6'232.30
	10	5'163.70	5'393.20	5'393.25	5'622.65	5'622.70	5'852.20	5'852.25	6'081.65	6'081.70	6'311.20
	11	5'185.25	5'415.65	5'415.70	5'646.15	5'646.20	5'876.60	5'876.65	6'107.05	6'107.10	6'337.50
	12	5'206.80	5'438.15	5'438.20	5'669.50	5'669.55	5'901.00	5'901.05	6'132.35	6'132.40	6'363.75
	13	5'228.25	5'460.60	5'460.65	5'693.00	5'693.05	5'925.35	5'925.40	6'157.75	6'157.80	6'390.05
	14	5'249.80	5'483.05	5'483.10	5'716.45	5'716.50	5'949.75	5'949.80	6'183.05	6'183.10	6'416.35
15	5'271.35	5'505.50	5'505.55	5'739.80	5'739.85	5'974.15	5'974.20	6'208.35	6'208.40	6'442.65	
Stundenlöhne 100 % (= 1/2184 J-L)	0	25.62	26.75	26.76	27.89	27.90	29.02	29.03	30.16	30.17	31.30
	1	26.26	27.42	27.43	28.58	28.59	29.75	29.76	30.92	30.93	32.08
	2	26.90	28.08	28.09	29.28	29.29	30.48	30.49	31.67	31.68	32.87
	3	27.54	28.75	28.76	29.98	29.99	31.20	31.21	32.42	32.43	33.65
	4	28.18	29.42	29.43	30.67	30.68	31.93	31.94	33.18	33.19	34.43
	5	28.82	30.09	30.10	31.37	31.38	32.65	32.66	33.93	33.94	35.21
	6	29.20	30.49	30.50	31.79	31.80	33.09	33.10	34.39	34.40	35.68
	7	29.59	30.89	30.90	32.21	32.22	33.52	33.53	34.84	34.85	36.15
	8	29.97	31.29	31.30	32.63	32.64	33.96	33.97	35.29	35.30	36.62
	9	30.36	31.70	31.71	33.05	33.06	34.39	34.40	35.74	35.75	37.09
	10	30.74	32.10	32.11	33.46	33.47	34.83	34.84	36.20	36.21	37.56
	11	30.87	32.23	32.24	33.60	33.61	34.97	34.98	36.35	36.36	37.72
	12	31.00	32.36	32.37	33.74	33.75	35.12	35.13	36.50	36.51	37.87
	13	31.13	32.50	32.51	33.88	33.89	35.27	35.28	36.65	36.66	38.03
	14	31.25	32.63	32.64	34.02	34.03	35.41	35.42	36.80	36.81	38.19
15	31.38	32.77	32.78	34.16	34.17	35.56	35.57	36.95	36.96	38.34	

Anmerkungen:

 = Minimum

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Stufe nutzbare Erfahrung	Teillohnbänder											
	sehr tief		tief		mittel		hoch		sehr hoch			
	ab	bis	ab	bis	ab	bis	ab	bis	ab	bis		
Funktionsstufe 6	Jahreslöhne 100 %	0	61'210.00	63'930.00	63'930.01	66'651.00	66'651.01	69'371.00	69'371.01	72'092.00	72'092.01	74'812.00
		1	62'740.00	65'529.00	65'529.01	68'317.00	68'317.01	71'106.00	71'106.01	73'894.00	73'894.01	76'683.00
		2	64'271.00	67'127.00	67'127.01	69'983.00	69'983.01	72'840.00	72'840.01	75'696.00	75'696.01	78'553.00
		3	65'801.00	68'725.00	68'725.01	71'650.00	71'650.01	74'574.00	74'574.01	77'499.00	77'499.01	80'423.00
		4	67'331.00	70'324.00	70'324.01	73'316.00	73'316.01	76'308.00	76'308.01	79'301.00	79'301.01	82'293.00
		5	68'861.00	71'922.00	71'922.01	74'982.00	74'982.01	78'043.00	78'043.01	81'103.00	81'103.01	84'164.00
		6	69'779.00	72'881.00	72'881.01	75'982.00	75'982.01	79'083.00	79'083.01	82'185.00	82'185.01	85'286.00
		7	70'698.00	73'840.00	73'840.01	76'982.00	76'982.01	80'124.00	80'124.01	83'266.00	83'266.01	86'408.00
		8	71'616.00	74'799.00	74'799.01	77'982.00	77'982.01	81'164.00	81'164.01	84'347.00	84'347.01	87'530.00
		9	72'534.00	75'758.00	75'758.01	78'981.00	78'981.01	82'205.00	82'205.01	85'429.00	85'429.01	88'653.00
		10	73'452.00	76'717.00	76'717.01	79'981.00	79'981.01	83'246.00	83'246.01	86'510.00	86'510.01	89'775.00
		11	73'758.00	77'036.00	77'036.01	80'314.00	80'314.01	83'592.00	83'592.01	86'871.00	86'871.01	90'149.00
		12	74'064.00	77'356.00	77'356.01	80'648.00	80'648.01	83'939.00	83'939.01	87'231.00	87'231.01	90'523.00
		13	74'370.00	77'676.00	77'676.01	80'981.00	80'981.01	84'286.00	84'286.01	87'592.00	87'592.01	90'897.00
		14	74'676.00	77'995.00	77'995.01	81'314.00	81'314.01	84'633.00	84'633.01	87'952.00	87'952.01	91'271.00
15	74'982.00	78'315.00	78'315.01	81'647.00	81'647.01	84'980.00	84'980.01	88'312.00	88'312.01	91'645.00		
Funktionsstufe 6	Monatslöhne im 13tel 100 %	0	4'708.50	4'917.65	4'917.70	5'127.00	5'127.05	5'336.20	5'336.25	5'545.50	5'545.55	5'754.75
		1	4'826.20	5'040.65	5'040.70	5'255.15	5'255.20	5'469.65	5'469.70	5'684.15	5'684.20	5'898.65
		2	4'943.95	5'163.60	5'163.65	5'383.30	5'383.35	5'603.05	5'603.10	5'822.75	5'822.80	6'042.50
		3	5'061.65	5'286.50	5'286.55	5'511.50	5'511.55	5'736.45	5'736.50	5'961.45	5'961.50	6'186.35
		4	5'179.35	5'409.50	5'409.55	5'639.65	5'639.70	5'869.80	5'869.85	6'100.05	6'100.10	6'330.20
		5	5'297.00	5'532.45	5'532.50	5'767.80	5'767.85	6'003.30	6'003.35	6'238.65	6'238.70	6'474.15
		6	5'367.65	5'606.20	5'606.25	5'844.75	5'844.80	6'083.30	6'083.35	6'321.90	6'321.95	6'560.45
		7	5'438.35	5'680.00	5'680.05	5'921.65	5'921.70	6'163.35	6'163.40	6'405.05	6'405.10	6'646.75
		8	5'508.95	5'753.75	5'753.80	5'998.60	5'998.65	6'243.35	6'243.40	6'488.20	6'488.25	6'733.05
		9	5'579.55	5'827.50	5'827.55	6'075.45	6'075.50	6'323.45	6'323.50	6'571.45	6'571.50	6'819.45
		10	5'650.20	5'901.30	5'901.35	6'152.35	6'152.40	6'403.50	6'403.55	6'654.60	6'654.65	6'905.75
		11	5'673.70	5'925.80	5'925.85	6'178.00	6'178.05	6'430.15	6'430.20	6'682.35	6'682.40	6'934.50
		12	5'697.25	5'950.45	5'950.50	6'203.65	6'203.70	6'456.80	6'456.85	6'710.05	6'710.10	6'963.30
		13	5'720.80	5'975.05	5'975.10	6'229.30	6'229.35	6'483.50	6'483.55	6'737.80	6'737.85	6'992.05
		14	5'744.35	5'999.60	5'999.65	6'254.90	6'254.95	6'510.20	6'510.25	6'765.50	6'765.55	7'020.80
15	5'767.85	6'024.20	6'024.25	6'280.50	6'280.55	6'536.90	6'536.95	6'793.20	6'793.25	7'049.60		
Funktionsstufe 6	Stundenlöhne 100 % (= 1/2184 J-L)	0	28.03	29.27	29.28	30.51	30.52	31.76	31.77	33.00	33.01	34.25
		1	28.73	30.00	30.01	31.28	31.29	32.55	32.56	33.83	33.84	35.11
		2	29.43	30.73	30.74	32.04	32.05	33.35	33.36	34.65	34.66	35.96
		3	30.13	31.46	31.47	32.80	32.81	34.14	34.15	35.48	35.49	36.82
		4	30.83	32.19	32.20	33.56	33.57	34.93	34.94	36.30	36.31	37.67
		5	31.53	32.93	32.94	34.33	34.34	35.73	35.74	37.13	37.14	38.53
		6	31.96	33.37	33.38	34.79	34.80	36.21	36.22	37.63	37.64	39.05
		7	32.38	33.80	33.81	35.24	35.25	36.68	36.69	38.12	38.13	39.56
		8	32.80	34.24	34.25	35.70	35.71	37.16	37.17	38.62	38.63	40.07
		9	33.22	34.68	34.69	36.16	36.17	37.63	37.64	39.11	39.12	40.59
		10	33.64	35.12	35.13	36.62	36.63	38.11	38.12	39.61	39.62	41.10
		11	33.78	35.27	35.28	36.77	36.78	38.27	38.28	39.77	39.78	41.27
		12	33.92	35.41	35.42	36.92	36.93	38.43	38.44	39.94	39.95	41.44
		13	34.06	35.56	35.57	37.07	37.08	38.59	38.60	40.10	40.11	41.61
		14	34.20	35.71	35.72	37.23	37.24	38.75	38.76	40.27	40.28	41.79
15	34.34	35.85	35.86	37.38	37.39	38.91	38.92	40.43	40.44	41.96		

Anmerkungen:

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Stufe nutzbare Erfahrung	Teillohnbänder											
	sehr tief		tief		mittel		hoch		sehr hoch			
	ab	bis	ab	bis	ab	bis	ab	bis	ab	bis		
Funktionsstufe 7	Jahreslöhne 100 %	0	67'127.00	70'110.00	70'110.01	73'094.00	73'094.01	76'077.00	76'077.01	79'061.00	79'061.01	82'044.00
		1	68'805.00	71'863.00	71'863.01	74'921.00	74'921.01	77'979.00	77'979.01	81'037.00	81'037.01	84'095.00
		2	70'483.00	73'616.00	73'616.01	76'749.00	76'749.01	79'881.00	79'881.01	83'014.00	83'014.01	86'146.00
		3	72'161.00	75'369.00	75'369.01	78'576.00	78'576.01	81'783.00	81'783.01	84'990.00	84'990.01	88'197.00
		4	73'840.00	77'121.00	77'121.01	80'403.00	80'403.01	83'685.00	83'685.01	86'967.00	86'967.01	90'248.00
		5	75'518.00	78'874.00	78'874.01	82'231.00	82'231.01	85'587.00	85'587.01	88'943.00	88'943.01	92'300.00
		6	76'525.00	79'926.00	79'926.01	83'327.00	83'327.01	86'728.00	86'728.01	90'129.00	90'129.01	93'530.00
		7	77'532.00	80'978.00	80'978.01	84'423.00	84'423.01	87'869.00	87'869.01	91'315.00	91'315.01	94'761.00
		8	78'539.00	82'029.00	82'029.01	85'520.00	85'520.01	89'010.00	89'010.01	92'501.00	92'501.01	95'992.00
		9	79'545.00	83'081.00	83'081.01	86'616.00	86'616.01	90'152.00	90'152.01	93'687.00	93'687.01	97'222.00
		10	80'552.00	84'132.00	84'132.01	87'713.00	87'713.01	91'293.00	91'293.01	94'873.00	94'873.01	98'453.00
		11	80'888.00	84'483.00	84'483.01	88'078.00	88'078.01	91'673.00	91'673.01	95'268.00	95'268.01	98'863.00
		12	81'224.00	84'834.00	84'834.01	88'444.00	88'444.01	92'053.00	92'053.01	95'663.00	95'663.01	99'273.00
		13	81'559.00	85'184.00	85'184.01	88'809.00	88'809.01	92'434.00	92'434.01	96'059.00	96'059.01	99'684.00
		14	81'895.00	85'535.00	85'535.01	89'174.00	89'174.01	92'814.00	92'814.01	96'454.00	96'454.01	100'094.00
15	82'231.00	85'885.00	85'885.01	89'540.00	89'540.01	93'195.00	93'195.01	96'849.00	96'849.01	100'504.00		
Funktionsstufe 7	Monatslöhne im 13tel 100 %	0	5'163.65	5'393.05	5'393.10	5'622.60	5'622.65	5'852.05	5'852.10	6'081.60	6'081.65	6'311.05
		1	5'292.70	5'527.90	5'527.95	5'763.15	5'763.20	5'998.35	5'998.40	6'233.60	6'233.65	6'468.80
		2	5'421.80	5'662.75	5'662.80	5'903.75	5'903.80	6'144.65	6'144.70	6'385.65	6'385.70	6'626.60
		3	5'550.85	5'797.60	5'797.65	6'044.30	6'044.35	6'291.00	6'291.05	6'537.65	6'537.70	6'784.35
		4	5'680.00	5'932.35	5'932.40	6'184.80	6'184.85	6'437.30	6'437.35	6'689.75	6'689.80	6'942.15
		5	5'809.10	6'067.20	6'067.25	6'325.45	6'325.50	6'583.60	6'583.65	6'841.75	6'841.80	7'100.00
		6	5'886.55	6'148.15	6'148.20	6'409.75	6'409.80	6'671.35	6'671.40	6'933.00	6'933.05	7'194.60
		7	5'964.00	6'229.05	6'229.10	6'494.05	6'494.10	6'759.15	6'759.20	7'024.20	7'024.25	7'289.30
		8	6'041.50	6'309.90	6'309.95	6'578.45	6'578.50	6'846.90	6'846.95	7'115.45	7'115.50	7'384.00
		9	6'118.85	6'390.80	6'390.85	6'662.75	6'662.80	6'934.75	6'934.80	7'206.65	7'206.70	7'478.60
		10	6'196.35	6'471.65	6'471.70	6'747.15	6'747.20	7'022.50	7'022.55	7'297.90	7'297.95	7'573.30
		11	6'222.20	6'498.65	6'498.70	6'775.20	6'775.25	7'051.75	7'051.80	7'328.30	7'328.35	7'604.80
		12	6'248.00	6'525.65	6'525.70	6'803.35	6'803.40	7'081.00	7'081.05	7'358.65	7'358.70	7'636.35
		13	6'273.80	6'552.60	6'552.65	6'831.45	6'831.50	7'110.30	7'110.35	7'389.15	7'389.20	7'668.00
		14	6'299.65	6'579.60	6'579.65	6'859.50	6'859.55	7'139.50	7'139.55	7'419.50	7'419.55	7'699.50
15	6'325.50	6'606.50	6'606.55	6'887.65	6'887.70	7'168.80	7'168.85	7'449.90	7'449.95	7'731.05		
Funktionsstufe 7	Stundenlöhne 100 % (= 1/2184 J-L)	0	30.74	32.10	32.11	33.46	33.47	34.83	34.84	36.20	36.21	37.56
		1	31.51	32.90	32.91	34.30	34.31	35.70	35.71	37.10	37.11	38.50
		2	32.28	33.70	33.71	35.14	35.15	36.57	36.58	38.01	38.02	39.44
		3	33.05	34.50	34.51	35.97	35.98	37.44	37.45	38.91	38.92	40.38
		4	33.81	35.31	35.32	36.81	36.82	38.31	38.32	39.82	39.83	41.32
		5	34.58	36.11	36.12	37.65	37.66	39.18	39.19	40.72	40.73	42.26
		6	35.04	36.59	36.60	38.15	38.16	39.71	39.72	41.26	41.27	42.82
		7	35.50	37.07	37.08	38.65	38.66	40.23	40.24	41.81	41.82	43.38
		8	35.97	37.55	37.56	39.15	39.16	40.75	40.76	42.35	42.36	43.95
		9	36.43	38.04	38.05	39.65	39.66	41.27	41.28	42.89	42.90	44.51
		10	36.89	38.52	38.53	40.16	40.17	41.80	41.81	43.44	43.45	45.07
		11	37.04	38.68	38.69	40.32	40.33	41.97	41.98	43.62	43.63	45.26
		12	37.20	38.84	38.85	40.49	40.50	42.14	42.15	43.80	43.81	45.45
		13	37.35	39.00	39.01	40.66	40.67	42.32	42.33	43.98	43.99	45.64
		14	37.50	39.16	39.17	40.83	40.84	42.49	42.50	44.16	44.17	45.83
15	37.66	39.32	39.33	40.99	41.00	42.67	42.68	44.34	44.35	46.01		

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Stufe nutzbare Erfahrung	Teillohnbänder										
	sehr tief		tief		mittel		hoch		sehr hoch		
	ab	bis	ab	bis	ab	bis	ab	bis	ab	bis	
Jahreslöhne 100 %	0	73'692.00	76'967.00	76'967.01	80'242.00	80'242.01	83'517.00	83'517.01	86'793.00	86'793.01	90'068.00
	1	75'534.00	78'891.00	78'891.01	82'248.00	82'248.01	85'605.00	85'605.01	88'962.00	88'962.01	92'319.00
	2	77'376.00	80'815.00	80'815.01	84'254.00	84'254.01	87'693.00	87'693.01	91'132.00	91'132.01	94'571.00
	3	79'219.00	82'740.00	82'740.01	86'260.00	86'260.01	89'781.00	89'781.01	93'302.00	93'302.01	96'823.00
	4	81'061.00	84'664.00	84'664.01	88'266.00	88'266.01	91'869.00	91'869.01	95'472.00	95'472.01	99'075.00
	5	82'903.00	86'588.00	86'588.01	90'272.00	90'272.01	93'957.00	93'957.01	97'642.00	97'642.01	101'326.00
	6	84'009.00	87'742.00	87'742.01	91'476.00	91'476.01	95'210.00	95'210.01	98'944.00	98'944.01	102'677.00
	7	85'114.00	88'897.00	88'897.01	92'680.00	92'680.01	96'463.00	96'463.01	100'245.00	100'245.01	104'028.00
	8	86'219.00	90'051.00	90'051.01	93'883.00	93'883.01	97'715.00	97'715.01	101'547.00	101'547.01	105'379.00
	9	87'325.00	91'206.00	91'206.01	95'087.00	95'087.01	98'968.00	98'968.01	102'849.00	102'849.01	106'730.00
	10	88'430.00	92'360.00	92'360.01	96'291.00	96'291.01	100'221.00	100'221.01	104'151.00	104'151.01	108'081.00
	11	88'799.00	92'745.00	92'745.01	96'692.00	96'692.01	100'638.00	100'638.01	104'585.00	104'585.01	108'532.00
	12	89'167.00	93'130.00	93'130.01	97'093.00	97'093.01	101'056.00	101'056.01	105'019.00	105'019.01	108'982.00
	13	89'536.00	93'515.00	93'515.01	97'494.00	97'494.01	101'474.00	101'474.01	105'453.00	105'453.01	109'432.00
	14	89'904.00	93'900.00	93'900.01	97'895.00	97'895.01	101'891.00	101'891.01	105'887.00	105'887.01	109'883.00
15	90'272.00	94'285.00	94'285.01	98'297.00	98'297.01	102'309.00	102'309.01	106'321.00	106'321.01	110'333.00	
Monatslöhne im 13tel 100 %	0	5'668.65	5'920.50	5'920.55	6'172.45	6'172.50	6'424.35	6'424.40	6'676.35	6'676.40	6'928.30
	1	5'810.35	6'068.50	6'068.55	6'326.75	6'326.80	6'585.00	6'585.05	6'843.20	6'843.25	7'101.45
	2	5'952.00	6'216.50	6'216.55	6'481.05	6'481.10	6'745.60	6'745.65	7'010.15	7'010.20	7'274.65
	3	6'093.80	6'364.60	6'364.65	6'635.35	6'635.40	6'906.20	6'906.25	7'177.05	7'177.10	7'447.90
	4	6'235.50	6'512.60	6'512.65	6'789.65	6'789.70	7'066.80	7'066.85	7'344.00	7'344.05	7'621.15
	5	6'377.20	6'660.60	6'660.65	6'944.00	6'944.05	7'227.45	7'227.50	7'510.90	7'510.95	7'794.30
	6	6'462.25	6'749.35	6'749.40	7'036.60	7'036.65	7'323.80	7'323.85	7'611.05	7'611.10	7'898.20
	7	6'547.25	6'838.20	6'838.25	7'129.20	7'129.25	7'420.20	7'420.25	7'711.15	7'711.20	8'002.15
	8	6'632.25	6'927.00	6'927.05	7'221.75	7'221.80	7'516.50	7'516.55	7'811.30	7'811.35	8'106.05
	9	6'717.35	7'015.80	7'015.85	7'314.35	7'314.40	7'612.90	7'612.95	7'911.45	7'911.50	8'210.00
	10	6'802.35	7'104.60	7'104.65	7'407.00	7'407.05	7'709.30	7'709.35	8'011.60	8'011.65	8'313.90
	11	6'830.70	7'134.20	7'134.25	7'437.80	7'437.85	7'741.35	7'741.40	8'045.00	8'045.05	8'348.60
	12	6'859.00	7'163.80	7'163.85	7'468.65	7'468.70	7'773.50	7'773.55	8'078.35	8'078.40	8'383.20
	13	6'887.40	7'193.45	7'193.50	7'499.50	7'499.55	7'805.65	7'805.70	8'111.75	8'111.80	8'417.80
	14	6'915.70	7'223.05	7'223.10	7'530.35	7'530.40	7'837.75	7'837.80	8'145.15	8'145.20	8'452.50
15	6'944.00	7'252.65	7'252.70	7'561.30	7'561.35	7'869.90	7'869.95	8'178.50	8'178.55	8'487.15	
Stundenlöhne 100 % (= 1/2184 J-L)	0	33.75	35.24	35.25	36.74	36.75	38.24	38.25	39.74	39.75	41.23
	1	34.59	36.12	36.13	37.65	37.66	39.19	39.20	40.73	40.74	42.27
	2	35.43	37.00	37.01	38.57	38.58	40.15	40.16	41.72	41.73	43.30
	3	36.28	37.88	37.89	39.49	39.50	41.10	41.11	42.72	42.73	44.33
	4	37.12	38.76	38.77	40.41	40.42	42.06	42.07	43.71	43.72	45.36
	5	37.96	39.64	39.65	41.33	41.34	43.02	43.03	44.70	44.71	46.39
	6	38.47	40.17	40.18	41.88	41.89	43.59	43.60	45.30	45.31	47.01
	7	38.98	40.70	40.71	42.43	42.44	44.16	44.17	45.89	45.90	47.63
	8	39.48	41.23	41.24	42.98	42.99	44.74	44.75	46.49	46.50	48.25
	9	39.99	41.76	41.77	43.53	43.54	45.31	45.32	47.09	47.10	48.86
	10	40.49	42.28	42.29	44.08	44.09	45.88	45.89	47.68	47.69	49.48
	11	40.66	42.46	42.47	44.27	44.28	46.07	46.08	47.88	47.89	49.69
	12	40.83	42.64	42.65	44.45	44.46	46.27	46.28	48.08	48.09	49.90
	13	41.00	42.81	42.82	44.64	44.65	46.46	46.47	48.28	48.29	50.10
	14	41.17	42.99	43.00	44.82	44.83	46.65	46.66	48.48	48.49	50.31
15	41.34	43.17	43.18	45.00	45.01	46.84	46.85	48.68	48.69	50.51	

Anmerkungen:

 = Minimum

 = Maximum

 = Minimum

 = Maximum

 = Minimum

 = Maximum

Stufe nutzbare Erfahrung	Teillohnbänder										
	sehr tief		tief		mittel		hoch		sehr hoch		
	ab	bis	ab	bis	ab	bis	ab	bis	ab	bis	
Jahreslöhne 100 %	0	80'812.00	84'404.00	84'404.01	87'996.00	87'996.01	91'587.00	91'587.01	95'179.00	95'179.01	98'771.00
	1	82'833.00	86'514.00	86'514.01	90'196.00	90'196.01	93'877.00	93'877.01	97'558.00	97'558.01	101'240.00
	2	84'853.00	88'624.00	88'624.01	92'395.00	92'395.01	96'167.00	96'167.01	99'938.00	99'938.01	103'709.00
	3	86'873.00	90'734.00	90'734.01	94'595.00	94'595.01	98'456.00	98'456.01	102'317.00	102'317.01	106'178.00
	4	88'894.00	92'844.00	92'844.01	96'795.00	96'795.01	100'746.00	100'746.01	104'697.00	104'697.01	108'648.00
	5	90'914.00	94'954.00	94'954.01	98'995.00	98'995.01	103'036.00	103'036.01	107'076.00	107'076.01	111'117.00
	6	92'126.00	96'221.00	96'221.01	100'315.00	100'315.01	104'410.00	104'410.01	108'504.00	108'504.01	112'598.00
	7	93'338.00	97'487.00	97'487.01	101'635.00	101'635.01	105'783.00	105'783.01	109'932.00	109'932.01	114'080.00
	8	94'550.00	98'753.00	98'753.01	102'955.00	102'955.01	107'157.00	107'157.01	111'359.00	111'359.01	115'562.00
	9	95'763.00	100'019.00	100'019.01	104'275.00	104'275.01	108'531.00	108'531.01	112'787.00	112'787.01	117'043.00
	10	96'975.00	101'285.00	101'285.01	105'595.00	105'595.01	109'905.00	109'905.01	114'215.00	114'215.01	118'525.00
	11	97'379.00	101'707.00	101'707.01	106'035.00	106'035.01	110'363.00	110'363.01	114'691.00	114'691.01	119'019.00
	12	97'783.00	102'129.00	102'129.01	106'475.00	106'475.01	110'821.00	110'821.01	115'167.00	115'167.01	119'512.00
	13	98'187.00	102'551.00	102'551.01	106'915.00	106'915.01	111'279.00	111'279.01	115'642.00	115'642.01	120'006.00
	14	98'591.00	102'973.00	102'973.01	107'355.00	107'355.01	111'736.00	111'736.01	116'118.00	116'118.01	120'500.00
15	98'995.00	103'395.00	103'395.01	107'795.00	107'795.01	112'194.00	112'194.01	116'594.00	116'594.01	120'994.00	
Monatslöhne im 13tel 100 %	0	6'216.35	6'492.60	6'492.65	6'768.90	6'768.95	7'045.15	7'045.20	7'321.45	7'321.50	7'597.75
	1	6'371.80	6'654.90	6'654.95	6'938.15	6'938.20	7'221.30	7'221.35	7'504.45	7'504.50	7'787.65
	2	6'527.20	6'817.20	6'817.25	7'107.30	7'107.35	7'397.45	7'397.50	7'687.50	7'687.55	7'977.60
	3	6'682.55	6'979.50	6'979.55	7'276.50	7'276.55	7'573.50	7'573.55	7'870.50	7'870.55	8'167.50
	4	6'838.00	7'141.80	7'141.85	7'445.75	7'445.80	7'749.65	7'749.70	8'053.60	8'053.65	8'357.50
	5	6'993.40	7'304.15	7'304.20	7'615.00	7'615.05	7'925.80	7'925.85	8'236.60	8'236.65	8'547.45
	6	7'086.65	7'401.60	7'401.65	7'716.50	7'716.55	8'031.50	8'031.55	8'346.45	8'346.50	8'661.35
	7	7'179.85	7'499.00	7'499.05	7'818.05	7'818.10	8'137.15	8'137.20	8'456.30	8'456.35	8'775.35
	8	7'273.10	7'596.35	7'596.40	7'919.60	7'919.65	8'242.80	8'242.85	8'566.05	8'566.10	8'889.35
	9	7'366.40	7'693.75	7'693.80	8'021.15	8'021.20	8'348.50	8'348.55	8'675.90	8'675.95	9'003.30
	10	7'459.65	7'791.15	7'791.20	8'122.65	8'122.70	8'454.20	8'454.25	8'785.75	8'785.80	9'117.30
	11	7'490.70	7'823.60	7'823.65	8'156.50	8'156.55	8'489.45	8'489.50	8'822.35	8'822.40	9'155.30
	12	7'521.80	7'856.05	7'856.10	8'190.35	8'190.40	8'524.65	8'524.70	8'859.00	8'859.05	9'193.20
	13	7'552.85	7'888.50	7'888.55	8'224.20	8'224.25	8'559.90	8'559.95	8'895.50	8'895.55	9'231.20
	14	7'583.95	7'921.00	7'921.05	8'258.05	8'258.10	8'595.05	8'595.10	8'932.15	8'932.20	9'269.20
15	7'615.00	7'953.45	7'953.50	8'291.90	8'291.95	8'630.30	8'630.35	8'968.75	8'968.80	9'307.20	
Stundenlöhne 100 % (= 1/2184 J-L)	0	37.01	38.64	38.65	40.29	40.30	41.93	41.94	43.58	43.59	45.22
	1	37.93	39.61	39.62	41.29	41.30	42.98	42.99	44.66	44.67	46.35
	2	38.86	40.57	40.58	42.30	42.31	44.03	44.04	45.75	45.76	47.48
	3	39.78	41.54	41.55	43.31	43.32	45.08	45.09	46.84	46.85	48.61
	4	40.71	42.51	42.52	44.32	44.33	46.12	46.13	47.93	47.94	49.74
	5	41.63	43.47	43.48	45.32	45.33	47.17	47.18	49.02	49.03	50.87
	6	42.19	44.05	44.06	45.93	45.94	47.80	47.81	49.68	49.69	51.55
	7	42.74	44.63	44.64	46.53	46.54	48.43	48.44	50.33	50.34	52.23
	8	43.30	45.21	45.22	47.14	47.15	49.06	49.07	50.98	50.99	52.91
	9	43.85	45.79	45.80	47.74	47.75	49.69	49.70	51.64	51.65	53.59
	10	44.41	46.37	46.38	48.34	48.35	50.32	50.33	52.29	52.30	54.26
	11	44.59	46.56	46.57	48.55	48.56	50.53	50.54	52.51	52.52	54.49
	12	44.78	46.76	46.77	48.75	48.76	50.74	50.75	52.73	52.74	54.72
	13	44.96	46.95	46.96	48.95	48.96	50.95	50.96	52.94	52.95	54.94
	14	45.15	47.14	47.15	49.15	49.16	51.16	51.17	53.16	53.17	55.17
15	45.33	47.34	47.35	49.35	49.36	51.37	51.38	53.38	53.39	55.40	

Anmerkungen:

 = Minimum

 = Maximum

 = Minimum

 = Maximum

 = Minimum

 = Maximum

Funktionsstufe 10	Stufe nutzbare Erfahrung	Teillohnbänder									
		sehr tief		tief		mittel		hoch		sehr hoch	
		ab	bis	ab	bis	ab	bis	ab	bis	ab	bis
Jahreslöhne 100 %	0	88'488.00	92'421.00	92'421.01	96'353.00	96'353.01	100'286.00	100'286.01	104'219.00	104'219.01	108'152.00
	1	90'700.00	94'731.00	94'731.01	98'762.00	98'762.01	102'793.00	102'793.01	106'825.00	106'825.01	110'856.00
	2	92'912.00	97'042.00	97'042.01	101'171.00	101'171.01	105'301.00	105'301.01	109'430.00	109'430.01	113'559.00
	3	95'124.00	99'352.00	99'352.01	103'580.00	103'580.01	107'808.00	107'808.01	112'035.00	112'035.01	116'263.00
	4	97'337.00	101'663.00	101'663.01	105'989.00	105'989.01	110'315.00	110'315.01	114'641.00	114'641.01	118'967.00
	5	99'549.00	103'973.00	103'973.01	108'398.00	108'398.01	112'822.00	112'822.01	117'246.00	117'246.01	121'671.00
	6	100'876.00	105'360.00	105'360.01	109'843.00	109'843.01	114'326.00	114'326.01	118'810.00	118'810.01	123'293.00
	7	102'203.00	106'746.00	106'746.01	111'288.00	111'288.01	115'831.00	115'831.01	120'373.00	120'373.01	124'915.00
	8	103'531.00	108'132.00	108'132.01	112'734.00	112'734.01	117'335.00	117'335.01	121'936.00	121'936.01	126'538.00
	9	104'858.00	109'518.00	109'518.01	114'179.00	114'179.01	118'839.00	118'839.01	123'500.00	123'500.01	128'160.00
	10	106'185.00	110'905.00	110'905.01	115'624.00	115'624.01	120'343.00	120'343.01	125'063.00	125'063.01	129'782.00
	11	106'628.00	111'367.00	111'367.01	116'106.00	116'106.01	120'845.00	120'845.01	125'584.00	125'584.01	130'323.00
	12	107'070.00	111'829.00	111'829.01	116'588.00	116'588.01	121'346.00	121'346.01	126'105.00	126'105.01	130'864.00
	13	107'513.00	112'291.00	112'291.01	117'069.00	117'069.01	121'848.00	121'848.01	126'626.00	126'626.01	131'404.00
	14	107'955.00	112'753.00	112'753.01	117'551.00	117'551.01	122'349.00	122'349.01	127'147.00	127'147.01	131'945.00
15	108'398.00	113'215.00	113'215.01	118'033.00	118'033.01	122'851.00	122'851.01	127'668.00	127'668.01	132'486.00	
Monatslöhne im 13tel 100 %	0	6'806.80	7'109.30	7'109.35	7'411.75	7'411.80	7'714.30	7'714.35	8'016.80	8'016.85	8'319.35
	1	6'976.95	7'287.00	7'287.05	7'597.05	7'597.10	7'907.15	7'907.20	8'217.30	8'217.35	8'527.35
	2	7'147.10	7'464.75	7'464.80	7'782.35	7'782.40	8'100.05	8'100.10	8'417.65	8'417.70	8'735.30
	3	7'317.25	7'642.45	7'642.50	7'967.65	7'967.70	8'292.90	8'292.95	8'618.05	8'618.10	8'943.30
	4	7'487.50	7'820.20	7'820.25	8'153.00	8'153.05	8'485.75	8'485.80	8'818.50	8'818.55	9'151.30
	5	7'657.65	7'997.90	7'997.95	8'338.30	8'338.35	8'678.60	8'678.65	9'018.90	9'018.95	9'359.30
	6	7'759.70	8'104.60	8'104.65	8'449.45	8'449.50	8'794.30	8'794.35	9'139.20	9'139.25	9'484.05
	7	7'861.80	8'211.20	8'211.25	8'560.60	8'560.65	8'910.05	8'910.10	9'259.45	9'259.50	9'608.80
	8	7'963.95	8'317.80	8'317.85	8'671.80	8'671.85	9'025.75	9'025.80	9'379.65	9'379.70	9'733.65
	9	8'066.00	8'424.45	8'424.50	8'783.00	8'783.05	9'141.45	9'141.50	9'500.00	9'500.05	9'858.45
	10	8'168.10	8'531.15	8'531.20	8'894.15	8'894.20	9'257.15	9'257.20	9'620.20	9'620.25	9'983.20
	11	8'202.20	8'566.65	8'566.70	8'931.20	8'931.25	9'295.75	9'295.80	9'660.30	9'660.35	10'024.80
	12	8'236.20	8'602.20	8'602.25	8'968.30	8'968.35	9'334.30	9'334.35	9'700.35	9'700.40	10'066.45
	13	8'270.25	8'637.75	8'637.80	9'005.30	9'005.35	9'372.90	9'372.95	9'740.45	9'740.50	10'108.00
	14	8'304.25	8'673.30	8'673.35	9'042.35	9'042.40	9'411.45	9'411.50	9'780.50	9'780.55	10'149.60
15	8'338.35	8'708.80	8'708.85	9'079.45	9'079.50	9'450.05	9'450.10	9'820.60	9'820.65	10'191.20	
Stundenlöhne 100 % (= 1/2184 J-L)	0	40.52	42.31	42.32	44.11	44.12	45.91	45.92	47.71	47.72	49.52
	1	41.53	43.37	43.38	45.22	45.23	47.06	47.07	48.91	48.92	50.75
	2	42.55	44.43	44.44	46.32	46.33	48.21	48.22	50.10	50.11	51.99
	3	43.56	45.49	45.50	47.42	47.43	49.36	49.37	51.29	51.30	53.23
	4	44.57	46.54	46.55	48.52	48.53	50.51	50.52	52.49	52.50	54.47
	5	45.59	47.60	47.61	49.63	49.64	51.65	51.66	53.68	53.69	55.71
	6	46.19	48.24	48.25	50.29	50.30	52.34	52.35	54.40	54.41	56.45
	7	46.80	48.87	48.88	50.95	50.96	53.03	53.04	55.11	55.12	57.19
	8	47.41	49.51	49.52	51.61	51.62	53.72	53.73	55.83	55.84	57.93
	9	48.02	50.14	50.15	52.27	52.28	54.41	54.42	56.54	56.55	58.68
	10	48.62	50.78	50.79	52.94	52.95	55.10	55.11	57.26	57.27	59.42
	11	48.83	50.99	51.00	53.16	53.17	55.33	55.34	57.50	57.51	59.67
	12	49.03	51.20	51.21	53.38	53.39	55.56	55.57	57.74	57.75	59.91
	13	49.23	51.41	51.42	53.60	53.61	55.79	55.80	57.97	57.98	60.16
	14	49.43	51.62	51.63	53.82	53.83	56.02	56.03	58.21	58.22	60.41
15	49.64	51.83	51.84	54.04	54.05	56.25	56.26	58.45	58.46	60.66	

