

## **SLS Lohnskala Nr. 1      gültig ab 1.04.2011**

für die städtischen Angestellten in den Funktionsstufen 1 bis 18  
(Art. 57 AB PR und Anhang A des Personalrechts)

Stadtratsbeschluss Nr. 326 vom 23. **März 2011**

Lohnerhöhung um 0.3 % als Teuerungsausgleich gegenüber dem Stand 1.04.2010

Ausgeglichen sind **103.7** Punkte (Basis Dezember 2005) resp. 99.8 Punkte  
(Basis Dezember 2010) gemäss Züricher Index 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 55 PR besteht eine Lohnbegrenzung. Ab 1. April 2011 ergibt sich der Betrag von Fr. **244'759.00** pro Jahr. Diese wirkt sich in der Funktionsstufe 18 entsprechend aus. Siehe dort die blau markierten Bereiche.
  
- Gestützt auf Artikel 51 Abs. 2 PR besteht ein Minimallohn. Ab 1. April 2011 ergibt sich der Betrag von Fr. **47'513.00** pro Jahr. Er wirkt sich in den Funktionsstufen 1, 2 und 3 entsprechend aus. Dieser Betrag darf gemäss Artikel 51 Abs. 3 PR nur bei Minderjährigen und Angestellten in Ausbildung unterschritten werden.
  
- **Monats- und Stundenlohn:** Vgl. Online PR-Kommentar zum Personalrecht Art. 70 AB PR
  
- **Löhne in Lehr- und Ausbildungsverhältnissen:** Vgl. Online PR-Kommentar zum Personalrecht 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-Lohnsystem 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-Lohnsystem 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).

Funktionsstufe 1	Stufe nutzbare Erfahrung	Teillohnbänder									
		sehr tief		tief		mittel		hoch		sehr hoch	
		ab	bis	ab	bis	ab	bis	ab	bis	ab	bis
Jahreslöhne 100 %	0	47'513.00	47'513.00	47'513.00	47'513.00	47'513.00	47'513.00	47'513.00	48'060.00	48'060.01	49'873.00
	1	47'513.00	47'513.00	47'513.00	47'513.00	47'513.00	47'513.00	47'513.00	49'261.00	49'261.01	51'120.00
	2	47'513.00	47'513.00	47'513.00	47'513.00	47'513.00	48'559.00	48'559.01	50'463.00	50'463.01	52'367.00
	3	47'513.00	47'513.00	47'513.00	47'765.00	47'765.01	49'715.00	49'715.01	51'664.00	51'664.01	53'614.00
	4	47'513.00	47'513.00	47'513.00	48'876.00	48'876.01	50'871.00	50'871.01	52'866.00	52'866.01	54'861.00
	5	47'513.00	47'947.00	47'947.01	49'987.00	49'987.01	52'027.00	52'027.01	54'067.00	54'067.01	56'108.00
	6	47'513.00	48'586.00	48'586.01	50'653.00	50'653.01	52'721.00	52'721.01	54'788.00	54'788.01	56'856.00
	7	47'513.00	49'225.00	49'225.01	51'320.00	51'320.01	53'414.00	53'414.01	55'509.00	55'509.01	57'604.00
	8	47'743.00	49'864.00	49'864.01	51'986.00	51'986.01	54'108.00	54'108.01	56'230.00	56'230.01	58'352.00
	9	48'355.00	50'504.00	50'504.01	52'653.00	52'653.01	54'802.00	54'802.01	56'951.00	56'951.01	59'100.00
	10	48'967.00	51'143.00	51'143.01	53'319.00	53'319.01	55'496.00	55'496.01	57'672.00	57'672.01	59'848.00
	11	49'171.00	51'356.00	51'356.01	53'541.00	53'541.01	55'727.00	55'727.01	57'912.00	57'912.01	60'098.00
	12	49'375.00	51'569.00	51'569.01	53'764.00	53'764.01	55'958.00	55'958.01	58'152.00	58'152.01	60'347.00
	13	49'579.00	51'782.00	51'782.01	53'986.00	53'986.01	56'189.00	56'189.01	58'393.00	58'393.01	60'596.00
	14	49'783.00	51'995.00	51'995.01	54'208.00	54'208.01	56'420.00	56'420.01	58'633.00	58'633.01	60'846.00
15	49'987.00	52'208.00	52'208.01	54'430.00	54'430.01	56'652.00	56'652.01	58'873.00	58'873.01	61'095.00	
Monatslöhne im 13tel 100 %	0	3'654.85	3'654.85	3'654.85	3'654.85	3'654.85	3'654.85	3'654.85	3'696.90	3'696.95	3'836.35
	1	3'654.85	3'654.85	3'654.85	3'654.85	3'654.85	3'654.85	3'654.85	3'789.30	3'789.35	3'932.30
	2	3'654.85	3'654.85	3'654.85	3'654.85	3'654.85	3'735.30	3'735.35	3'881.75	3'881.80	4'028.20
	3	3'654.85	3'654.85	3'654.85	3'674.20	3'674.25	3'824.20	3'824.25	3'974.15	3'974.20	4'124.15
	4	3'654.85	3'654.85	3'654.85	3'759.65	3'759.70	3'913.15	3'913.20	4'066.60	4'066.65	4'220.05
	5	3'654.85	3'688.20	3'688.25	3'845.15	3'845.20	4'002.05	4'002.10	4'159.00	4'159.05	4'316.00
	6	3'654.85	3'737.35	3'737.40	3'896.35	3'896.40	4'055.45	4'055.50	4'214.45	4'214.50	4'373.50
	7	3'654.85	3'786.50	3'786.55	3'947.65	3'947.70	4'108.75	4'108.80	4'269.90	4'269.95	4'431.05
	8	3'672.55	3'835.65	3'835.70	3'998.90	3'998.95	4'162.15	4'162.20	4'325.35	4'325.40	4'488.60
	9	3'719.65	3'884.90	3'884.95	4'050.20	4'050.25	4'215.50	4'215.55	4'380.80	4'380.85	4'546.15
	10	3'766.70	3'934.05	3'934.10	4'101.45	4'101.50	4'268.90	4'268.95	4'436.30	4'436.35	4'603.65
	11	3'782.40	3'950.45	3'950.50	4'118.50	4'118.55	4'286.65	4'286.70	4'454.75	4'454.80	4'622.90
	12	3'798.10	3'966.80	3'966.85	4'135.65	4'135.70	4'304.45	4'304.50	4'473.20	4'473.25	4'642.05
	13	3'813.80	3'983.20	3'983.25	4'152.75	4'152.80	4'322.20	4'322.25	4'491.75	4'491.80	4'661.20
	14	3'829.50	3'999.60	3'999.65	4'169.80	4'169.85	4'340.00	4'340.05	4'510.20	4'510.25	4'680.45
15	3'845.20	4'016.00	4'016.05	4'186.90	4'186.95	4'357.80	4'357.85	4'528.65	4'528.70	4'699.60	
Stundenlöhne 100 % (= 1/2184 J-L)	0	21.76	21.76	21.76	21.76	21.76	21.76	21.76	22.00	22.01	22.83
	1	21.76	21.76	21.76	21.76	21.76	21.76	21.76	22.55	22.56	23.40
	2	21.76	21.76	21.76	21.76	21.76	22.23	22.24	23.10	23.11	23.97
	3	21.76	21.76	21.76	21.87	21.88	22.76	22.77	23.65	23.66	24.54
	4	21.76	21.76	21.76	22.37	22.38	23.29	23.30	24.20	24.21	25.11
	5	21.76	21.95	21.96	22.88	22.89	23.82	23.83	24.75	24.76	25.69
	6	21.76	22.24	22.25	23.19	23.20	24.13	24.14	25.08	25.09	26.03
	7	21.76	22.53	22.54	23.49	23.50	24.45	24.46	25.41	25.42	26.37
	8	21.87	22.83	22.84	23.80	23.81	24.77	24.78	25.74	25.75	26.71
	9	22.15	23.12	23.13	24.10	24.11	25.09	25.10	26.07	26.08	27.06
	10	22.43	23.41	23.42	24.41	24.42	25.41	25.42	26.40	26.41	27.40
	11	22.52	23.51	23.52	24.51	24.52	25.51	25.52	26.51	26.52	27.51
	12	22.61	23.61	23.62	24.61	24.62	25.62	25.63	26.62	26.63	27.63
	13	22.71	23.70	23.71	24.71	24.72	25.72	25.73	26.73	26.74	27.74
	14	22.80	23.80	23.81	24.82	24.83	25.83	25.84	26.84	26.85	27.85
15	22.89	23.90	23.91	24.92	24.93	25.93	25.94	26.95	26.96	27.97	

Anmerkungen:

47'513.00 = Geltender Minimum-Lohn-Bereich

61'095.00 = Maximum

3'654.85 = Geltender Minimum-Lohn-Bereich

4'699.60 = Maximum

21.76 = Geltender Minimum-Lohn-Bereich

27.97 = Maximum

Funktionsstufe 2	Stufe nutzbare Erfahrung	Teillohnbänder									
		sehr tief		tief		mittel		hoch		sehr hoch	
		ab	bis	ab	bis	ab	bis	ab	bis	ab	bis
Jahreslöhne 100 %	0	47'513.00	47'513.00	47'513.00	47'564.00	47'564.01	49'505.00	49'505.01	51'446.00	51'446.01	53'388.00
	1	47'513.00	47'513.00	47'513.00	48'753.00	48'753.01	50'743.00	50'743.01	52'733.00	52'733.01	54'722.00
	2	47'513.00	47'903.00	47'903.01	49'942.00	49'942.01	51'980.00	51'980.01	54'019.00	54'019.01	56'057.00
	3	47'513.00	49'044.00	49'044.01	51'131.00	51'131.01	53'218.00	53'218.01	55'305.00	55'305.01	57'392.00
	4	48'049.00	50'184.00	50'184.01	52'320.00	52'320.01	54'456.00	54'456.01	56'591.00	56'591.01	58'727.00
	5	49'141.00	51'325.00	51'325.01	53'509.00	53'509.01	55'693.00	55'693.01	57'877.00	57'877.01	60'061.00
	6	49'796.00	52'009.00	52'009.01	54'223.00	54'223.01	56'436.00	56'436.01	58'649.00	58'649.01	60'862.00
	7	50'451.00	52'694.00	52'694.01	54'936.00	54'936.01	57'178.00	57'178.01	59'421.00	59'421.01	61'663.00
	8	51'107.00	53'378.00	53'378.01	55'649.00	55'649.01	57'921.00	57'921.01	60'192.00	60'192.01	62'464.00
	9	51'762.00	54'062.00	54'062.01	56'363.00	56'363.01	58'663.00	58'663.01	60'964.00	60'964.01	63'264.00
	10	52'417.00	54'747.00	54'747.01	57'076.00	57'076.01	59'406.00	59'406.01	61'736.00	61'736.01	64'065.00
	11	52'635.00	54'975.00	54'975.01	57'314.00	57'314.01	59'654.00	59'654.01	61'993.00	61'993.01	64'332.00
	12	52'854.00	55'203.00	55'203.01	57'552.00	57'552.01	59'901.00	59'901.01	62'250.00	62'250.01	64'599.00
	13	53'072.00	55'431.00	55'431.01	57'790.00	57'790.01	60'149.00	60'149.01	62'507.00	62'507.01	64'866.00
	14	53'291.00	55'659.00	55'659.01	58'028.00	58'028.01	60'396.00	60'396.01	62'765.00	62'765.01	65'133.00
15	53'509.00	55'887.00	55'887.01	58'265.00	58'265.01	60'644.00	60'644.01	63'022.00	63'022.01	65'400.00	
Monatslöhne im 13tel 100 %	0	3'654.85	3'654.85	3'654.85	3'658.75	3'658.80	3'808.05	3'808.10	3'957.35	3'957.40	4'106.75
	1	3'654.85	3'654.85	3'654.85	3'750.20	3'750.25	3'903.30	3'903.35	4'056.35	4'056.40	4'209.35
	2	3'654.85	3'684.80	3'684.85	3'841.65	3'841.70	3'998.45	3'998.50	4'155.30	4'155.35	4'312.05
	3	3'654.85	3'772.60	3'772.65	3'933.15	3'933.20	4'093.65	4'093.70	4'254.20	4'254.25	4'414.75
	4	3'696.10	3'860.30	3'860.35	4'024.60	4'024.65	4'188.90	4'188.95	4'353.15	4'353.20	4'517.45
	5	3'780.10	3'948.05	3'948.10	4'116.05	4'116.10	4'284.05	4'284.10	4'452.05	4'452.10	4'620.05
	6	3'830.50	4'000.65	4'000.70	4'171.00	4'171.05	4'341.20	4'341.25	4'511.45	4'511.50	4'681.65
	7	3'880.85	4'053.35	4'053.40	4'225.80	4'225.85	4'398.30	4'398.35	4'570.80	4'570.85	4'743.30
	8	3'931.35	4'106.00	4'106.05	4'280.65	4'280.70	4'455.45	4'455.50	4'630.15	4'630.20	4'804.90
	9	3'981.70	4'158.60	4'158.65	4'335.60	4'335.65	4'512.50	4'512.55	4'689.50	4'689.55	4'866.45
	10	4'032.10	4'211.30	4'211.35	4'390.45	4'390.50	4'569.65	4'569.70	4'748.90	4'748.95	4'928.05
	11	4'048.85	4'228.80	4'228.85	4'408.75	4'408.80	4'588.75	4'588.80	4'768.65	4'768.70	4'948.60
	12	4'065.70	4'246.35	4'246.40	4'427.05	4'427.10	4'607.75	4'607.80	4'788.45	4'788.50	4'969.15
	13	4'082.50	4'263.90	4'263.95	4'445.35	4'445.40	4'626.80	4'626.85	4'808.20	4'808.25	4'989.65
	14	4'099.35	4'281.45	4'281.50	4'463.65	4'463.70	4'645.80	4'645.85	4'828.05	4'828.10	5'010.20
15	4'116.10	4'299.00	4'299.05	4'481.90	4'481.95	4'664.90	4'664.95	4'847.80	4'847.85	5'030.75	
Stundenlöhne 100 % (= 1/2184 J-L)	0	21.76	21.76	21.76	21.77	21.78	22.66	22.67	23.55	23.56	24.44
	1	21.76	21.76	21.76	22.32	22.33	23.23	23.24	24.14	24.15	25.05
	2	21.76	21.93	21.94	22.86	22.87	23.80	23.81	24.73	24.74	25.66
	3	21.76	22.45	22.46	23.41	23.42	24.36	24.37	25.32	25.33	26.27
	4	22.01	22.97	22.98	23.95	23.96	24.93	24.94	25.91	25.92	26.88
	5	22.51	23.50	23.51	24.50	24.51	25.50	25.51	26.50	26.51	27.50
	6	22.81	23.81	23.82	24.82	24.83	25.84	25.85	26.85	26.86	27.86
	7	23.11	24.12	24.13	25.15	25.16	26.18	26.19	27.20	27.21	28.23
	8	23.41	24.44	24.45	25.48	25.49	26.52	26.53	27.56	27.57	28.60
	9	23.71	24.75	24.76	25.80	25.81	26.86	26.87	27.91	27.92	28.96
	10	24.01	25.06	25.07	26.13	26.14	27.20	27.21	28.26	28.27	29.33
	11	24.11	25.17	25.18	26.24	26.25	27.31	27.32	28.38	28.39	29.45
	12	24.21	25.27	25.28	26.35	26.36	27.42	27.43	28.50	28.51	29.57
	13	24.31	25.38	25.39	26.46	26.47	27.54	27.55	28.62	28.63	29.70
	14	24.41	25.48	25.49	26.56	26.57	27.65	27.66	28.73	28.74	29.82
15	24.51	25.58	25.59	26.67	26.68	27.76	27.77	28.85	28.86	29.94	

Anmerkungen:

47'513.00 = Geltender Minimum-Lohn-Bereich

65'400.00 = Maximum

3'654.85 = Geltender Minimum-Lohn-Bereich

5'030.75 = Maximum

21.76 = Geltender Minimum-Lohn-Bereich

29.94 = Maximum

Funktionsstufe 3	Stufe nutzbare Erfahrung	Teillohnbänder									
		sehr tief		tief		mittel		hoch		sehr hoch	
		ab	bis	ab	bis	ab	bis	ab	bis	ab	bis
Jahreslöhne 100 %	0	47'513.00	49'322.00	49'322.01	51'421.00	51'421.01	53'520.00	53'520.01	55'619.00	55'619.01	57'718.00
	1	48'404.00	50'555.00	50'555.01	52'707.00	52'707.01	54'858.00	54'858.01	57'009.00	57'009.01	59'160.00
	2	49'585.00	51'788.00	51'788.01	53'992.00	53'992.01	56'196.00	56'196.01	58'400.00	58'400.01	60'603.00
	3	50'765.00	53'021.00	53'021.01	55'278.00	55'278.01	57'534.00	57'534.01	59'790.00	59'790.01	62'046.00
	4	51'946.00	54'254.00	54'254.01	56'563.00	56'563.01	58'872.00	58'872.01	61'181.00	61'181.01	63'489.00
	5	53'126.00	55'488.00	55'488.01	57'849.00	57'849.01	60'210.00	60'210.01	62'571.00	62'571.01	64'932.00
	6	53'835.00	56'227.00	56'227.01	58'620.00	58'620.01	61'013.00	61'013.01	63'405.00	63'405.01	65'798.00
	7	54'543.00	56'967.00	56'967.01	59'391.00	59'391.01	61'815.00	61'815.01	64'240.00	64'240.01	66'664.00
	8	55'251.00	57'707.00	57'707.01	60'163.00	60'163.01	62'618.00	62'618.01	65'074.00	65'074.01	67'530.00
	9	55'960.00	58'447.00	58'447.01	60'934.00	60'934.01	63'421.00	63'421.01	65'908.00	65'908.01	68'395.00
	10	56'668.00	59'187.00	59'187.01	61'705.00	61'705.01	64'224.00	64'224.01	66'742.00	66'742.01	69'261.00
	11	56'904.00	59'433.00	59'433.01	61'962.00	61'962.01	64'491.00	64'491.01	67'021.00	67'021.01	69'550.00
	12	57'140.00	59'680.00	59'680.01	62'220.00	62'220.01	64'759.00	64'759.01	67'299.00	67'299.01	69'838.00
	13	57'376.00	59'927.00	59'927.01	62'477.00	62'477.01	65'027.00	65'027.01	67'577.00	67'577.01	70'127.00
	14	57'613.00	60'173.00	60'173.01	62'734.00	62'734.01	65'294.00	65'294.01	67'855.00	67'855.01	70'415.00
15	57'849.00	60'420.00	60'420.01	62'991.00	62'991.01	65'562.00	65'562.01	68'133.00	68'133.01	70'704.00	
Monatslöhne im 13tel 100 %	0	3'654.85	3'794.00	3'794.05	3'955.45	3'955.50	4'116.90	4'116.95	4'278.35	4'278.40	4'439.80
	1	3'723.40	3'888.80	3'888.85	4'054.35	4'054.40	4'219.80	4'219.85	4'385.30	4'385.35	4'550.75
	2	3'814.25	3'983.65	3'983.70	4'153.20	4'153.25	4'322.75	4'322.80	4'492.30	4'492.35	4'661.75
	3	3'905.00	4'078.50	4'078.55	4'252.15	4'252.20	4'425.65	4'425.70	4'599.20	4'599.25	4'772.75
	4	3'995.85	4'173.35	4'173.40	4'351.00	4'351.05	4'528.60	4'528.65	4'706.20	4'706.25	4'883.75
	5	4'086.65	4'268.30	4'268.35	4'449.90	4'449.95	4'631.50	4'631.55	4'813.15	4'813.20	4'994.75
	6	4'141.20	4'325.15	4'325.20	4'509.20	4'509.25	4'693.30	4'693.35	4'877.30	4'877.35	5'061.35
	7	4'195.65	4'382.05	4'382.10	4'568.50	4'568.55	4'755.00	4'755.05	4'941.50	4'941.55	5'128.00
	8	4'250.10	4'439.00	4'439.05	4'627.90	4'627.95	4'816.75	4'816.80	5'005.65	5'005.70	5'194.60
	9	4'304.65	4'495.90	4'495.95	4'687.20	4'687.25	4'878.50	4'878.55	5'069.80	5'069.85	5'261.15
	10	4'359.10	4'552.80	4'552.85	4'746.50	4'746.55	4'940.30	4'940.35	5'134.00	5'134.05	5'327.75
	11	4'377.25	4'571.75	4'571.80	4'766.30	4'766.35	4'960.80	4'960.85	5'155.45	5'155.50	5'350.00
	12	4'395.40	4'590.75	4'590.80	4'786.15	4'786.20	4'981.45	4'981.50	5'176.80	5'176.85	5'372.15
	13	4'413.55	4'609.75	4'609.80	4'805.90	4'805.95	5'002.05	5'002.10	5'198.20	5'198.25	5'394.35
	14	4'431.80	4'628.65	4'628.70	4'825.65	4'825.70	5'022.60	5'022.65	5'219.60	5'219.65	5'416.50
15	4'449.95	4'647.65	4'647.70	4'845.45	4'845.50	5'043.20	5'043.25	5'241.00	5'241.05	5'438.75	
Stundenlöhne 100 % (= 1/2184 J-L)	0	21.76	22.58	22.59	23.54	23.55	24.50	24.51	25.46	25.47	26.42
	1	22.17	23.14	23.15	24.13	24.14	25.11	25.12	26.10	26.11	27.08
	2	22.71	23.71	23.72	24.72	24.73	25.73	25.74	26.73	26.74	27.74
	3	23.25	24.27	24.28	25.31	25.32	26.34	26.35	27.37	27.38	28.40
	4	23.79	24.84	24.85	25.89	25.90	26.95	26.96	28.01	28.02	29.07
	5	24.33	25.40	25.41	26.48	26.49	27.56	27.57	28.64	28.65	29.73
	6	24.65	25.74	25.75	26.84	26.85	27.93	27.94	29.03	29.04	30.12
	7	24.98	26.08	26.09	27.19	27.20	28.30	28.31	29.41	29.42	30.52
	8	25.30	26.42	26.43	27.54	27.55	28.67	28.68	29.79	29.80	30.92
	9	25.63	26.76	26.77	27.90	27.91	29.03	29.04	30.17	30.18	31.31
	10	25.95	27.10	27.11	28.25	28.26	29.40	29.41	30.55	30.56	31.71
	11	26.06	27.21	27.22	28.37	28.38	29.52	29.53	30.68	30.69	31.84
	12	26.17	27.32	27.33	28.48	28.49	29.65	29.66	30.81	30.82	31.97
	13	26.28	27.43	27.44	28.60	28.61	29.77	29.78	30.94	30.95	32.10
	14	26.38	27.55	27.56	28.72	28.73	29.89	29.90	31.06	31.07	32.24
15	26.49	27.66	27.67	28.84	28.85	30.01	30.02	31.19	31.20	32.37	

Anmerkungen:

47'513.00 = Geltender Minimum-Lohn-Bereich

= Maximum

3'654.85 = Geltender Minimum-Lohn-Bereich

= Maximum

21.76 = Geltender Minimum-Lohn-Bereich

= 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	51'378.00	53'661.00	53'661.01	55'945.00	55'945.01	58'228.00	58'228.01	60'512.00	60'512.01	62'795.00
	1	52'662.00	55'003.00	55'003.01	57'343.00	57'343.01	59'684.00	59'684.01	62'024.00	62'024.01	64'365.00
	2	53'947.00	56'344.00	56'344.01	58'742.00	58'742.01	61'140.00	61'140.01	63'537.00	63'537.01	65'935.00
	3	55'231.00	57'686.00	57'686.01	60'141.00	60'141.01	62'595.00	62'595.01	65'050.00	65'050.01	67'505.00
	4	56'516.00	59'027.00	59'027.01	61'539.00	61'539.01	64'051.00	64'051.01	66'563.00	66'563.01	69'075.00
	5	57'800.00	60'369.00	60'369.01	62'938.00	62'938.01	65'507.00	65'507.01	68'076.00	68'076.01	70'644.00
	6	58'571.00	61'174.00	61'174.01	63'777.00	63'777.01	66'380.00	66'380.01	68'983.00	68'983.01	71'586.00
	7	59'341.00	61'979.00	61'979.01	64'616.00	64'616.01	67'254.00	67'254.01	69'891.00	69'891.01	72'528.00
	8	60'112.00	62'784.00	62'784.01	65'455.00	65'455.01	68'127.00	68'127.01	70'799.00	70'799.01	73'470.00
	9	60'883.00	63'589.00	63'589.01	66'295.00	66'295.01	69'000.00	69'000.01	71'706.00	71'706.01	74'412.00
	10	61'653.00	64'394.00	64'394.01	67'134.00	67'134.01	69'874.00	69'874.01	72'614.00	72'614.01	75'354.00
	11	61'910.00	64'662.00	64'662.01	67'413.00	67'413.01	70'165.00	70'165.01	72'917.00	72'917.01	75'668.00
	12	62'167.00	64'930.00	64'930.01	67'693.00	67'693.01	70'456.00	70'456.01	73'219.00	73'219.01	75'982.00
	13	62'424.00	65'198.00	65'198.01	67'973.00	67'973.01	70'747.00	70'747.01	73'522.00	73'522.01	76'296.00
	14	62'681.00	65'467.00	65'467.01	68'253.00	68'253.01	71'038.00	71'038.01	73'824.00	73'824.01	76'610.00
15	62'938.00	65'735.00	65'735.01	68'532.00	68'532.01	71'330.00	71'330.01	74'127.00	74'127.01	76'924.00	
Monatslöhne im 13tel 100 %	0	3'952.20	4'127.75	4'127.80	4'303.45	4'303.50	4'479.05	4'479.10	4'654.75	4'654.80	4'830.35
	1	4'050.95	4'231.00	4'231.05	4'411.00	4'411.05	4'591.05	4'591.10	4'771.05	4'771.10	4'951.15
	2	4'149.80	4'334.15	4'334.20	4'518.60	4'518.65	4'703.05	4'703.10	4'887.45	4'887.50	5'071.90
	3	4'248.55	4'437.35	4'437.40	4'626.20	4'626.25	4'815.00	4'815.05	5'003.80	5'003.85	5'192.65
	4	4'347.40	4'540.50	4'540.55	4'733.75	4'733.80	4'927.00	4'927.05	5'120.20	5'120.25	5'313.45
	5	4'446.20	4'643.75	4'643.80	4'841.35	4'841.40	5'039.00	5'039.05	5'236.60	5'236.65	5'434.15
	6	4'505.50	4'705.65	4'705.70	4'905.90	4'905.95	5'106.15	5'106.20	5'306.35	5'306.40	5'506.60
	7	4'564.70	4'767.60	4'767.65	4'970.45	4'970.50	5'173.35	5'173.40	5'376.20	5'376.25	5'579.05
	8	4'624.00	4'829.50	4'829.55	5'035.00	5'035.05	5'240.50	5'240.55	5'446.05	5'446.10	5'651.50
	9	4'683.35	4'891.45	4'891.50	5'099.60	5'099.65	5'307.65	5'307.70	5'515.80	5'515.85	5'724.00
	10	4'742.55	4'953.35	4'953.40	5'164.15	5'164.20	5'374.90	5'374.95	5'585.65	5'585.70	5'796.45
	11	4'762.35	4'974.00	4'974.05	5'185.60	5'185.65	5'397.30	5'397.35	5'609.00	5'609.05	5'820.60
	12	4'782.10	4'994.60	4'994.65	5'207.15	5'207.20	5'419.65	5'419.70	5'632.20	5'632.25	5'844.75
	13	4'801.85	5'015.20	5'015.25	5'228.65	5'228.70	5'442.05	5'442.10	5'655.50	5'655.55	5'868.90
	14	4'821.65	5'035.90	5'035.95	5'250.20	5'250.25	5'464.45	5'464.50	5'678.75	5'678.80	5'893.05
15	4'841.40	5'056.50	5'056.55	5'271.65	5'271.70	5'486.90	5'486.95	5'702.05	5'702.10	5'917.20	
Stundenlöhne 100 % (= 1/2184 J-L)	0	23.53	24.57	24.58	25.61	25.62	26.66	26.67	27.70	27.71	28.75
	1	24.12	25.18	25.19	26.25	26.26	27.32	27.33	28.39	28.40	29.47
	2	24.71	25.79	25.80	26.89	26.90	27.99	28.00	29.09	29.10	30.19
	3	25.29	26.41	26.42	27.53	27.54	28.66	28.67	29.78	29.79	30.90
	4	25.88	27.02	27.03	28.17	28.18	29.32	29.33	30.47	30.48	31.62
	5	26.47	27.64	27.65	28.81	28.82	29.99	30.00	31.17	31.18	32.34
	6	26.82	28.01	28.02	29.20	29.21	30.39	30.40	31.58	31.59	32.77
	7	27.18	28.37	28.38	29.58	29.59	30.79	30.80	32.00	32.01	33.20
	8	27.53	28.74	28.75	29.97	29.98	31.19	31.20	32.41	32.42	33.64
	9	27.88	29.11	29.12	30.35	30.36	31.59	31.60	32.83	32.84	34.07
	10	28.23	29.48	29.49	30.73	30.74	31.99	32.00	33.24	33.25	34.50
	11	28.35	29.60	29.61	30.86	30.87	32.12	32.13	33.38	33.39	34.64
	12	28.47	29.72	29.73	30.99	31.00	32.26	32.27	33.52	33.53	34.79
	13	28.59	29.85	29.86	31.12	31.13	32.39	32.40	33.66	33.67	34.93
	14	28.71	29.97	29.98	31.25	31.26	32.52	32.53	33.80	33.81	35.07
15	28.82	30.09	30.10	31.37	31.38	32.66	32.67	33.94	33.95	35.22	

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	56'108.00	58'602.00	58'602.01	61'095.00	61'095.01	63'589.00	63'589.01	66'083.00	66'083.01	68'576.00
	1	57'511.00	60'067.00	60'067.01	62'623.00	62'623.01	65'179.00	65'179.01	67'735.00	67'735.01	70'291.00
	2	58'913.00	61'532.00	61'532.01	64'150.00	64'150.01	66'768.00	66'768.01	69'387.00	69'387.01	72'005.00
	3	60'316.00	62'997.00	62'997.01	65'677.00	65'677.01	68'358.00	68'358.01	71'039.00	71'039.01	73'720.00
	4	61'719.00	64'462.00	64'462.01	67'205.00	67'205.01	69'948.00	69'948.01	72'691.00	72'691.01	75'434.00
	5	63'121.00	65'927.00	65'927.01	68'732.00	68'732.01	71'538.00	71'538.01	74'343.00	74'343.01	77'148.00
	6	63'963.00	66'806.00	66'806.01	69'649.00	69'649.01	72'491.00	72'491.01	75'334.00	75'334.01	78'177.00
	7	64'805.00	67'685.00	67'685.01	70'565.00	70'565.01	73'445.00	73'445.01	76'325.00	76'325.01	79'206.00
	8	65'646.00	68'564.00	68'564.01	71'481.00	71'481.01	74'399.00	74'399.01	77'317.00	77'317.01	80'234.00
	9	66'488.00	69'443.00	69'443.01	72'398.00	72'398.01	75'353.00	75'353.01	78'308.00	78'308.01	81'263.00
	10	67'329.00	70'322.00	70'322.01	73'314.00	73'314.01	76'307.00	76'307.01	79'299.00	79'299.01	82'292.00
	11	67'610.00	70'615.00	70'615.01	73'620.00	73'620.01	76'625.00	76'625.01	79'630.00	79'630.01	82'634.00
	12	67'891.00	70'908.00	70'908.01	73'925.00	73'925.01	76'943.00	76'943.01	79'960.00	79'960.01	82'977.00
	13	68'171.00	71'201.00	71'201.01	74'231.00	74'231.01	77'261.00	77'261.01	80'290.00	80'290.01	83'320.00
	14	68'452.00	71'494.00	71'494.01	74'536.00	74'536.01	77'579.00	77'579.01	80'621.00	80'621.01	83'663.00
15	68'732.00	71'787.00	71'787.01	74'842.00	74'842.01	77'896.00	77'896.01	80'951.00	80'951.01	84'006.00	
Monatslöhne im 13tel 100 %	0	4'316.00	4'507.80	4'507.85	4'699.60	4'699.65	4'891.45	4'891.50	5'083.30	5'083.35	5'275.05
	1	4'423.95	4'620.50	4'620.55	4'817.15	4'817.20	5'013.75	5'013.80	5'210.35	5'210.40	5'407.00
	2	4'531.80	4'733.20	4'733.25	4'934.60	4'934.65	5'136.00	5'136.05	5'337.45	5'337.50	5'538.80
	3	4'639.70	4'845.90	4'845.95	5'052.05	5'052.10	5'258.30	5'258.35	5'464.50	5'464.55	5'670.75
	4	4'747.65	4'958.60	4'958.65	5'169.60	5'169.65	5'380.60	5'380.65	5'591.60	5'591.65	5'802.60
	5	4'855.50	5'071.30	5'071.35	5'287.05	5'287.10	5'502.90	5'502.95	5'718.65	5'718.70	5'934.45
	6	4'920.25	5'138.90	5'138.95	5'357.60	5'357.65	5'576.20	5'576.25	5'794.90	5'794.95	6'013.60
	7	4'985.00	5'206.50	5'206.55	5'428.05	5'428.10	5'649.60	5'649.65	5'871.15	5'871.20	6'092.75
	8	5'049.70	5'274.15	5'274.20	5'498.50	5'498.55	5'723.00	5'723.05	5'947.45	5'947.50	6'171.80
	9	5'114.50	5'341.75	5'341.80	5'569.05	5'569.10	5'796.35	5'796.40	6'023.65	6'023.70	6'251.00
	10	5'179.20	5'409.35	5'409.40	5'639.50	5'639.55	5'869.75	5'869.80	6'099.90	6'099.95	6'330.15
	11	5'200.80	5'431.90	5'431.95	5'663.05	5'663.10	5'894.20	5'894.25	6'125.35	6'125.40	6'356.45
	12	5'222.40	5'454.45	5'454.50	5'686.50	5'686.55	5'918.65	5'918.70	6'150.75	6'150.80	6'382.80
	13	5'243.95	5'477.00	5'477.05	5'710.05	5'710.10	5'943.15	5'943.20	6'176.15	6'176.20	6'409.20
	14	5'265.55	5'499.50	5'499.55	5'733.50	5'733.55	5'967.60	5'967.65	6'201.60	6'201.65	6'435.60
15	5'287.10	5'522.05	5'522.10	5'757.05	5'757.10	5'992.00	5'992.05	6'227.00	6'227.05	6'462.00	
Stundenlöhne 100 % (= 1/2184 J-L)	0	25.70	26.83	26.84	27.97	27.98	29.11	29.12	30.25	30.26	31.39
	1	26.34	27.50	27.51	28.67	28.68	29.84	29.85	31.01	31.02	32.18
	2	26.98	28.17	28.18	29.37	29.38	30.57	30.58	31.77	31.78	32.96
	3	27.62	28.84	28.85	30.07	30.08	31.29	31.30	32.52	32.53	33.75
	4	28.26	29.51	29.52	30.77	30.78	32.02	32.03	33.28	33.29	34.53
	5	28.91	30.18	30.19	31.47	31.48	32.75	32.76	34.03	34.04	35.32
	6	29.29	30.58	30.59	31.89	31.90	33.19	33.20	34.49	34.50	35.79
	7	29.68	30.99	31.00	32.30	32.31	33.62	33.63	34.94	34.95	36.26
	8	30.06	31.39	31.40	32.72	32.73	34.06	34.07	35.40	35.41	36.73
	9	30.45	31.79	31.80	33.14	33.15	34.50	34.51	35.85	35.86	37.20
	10	30.83	32.19	32.20	33.56	33.57	34.93	34.94	36.30	36.31	37.67
	11	30.96	32.33	32.34	33.70	33.71	35.08	35.09	36.46	36.47	37.83
	12	31.09	32.46	32.47	33.84	33.85	35.23	35.24	36.61	36.62	37.99
	13	31.22	32.60	32.61	33.98	33.99	35.37	35.38	36.76	36.77	38.15
	14	31.35	32.73	32.74	34.12	34.13	35.52	35.53	36.91	36.92	38.30
15	31.48	32.86	32.87	34.26	34.27	35.66	35.67	37.06	37.07	38.46	

Anmerkungen:

  = Minimum

  = Maximum  
  = Minimum

  = Maximum  
  = Minimum

  = Maximum

Funktionsstufe 6	Stufe nutzbare Erfahrung	Teillohnbänder									
		sehr tief		tief		mittel		hoch		sehr hoch	
		ab	bis	ab	bis	ab	bis	ab	bis	ab	bis
Jahreslöhne 100 %	0	61'394.00	64'122.00	64'122.01	66'851.00	66'851.01	69'580.00	69'580.01	72'308.00	72'308.01	75'037.00
	1	62'929.00	65'725.00	65'725.01	68'522.00	68'522.01	71'319.00	71'319.01	74'116.00	74'116.01	76'913.00
	2	64'463.00	67'328.00	67'328.01	70'193.00	70'193.01	73'058.00	73'058.01	75'924.00	75'924.01	78'789.00
	3	65'998.00	68'931.00	68'931.01	71'865.00	71'865.01	74'798.00	74'798.01	77'731.00	77'731.01	80'664.00
	4	67'533.00	70'535.00	70'535.01	73'536.00	73'536.01	76'537.00	76'537.01	79'539.00	79'539.01	82'540.00
	5	69'068.00	72'138.00	72'138.01	75'207.00	75'207.01	78'277.00	78'277.01	81'347.00	81'347.01	84'416.00
	6	69'989.00	73'099.00	73'099.01	76'210.00	76'210.01	79'321.00	79'321.01	82'431.00	82'431.01	85'542.00
	7	70'910.00	74'061.00	74'061.01	77'213.00	77'213.01	80'364.00	80'364.01	83'516.00	83'516.01	86'667.00
	8	71'831.00	75'023.00	75'023.01	78'216.00	78'216.01	81'408.00	81'408.01	84'601.00	84'601.01	87'793.00
	9	72'752.00	75'985.00	75'985.01	79'218.00	79'218.01	82'452.00	82'452.01	85'685.00	85'685.01	88'919.00
	10	73'672.00	76'947.00	76'947.01	80'221.00	80'221.01	83'495.00	83'495.01	86'770.00	86'770.01	90'044.00
	11	73'979.00	77'267.00	77'267.01	80'555.00	80'555.01	83'843.00	83'843.01	87'131.00	87'131.01	90'419.00
	12	74'286.00	77'588.00	77'588.01	80'890.00	80'890.01	84'191.00	84'191.01	87'493.00	87'493.01	90'794.00
	13	74'593.00	77'909.00	77'909.01	81'224.00	81'224.01	84'539.00	84'539.01	87'854.00	87'854.01	91'170.00
	14	74'900.00	78'229.00	78'229.01	81'558.00	81'558.01	84'887.00	84'887.01	88'216.00	88'216.01	91'545.00
15	75'207.00	78'550.00	78'550.01	81'892.00	81'892.01	85'235.00	85'235.01	88'577.00	88'577.01	91'920.00	
Monatslöhne im 13tel 100 %	0	4'722.65	4'932.45	4'932.50	5'142.35	5'142.40	5'352.30	5'352.35	5'562.15	5'562.20	5'772.05
	1	4'840.70	5'055.75	5'055.80	5'270.90	5'270.95	5'486.05	5'486.10	5'701.20	5'701.25	5'916.35
	2	4'958.70	5'179.05	5'179.10	5'399.45	5'399.50	5'619.80	5'619.85	5'840.30	5'840.35	6'060.65
	3	5'076.80	5'302.35	5'302.40	5'528.05	5'528.10	5'753.65	5'753.70	5'979.30	5'979.35	6'204.90
	4	5'194.85	5'425.75	5'425.80	5'656.60	5'656.65	5'887.45	5'887.50	6'118.35	6'118.40	6'349.20
	5	5'312.95	5'549.05	5'549.10	5'785.15	5'785.20	6'021.30	6'021.35	6'257.45	6'257.50	6'493.50
	6	5'383.80	5'623.00	5'623.05	5'862.30	5'862.35	6'101.60	6'101.65	6'340.80	6'340.85	6'580.15
	7	5'454.65	5'697.00	5'697.05	5'939.45	5'939.50	6'181.80	6'181.85	6'424.30	6'424.35	6'666.65
	8	5'525.50	5'771.00	5'771.05	6'016.60	6'016.65	6'262.15	6'262.20	6'507.75	6'507.80	6'753.30
	9	5'596.35	5'845.00	5'845.05	6'093.65	6'093.70	6'342.45	6'342.50	6'591.15	6'591.20	6'839.90
	10	5'667.10	5'919.00	5'919.05	6'170.80	6'170.85	6'422.65	6'422.70	6'674.60	6'674.65	6'926.45
	11	5'690.70	5'943.60	5'943.65	6'196.50	6'196.55	6'449.45	6'449.50	6'702.35	6'702.40	6'955.30
	12	5'714.35	5'968.30	5'968.35	6'222.30	6'222.35	6'476.20	6'476.25	6'730.20	6'730.25	6'984.15
	13	5'737.95	5'993.00	5'993.05	6'248.00	6'248.05	6'503.00	6'503.05	6'758.00	6'758.05	7'013.05
	14	5'761.55	6'017.60	6'017.65	6'273.65	6'273.70	6'529.75	6'529.80	6'785.80	6'785.85	7'041.90
15	5'785.20	6'042.30	6'042.35	6'299.35	6'299.40	6'556.50	6'556.55	6'813.60	6'813.65	7'070.75	
Stundenlöhne 100 % (= 1/2184 J-L)	0	28.12	29.35	29.36	30.60	30.61	31.85	31.86	33.10	33.11	34.35
	1	28.82	30.09	30.10	31.37	31.38	32.65	32.66	33.93	33.94	35.21
	2	29.52	30.82	30.83	32.13	32.14	33.45	33.46	34.76	34.77	36.07
	3	30.22	31.56	31.57	32.90	32.91	34.24	34.25	35.59	35.60	36.93
	4	30.93	32.29	32.30	33.67	33.68	35.04	35.05	36.41	36.42	37.79
	5	31.63	33.03	33.04	34.43	34.44	35.84	35.85	37.24	37.25	38.65
	6	32.05	33.47	33.48	34.89	34.90	36.31	36.32	37.74	37.75	39.16
	7	32.47	33.91	33.92	35.35	35.36	36.79	36.80	38.23	38.24	39.68
	8	32.89	34.35	34.36	35.81	35.82	37.27	37.28	38.73	38.74	40.19
	9	33.32	34.79	34.80	36.27	36.28	37.75	37.76	39.23	39.24	40.71
	10	33.74	35.23	35.24	36.73	36.74	38.23	38.24	39.72	39.73	41.22
	11	33.88	35.37	35.38	36.88	36.89	38.38	38.39	39.89	39.90	41.40
	12	34.02	35.52	35.53	37.03	37.04	38.54	38.55	40.06	40.07	41.57
	13	34.16	35.67	35.68	37.19	37.20	38.70	38.71	40.22	40.23	41.74
	14	34.30	35.81	35.82	37.34	37.35	38.86	38.87	40.39	40.40	41.91
15	34.44	35.96	35.97	37.49	37.50	39.02	39.03	40.55	40.56	42.08	

Anmerkungen:

  = Minimum

  = Maximum  
  = Minimum

  = Maximum  
  = Minimum

  = Maximum

Funktionsstufe 7	Stufe nutzbare Erfahrung	Teillohnbänder									
		sehr tief		tief		mittel		hoch		sehr hoch	
		ab	bis	ab	bis	ab	bis	ab	bis	ab	bis
Jahreslöhne 100 %	0	67'329.00	70'321.00	70'321.01	73'313.00	73'313.01	76'306.00	76'306.01	79'298.00	79'298.01	82'291.00
	1	69'012.00	72'079.00	72'079.01	75'146.00	75'146.01	78'213.00	78'213.01	81'281.00	81'281.01	84'348.00
	2	70'695.00	73'837.00	73'837.01	76'979.00	76'979.01	80'121.00	80'121.01	83'263.00	83'263.01	86'405.00
	3	72'378.00	75'595.00	75'595.01	78'812.00	78'812.01	82'029.00	82'029.01	85'246.00	85'246.01	88'462.00
	4	74'062.00	77'353.00	77'353.01	80'645.00	80'645.01	83'936.00	83'936.01	87'228.00	87'228.01	90'520.00
	5	75'745.00	79'111.00	79'111.01	82'478.00	82'478.01	85'844.00	85'844.01	89'211.00	89'211.01	92'577.00
	6	76'755.00	80'166.00	80'166.01	83'577.00	83'577.01	86'989.00	86'989.01	90'400.00	90'400.01	93'811.00
	7	77'765.00	81'221.00	81'221.01	84'677.00	84'677.01	88'133.00	88'133.01	91'589.00	91'589.01	95'046.00
	8	78'775.00	82'276.00	82'276.01	85'777.00	85'777.01	89'278.00	89'278.01	92'779.00	92'779.01	96'280.00
	9	79'784.00	83'330.00	83'330.01	86'876.00	86'876.01	90'422.00	90'422.01	93'968.00	93'968.01	97'514.00
	10	80'794.00	84'385.00	84'385.01	87'976.00	87'976.01	91'567.00	91'567.01	95'158.00	95'158.01	98'749.00
	11	81'131.00	84'737.00	84'737.01	88'343.00	88'343.01	91'949.00	91'949.01	95'554.00	95'554.01	99'160.00
	12	81'468.00	85'088.00	85'088.01	88'709.00	88'709.01	92'330.00	92'330.01	95'951.00	95'951.01	99'572.00
	13	81'804.00	85'440.00	85'440.01	89'076.00	89'076.01	92'712.00	92'712.01	96'347.00	96'347.01	99'983.00
	14	82'141.00	85'792.00	85'792.01	89'442.00	89'442.01	93'093.00	93'093.01	96'744.00	96'744.01	100'395.00
15	82'478.00	86'143.00	86'143.01	89'809.00	89'809.01	93'475.00	93'475.01	97'140.00	97'140.01	100'806.00	
Monatslöhne im 13tel 100 %	0	5'179.20	5'409.30	5'409.35	5'639.45	5'639.50	5'869.65	5'869.70	6'099.80	6'099.85	6'330.05
	1	5'308.65	5'544.50	5'544.55	5'780.45	5'780.50	6'016.35	6'016.40	6'252.35	6'252.40	6'488.30
	2	5'438.10	5'679.75	5'679.80	5'921.45	5'921.50	6'163.15	6'163.20	6'404.80	6'404.85	6'646.50
	3	5'567.55	5'815.00	5'815.05	6'062.45	6'062.50	6'309.90	6'309.95	6'557.35	6'557.40	6'804.75
	4	5'697.10	5'950.20	5'950.25	6'203.45	6'203.50	6'456.60	6'456.65	6'709.80	6'709.85	6'963.05
	5	5'826.55	6'085.45	6'085.50	6'344.45	6'344.50	6'603.35	6'603.40	6'862.35	6'862.40	7'121.30
	6	5'904.25	6'166.60	6'166.65	6'429.00	6'429.05	6'691.45	6'691.50	6'953.80	6'953.85	7'216.20
	7	5'981.95	6'247.75	6'247.80	6'513.60	6'513.65	6'779.45	6'779.50	7'045.30	7'045.35	7'311.20
	8	6'059.65	6'328.90	6'328.95	6'598.20	6'598.25	6'867.50	6'867.55	7'136.80	7'136.85	7'406.15
	9	6'137.25	6'410.00	6'410.05	6'682.75	6'682.80	6'955.50	6'955.55	7'228.30	7'228.35	7'501.05
	10	6'214.95	6'491.15	6'491.20	6'767.35	6'767.40	7'043.60	7'043.65	7'319.80	7'319.85	7'596.05
	11	6'240.85	6'518.20	6'518.25	6'795.60	6'795.65	7'073.00	7'073.05	7'350.30	7'350.35	7'627.65
	12	6'266.80	6'545.20	6'545.25	6'823.75	6'823.80	7'102.30	7'102.35	7'380.80	7'380.85	7'659.35
	13	6'292.65	6'572.30	6'572.35	6'852.00	6'852.05	7'131.65	7'131.70	7'411.30	7'411.35	7'691.00
	14	6'318.55	6'599.35	6'599.40	6'880.15	6'880.20	7'161.00	7'161.05	7'441.80	7'441.85	7'722.65
15	6'344.50	6'626.35	6'626.40	6'908.35	6'908.40	7'190.35	7'190.40	7'472.30	7'472.35	7'754.30	
Stundenlöhne 100 % (= 1/2184 J-L)	0	30.83	32.19	32.20	33.56	33.57	34.93	34.94	36.30	36.31	37.67
	1	31.60	33.00	33.01	34.40	34.41	35.81	35.82	37.21	37.22	38.62
	2	32.37	33.80	33.81	35.24	35.25	36.68	36.69	38.12	38.13	39.56
	3	33.15	34.61	34.62	36.08	36.09	37.55	37.56	39.03	39.04	40.50
	4	33.92	35.41	35.42	36.92	36.93	38.43	38.44	39.93	39.94	41.44
	5	34.69	36.22	36.23	37.76	37.77	39.30	39.31	40.84	40.85	42.38
	6	35.15	36.70	36.71	38.26	38.27	39.83	39.84	41.39	41.40	42.95
	7	35.61	37.18	37.19	38.77	38.78	40.35	40.36	41.93	41.94	43.51
	8	36.07	37.67	37.68	39.27	39.28	40.87	40.88	42.48	42.49	44.08
	9	36.54	38.15	38.16	39.77	39.78	41.40	41.41	43.02	43.03	44.64
	10	37.00	38.63	38.64	40.28	40.29	41.92	41.93	43.57	43.58	45.21
	11	37.15	38.79	38.80	40.45	40.46	42.10	42.11	43.75	43.76	45.40
	12	37.31	38.95	38.96	40.61	40.62	42.27	42.28	43.93	43.94	45.59
	13	37.46	39.12	39.13	40.78	40.79	42.45	42.46	44.11	44.12	45.77
	14	37.62	39.28	39.29	40.95	40.96	42.62	42.63	44.29	44.30	45.96
15	37.77	39.44	39.45	41.12	41.13	42.79	42.80	44.47	44.48	46.15	