Anmerkungen:

 = Minimum

 = Maximum

 = Minimum

 = Maximum

 = Minimum

 = Maximum

Stufe nutzbare Erfahrung	Teillohnbänder											
	sehr tief		tief		mittel		hoch		sehr hoch			
	ab	bis	ab	bis	ab	bis	ab	bis	ab	bis		
Funktionsstufe 11	Jahreslöhne 100 %	0	96'808.00	101'111.00	101'111.01	105'413.00	105'413.01	109'716.00	109'716.01	114'018.00	114'018.01	118'321.00
		1	99'228.00	103'638.00	103'638.01	108'048.00	108'048.01	112'459.00	112'459.01	116'869.00	116'869.01	121'279.00
		2	101'648.00	106'166.00	106'166.01	110'684.00	110'684.01	115'201.00	115'201.01	119'719.00	119'719.01	124'237.00
		3	104'069.00	108'694.00	108'694.01	113'319.00	113'319.01	117'944.00	117'944.01	122'570.00	122'570.01	127'195.00
		4	106'489.00	111'222.00	111'222.01	115'954.00	115'954.01	120'687.00	120'687.01	125'420.00	125'420.01	130'153.00
		5	108'909.00	113'749.00	113'749.01	118'590.00	118'590.01	123'430.00	123'430.01	128'271.00	128'271.01	133'111.00
		6	110'361.00	115'266.00	115'266.01	120'171.00	120'171.01	125'076.00	125'076.01	129'981.00	129'981.01	134'886.00
		7	111'813.00	116'783.00	116'783.01	121'752.00	121'752.01	126'722.00	126'722.01	131'691.00	131'691.01	136'661.00
		8	113'265.00	118'299.00	118'299.01	123'333.00	123'333.01	128'367.00	128'367.01	133'401.00	133'401.01	138'435.00
		9	114'717.00	119'816.00	119'816.01	124'915.00	124'915.01	130'013.00	130'013.01	135'112.00	135'112.01	140'210.00
		10	116'170.00	121'333.00	121'333.01	126'496.00	126'496.01	131'659.00	131'659.01	136'822.00	136'822.01	141'985.00
		11	116'654.00	121'838.00	121'838.01	127'023.00	127'023.01	132'207.00	132'207.01	137'392.00	137'392.01	142'577.00
		12	117'138.00	122'344.00	122'344.01	127'550.00	127'550.01	132'756.00	132'756.01	137'962.00	137'962.01	143'168.00
		13	117'622.00	122'849.00	122'849.01	128'077.00	128'077.01	133'305.00	133'305.01	138'532.00	138'532.01	143'760.00
		14	118'106.00	123'355.00	123'355.01	128'604.00	128'604.01	133'853.00	133'853.01	139'102.00	139'102.01	144'351.00
15	118'590.00	123'860.00	123'860.01	129'131.00	129'131.01	134'402.00	134'402.01	139'672.00	139'672.01	144'943.00		
Funktionsstufe 11	Monatslöhne im 13tel 100 %	0	7'446.80	7'777.75	7'777.80	8'108.65	8'108.70	8'439.65	8'439.70	8'770.60	8'770.65	9'101.60
		1	7'632.95	7'972.15	7'972.20	8'311.35	8'311.40	8'650.65	8'650.70	8'989.90	8'989.95	9'329.15
		2	7'819.10	8'166.60	8'166.65	8'514.15	8'514.20	8'861.60	8'861.65	9'209.15	9'209.20	9'556.65
		3	8'005.35	8'361.05	8'361.10	8'716.80	8'716.85	9'072.60	9'072.65	9'428.45	9'428.50	9'784.20
		4	8'191.50	8'555.50	8'555.55	8'919.50	8'919.55	9'283.60	9'283.65	9'647.65	9'647.70	10'011.75
		5	8'377.65	8'749.90	8'749.95	9'122.30	9'122.35	9'494.60	9'494.65	9'867.00	9'867.05	10'239.30
		6	8'489.35	8'866.60	8'866.65	9'243.90	9'243.95	9'621.20	9'621.25	9'998.50	9'998.55	10'375.80
		7	8'601.00	8'983.30	8'983.35	9'365.50	9'365.55	9'747.80	9'747.85	10'130.05	10'130.10	10'512.35
		8	8'712.70	9'099.90	9'099.95	9'487.15	9'487.20	9'874.35	9'874.40	10'261.60	10'261.65	10'648.80
		9	8'824.40	9'216.60	9'216.65	9'608.80	9'608.85	10'001.00	10'001.05	10'393.20	10'393.25	10'785.35
		10	8'936.20	9'333.30	9'333.35	9'730.45	9'730.50	10'127.60	10'127.65	10'524.75	10'524.80	10'921.90
		11	8'973.40	9'372.15	9'372.20	9'771.00	9'771.05	10'169.75	10'169.80	10'568.60	10'568.65	10'967.45
		12	9'010.65	9'411.05	9'411.10	9'811.50	9'811.55	10'212.00	10'212.05	10'612.45	10'612.50	11'012.90
		13	9'047.85	9'449.90	9'449.95	9'852.05	9'852.10	10'254.20	10'254.25	10'656.30	10'656.35	11'058.45
		14	9'085.10	9'488.80	9'488.85	9'892.60	9'892.65	10'296.35	10'296.40	10'700.15	10'700.20	11'103.90
15	9'122.35	9'527.65	9'527.70	9'933.15	9'933.20	10'338.60	10'338.65	10'744.00	10'744.05	11'149.45		
Funktionsstufe 11	Stundenlöhne 100 % (= 1/2184 J-L)	0	44.33	46.29	46.30	48.26	48.27	50.23	50.24	52.20	52.21	54.17
		1	45.44	47.45	47.46	49.47	49.48	51.49	51.50	53.51	53.52	55.53
		2	46.55	48.61	48.62	50.67	50.68	52.74	52.75	54.81	54.82	56.88
		3	47.66	49.76	49.77	51.88	51.89	54.00	54.01	56.12	56.13	58.23
		4	48.76	50.92	50.93	53.09	53.10	55.25	55.26	57.42	57.43	59.59
		5	49.87	52.08	52.09	54.29	54.30	56.51	56.52	58.73	58.74	60.94
		6	50.54	52.77	52.78	55.02	55.03	57.26	57.27	59.51	59.52	61.76
		7	51.20	53.47	53.48	55.74	55.75	58.02	58.03	60.29	60.30	62.57
		8	51.87	54.16	54.17	56.47	56.48	58.77	58.78	61.08	61.09	63.38
		9	52.53	54.86	54.87	57.19	57.20	59.52	59.53	61.86	61.87	64.19
		10	53.20	55.55	55.56	57.91	57.92	60.28	60.29	62.64	62.65	65.01
		11	53.42	55.78	55.79	58.16	58.17	60.53	60.54	62.90	62.91	65.28
		12	53.64	56.01	56.02	58.40	58.41	60.78	60.79	63.16	63.17	65.55
		13	53.86	56.24	56.25	58.64	58.65	61.03	61.04	63.43	63.44	65.82
		14	54.08	56.48	56.49	58.88	58.89	61.28	61.29	63.69	63.70	66.09
15	54.30	56.71	56.72	59.12	59.13	61.53	61.54	63.95	63.96	66.36		

Anmerkungen:

 = Minimum

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 = Minimum

 = Maximum

 = Minimum

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Funktionsstufe 12	Stufe nutzbare Erfahrung	Teillohnbänder									
		sehr tief		tief		mittel		hoch		sehr hoch	
		ab	bis	ab	bis	ab	bis	ab	bis	ab	bis
Jahreslöhne 100 %	0	105'778.00	110'479.00	110'479.01	115'180.00	115'180.01	119'882.00	119'882.01	124'583.00	124'583.01	129'284.00
	1	108'422.00	113'241.00	113'241.01	118'060.00	118'060.01	122'879.00	122'879.01	127'697.00	127'697.01	132'516.00
	2	111'067.00	116'003.00	116'003.01	120'939.00	120'939.01	125'876.00	125'876.01	130'812.00	130'812.01	135'748.00
	3	113'711.00	118'765.00	118'765.01	123'819.00	123'819.01	128'873.00	128'873.01	133'927.00	133'927.01	138'980.00
	4	116'356.00	121'527.00	121'527.01	126'698.00	126'698.01	131'870.00	131'870.01	137'041.00	137'041.01	142'212.00
	5	119'000.00	124'289.00	124'289.01	129'578.00	129'578.01	134'867.00	134'867.01	140'156.00	140'156.01	145'445.00
	6	120'587.00	125'946.00	125'946.01	131'306.00	131'306.01	136'665.00	136'665.01	142'024.00	142'024.01	147'384.00
	7	122'173.00	127'603.00	127'603.01	133'033.00	133'033.01	138'463.00	138'463.01	143'893.00	143'893.01	149'323.00
	8	123'760.00	129'261.00	129'261.01	134'761.00	134'761.01	140'261.00	140'261.01	145'762.00	145'762.01	151'262.00
	9	125'347.00	130'918.00	130'918.01	136'489.00	136'489.01	142'060.00	142'060.01	147'631.00	147'631.01	153'202.00
	10	126'933.00	132'575.00	132'575.01	138'216.00	138'216.01	143'858.00	143'858.01	149'499.00	149'499.01	155'141.00
	11	127'462.00	133'127.00	133'127.01	138'792.00	138'792.01	144'457.00	144'457.01	150'122.00	150'122.01	155'787.00
	12	127'991.00	133'680.00	133'680.01	139'368.00	139'368.01	145'057.00	145'057.01	150'745.00	150'745.01	156'434.00
	13	128'520.00	134'232.00	134'232.01	139'944.00	139'944.01	145'656.00	145'656.01	151'368.00	151'368.01	157'080.00
	14	129'049.00	134'785.00	134'785.01	140'520.00	140'520.01	146'256.00	146'256.01	151'991.00	151'991.01	157'727.00
15	129'578.00	135'337.00	135'337.01	141'096.00	141'096.01	146'855.00	146'855.01	152'614.00	152'614.01	158'373.00	
Monatslöhne im 13tel 100 %	0	8'136.80	8'498.35	8'498.40	8'860.00	8'860.05	9'221.65	9'221.70	9'583.30	9'583.35	9'944.90
	1	8'340.20	8'710.80	8'710.85	9'081.50	9'081.55	9'452.20	9'452.25	9'822.80	9'822.85	10'193.50
	2	8'543.65	8'923.30	8'923.35	9'303.00	9'303.05	9'682.75	9'682.80	10'062.45	10'062.50	10'442.15
	3	8'747.00	9'135.75	9'135.80	9'524.50	9'524.55	9'913.30	9'913.35	10'302.05	10'302.10	10'690.75
	4	8'950.50	9'348.20	9'348.25	9'746.00	9'746.05	10'143.80	10'143.85	10'541.60	10'541.65	10'939.35
	5	9'153.85	9'560.65	9'560.70	9'967.50	9'967.55	10'374.35	10'374.40	10'781.20	10'781.25	11'188.05
	6	9'275.95	9'688.15	9'688.20	10'100.45	10'100.50	10'512.65	10'512.70	10'924.90	10'924.95	11'337.20
	7	9'397.95	9'815.60	9'815.65	10'233.30	10'233.35	10'651.00	10'651.05	11'068.65	11'068.70	11'486.35
	8	9'520.00	9'943.15	9'943.20	10'366.20	10'366.25	10'789.30	10'789.35	11'212.45	11'212.50	11'635.50
	9	9'642.10	10'070.60	10'070.65	10'499.15	10'499.20	10'927.65	10'927.70	11'356.20	11'356.25	11'784.75
	10	9'764.10	10'198.05	10'198.10	10'632.00	10'632.05	11'066.00	11'066.05	11'499.90	11'499.95	11'933.90
	11	9'804.80	10'240.50	10'240.55	10'676.30	10'676.35	11'112.05	11'112.10	11'547.80	11'547.85	11'983.60
	12	9'845.50	10'283.05	10'283.10	10'720.60	10'720.65	11'158.20	11'158.25	11'595.75	11'595.80	12'033.35
	13	9'886.20	10'325.50	10'325.55	10'764.90	10'764.95	11'204.30	11'204.35	11'643.65	11'643.70	12'083.05
	14	9'926.85	10'368.05	10'368.10	10'809.20	10'809.25	11'250.45	11'250.50	11'691.60	11'691.65	12'132.80
15	9'967.55	10'410.50	10'410.55	10'853.50	10'853.55	11'296.50	11'296.55	11'739.50	11'739.55	12'182.50	
Stundenlöhne 100 % (= 1/2184 J-L)	0	48.44	50.58	50.59	52.73	52.74	54.89	54.90	57.04	57.05	59.19
	1	49.65	51.85	51.86	54.05	54.06	56.26	56.27	58.46	58.47	60.67
	2	50.86	53.11	53.12	55.37	55.38	57.63	57.64	59.89	59.90	62.15
	3	52.07	54.37	54.38	56.69	56.70	59.00	59.01	61.32	61.33	63.63
	4	53.28	55.64	55.65	58.01	58.02	60.38	60.39	62.74	62.75	65.11
	5	54.49	56.90	56.91	59.33	59.34	61.75	61.76	64.17	64.18	66.59
	6	55.22	57.66	57.67	60.12	60.13	62.57	62.58	65.02	65.03	67.48
	7	55.95	58.42	58.43	60.91	60.92	63.39	63.40	65.88	65.89	68.37
	8	56.67	59.18	59.19	61.70	61.71	64.22	64.23	66.74	66.75	69.25
	9	57.40	59.94	59.95	62.49	62.50	65.04	65.05	67.59	67.60	70.14
	10	58.12	60.70	60.71	63.28	63.29	65.86	65.87	68.45	68.46	71.03
	11	58.37	60.95	60.96	63.54	63.55	66.14	66.15	68.73	68.74	71.33
	12	58.61	61.20	61.21	63.81	63.82	66.41	66.42	69.02	69.03	71.62
	13	58.85	61.46	61.47	64.07	64.08	66.69	66.70	69.30	69.31	71.92
	14	59.09	61.71	61.72	64.34	64.35	66.96	66.97	69.59	69.60	72.21
15	59.34	61.96	61.97	64.60	64.61	67.24	67.25	69.87	69.88	72.51	

Anmerkungen:

 = Minimum

 = Maximum

 = Minimum

 = Maximum

 = Minimum

 = Maximum

Funktionsstufe 13	Stufe nutzbare Erfahrung	Teillohnbänder									
		sehr tief		tief		mittel		hoch		sehr hoch	
		ab	bis	ab	bis	ab	bis	ab	bis	ab	bis
Jahreslöhne 100 %	0	115'302.00	120'426.00	120'426.01	125'551.00	125'551.01	130'675.00	130'675.01	135'800.00	135'800.01	140'924.00
	1	118'184.00	123'437.00	123'437.01	128'689.00	128'689.01	133'942.00	133'942.01	139'195.00	139'195.01	144'447.00
	2	121'067.00	126'447.00	126'447.01	131'828.00	131'828.01	137'209.00	137'209.01	142'590.00	142'590.01	147'970.00
	3	123'949.00	129'458.00	129'458.01	134'967.00	134'967.01	140'476.00	140'476.01	145'985.00	145'985.01	151'493.00
	4	126'832.00	132'469.00	132'469.01	138'106.00	138'106.01	143'743.00	143'743.01	149'380.00	149'380.01	155'016.00
	5	129'714.00	135'479.00	135'479.01	141'244.00	141'244.01	147'009.00	147'009.01	152'775.00	152'775.01	158'540.00
	6	131'444.00	137'286.00	137'286.01	143'128.00	143'128.01	148'970.00	148'970.01	154'812.00	154'812.01	160'653.00
	7	133'173.00	139'092.00	139'092.01	145'011.00	145'011.01	150'930.00	150'930.01	156'849.00	156'849.01	162'767.00
	8	134'903.00	140'898.00	140'898.01	146'894.00	146'894.01	152'890.00	152'890.01	158'885.00	158'885.01	164'881.00
	9	136'632.00	142'705.00	142'705.01	148'777.00	148'777.01	154'850.00	154'850.01	160'922.00	160'922.01	166'995.00
	10	138'362.00	144'511.00	144'511.01	150'661.00	150'661.01	156'810.00	156'810.01	162'959.00	162'959.01	169'109.00
	11	138'938.00	145'113.00	145'113.01	151'288.00	151'288.01	157'463.00	157'463.01	163'638.00	163'638.01	169'814.00
	12	139'515.00	145'716.00	145'716.01	151'916.00	151'916.01	158'117.00	158'117.01	164'317.00	164'317.01	170'518.00
	13	140'091.00	146'318.00	146'318.01	152'544.00	152'544.01	158'770.00	158'770.01	164'996.00	164'996.01	171'223.00
	14	140'668.00	146'920.00	146'920.01	153'172.00	153'172.01	159'424.00	159'424.01	165'675.00	165'675.01	171'927.00
15	141'244.00	147'522.00	147'522.01	153'799.00	153'799.01	160'077.00	160'077.01	166'354.00	166'354.01	172'632.00	
Monatslöhne im 13tel 100 %	0	8'869.40	9'263.50	9'263.55	9'657.75	9'657.80	10'051.90	10'051.95	10'446.15	10'446.20	10'840.30
	1	9'091.10	9'495.15	9'495.20	9'899.15	9'899.20	10'303.20	10'303.25	10'707.30	10'707.35	11'111.30
	2	9'312.85	9'726.65	9'726.70	10'140.60	10'140.65	10'554.50	10'554.55	10'968.45	10'968.50	11'382.30
	3	9'534.55	9'958.30	9'958.35	10'382.05	10'382.10	10'805.80	10'805.85	11'229.60	11'229.65	11'653.30
	4	9'756.35	10'189.90	10'189.95	10'623.50	10'623.55	11'057.15	11'057.20	11'490.75	11'490.80	11'924.30
	5	9'978.00	10'421.45	10'421.50	10'864.90	10'864.95	11'308.35	11'308.40	11'751.90	11'751.95	12'195.35
	6	10'111.10	10'560.45	10'560.50	11'009.80	11'009.85	11'459.20	11'459.25	11'908.60	11'908.65	12'357.90
	7	10'244.10	10'699.35	10'699.40	11'154.65	11'154.70	11'610.00	11'610.05	12'065.30	12'065.35	12'520.50
	8	10'377.20	10'838.30	10'838.35	11'299.50	11'299.55	11'760.75	11'760.80	12'221.90	12'221.95	12'683.15
	9	10'510.20	10'977.30	10'977.35	11'444.35	11'444.40	11'911.50	11'911.55	12'378.60	12'378.65	12'845.75
	10	10'643.25	11'116.20	11'116.25	11'589.30	11'589.35	12'062.30	12'062.35	12'535.30	12'535.35	13'008.35
	11	10'687.55	11'162.50	11'162.55	11'637.50	11'637.55	12'112.50	12'112.55	12'587.50	12'587.55	13'062.60
	12	10'731.95	11'208.90	11'208.95	11'685.80	11'685.85	12'162.80	12'162.85	12'639.75	12'639.80	13'116.75
	13	10'776.25	11'255.20	11'255.25	11'734.15	11'734.20	12'213.05	12'213.10	12'692.00	12'692.05	13'171.00
	14	10'820.65	11'301.50	11'301.55	11'782.45	11'782.50	12'263.35	12'263.40	12'744.20	12'744.25	13'225.15
15	10'864.95	11'347.80	11'347.85	11'830.65	11'830.70	12'313.60	12'313.65	12'796.45	12'796.50	13'279.35	
Stundenlöhne 100 % (= 1/2184 J-L)	0	52.80	55.14	55.15	57.48	57.49	59.83	59.84	62.17	62.18	64.52
	1	54.12	56.51	56.52	58.92	58.93	61.32	61.33	63.73	63.74	66.13
	2	55.44	57.89	57.90	60.36	60.37	62.82	62.83	65.28	65.29	67.75
	3	56.76	59.27	59.28	61.79	61.80	64.32	64.33	66.84	66.85	69.36
	4	58.08	60.65	60.66	63.23	63.24	65.81	65.82	68.39	68.40	70.97
	5	59.40	62.03	62.04	64.67	64.68	67.31	67.32	69.95	69.96	72.59
	6	60.19	62.85	62.86	65.53	65.54	68.20	68.21	70.88	70.89	73.55
	7	60.98	63.68	63.69	66.39	66.40	69.10	69.11	71.81	71.82	74.52
	8	61.77	64.51	64.52	67.25	67.26	70.00	70.01	72.74	72.75	75.49
	9	62.57	65.34	65.35	68.12	68.13	70.90	70.91	73.68	73.69	76.46
	10	63.36	66.16	66.17	68.98	68.99	71.79	71.80	74.61	74.62	77.43
	11	63.62	66.44	66.45	69.27	69.28	72.09	72.10	74.92	74.93	77.75
	12	63.89	66.71	66.72	69.55	69.56	72.39	72.40	75.23	75.24	78.07
	13	64.15	66.99	67.00	69.84	69.85	72.69	72.70	75.54	75.55	78.39
	14	64.41	67.27	67.28	70.13	70.14	72.99	73.00	75.85	75.86	78.72
15	64.68	67.54	67.55	70.42	70.43	73.29	73.30	76.16	76.17	79.04	

Anmerkungen:

 = Minimum

 = Maximum

 = Minimum

 = Maximum

 = Minimum

 = Maximum

Stufe nutzbare Erfahrung	Teillohnbänder											
	sehr tief		tief		mittel		hoch		sehr hoch			
	ab	bis	ab	bis	ab	bis	ab	bis	ab	bis		
Funktionsstufe 14	Jahreslöhne 100 %	0	125'472.00	131'048.00	131'048.01	136'625.00	136'625.01	142'201.00	142'201.01	147'778.00	147'778.01	153'354.00
		1	128'608.00	134'324.00	134'324.01	140'040.00	140'040.01	145'756.00	145'756.01	151'472.00	151'472.01	157'188.00
		2	131'745.00	137'601.00	137'601.01	143'456.00	143'456.01	149'311.00	149'311.01	155'167.00	155'167.01	161'022.00
		3	134'882.00	140'877.00	140'877.01	146'872.00	146'872.01	152'866.00	152'866.01	158'861.00	158'861.01	164'856.00
		4	138'019.00	144'153.00	144'153.01	150'287.00	150'287.01	156'421.00	156'421.01	162'556.00	162'556.01	168'690.00
		5	141'156.00	147'429.00	147'429.01	153'703.00	153'703.01	159'976.00	159'976.01	166'250.00	166'250.01	172'524.00
		6	143'038.00	149'395.00	149'395.01	155'752.00	155'752.01	162'109.00	162'109.01	168'467.00	168'467.01	174'824.00
		7	144'920.00	151'361.00	151'361.01	157'802.00	157'802.01	164'242.00	164'242.01	170'683.00	170'683.01	177'124.00
		8	146'802.00	153'326.00	153'326.01	159'851.00	159'851.01	166'375.00	166'375.01	172'900.00	172'900.01	179'425.00
		9	148'684.00	155'292.00	155'292.01	161'900.00	161'900.01	168'508.00	168'508.01	175'117.00	175'117.01	181'725.00
		10	150'566.00	157'258.00	157'258.01	163'950.00	163'950.01	170'641.00	170'641.01	177'333.00	177'333.01	184'025.00
		11	151'193.00	157'913.00	157'913.01	164'633.00	164'633.01	171'353.00	171'353.01	178'072.00	178'072.01	184'792.00
		12	151'821.00	158'568.00	158'568.01	165'316.00	165'316.01	172'064.00	172'064.01	178'811.00	178'811.01	185'559.00
		13	152'448.00	159'224.00	159'224.01	165'999.00	165'999.01	172'775.00	172'775.01	179'550.00	179'550.01	186'325.00
		14	153'075.00	159'879.00	159'879.01	166'682.00	166'682.01	173'486.00	173'486.01	180'289.00	180'289.01	187'092.00
15	153'703.00	160'534.00	160'534.01	167'365.00	167'365.01	174'197.00	174'197.01	181'028.00	181'028.01	187'859.00		
Funktionsstufe 14	Monatslöhne im 13tel 100 %	0	9'651.70	10'080.60	10'080.65	10'509.60	10'509.65	10'938.50	10'938.55	11'367.50	11'367.55	11'796.45
		1	9'892.95	10'332.60	10'332.65	10'772.30	10'772.35	11'212.00	11'212.05	11'651.65	11'651.70	12'091.35
		2	10'134.25	10'584.65	10'584.70	11'035.05	11'035.10	11'485.45	11'485.50	11'935.90	11'935.95	12'386.30
		3	10'375.55	10'836.65	10'836.70	11'297.80	11'297.85	11'758.90	11'758.95	12'220.05	12'220.10	12'681.20
		4	10'616.85	11'088.65	11'088.70	11'560.50	11'560.55	12'032.35	12'032.40	12'504.30	12'504.35	12'976.15
		5	10'858.20	11'340.65	11'340.70	11'823.30	11'823.35	12'305.80	12'305.85	12'788.45	12'788.50	13'271.05
		6	11'002.95	11'491.90	11'491.95	11'980.90	11'980.95	12'469.90	12'469.95	12'959.00	12'959.05	13'448.00
		7	11'147.70	11'643.15	11'643.20	12'138.60	12'138.65	12'634.00	12'634.05	13'129.45	13'129.50	13'624.90
		8	11'292.50	11'794.30	11'794.35	12'296.20	12'296.25	12'798.05	12'798.10	13'300.00	13'300.05	13'801.90
		9	11'437.25	11'945.50	11'945.55	12'453.80	12'453.85	12'962.15	12'962.20	13'470.50	13'470.55	13'978.80
		10	11'582.00	12'096.75	12'096.80	12'611.50	12'611.55	13'126.20	13'126.25	13'641.00	13'641.05	14'155.75
		11	11'630.25	12'147.15	12'147.20	12'664.05	12'664.10	13'181.00	13'181.05	13'697.80	13'697.85	14'214.75
		12	11'678.55	12'197.50	12'197.55	12'716.60	12'716.65	13'235.65	13'235.70	13'754.65	13'754.70	14'273.75
		13	11'726.80	12'248.00	12'248.05	12'769.15	12'769.20	13'290.35	13'290.40	13'811.50	13'811.55	14'332.65
		14	11'775.00	12'298.35	12'298.40	12'821.65	12'821.70	13'345.05	13'345.10	13'868.35	13'868.40	14'391.65
15	11'823.35	12'348.75	12'348.80	12'874.20	12'874.25	13'399.75	13'399.80	13'925.20	13'925.25	14'450.65		
Funktionsstufe 14	Stundenlöhne 100 % (= 1/2184 J-L)	0	57.46	60.00	60.01	62.55	62.56	65.11	65.12	67.66	67.67	70.21
		1	58.89	61.50	61.51	64.12	64.13	66.73	66.74	69.35	69.36	71.97
		2	60.33	63.00	63.01	65.68	65.69	68.36	68.37	71.04	71.05	73.72
		3	61.76	64.50	64.51	67.24	67.25	69.99	69.99	72.73	72.74	75.48
		4	63.20	66.00	66.01	68.81	68.82	71.62	71.63	74.43	74.44	77.23
		5	64.64	67.50	67.51	70.37	70.38	73.24	73.25	76.12	76.13	78.99
		6	65.50	68.40	68.41	71.31	71.32	74.22	74.23	77.13	77.14	80.04
		7	66.36	69.30	69.31	72.25	72.26	75.20	75.21	78.15	78.16	81.10
		8	67.22	70.20	70.21	73.19	73.20	76.17	76.18	79.16	79.17	82.15
		9	68.08	71.10	71.11	74.13	74.14	77.15	77.16	80.18	80.19	83.20
		10	68.95	72.00	72.01	75.06	75.07	78.13	78.14	81.19	81.20	84.26
		11	69.23	72.30	72.31	75.38	75.39	78.45	78.46	81.53	81.54	84.61
		12	69.52	72.60	72.61	75.69	75.70	78.78	78.79	81.87	81.88	84.96
		13	69.81	72.90	72.91	76.00	76.01	79.10	79.11	82.21	82.22	85.31
		14	70.09	73.20	73.21	76.31	76.32	79.43	79.44	82.54	82.55	85.66
15	70.38	73.50	73.51	76.63	76.64	79.76	79.77	82.88	82.89	86.01		

Anmerkungen:

 = Minimum

 = Maximum

 = Minimum

 = Maximum

 = Minimum

 = Maximum

Funktionsstufe 15	Stufe nutzbare Erfahrung	Teillohnbänder									
		sehr tief		tief		mittel		hoch		sehr hoch	
		ab	bis	ab	bis	ab	bis	ab	bis	ab	bis
Jahreslöhne 100 %	0	136'197.00	142'250.00	142'250.01	148'303.00	148'303.01	154'356.00	154'356.01	160'410.00	160'410.01	166'463.00
	1	139'602.00	145'806.00	145'806.01	152'011.00	152'011.01	158'215.00	158'215.01	164'420.00	164'420.01	170'624.00
	2	143'007.00	149'363.00	149'363.01	155'718.00	155'718.01	162'074.00	162'074.01	168'430.00	168'430.01	174'786.00
	3	146'412.00	152'919.00	152'919.01	159'426.00	159'426.01	165'933.00	165'933.01	172'440.00	172'440.01	178'948.00
	4	149'817.00	156'475.00	156'475.01	163'134.00	163'134.01	169'792.00	169'792.01	176'451.00	176'451.01	183'109.00
	5	153'221.00	160'031.00	160'031.01	166'841.00	166'841.01	173'651.00	173'651.01	180'461.00	180'461.01	187'271.00
	6	155'264.00	162'165.00	162'165.01	169'066.00	169'066.01	175'966.00	175'966.01	182'867.00	182'867.01	189'768.00
	7	157'307.00	164'299.00	164'299.01	171'290.00	171'290.01	178'282.00	178'282.01	185'273.00	185'273.01	192'265.00
	8	159'350.00	166'433.00	166'433.01	173'515.00	173'515.01	180'597.00	180'597.01	187'679.00	187'679.01	194'762.00
	9	161'393.00	168'566.00	168'566.01	175'739.00	175'739.01	182'912.00	182'912.01	190'085.00	190'085.01	197'258.00
	10	163'436.00	170'700.00	170'700.01	177'964.00	177'964.01	185'228.00	185'228.01	192'492.00	192'492.01	199'755.00
	11	164'117.00	171'411.00	171'411.01	178'705.00	178'705.01	186'000.00	186'000.01	193'294.00	193'294.01	200'588.00
	12	164'798.00	172'123.00	172'123.01	179'447.00	179'447.01	186'771.00	186'771.01	194'096.00	194'096.01	201'420.00
	13	165'479.00	172'834.00	172'834.01	180'188.00	180'188.01	187'543.00	187'543.01	194'898.00	194'898.01	202'252.00
	14	166'160.00	173'545.00	173'545.01	180'930.00	180'930.01	188'315.00	188'315.01	195'700.00	195'700.01	203'085.00
15	166'841.00	174'256.00	174'256.01	181'672.00	181'672.01	189'087.00	189'087.01	196'502.00	196'502.01	203'917.00	
Monatslöhne im 13tel 100 %	0	10'476.70	10'942.30	10'942.35	11'407.90	11'407.95	11'873.50	11'873.55	12'339.20	12'339.25	12'804.80
	1	10'738.65	11'215.80	11'215.85	11'693.15	11'693.20	12'170.35	12'170.40	12'647.65	12'647.70	13'124.90
	2	11'000.55	11'489.45	11'489.50	11'978.30	11'978.35	12'467.20	12'467.25	12'956.15	12'956.20	13'445.05
	3	11'262.50	11'763.00	11'763.05	12'263.50	12'263.55	12'764.05	12'764.10	13'264.60	13'264.65	13'765.20
	4	11'524.40	12'036.50	12'036.55	12'548.75	12'548.80	13'060.90	13'060.95	13'573.15	13'573.20	14'085.30
	5	11'786.25	12'310.05	12'310.10	12'833.90	12'833.95	13'357.75	13'357.80	13'881.60	13'881.65	14'405.45
	6	11'943.40	12'474.20	12'474.25	13'005.05	13'005.10	13'535.80	13'535.85	14'066.65	14'066.70	14'597.50
	7	12'100.55	12'638.35	12'638.40	13'176.15	13'176.20	13'714.00	13'714.05	14'251.75	14'251.80	14'789.60
	8	12'257.70	12'802.50	12'802.55	13'347.30	13'347.35	13'892.05	13'892.10	14'436.80	14'436.85	14'981.65
	9	12'414.85	12'966.60	12'966.65	13'518.35	13'518.40	14'070.15	14'070.20	14'621.90	14'621.95	15'173.65
	10	12'572.00	13'130.75	13'130.80	13'689.50	13'689.55	14'248.30	14'248.35	14'807.05	14'807.10	15'365.75
	11	12'624.40	13'185.45	13'185.50	13'746.50	13'746.55	14'307.65	14'307.70	14'868.75	14'868.80	15'429.80
	12	12'676.80	13'240.20	13'240.25	13'803.60	13'803.65	14'367.00	14'367.05	14'930.45	14'930.50	15'493.80
	13	12'729.20	13'294.90	13'294.95	13'860.60	13'860.65	14'426.35	14'426.40	14'992.15	14'992.20	15'557.80
	14	12'781.55	13'349.60	13'349.65	13'917.65	13'917.70	14'485.75	14'485.80	15'053.80	15'053.85	15'621.90
15	12'833.95	13'404.30	13'404.35	13'974.75	13'974.80	14'545.15	14'545.20	15'115.50	15'115.55	15'685.90	
Stundenlöhne 100 % (= 1/2184 J-L)	0	62.37	65.13	65.14	67.90	67.91	70.67	70.68	73.44	73.45	76.21
	1	63.93	66.76	66.77	69.60	69.61	72.44	72.45	75.28	75.29	78.12
	2	65.48	68.38	68.39	71.29	71.30	74.20	74.21	77.11	77.12	80.03
	3	67.04	70.01	70.02	72.99	73.00	75.97	75.98	78.95	78.96	81.93
	4	68.60	71.64	71.65	74.69	74.70	77.74	77.75	80.79	80.80	83.84
	5	70.16	73.27	73.28	76.39	76.40	79.51	79.52	82.62	82.63	85.74
	6	71.10	74.25	74.26	77.41	77.42	80.57	80.58	83.73	83.74	86.89
	7	72.03	75.22	75.23	78.42	78.43	81.63	81.64	84.83	84.84	88.03
	8	72.97	76.20	76.21	79.44	79.45	82.69	82.70	85.93	85.94	89.17
	9	73.90	77.18	77.19	80.46	80.47	83.75	83.76	87.03	87.04	90.31
	10	74.84	78.15	78.16	81.48	81.49	84.81	84.82	88.13	88.14	91.46
	11	75.15	78.48	78.49	81.82	81.83	85.16	85.17	88.50	88.51	91.84
	12	75.46	78.81	78.82	82.16	82.17	85.51	85.52	88.87	88.88	92.22
	13	75.77	79.13	79.14	82.50	82.51	85.87	85.88	89.23	89.24	92.60
	14	76.09	79.46	79.47	82.84	82.85	86.22	86.23	89.60	89.61	92.98
15	76.40	79.78	79.79	83.18	83.19	86.57	86.58	89.97	89.98	93.36	