Anmerkungen:

= Minimum

= Maximum

= Minimum

= Maximum

= Minimum

= Maximum

Funktionsstufe 8	Stufe nutzbare Erfahrung	Teillohnbänder									
		sehr tief		tief		mittel		hoch		sehr hoch	
		ab	bis	ab	bis	ab	bis	ab	bis	ab	bis
Jahreslöhne 100 %	0	73'913.00	77'198.00	77'198.01	80'483.00	80'483.01	83'768.00	83'768.01	87'053.00	87'053.01	90'338.00
	1	75'761.00	79'128.00	79'128.01	82'495.00	82'495.01	85'862.00	85'862.01	89'229.00	89'229.01	92'596.00
	2	77'609.00	81'058.00	81'058.01	84'507.00	84'507.01	87'956.00	87'956.01	91'406.00	91'406.01	94'855.00
	3	79'456.00	82'988.00	82'988.01	86'519.00	86'519.01	90'051.00	90'051.01	93'582.00	93'582.01	97'113.00
	4	81'304.00	84'918.00	84'918.01	88'531.00	88'531.01	92'145.00	92'145.01	95'758.00	95'758.01	99'372.00
	5	83'152.00	86'848.00	86'848.01	90'543.00	90'543.01	94'239.00	94'239.01	97'935.00	97'935.01	101'630.00
	6	84'261.00	88'006.00	88'006.01	91'751.00	91'751.01	95'495.00	95'495.01	99'240.00	99'240.01	102'985.00
	7	85'369.00	89'164.00	89'164.01	92'958.00	92'958.01	96'752.00	96'752.01	100'546.00	100'546.01	104'340.00
	8	86'478.00	90'322.00	90'322.01	94'165.00	94'165.01	98'008.00	98'008.01	101'852.00	101'852.01	105'695.00
	9	87'587.00	91'480.00	91'480.01	95'372.00	95'372.01	99'265.00	99'265.01	103'158.00	103'158.01	107'050.00
	10	88'695.00	92'637.00	92'637.01	96'579.00	96'579.01	100'522.00	100'522.01	104'464.00	104'464.01	108'406.00
	11	89'065.00	93'023.00	93'023.01	96'982.00	96'982.01	100'940.00	100'940.01	104'899.00	104'899.01	108'857.00
	12	89'435.00	93'409.00	93'409.01	97'384.00	97'384.01	101'359.00	101'359.01	105'334.00	105'334.01	109'309.00
	13	89'804.00	93'795.00	93'795.01	97'787.00	97'787.01	101'778.00	101'778.01	105'769.00	105'769.01	109'761.00
	14	90'174.00	94'181.00	94'181.01	98'189.00	98'189.01	102'197.00	102'197.01	106'205.00	106'205.01	110'212.00
15	90'543.00	94'567.00	94'567.01	98'592.00	98'592.01	102'616.00	102'616.01	106'640.00	106'640.01	110'664.00	
Monatslöhne im 13tel 100 %	0	5'685.65	5'938.30	5'938.35	6'191.00	6'191.05	6'443.65	6'443.70	6'696.35	6'696.40	6'949.05
	1	5'827.80	6'086.75	6'086.80	6'345.75	6'345.80	6'604.75	6'604.80	6'863.75	6'863.80	7'122.75
	2	5'969.95	6'235.20	6'235.25	6'500.50	6'500.55	6'765.80	6'765.85	7'031.20	7'031.25	7'296.50
	3	6'112.00	6'383.65	6'383.70	6'655.30	6'655.35	6'927.00	6'927.05	7'198.60	7'198.65	7'470.20
	4	6'254.20	6'532.15	6'532.20	6'810.05	6'810.10	7'088.05	7'088.10	7'366.00	7'366.05	7'644.00
	5	6'396.35	6'680.60	6'680.65	6'964.80	6'964.85	7'249.15	7'249.20	7'533.45	7'533.50	7'817.65
	6	6'481.65	6'769.65	6'769.70	7'057.75	7'057.80	7'345.75	7'345.80	7'633.80	7'633.85	7'921.90
	7	6'566.85	6'858.75	6'858.80	7'150.60	7'150.65	7'442.45	7'442.50	7'734.30	7'734.35	8'026.15
	8	6'652.20	6'947.80	6'947.85	7'243.45	7'243.50	7'539.05	7'539.10	7'834.75	7'834.80	8'130.35
	9	6'737.50	7'036.90	7'036.95	7'336.30	7'336.35	7'635.75	7'635.80	7'935.20	7'935.25	8'234.60
	10	6'822.70	7'125.90	7'125.95	7'429.15	7'429.20	7'732.45	7'732.50	8'035.65	8'035.70	8'338.90
	11	6'851.20	7'155.60	7'155.65	7'460.15	7'460.20	7'764.60	7'764.65	8'069.15	8'069.20	8'373.60
	12	6'879.65	7'185.30	7'185.35	7'491.05	7'491.10	7'796.80	7'796.85	8'102.60	8'102.65	8'408.35
	13	6'908.00	7'215.00	7'215.05	7'522.05	7'522.10	7'829.05	7'829.10	8'136.05	8'136.10	8'443.15
	14	6'936.50	7'244.65	7'244.70	7'553.00	7'553.05	7'861.30	7'861.35	8'169.60	8'169.65	8'477.80
15	6'964.85	7'274.35	7'274.40	7'584.00	7'584.05	7'893.50	7'893.55	8'203.05	8'203.10	8'512.60	
Stundenlöhne 100 % (= 1/2184 J-L)	0	33.85	35.34	35.35	36.85	36.86	38.35	38.36	39.85	39.86	41.36
	1	34.69	36.23	36.24	37.77	37.78	39.31	39.32	40.85	40.86	42.39
	2	35.54	37.11	37.12	38.69	38.70	40.27	40.28	41.85	41.86	43.43
	3	36.39	37.99	38.00	39.61	39.62	41.23	41.24	42.84	42.85	44.46
	4	37.23	38.88	38.89	40.53	40.54	42.19	42.20	43.84	43.85	45.50
	5	38.08	39.76	39.77	41.45	41.46	43.14	43.15	44.84	44.85	46.53
	6	38.59	40.29	40.30	42.01	42.02	43.72	43.73	45.43	45.44	47.15
	7	39.09	40.82	40.83	42.56	42.57	44.30	44.31	46.03	46.04	47.77
	8	39.60	41.35	41.36	43.11	43.12	44.87	44.88	46.63	46.64	48.39
	9	40.11	41.88	41.89	43.66	43.67	45.45	45.46	47.23	47.24	49.01
	10	40.62	42.41	42.42	44.22	44.23	46.02	46.03	47.83	47.84	49.63
	11	40.79	42.59	42.60	44.40	44.41	46.21	46.22	48.03	48.04	49.84
	12	40.96	42.76	42.77	44.58	44.59	46.40	46.41	48.22	48.23	50.04
	13	41.12	42.94	42.95	44.77	44.78	46.60	46.61	48.42	48.43	50.25
	14	41.29	43.12	43.13	44.95	44.96	46.79	46.80	48.62	48.63	50.46
15	41.46	43.29	43.30	45.14	45.15	46.98	46.99	48.82	48.83	50.67	

Anmerkungen:

  = Minimum

  = Maximum

  = Minimum

  = Maximum

  = Minimum

  = Maximum

Funktionsstufe	Stufe nutzbare Erfahrung	Teillohnbänder									
		sehr tief		tief		mittel		hoch		sehr hoch	
		ab	bis	ab	bis	ab	bis	ab	bis	ab	bis
Jahreslöhne 100 %	0	81'055.00	84'657.00	84'657.01	88'260.00	88'260.01	91'862.00	91'862.01	95'465.00	95'465.01	99'067.00
	1	83'081.00	86'774.00	86'774.01	90'466.00	90'466.01	94'159.00	94'159.01	97'851.00	97'851.01	101'544.00
	2	85'108.00	88'890.00	88'890.01	92'673.00	92'673.01	96'455.00	96'455.01	100'238.00	100'238.01	104'020.00
	3	87'134.00	91'006.00	91'006.01	94'879.00	94'879.01	98'752.00	98'752.01	102'624.00	102'624.01	106'497.00
	4	89'160.00	93'123.00	93'123.01	97'086.00	97'086.01	101'048.00	101'048.01	105'011.00	105'011.01	108'974.00
	5	91'187.00	95'239.00	95'239.01	99'292.00	99'292.01	103'345.00	103'345.01	107'398.00	107'398.01	111'450.00
	6	92'402.00	96'509.00	96'509.01	100'616.00	100'616.01	104'723.00	104'723.01	108'830.00	108'830.01	112'936.00
	7	93'618.00	97'779.00	97'779.01	101'940.00	101'940.01	106'101.00	106'101.01	110'262.00	110'262.01	114'422.00
	8	94'834.00	99'049.00	99'049.01	103'264.00	103'264.01	107'479.00	107'479.01	111'693.00	111'693.01	115'908.00
	9	96'050.00	100'319.00	100'319.01	104'588.00	104'588.01	108'857.00	108'857.01	113'125.00	113'125.01	117'394.00
	10	97'266.00	101'589.00	101'589.01	105'912.00	105'912.01	110'234.00	110'234.01	114'557.00	114'557.01	118'880.00
	11	97'671.00	102'012.00	102'012.01	106'353.00	106'353.01	110'694.00	110'694.01	115'035.00	115'035.01	119'376.00
	12	98'076.00	102'435.00	102'435.01	106'794.00	106'794.01	111'153.00	111'153.01	115'512.00	115'512.01	119'871.00
	13	98'482.00	102'859.00	102'859.01	107'235.00	107'235.01	111'612.00	111'612.01	115'989.00	115'989.01	120'366.00
	14	98'887.00	103'282.00	103'282.01	107'677.00	107'677.01	112'072.00	112'072.01	116'467.00	116'467.01	120'862.00
15	99'292.00	103'705.00	103'705.01	108'118.00	108'118.01	112'531.00	112'531.01	116'944.00	116'944.01	121'357.00	
Monatslöhne im 13tel 100 %	0	6'235.00	6'512.05	6'512.10	6'789.20	6'789.25	7'066.30	7'066.35	7'343.45	7'343.50	7'620.50
	1	6'390.85	6'674.90	6'674.95	6'958.90	6'958.95	7'243.00	7'243.05	7'527.00	7'527.05	7'811.05
	2	6'546.80	6'837.65	6'837.70	7'128.65	7'128.70	7'419.60	7'419.65	7'710.60	7'710.65	8'001.50
	3	6'702.65	7'000.45	7'000.50	7'298.35	7'298.40	7'596.30	7'596.35	7'894.15	7'894.20	8'192.05
	4	6'858.50	7'163.30	7'163.35	7'468.15	7'468.20	7'772.90	7'772.95	8'077.75	8'077.80	8'382.60
	5	7'014.40	7'326.05	7'326.10	7'637.80	7'637.85	7'949.60	7'949.65	8'261.35	8'261.40	8'573.05
	6	7'107.85	7'423.75	7'423.80	7'739.65	7'739.70	8'055.60	8'055.65	8'371.50	8'371.55	8'687.35
	7	7'201.40	7'521.45	7'521.50	7'841.50	7'841.55	8'161.60	8'161.65	8'481.65	8'481.70	8'801.65
	8	7'294.95	7'619.15	7'619.20	7'943.35	7'943.40	8'267.60	8'267.65	8'591.75	8'591.80	8'916.00
	9	7'388.50	7'716.80	7'716.85	8'045.20	8'045.25	8'373.60	8'373.65	8'701.90	8'701.95	9'030.30
	10	7'482.00	7'814.50	7'814.55	8'147.05	8'147.10	8'479.50	8'479.55	8'812.05	8'812.10	9'144.60
	11	7'513.20	7'847.05	7'847.10	8'181.00	8'181.05	8'514.90	8'514.95	8'848.80	8'848.85	9'182.75
	12	7'544.35	7'879.60	7'879.65	8'214.90	8'214.95	8'550.20	8'550.25	8'885.50	8'885.55	9'220.80
	13	7'575.55	7'912.20	7'912.25	8'248.80	8'248.85	8'585.50	8'585.55	8'922.20	8'922.25	9'258.90
	14	7'606.70	7'944.75	7'944.80	8'282.80	8'282.85	8'620.90	8'620.95	8'959.00	8'959.05	9'297.05
15	7'637.85	7'977.30	7'977.35	8'316.75	8'316.80	8'656.20	8'656.25	8'995.65	8'995.70	9'335.15	
Stundenlöhne 100 % (= 1/2184 J-L)	0	37.12	38.76	38.77	40.41	40.42	42.06	42.07	43.71	43.72	45.36
	1	38.05	39.73	39.74	41.42	41.43	43.11	43.12	44.80	44.81	46.49
	2	38.97	40.70	40.71	42.43	42.44	44.16	44.17	45.89	45.90	47.62
	3	39.90	41.66	41.67	43.44	43.45	45.21	45.22	46.98	46.99	48.76
	4	40.83	42.63	42.64	44.45	44.46	46.26	46.27	48.08	48.09	49.89
	5	41.76	43.60	43.61	45.46	45.47	47.31	47.32	49.17	49.18	51.03
	6	42.31	44.18	44.19	46.06	46.07	47.95	47.96	49.83	49.84	51.71
	7	42.87	44.77	44.78	46.67	46.68	48.58	48.59	50.48	50.49	52.39
	8	43.43	45.35	45.36	47.28	47.29	49.21	49.22	51.14	51.15	53.07
	9	43.98	45.93	45.94	47.88	47.89	49.84	49.85	51.79	51.80	53.75
	10	44.54	46.51	46.52	48.49	48.50	50.47	50.48	52.45	52.46	54.43
	11	44.73	46.70	46.71	48.69	48.70	50.68	50.69	52.67	52.68	54.65
	12	44.91	46.90	46.91	48.89	48.90	50.89	50.90	52.89	52.90	54.88
	13	45.10	47.09	47.10	49.10	49.11	51.10	51.11	53.10	53.11	55.11
	14	45.28	47.29	47.30	49.30	49.31	51.31	51.32	53.32	53.33	55.33
15	45.47	47.48	47.49	49.50	49.51	51.52	51.53	53.54	53.55	55.56	

Anmerkungen:

= Minimum

= Maximum

= Minimum

= Maximum

= Minimum

= Maximum

Funktionsstufe	Stufe nutzbare Erfahrung	Teillohnbänder									
		sehr tief		tief		mittel		hoch		sehr hoch	
		ab	bis	ab	bis	ab	bis	ab	bis	ab	bis
Jahreslöhne 100 %	0	88'753.00	92'698.00	92'698.01	96'642.00	96'642.01	100'587.00	100'587.01	104'531.00	104'531.01	108'476.00
	1	90'972.00	95'015.00	95'015.01	99'058.00	99'058.01	103'101.00	103'101.01	107'145.00	107'145.01	111'188.00
	2	93'191.00	97'332.00	97'332.01	101'474.00	101'474.01	105'616.00	105'616.01	109'758.00	109'758.01	113'900.00
	3	95'410.00	99'650.00	99'650.01	103'890.00	103'890.01	108'131.00	108'131.01	112'371.00	112'371.01	116'612.00
	4	97'628.00	101'967.00	101'967.01	106'306.00	106'306.01	110'645.00	110'645.01	114'984.00	114'984.01	119'324.00
	5	99'847.00	104'285.00	104'285.01	108'722.00	108'722.01	113'160.00	113'160.01	117'598.00	117'598.01	122'035.00
	6	101'178.00	105'675.00	105'675.01	110'172.00	110'172.01	114'669.00	114'669.01	119'166.00	119'166.01	123'663.00
	7	102'510.00	107'066.00	107'066.01	111'622.00	111'622.01	116'178.00	116'178.01	120'734.00	120'734.01	125'290.00
	8	103'841.00	108'456.00	108'456.01	113'071.00	113'071.01	117'687.00	117'687.01	122'302.00	122'302.01	126'917.00
	9	105'172.00	109'847.00	109'847.01	114'521.00	114'521.01	119'195.00	119'195.01	123'870.00	123'870.01	128'544.00
	10	106'504.00	111'237.00	111'237.01	115'971.00	115'971.01	120'704.00	120'704.01	125'438.00	125'438.01	130'171.00
	11	106'947.00	111'701.00	111'701.01	116'454.00	116'454.01	121'207.00	121'207.01	125'960.00	125'960.01	130'713.00
	12	107'391.00	112'164.00	112'164.01	116'937.00	116'937.01	121'710.00	121'710.01	126'483.00	126'483.01	131'256.00
	13	107'835.00	112'628.00	112'628.01	117'420.00	117'420.01	122'213.00	122'213.01	127'006.00	127'006.01	131'798.00
	14	108'279.00	113'091.00	113'091.01	117'903.00	117'903.01	122'716.00	122'716.01	127'528.00	127'528.01	132'341.00
15	108'722.00	113'555.00	113'555.01	118'387.00	118'387.01	123'219.00	123'219.01	128'051.00	128'051.01	132'883.00	
Monatslöhne im 13tel 100 %	0	6'827.20	7'130.60	7'130.65	7'434.00	7'434.05	7'737.45	7'737.50	8'040.80	8'040.85	8'344.30
	1	6'997.85	7'308.80	7'308.85	7'619.80	7'619.85	7'930.80	7'930.85	8'241.90	8'241.95	8'552.90
	2	7'168.55	7'487.05	7'487.10	7'805.65	7'805.70	8'124.30	8'124.35	8'442.90	8'442.95	8'761.50
	3	7'339.25	7'665.35	7'665.40	7'991.50	7'991.55	8'317.75	8'317.80	8'643.90	8'643.95	8'970.15
	4	7'509.85	7'843.60	7'843.65	8'177.35	8'177.40	8'511.15	8'511.20	8'844.90	8'844.95	9'178.75
	5	7'680.55	8'021.90	8'021.95	8'363.20	8'363.25	8'704.60	8'704.65	9'046.00	9'046.05	9'387.30
	6	7'782.95	8'128.80	8'128.85	8'474.75	8'474.80	8'820.65	8'820.70	9'166.60	9'166.65	9'512.50
	7	7'885.40	8'235.80	8'235.85	8'586.30	8'586.35	8'936.75	8'936.80	9'287.20	9'287.25	9'637.65
	8	7'987.80	8'342.75	8'342.80	8'697.75	8'697.80	9'052.80	9'052.85	9'407.80	9'407.85	9'762.80
	9	8'090.20	8'449.75	8'449.80	8'809.30	8'809.35	9'168.80	9'168.85	9'528.45	9'528.50	9'888.00
	10	8'192.65	8'556.65	8'556.70	8'920.80	8'920.85	9'284.90	9'284.95	9'649.05	9'649.10	10'013.15
	11	8'226.70	8'592.35	8'592.40	8'958.00	8'958.05	9'323.60	9'323.65	9'689.20	9'689.25	10'054.80
	12	8'260.85	8'628.00	8'628.05	8'995.15	8'995.20	9'362.30	9'362.35	9'729.45	9'729.50	10'096.60
	13	8'295.00	8'663.65	8'663.70	9'032.30	9'032.35	9'401.00	9'401.05	9'769.65	9'769.70	10'138.30
	14	8'329.20	8'699.30	8'699.35	9'069.45	9'069.50	9'439.65	9'439.70	9'809.80	9'809.85	10'180.05
15	8'363.25	8'735.00	8'735.05	9'106.65	9'106.70	9'478.35	9'478.40	9'850.05	9'850.10	10'221.75	
Stundenlöhne 100 % (= 1/2184 J-L)	0	40.64	42.44	42.45	44.25	44.26	46.05	46.06	47.86	47.87	49.66
	1	41.66	43.50	43.51	45.35	45.36	47.20	47.21	49.05	49.06	50.91
	2	42.67	44.56	44.57	46.46	46.47	48.35	48.36	50.25	50.26	52.15
	3	43.69	45.62	45.63	47.56	47.57	49.51	49.52	51.45	51.46	53.39
	4	44.71	46.68	46.69	48.67	48.68	50.66	50.67	52.64	52.65	54.63
	5	45.72	47.74	47.75	49.78	49.79	51.81	51.82	53.84	53.85	55.87
	6	46.33	48.38	48.39	50.44	50.45	52.50	52.51	54.56	54.57	56.62
	7	46.94	49.02	49.03	51.10	51.11	53.19	53.20	55.28	55.29	57.36
	8	47.55	49.65	49.66	51.77	51.78	53.88	53.89	55.99	56.00	58.11
	9	48.16	50.29	50.30	52.43	52.44	54.57	54.58	56.71	56.72	58.85
	10	48.77	50.93	50.94	53.10	53.11	55.26	55.27	57.43	57.44	59.60
	11	48.97	51.14	51.15	53.32	53.33	55.49	55.50	57.67	57.68	59.85
	12	49.18	51.35	51.36	53.54	53.55	55.72	55.73	57.91	57.92	60.09
	13	49.38	51.56	51.57	53.76	53.77	55.95	55.96	58.15	58.16	60.34
	14	49.58	51.78	51.79	53.98	53.99	56.18	56.19	58.39	58.40	60.59
15	49.79	51.99	52.00	54.20	54.21	56.41	56.42	58.63	58.64	60.84	

Anmerkungen:

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  = Minimum

  = Maximum  
  = Minimum

  = Maximum

Funktionsstufe 11	Stufe nutzbare Erfahrung	Teillohnbänder									
		sehr tief		tief		mittel		hoch		sehr hoch	
		ab	bis	ab	bis	ab	bis	ab	bis	ab	bis
Jahreslöhne 100 %	0	97'098.00	101'414.00	101'414.01	105'729.00	105'729.01	110'045.00	110'045.01	114'360.00	114'360.01	118'676.00
	1	99'526.00	103'949.00	103'949.01	108'373.00	108'373.01	112'796.00	112'796.01	117'219.00	117'219.01	121'643.00
	2	101'953.00	106'485.00	106'485.01	111'016.00	111'016.01	115'547.00	115'547.01	120'078.00	120'078.01	124'610.00
	3	104'381.00	109'020.00	109'020.01	113'659.00	113'659.01	118'298.00	118'298.01	122'937.00	122'937.01	127'577.00
	4	106'808.00	111'555.00	111'555.01	116'302.00	116'302.01	121'049.00	121'049.01	125'796.00	125'796.01	130'544.00
	5	109'236.00	114'091.00	114'091.01	118'946.00	118'946.01	123'801.00	123'801.01	128'655.00	128'655.01	133'510.00
	6	110'692.00	115'612.00	115'612.01	120'532.00	120'532.01	125'451.00	125'451.01	130'371.00	130'371.01	135'291.00
	7	112'149.00	117'133.00	117'133.01	122'118.00	122'118.01	127'102.00	127'102.01	132'086.00	132'086.01	137'071.00
	8	113'605.00	118'654.00	118'654.01	123'703.00	123'703.01	128'753.00	128'753.01	133'802.00	133'802.01	138'851.00
	9	115'062.00	120'176.00	120'176.01	125'289.00	125'289.01	130'403.00	130'403.01	135'517.00	135'517.01	140'631.00
	10	116'518.00	121'697.00	121'697.01	126'875.00	126'875.01	132'054.00	132'054.01	137'233.00	137'233.01	142'411.00
	11	117'004.00	122'204.00	122'204.01	127'404.00	127'404.01	132'604.00	132'604.01	137'804.00	137'804.01	143'004.00
	12	117'489.00	122'711.00	122'711.01	127'933.00	127'933.01	133'154.00	133'154.01	138'376.00	138'376.01	143'598.00
	13	117'975.00	123'218.00	123'218.01	128'461.00	128'461.01	133'705.00	133'705.01	138'948.00	138'948.01	144'191.00
	14	118'460.00	123'725.00	123'725.01	128'990.00	128'990.01	134'255.00	134'255.01	139'520.00	139'520.01	144'785.00
15	118'946.00	124'232.00	124'232.01	129'519.00	129'519.01	134'805.00	134'805.01	140'092.00	140'092.01	145'378.00	
Monatslöhne im 13tel 100 %	0	7'469.10	7'801.05	7'801.10	8'133.00	8'133.05	8'465.00	8'465.05	8'796.90	8'796.95	9'128.90
	1	7'655.85	7'996.05	7'996.10	8'336.35	8'336.40	8'676.60	8'676.65	9'016.80	9'016.85	9'357.15
	2	7'842.55	8'191.15	8'191.20	8'539.65	8'539.70	8'888.20	8'888.25	9'236.75	9'236.80	9'585.35
	3	8'029.35	8'386.15	8'386.20	8'743.00	8'743.05	9'099.80	9'099.85	9'456.65	9'456.70	9'813.60
	4	8'216.00	8'581.15	8'581.20	8'946.30	8'946.35	9'311.45	9'311.50	9'676.60	9'676.65	10'041.80
	5	8'402.80	8'776.20	8'776.25	9'149.65	9'149.70	9'523.15	9'523.20	9'896.50	9'896.55	10'270.00
	6	8'514.80	8'893.20	8'893.25	9'271.65	9'271.70	9'650.05	9'650.10	10'028.50	10'028.55	10'407.00
	7	8'626.85	9'010.20	9'010.25	9'393.65	9'393.70	9'777.05	9'777.10	10'160.45	10'160.50	10'543.90
	8	8'738.85	9'127.20	9'127.25	9'515.60	9'515.65	9'904.05	9'904.10	10'292.45	10'292.50	10'680.80
	9	8'850.95	9'244.30	9'244.35	9'637.60	9'637.65	10'031.00	10'031.05	10'424.35	10'424.40	10'817.75
	10	8'962.95	9'361.30	9'361.35	9'759.60	9'759.65	10'158.00	10'158.05	10'556.35	10'556.40	10'954.65
	11	9'000.35	9'400.30	9'400.35	9'800.30	9'800.35	10'200.30	10'200.35	10'600.30	10'600.35	11'000.30
	12	9'037.65	9'439.30	9'439.35	9'841.00	9'841.05	10'242.60	10'242.65	10'644.30	10'644.35	11'046.00
	13	9'075.00	9'478.30	9'478.35	9'881.60	9'881.65	10'285.00	10'285.05	10'688.30	10'688.35	11'091.60
	14	9'112.35	9'517.30	9'517.35	9'922.30	9'922.35	10'327.30	10'327.35	10'732.30	10'732.35	11'137.30
15	9'149.70	9'556.30	9'556.35	9'963.00	9'963.05	10'369.60	10'369.65	10'776.30	10'776.35	11'182.90	
Stundenlöhne 100 % (= 1/2184 J-L)	0	44.46	46.43	46.44	48.41	48.42	50.38	50.39	52.36	52.37	54.33
	1	45.58	47.59	47.60	49.62	49.63	51.64	51.65	53.67	53.68	55.69
	2	46.69	48.75	48.76	50.83	50.84	52.90	52.91	54.98	54.99	57.05
	3	47.80	49.91	49.92	52.04	52.05	54.16	54.17	56.28	56.29	58.41
	4	48.91	51.07	51.08	53.25	53.26	55.42	55.43	57.59	57.60	59.77
	5	50.02	52.23	52.24	54.46	54.47	56.68	56.69	58.90	58.91	61.13
	6	50.69	52.93	52.94	55.18	55.19	57.44	57.45	59.69	59.70	61.94
	7	51.36	53.63	53.64	55.91	55.92	58.19	58.20	60.47	60.48	62.76
	8	52.02	54.32	54.33	56.64	56.65	58.95	58.96	61.26	61.27	63.57
	9	52.69	55.02	55.03	57.36	57.37	59.70	59.71	62.04	62.05	64.39
	10	53.36	55.72	55.73	58.09	58.10	60.46	60.47	62.83	62.84	65.20
	11	53.58	55.95	55.96	58.33	58.34	60.71	60.72	63.09	63.10	65.47
	12	53.80	56.18	56.19	58.57	58.58	60.96	60.97	63.35	63.36	65.75
	13	54.02	56.41	56.42	58.81	58.82	61.22	61.23	63.62	63.63	66.02
	14	54.24	56.65	56.66	59.06	59.07	61.47	61.48	63.88	63.89	66.29
15	54.47	56.88	56.89	59.30	59.31	61.72	61.73	64.14	64.15	66.56	

Anmerkungen:

  = Minimum

  = Maximum

  = Minimum

  = Maximum

  = Minimum

  = Maximum

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	106'095.00	110'810.00	110'810.01	115'526.00	115'526.01	120'241.00	120'241.01	124'956.00	124'956.01	129'672.00
	1	108'748.00	113'581.00	113'581.01	118'414.00	118'414.01	123'247.00	123'247.01	128'080.00	128'080.01	132'914.00
	2	111'400.00	116'351.00	116'351.01	121'302.00	121'302.01	126'253.00	126'253.01	131'204.00	131'204.01	136'155.00
	3	114'052.00	119'121.00	119'121.01	124'190.00	124'190.01	129'259.00	129'259.01	134'328.00	134'328.01	139'397.00
	4	116'705.00	121'892.00	121'892.01	127'078.00	127'078.01	132'265.00	132'265.01	137'452.00	137'452.01	142'639.00
	5	119'357.00	124'662.00	124'662.01	129'967.00	129'967.01	135'271.00	135'271.01	140'576.00	140'576.01	145'881.00
	6	120'948.00	126'324.00	126'324.01	131'699.00	131'699.01	137'075.00	137'075.01	142'450.00	142'450.01	147'826.00
	7	122'540.00	127'986.00	127'986.01	133'432.00	133'432.01	138'879.00	138'879.01	144'325.00	144'325.01	149'771.00
	8	124'131.00	129'648.00	129'648.01	135'165.00	135'165.01	140'682.00	140'682.01	146'199.00	146'199.01	151'716.00
	9	125'723.00	131'310.00	131'310.01	136'898.00	136'898.01	142'486.00	142'486.01	148'073.00	148'073.01	153'661.00
	10	127'314.00	132'973.00	132'973.01	138'631.00	138'631.01	144'289.00	144'289.01	149'948.00	149'948.01	155'606.00
	11	127'845.00	133'527.00	133'527.01	139'209.00	139'209.01	144'891.00	144'891.01	150'573.00	150'573.01	156'255.00
	12	128'375.00	134'081.00	134'081.01	139'786.00	139'786.01	145'492.00	145'492.01	151'197.00	151'197.01	156'903.00
	13	128'906.00	134'635.00	134'635.01	140'364.00	140'364.01	146'093.00	146'093.01	151'822.00	151'822.01	157'551.00
	14	129'436.00	135'189.00	135'189.01	140'941.00	140'941.01	146'694.00	146'694.01	152'447.00	152'447.01	158'200.00
15	129'967.00	135'743.00	135'743.01	141'519.00	141'519.01	147'295.00	147'295.01	153'072.00	153'072.01	158'848.00	
Monatslöhne im 13tel 100 %	0	8'161.20	8'523.80	8'523.85	8'886.60	8'886.65	9'249.30	9'249.35	9'612.00	9'612.05	9'974.75
	1	8'365.25	8'737.00	8'737.05	9'108.75	9'108.80	9'480.50	9'480.55	9'852.30	9'852.35	10'224.15
	2	8'569.25	8'950.05	8'950.10	9'330.90	9'330.95	9'711.75	9'711.80	10'092.60	10'092.65	10'473.45
	3	8'773.25	9'163.15	9'163.20	9'553.05	9'553.10	9'943.00	9'943.05	10'332.90	10'332.95	10'722.80
	4	8'977.35	9'376.30	9'376.35	9'775.20	9'775.25	10'174.20	10'174.25	10'573.20	10'573.25	10'972.20
	5	9'181.35	9'589.35	9'589.40	9'997.45	9'997.50	10'405.45	10'405.50	10'813.50	10'813.55	11'221.60
	6	9'303.70	9'717.20	9'717.25	10'130.65	10'130.70	10'544.20	10'544.25	10'957.65	10'957.70	11'371.20
	7	9'426.20	9'845.05	9'845.10	10'264.00	10'264.05	10'683.00	10'683.05	11'101.90	11'101.95	11'520.80
	8	9'548.55	9'972.90	9'972.95	10'397.30	10'397.35	10'821.65	10'821.70	11'246.05	11'246.10	11'670.45
	9	9'671.00	10'100.75	10'100.80	10'530.60	10'530.65	10'960.45	10'960.50	11'390.20	11'390.25	11'820.05
	10	9'793.40	10'228.65	10'228.70	10'663.90	10'663.95	11'099.15	11'099.20	11'534.45	11'534.50	11'969.65
	11	9'834.25	10'271.30	10'271.35	10'708.35	10'708.40	11'145.45	11'145.50	11'582.50	11'582.55	12'019.60
	12	9'875.00	10'313.90	10'313.95	10'752.75	10'752.80	11'191.65	11'191.70	11'630.50	11'630.55	12'069.45
	13	9'915.85	10'356.50	10'356.55	10'797.20	10'797.25	11'237.90	11'237.95	11'678.60	11'678.65	12'119.30
	14	9'956.65	10'399.15	10'399.20	10'841.60	10'841.65	11'284.15	11'284.20	11'726.65	11'726.70	12'169.20
15	9'997.50	10'441.75	10'441.80	10'886.05	10'886.10	11'330.35	11'330.40	11'774.75	11'774.80	12'219.05	
Stundenlöhne 100 % (= 1/2184 J-L)	0	48.58	50.73	50.74	52.89	52.90	55.05	55.06	57.21	57.22	59.37
	1	49.80	52.00	52.01	54.21	54.22	56.43	56.44	58.64	58.65	60.85
	2	51.01	53.27	53.28	55.54	55.55	57.80	57.81	60.07	60.08	62.34
	3	52.23	54.54	54.55	56.86	56.87	59.18	59.19	61.50	61.51	63.82
	4	53.44	55.81	55.82	58.18	58.19	60.56	60.57	62.93	62.94	65.31
	5	54.66	57.07	57.08	59.50	59.51	61.93	61.94	64.36	64.37	66.79
	6	55.38	57.84	57.85	60.30	60.31	62.76	62.77	65.22	65.23	67.68
	7	56.11	58.60	58.61	61.09	61.10	63.58	63.59	66.08	66.09	68.57
	8	56.84	59.36	59.37	61.88	61.89	64.41	64.42	66.94	66.95	69.46
	9	57.57	60.12	60.13	62.68	62.69	65.24	65.25	67.79	67.80	70.35
	10	58.30	60.88	60.89	63.47	63.48	66.06	66.07	68.65	68.66	71.24
	11	58.54	61.13	61.14	63.74	63.75	66.34	66.35	68.94	68.95	71.54
	12	58.78	61.39	61.40	64.00	64.01	66.61	66.62	69.22	69.23	71.84
	13	59.03	61.64	61.65	64.26	64.27	66.89	66.90	69.51	69.52	72.13
	14	59.27	61.89	61.90	64.53	64.54	67.16	67.17	69.80	69.81	72.43
15	59.51	62.15	62.16	64.79	64.80	67.44	67.45	70.08	70.09	72.73	