Anmerkungen:

 = Minimum

 = Maximum

 = Minimum

 = Maximum

 = Minimum

 = Maximum

Funktionsstufe 16	Stufe nutzbare Erfahrung	Teillohnbänder									
		sehr tief		tief		mittel		hoch		sehr hoch	
		ab	bis	ab	bis	ab	bis	ab	bis	ab	bis
Jahreslöhne 100 %	0	147'570.00	154'129.00	154'129.01	160'687.00	160'687.01	167'246.00	167'246.01	173'805.00	173'805.01	180'363.00
	1	151'259.00	157'982.00	157'982.01	164'704.00	164'704.01	171'427.00	171'427.01	178'150.00	178'150.01	184'872.00
	2	154'948.00	161'835.00	161'835.01	168'722.00	168'722.01	175'608.00	175'608.01	182'495.00	182'495.01	189'381.00
	3	158'638.00	165'688.00	165'688.01	172'739.00	172'739.01	179'789.00	179'789.01	186'840.00	186'840.01	193'891.00
	4	162'327.00	169'541.00	169'541.01	176'756.00	176'756.01	183'971.00	183'971.01	191'185.00	191'185.01	198'400.00
	5	166'016.00	173'395.00	173'395.01	180'773.00	180'773.01	188'152.00	188'152.01	195'530.00	195'530.01	202'909.00
	6	168'230.00	175'707.00	175'707.01	183'183.00	183'183.01	190'660.00	190'660.01	198'137.00	198'137.01	205'614.00
	7	170'443.00	178'019.00	178'019.01	185'594.00	185'594.01	193'169.00	193'169.01	200'744.00	200'744.01	208'320.00
	8	172'657.00	180'330.00	180'330.01	188'004.00	188'004.01	195'678.00	195'678.01	203'351.00	203'351.01	211'025.00
	9	174'870.00	182'642.00	182'642.01	190'414.00	190'414.01	198'186.00	198'186.01	205'958.00	205'958.01	213'730.00
	10	177'084.00	184'954.00	184'954.01	192'825.00	192'825.01	200'695.00	200'695.01	208'566.00	208'566.01	216'436.00
	11	177'822.00	185'725.00	185'725.01	193'628.00	193'628.01	201'531.00	201'531.01	209'435.00	209'435.01	217'338.00
	12	178'560.00	186'496.00	186'496.01	194'432.00	194'432.01	202'368.00	202'368.01	210'304.00	210'304.01	218'240.00
	13	179'297.00	187'266.00	187'266.01	195'235.00	195'235.01	203'204.00	203'204.01	211'173.00	211'173.01	219'141.00
	14	180'035.00	188'037.00	188'037.01	196'038.00	196'038.01	204'040.00	204'040.01	212'042.00	212'042.01	220'043.00
15	180'773.00	188'808.00	188'808.01	196'842.00	196'842.01	204'876.00	204'876.01	212'911.00	212'911.01	220'945.00	
Monatslöhne im 13tel 100 %	0	11'351.55	11'856.05	11'856.10	12'360.50	12'360.55	12'865.05	12'865.10	13'369.60	13'369.65	13'874.05
	1	11'635.35	12'152.45	12'152.50	12'669.50	12'669.55	13'186.65	13'186.70	13'703.80	13'703.85	14'220.90
	2	11'919.10	12'448.80	12'448.85	12'978.60	12'978.65	13'508.30	13'508.35	14'038.05	14'038.10	14'567.75
	3	12'202.95	12'745.20	12'745.25	13'287.60	13'287.65	13'829.90	13'829.95	14'372.30	14'372.35	14'914.65
	4	12'486.70	13'041.60	13'041.65	13'596.60	13'596.65	14'151.60	14'151.65	14'706.50	14'706.55	15'261.50
	5	12'770.50	13'338.05	13'338.10	13'905.60	13'905.65	14'473.20	14'473.25	15'040.75	15'040.80	15'608.35
	6	12'940.80	13'515.90	13'515.95	14'091.00	14'091.05	14'666.15	14'666.20	15'241.30	15'241.35	15'816.45
	7	13'111.00	13'693.75	13'693.80	14'276.45	14'276.50	14'859.15	14'859.20	15'441.80	15'441.85	16'024.60
	8	13'281.35	13'871.50	13'871.55	14'461.80	14'461.85	15'052.15	15'052.20	15'642.35	15'642.40	16'232.65
	9	13'451.55	14'049.35	14'049.40	14'647.20	14'647.25	15'245.05	15'245.10	15'842.90	15'842.95	16'440.75
	10	13'621.85	14'227.20	14'227.25	14'832.65	14'832.70	15'438.05	15'438.10	16'043.50	16'043.55	16'648.90
	11	13'678.65	14'286.50	14'286.55	14'894.45	14'894.50	15'502.35	15'502.40	16'110.35	16'110.40	16'718.30
	12	13'735.40	14'345.80	14'345.85	14'956.30	14'956.35	15'566.75	15'566.80	16'177.20	16'177.25	16'787.65
	13	13'792.10	14'405.05	14'405.10	15'018.05	15'018.10	15'631.05	15'631.10	16'244.05	16'244.10	16'857.00
	14	13'848.85	14'464.35	14'464.40	15'079.80	15'079.85	15'695.35	15'695.40	16'310.90	16'310.95	16'926.35
15	13'905.65	14'523.65	14'523.70	15'141.65	15'141.70	15'759.65	15'759.70	16'377.75	16'377.80	16'995.75	
Stundenlöhne 100 % (= 1/2184 J-L)	0	67.57	70.57	70.58	73.57	73.58	76.57	76.58	79.58	79.59	82.58
	1	69.26	72.33	72.34	75.41	75.42	78.49	78.50	81.57	81.58	84.64
	2	70.95	74.10	74.11	77.25	77.26	80.40	80.41	83.55	83.56	86.71
	3	72.64	75.86	75.87	79.09	79.10	82.32	82.33	85.54	85.55	88.77
	4	74.33	77.62	77.63	80.93	80.94	84.23	84.24	87.53	87.54	90.84
	5	76.02	79.39	79.40	82.77	82.78	86.15	86.16	89.52	89.53	92.90
	6	77.03	80.45	80.46	83.87	83.88	87.29	87.30	90.72	90.73	94.14
	7	78.05	81.51	81.52	84.97	84.98	88.44	88.45	91.91	91.92	95.38
	8	79.06	82.56	82.57	86.08	86.09	89.59	89.60	93.10	93.11	96.62
	9	80.07	83.62	83.63	87.18	87.19	90.74	90.75	94.30	94.31	97.86
	10	81.09	84.68	84.69	88.28	88.29	91.89	91.90	95.49	95.50	99.10
	11	81.43	85.03	85.04	88.65	88.66	92.27	92.28	95.89	95.90	99.51
	12	81.76	85.39	85.40	89.02	89.03	92.65	92.66	96.29	96.30	99.92
	13	82.10	85.74	85.75	89.39	89.40	93.04	93.05	96.69	96.70	100.33
	14	82.44	86.09	86.10	89.76	89.77	93.42	93.43	97.08	97.09	100.75
15	82.78	86.45	86.46	90.12	90.13	93.80	93.81	97.48	97.49	101.16	

Anmerkungen:

 = Minimum

 = Maximum

 = Minimum

 = Maximum

 = Minimum

 = Maximum

Stufe nutzbare Erfahrung	Teillohnbänder											
	sehr tief		tief		mittel		hoch		sehr hoch			
	ab	bis	ab	bis	ab	bis	ab	bis	ab	bis		
Funktionsstufe 17	Jahreslöhne 100 %	0	159'499.00	166'588.00	166'588.01	173'676.00	173'676.01	180'765.00	180'765.01	187'854.00	187'854.01	194'943.00
		1	163'486.00	170'752.00	170'752.01	178'018.00	178'018.01	185'284.00	185'284.01	192'550.00	192'550.01	199'816.00
		2	167'474.00	174'917.00	174'917.01	182'360.00	182'360.01	189'803.00	189'803.01	197'247.00	197'247.01	204'690.00
		3	171'461.00	179'082.00	179'082.01	186'702.00	186'702.01	194'323.00	194'323.01	201'943.00	201'943.01	209'564.00
		4	175'449.00	183'246.00	183'246.01	191'044.00	191'044.01	198'842.00	198'842.01	206'639.00	206'639.01	214'437.00
		5	179'436.00	187'411.00	187'411.01	195'386.00	195'386.01	203'361.00	203'361.01	211'336.00	211'336.01	219'311.00
		6	181'829.00	189'910.00	189'910.01	197'991.00	197'991.01	206'072.00	206'072.01	214'154.00	214'154.01	222'235.00
		7	184'221.00	192'409.00	192'409.01	200'596.00	200'596.01	208'784.00	208'784.01	216'971.00	216'971.01	225'159.00
		8	186'613.00	194'907.00	194'907.01	203'201.00	203'201.01	211'495.00	211'495.01	219'789.00	219'789.01	228'083.00
		9	189'006.00	197'406.00	197'406.01	205'806.00	205'806.01	214'207.00	214'207.01	222'607.00	222'607.01	231'007.00
		10	191'398.00	199'905.00	199'905.01	208'412.00	208'412.01	216'918.00	216'918.01	225'425.00	225'425.01	233'931.00
		11	192'196.00	200'738.00	200'738.01	209'280.00	209'280.01	217'822.00	217'822.01	226'364.00	226'364.01	234'906.00
		12	192'993.00	201'571.00	201'571.01	210'148.00	210'148.01	218'726.00	218'726.01	227'303.00	227'303.01	235'881.00
		13	193'791.00	202'404.00	202'404.01	211'017.00	211'017.01	219'630.00	219'630.01	228'243.00	228'243.01	236'856.00
		14	194'588.00	203'237.00	203'237.01	211'885.00	211'885.01	220'534.00	220'534.01	229'182.00	229'182.01	237'830.00
15	195'386.00	204'070.00	204'070.01	212'754.00	212'754.01	221'437.00	221'437.01	230'121.00	230'121.01	238'805.00		
Funktionsstufe 17	Monatslöhne im 13tel 100 %	0	12'269.20	12'814.45	12'814.50	13'359.65	13'359.70	13'905.00	13'905.05	14'450.30	14'450.35	14'995.60
		1	12'575.85	13'134.75	13'134.80	13'693.65	13'693.70	14'252.60	14'252.65	14'811.50	14'811.55	15'370.45
		2	12'882.65	13'455.15	13'455.20	14'027.65	14'027.70	14'600.20	14'600.25	15'172.80	15'172.85	15'745.35
		3	13'189.35	13'775.50	13'775.55	14'361.65	14'361.70	14'947.90	14'947.95	15'534.05	15'534.10	16'120.30
		4	13'496.10	14'095.80	14'095.85	14'695.65	14'695.70	15'295.50	15'295.55	15'895.30	15'895.35	16'495.15
		5	13'802.80	14'416.20	14'416.25	15'029.65	15'029.70	15'643.15	15'643.20	16'256.60	16'256.65	16'870.05
		6	13'986.85	14'608.45	14'608.50	15'230.05	15'230.10	15'851.65	15'851.70	16'473.35	16'473.40	17'095.00
		7	14'170.85	14'800.65	14'800.70	15'430.45	15'430.50	16'060.30	16'060.35	16'690.05	16'690.10	17'319.90
		8	14'354.85	14'992.80	14'992.85	15'630.80	15'630.85	16'268.80	16'268.85	16'906.80	16'906.85	17'544.80
		9	14'538.95	15'185.05	15'185.10	15'831.20	15'831.25	16'477.45	16'477.50	17'123.60	17'123.65	17'769.75
		10	14'722.95	15'377.30	15'377.35	16'031.65	16'031.70	16'686.00	16'686.05	17'340.35	17'340.40	17'994.65
		11	14'784.35	15'441.35	15'441.40	16'098.45	16'098.50	16'755.50	16'755.55	17'412.60	17'412.65	18'069.65
		12	14'845.65	15'505.45	15'505.50	16'165.20	16'165.25	16'825.05	16'825.10	17'484.80	17'484.85	18'144.65
		13	14'907.00	15'569.50	15'569.55	16'232.05	16'232.10	16'894.60	16'894.65	17'557.15	17'557.20	18'219.65
		14	14'968.35	15'633.60	15'633.65	16'298.80	16'298.85	16'964.15	16'964.20	17'629.35	17'629.40	18'294.60
15	15'029.70	15'697.65	15'697.70	16'365.65	16'365.70	17'033.60	17'033.65	17'701.60	17'701.65	18'369.60		
Funktionsstufe 17	Stundenlöhne 100 % (= 1/2184 J-L)	0	73.04	76.27	76.28	79.52	79.53	82.76	82.77	86.01	86.02	89.25
		1	74.86	78.18	78.19	81.51	81.52	84.83	84.84	88.16	88.17	91.49
		2	76.69	80.09	80.10	83.49	83.50	86.90	86.91	90.31	90.32	93.72
		3	78.51	81.99	82.00	85.48	85.49	88.97	88.98	92.46	92.47	95.95
		4	80.34	83.90	83.91	87.47	87.48	91.04	91.05	94.61	94.62	98.18
		5	82.16	85.81	85.82	89.46	89.47	93.11	93.12	96.76	96.77	100.41
		6	83.26	86.95	86.96	90.65	90.66	94.35	94.36	98.05	98.06	101.75
		7	84.36	88.09	88.10	91.84	91.85	95.59	95.60	99.34	99.35	103.09
		8	85.45	89.24	89.25	93.04	93.05	96.83	96.84	100.63	100.64	104.43
		9	86.55	90.38	90.39	94.23	94.24	98.08	98.09	101.92	101.93	105.77
		10	87.64	91.53	91.54	95.42	95.43	99.32	99.33	103.21	103.22	107.11
		11	88.01	91.91	91.92	95.82	95.83	99.73	99.74	103.64	103.65	107.55
		12	88.37	92.29	92.30	96.22	96.23	100.14	100.15	104.07	104.08	108.00
		13	88.74	92.67	92.68	96.61	96.62	100.56	100.57	104.50	104.51	108.45
		14	89.10	93.05	93.06	97.01	97.02	100.97	100.98	104.93	104.94	108.89
15	89.47	93.43	93.44	97.41	97.42	101.39	101.40	105.36	105.37	109.34		

Anmerkungen:

 = Minimum

 = Maximum

 = Minimum

 = Maximum

 = Minimum

 = Maximum

Funktionsstufe 18	Stufe nutzbare Erfahrung	Teillohnbänder									
		sehr tief		tief		mittel		hoch		sehr hoch	
		ab	bis	ab	bis	ab	bis	ab	bis	ab	bis
Jahreslöhne 100 %	0	172'073.00	179'721.00	179'721.01	187'369.00	187'369.01	195'016.00	195'016.01	202'664.00	202'664.01	210'312.00
	1	176'375.00	184'214.00	184'214.01	192'053.00	192'053.01	199'892.00	199'892.01	207'731.00	207'731.01	215'570.00
	2	180'677.00	188'707.00	188'707.01	196'737.00	196'737.01	204'767.00	204'767.01	212'797.00	212'797.01	220'827.00
	3	184'979.00	193'200.00	193'200.01	201'421.00	201'421.01	209'643.00	209'643.01	217'864.00	217'864.01	226'085.00
	4	189'281.00	197'693.00	197'693.01	206'106.00	206'106.01	214'518.00	214'518.01	222'931.00	222'931.01	231'343.00
	5	193'582.00	202'186.00	202'186.01	210'790.00	210'790.01	219'393.00	219'393.01	227'997.00	227'997.01	236'601.00
	6	196'164.00	204'882.00	204'882.01	213'600.00	213'600.01	222'319.00	222'319.01	231'037.00	231'037.01	239'755.00
	7	198'745.00	207'578.00	207'578.01	216'411.00	216'411.01	225'244.00	225'244.01	234'077.00	234'077.01	242'910.00
	8	201'326.00	210'274.00	210'274.01	219'221.00	219'221.01	228'169.00	228'169.01	237'117.00	237'117.01	244'027.00
	9	203'907.00	212'969.00	212'969.01	222'032.00	222'032.01	231'094.00	231'094.01	240'157.00	240'157.01	244'027.00
	10	206'488.00	215'665.00	215'665.01	224'842.00	224'842.01	234'020.00	234'020.01	243'197.00	243'197.01	244'027.00
	11	207'348.00	216'564.00	216'564.01	225'779.00	225'779.01	234'995.00	234'995.01	244'027.00	244'027.00	244'027.00
	12	208'209.00	217'462.00	217'462.01	226'716.00	226'716.01	235'970.00	235'970.01	244'027.00	244'027.00	244'027.00
	13	209'069.00	218'361.00	218'361.01	227'653.00	227'653.01	236'945.00	236'945.01	244'027.00	244'027.00	244'027.00
	14	209'929.00	219'260.00	219'260.01	228'590.00	228'590.01	237'920.00	237'920.01	244'027.00	244'027.00	244'027.00
15	210'790.00	220'158.00	220'158.01	229'527.00	229'527.01	238'895.00	238'895.01	244'027.00	244'027.00	244'027.00	
Monatslöhne im 13tel 100 %	0	13'236.40	13'824.65	13'824.70	14'413.00	14'413.05	15'001.20	15'001.25	15'589.50	15'589.55	16'177.80
	1	13'567.35	14'170.30	14'170.35	14'773.30	14'773.35	15'376.30	15'376.35	15'979.30	15'979.35	16'582.30
	2	13'898.25	14'515.90	14'515.95	15'133.60	15'133.65	15'751.30	15'751.35	16'369.00	16'369.05	16'986.65
	3	14'229.20	14'861.50	14'861.55	15'493.90	15'493.95	16'126.35	16'126.40	16'758.75	16'758.80	17'391.15
	4	14'560.10	15'207.15	15'207.20	15'854.30	15'854.35	16'501.35	16'501.40	17'148.50	17'148.55	17'795.60
	5	14'890.95	15'552.75	15'552.80	16'214.60	16'214.65	16'876.35	16'876.40	17'538.20	17'538.25	18'200.05
	6	15'089.55	15'760.15	15'760.20	16'430.75	16'430.80	17'101.45	17'101.50	17'772.05	17'772.10	18'442.65
	7	15'288.10	15'967.50	15'967.55	16'647.00	16'647.05	17'326.45	17'326.50	18'005.90	18'005.95	18'685.35
	8	15'486.65	16'174.90	16'174.95	16'863.15	16'863.20	17'551.45	17'551.50	18'239.75	18'239.80	18'771.30
	9	15'685.20	16'382.20	16'382.25	17'079.35	17'079.40	17'776.45	17'776.50	18'473.60	18'473.65	18'771.30
	10	15'883.70	16'589.60	16'589.65	17'295.50	17'295.55	18'001.50	18'001.55	18'707.45	18'707.50	18'771.30
	11	15'949.85	16'658.75	16'658.80	17'367.60	17'367.65	18'076.50	18'076.55	18'771.30	18'771.30	18'771.30
	12	16'016.10	16'727.80	16'727.85	17'439.65	17'439.70	18'151.50	18'151.55	18'771.30	18'771.30	18'771.30
	13	16'082.25	16'797.00	16'797.05	17'511.75	17'511.80	18'226.50	18'226.55	18'771.30	18'771.30	18'771.30
	14	16'148.40	16'866.15	16'866.20	17'583.80	17'583.85	18'301.50	18'301.55	18'771.30	18'771.30	18'771.30
15	16'214.65	16'935.20	16'935.25	17'655.90	17'655.95	18'376.50	18'376.55	18'771.30	18'771.30	18'771.30	
Stundenlöhne 100 % (= 1/2184 J-L)	0	78.79	82.28	82.29	85.79	85.80	89.29	89.30	92.79	92.80	96.29
	1	80.76	84.34	84.35	87.93	87.94	91.52	91.53	95.11	95.12	98.70
	2	82.73	86.40	86.41	90.08	90.09	93.75	93.76	97.43	97.44	101.11
	3	84.70	88.46	88.47	92.22	92.23	95.99	96.00	99.75	99.76	103.51
	4	86.67	90.51	90.52	94.37	94.38	98.22	98.23	102.07	102.08	105.92
	5	88.64	92.57	92.58	96.51	96.52	100.45	100.46	104.39	104.40	108.33
	6	89.82	93.81	93.82	97.80	97.81	101.79	101.80	105.78	105.79	109.77
	7	91.01	95.04	95.05	99.08	99.09	103.13	103.14	107.17	107.18	111.22
	8	92.19	96.27	96.28	100.37	100.38	104.47	104.48	108.57	108.58	111.73
	9	93.37	97.51	97.52	101.66	101.67	105.81	105.82	109.96	109.97	111.73
	10	94.55	98.74	98.75	102.94	102.95	107.15	107.16	111.35	111.36	111.73
	11	94.94	99.15	99.16	103.37	103.38	107.59	107.60	111.73	111.73	111.73
	12	95.34	99.57	99.58	103.80	103.81	108.04	108.05	111.73	111.73	111.73
	13	95.73	99.98	99.99	104.23	104.24	108.49	108.50	111.73	111.73	111.73
	14	96.13	100.39	100.40	104.66	104.67	108.93	108.94	111.73	111.73	111.73
15	96.52	100.80	100.81	105.09	105.10	109.38	109.39	111.73	111.73	111.73	

Anmerkungen:

 = Minimum

244'027.00 = Geltender Maximum-Lohn-Bereich

 = Minimum

18'771.30 = Geltender Maximum-Lohn-Bereich

 = Minimum

111.73 = Geltender Maximum-Lohn-Bereich