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	115'647.00	120'787.00	120'787.01	125'927.00	125'927.01	131'067.00	131'067.01	136'207.00	136'207.01	141'347.00
	1	118'539.00	123'807.00	123'807.01	129'075.00	129'075.01	134'344.00	134'344.01	139'612.00	139'612.01	144'881.00
	2	121'430.00	126'827.00	126'827.01	132'224.00	132'224.01	137'621.00	137'621.01	143'017.00	143'017.01	148'414.00
	3	124'321.00	129'846.00	129'846.01	135'372.00	135'372.01	140'897.00	140'897.01	146'423.00	146'423.01	151'948.00
	4	127'212.00	132'866.00	132'866.01	138'520.00	138'520.01	144'174.00	144'174.01	149'828.00	149'828.01	155'482.00
	5	130'103.00	135'886.00	135'886.01	141'668.00	141'668.01	147'451.00	147'451.01	153'233.00	153'233.01	159'015.00
	6	131'838.00	137'698.00	137'698.01	143'557.00	143'557.01	149'417.00	149'417.01	155'276.00	155'276.01	161'136.00
	7	133'573.00	139'509.00	139'509.01	145'446.00	145'446.01	151'383.00	151'383.01	157'319.00	157'319.01	163'256.00
	8	135'308.00	141'321.00	141'321.01	147'335.00	147'335.01	153'349.00	153'349.01	159'362.00	159'362.01	165'376.00
	9	137'042.00	143'133.00	143'133.01	149'224.00	149'224.01	155'315.00	155'315.01	161'405.00	161'405.01	167'496.00
	10	138'777.00	144'945.00	144'945.01	151'113.00	151'113.01	157'281.00	157'281.01	163'448.00	163'448.01	169'616.00
	11	139'355.00	145'549.00	145'549.01	151'742.00	151'742.01	157'936.00	157'936.01	164'129.00	164'129.01	170'323.00
	12	139'933.00	146'153.00	146'153.01	152'372.00	152'372.01	158'591.00	158'591.01	164'811.00	164'811.01	171'030.00
	13	140'512.00	146'757.00	146'757.01	153'002.00	153'002.01	159'247.00	159'247.01	165'492.00	165'492.01	171'737.00
	14	141'090.00	147'361.00	147'361.01	153'631.00	153'631.01	159'902.00	159'902.01	166'173.00	166'173.01	172'443.00
15	141'668.00	147'965.00	147'965.01	154'261.00	154'261.01	160'557.00	160'557.01	166'854.00	166'854.01	173'150.00	
Monatslöhne im 13tel 100 %	0	8'895.95	9'291.30	9'291.35	9'686.65	9'686.70	10'082.05	10'082.10	10'477.45	10'477.50	10'872.80
	1	9'118.40	9'523.60	9'523.65	9'928.80	9'928.85	10'334.15	10'334.20	10'739.35	10'739.40	11'144.65
	2	9'340.80	9'755.90	9'755.95	10'171.05	10'171.10	10'586.20	10'586.25	11'001.30	11'001.35	11'416.45
	3	9'563.20	9'988.15	9'988.20	10'413.20	10'413.25	10'838.20	10'838.25	11'263.30	11'263.35	11'688.30
	4	9'785.55	10'220.45	10'220.50	10'655.35	10'655.40	11'090.30	11'090.35	11'525.20	11'525.25	11'960.15
	5	10'007.95	10'452.75	10'452.80	10'897.50	10'897.55	11'342.35	11'342.40	11'787.15	11'787.20	12'231.90
	6	10'141.40	10'592.15	10'592.20	11'042.80	11'042.85	11'493.60	11'493.65	11'944.30	11'944.35	12'395.05
	7	10'274.85	10'731.45	10'731.50	11'188.15	11'188.20	11'644.80	11'644.85	12'101.45	12'101.50	12'558.15
	8	10'408.35	10'870.80	10'870.85	11'333.45	11'333.50	11'796.05	11'796.10	12'258.60	12'258.65	12'721.20
	9	10'541.70	11'010.20	11'010.25	11'478.75	11'478.80	11'947.30	11'947.35	12'415.75	12'415.80	12'884.30
	10	10'675.20	11'149.60	11'149.65	11'624.05	11'624.10	12'098.50	12'098.55	12'572.90	12'572.95	13'047.35
	11	10'719.65	11'196.05	11'196.10	11'672.45	11'672.50	12'148.90	12'148.95	12'625.30	12'625.35	13'101.75
	12	10'764.10	11'242.50	11'242.55	11'720.90	11'720.95	12'199.30	12'199.35	12'677.75	12'677.80	13'156.15
	13	10'808.65	11'289.00	11'289.05	11'769.35	11'769.40	12'249.75	12'249.80	12'730.15	12'730.20	13'210.50
	14	10'853.10	11'335.45	11'335.50	11'817.75	11'817.80	12'300.15	12'300.20	12'782.50	12'782.55	13'264.80
15	10'897.55	11'381.90	11'381.95	11'866.20	11'866.25	12'350.50	12'350.55	12'834.90	12'834.95	13'319.20	
Stundenlöhne 100 % (= 1/2184 J-L)	0	52.96	55.30	55.31	57.65	57.66	60.01	60.02	62.36	62.37	64.71
	1	54.28	56.68	56.69	59.10	59.11	61.51	61.52	63.92	63.93	66.33
	2	55.60	58.07	58.08	60.54	60.55	63.01	63.02	65.48	65.49	67.95
	3	56.93	59.45	59.46	61.98	61.99	64.51	64.52	67.04	67.05	69.57
	4	58.25	60.83	60.84	63.42	63.43	66.01	66.02	68.60	68.61	71.19
	5	59.58	62.21	62.22	64.86	64.87	67.51	67.52	70.16	70.17	72.80
	6	60.37	63.04	63.05	65.73	65.74	68.41	68.42	71.09	71.10	73.78
	7	61.16	63.87	63.88	66.59	66.60	69.31	69.32	72.03	72.04	74.75
	8	61.96	64.70	64.71	67.46	67.47	70.21	70.22	72.96	72.97	75.72
	9	62.75	65.53	65.54	68.32	68.33	71.11	71.12	73.90	73.91	76.69
	10	63.55	66.36	66.37	69.19	69.20	72.01	72.02	74.83	74.84	77.66
	11	63.81	66.64	66.65	69.47	69.48	72.31	72.32	75.15	75.16	77.98
	12	64.08	66.91	66.92	69.76	69.77	72.61	72.62	75.46	75.47	78.31
	13	64.34	67.19	67.20	70.05	70.06	72.91	72.92	75.77	75.78	78.63
	14	64.61	67.47	67.48	70.34	70.35	73.21	73.22	76.08	76.09	78.95
15	64.87	67.74	67.75	70.63	70.64	73.51	73.52	76.39	76.40	79.28	

Anmerkungen:

= Minimum

= Maximum

= Minimum

= Maximum

= Minimum

= Maximum

Funktionsstufe 14	Stufe nutzbare Erfahrung	Teillohnbänder									
		sehr tief		tief		mittel		hoch		sehr hoch	
		ab	bis	ab	bis	ab	bis	ab	bis	ab	bis
Jahreslöhne 100 %	0	125'848.00	131'442.00	131'442.01	137'035.00	137'035.01	142'628.00	142'628.01	148'221.00	148'221.01	153'815.00
	1	128'995.00	134'728.00	134'728.01	140'461.00	140'461.01	146'194.00	146'194.01	151'927.00	151'927.01	157'660.00
	2	132'141.00	138'014.00	138'014.01	143'887.00	143'887.01	149'760.00	149'760.01	155'633.00	155'633.01	161'505.00
	3	135'287.00	141'300.00	141'300.01	147'313.00	147'313.01	153'325.00	153'325.01	159'338.00	159'338.01	165'351.00
	4	138'433.00	144'586.00	144'586.01	150'738.00	150'738.01	156'891.00	156'891.01	163'044.00	163'044.01	169'196.00
	5	141'579.00	147'872.00	147'872.01	154'164.00	154'164.01	160'457.00	160'457.01	166'749.00	166'749.01	173'042.00
	6	143'467.00	149'843.00	149'843.01	156'220.00	156'220.01	162'596.00	162'596.01	168'972.00	168'972.01	175'349.00
	7	145'355.00	151'815.00	151'815.01	158'275.00	158'275.01	164'736.00	164'736.01	171'196.00	171'196.01	177'656.00
	8	147'243.00	153'787.00	153'787.01	160'331.00	160'331.01	166'875.00	166'875.01	173'419.00	173'419.01	179'963.00
	9	149'130.00	155'758.00	155'758.01	162'386.00	162'386.01	169'014.00	169'014.01	175'642.00	175'642.01	182'270.00
	10	151'018.00	157'730.00	157'730.01	164'442.00	164'442.01	171'154.00	171'154.01	177'866.00	177'866.01	184'578.00
	11	151'647.00	158'387.00	158'387.01	165'127.00	165'127.01	171'867.00	171'867.01	178'607.00	178'607.01	185'347.00
	12	152'277.00	159'044.00	159'044.01	165'812.00	165'812.01	172'580.00	172'580.01	179'348.00	179'348.01	186'116.00
	13	152'906.00	159'702.00	159'702.01	166'497.00	166'497.01	173'293.00	173'293.01	180'089.00	180'089.01	186'885.00
	14	153'535.00	160'359.00	160'359.01	167'183.00	167'183.01	174'006.00	174'006.01	180'830.00	180'830.01	187'654.00
15	154'164.00	161'016.00	161'016.01	167'868.00	167'868.01	174'720.00	174'720.01	181'571.00	181'571.01	188'423.00	
Monatslöhne im 13tel 100 %	0	9'680.65	10'110.90	10'110.95	10'541.15	10'541.20	10'971.35	10'971.40	11'401.60	11'401.65	11'831.90
	1	9'922.70	10'363.65	10'363.70	10'804.65	10'804.70	11'245.65	11'245.70	11'686.65	11'686.70	12'127.65
	2	10'164.70	10'616.45	10'616.50	11'068.20	11'068.25	11'520.00	11'520.05	11'971.75	11'971.80	12'423.45
	3	10'406.70	10'869.20	10'869.25	11'331.75	11'331.80	11'794.20	11'794.25	12'256.75	12'256.80	12'719.30
	4	10'648.70	11'122.00	11'122.05	11'595.20	11'595.25	12'068.50	12'068.55	12'541.80	12'541.85	13'015.05
	5	10'890.70	11'374.75	11'374.80	11'858.75	11'858.80	12'342.80	12'342.85	12'826.80	12'826.85	13'310.90
	6	11'035.95	11'526.35	11'526.40	12'016.90	12'016.95	12'507.35	12'507.40	12'997.80	12'997.85	13'488.35
	7	11'181.20	11'678.05	11'678.10	12'175.00	12'175.05	12'672.00	12'672.05	13'168.90	13'168.95	13'665.80
	8	11'326.40	11'829.75	11'829.80	12'333.15	12'333.20	12'836.50	12'836.55	13'339.90	13'339.95	13'843.30
	9	11'471.55	11'981.35	11'981.40	12'491.20	12'491.25	13'001.05	13'001.10	13'510.90	13'510.95	14'020.75
	10	11'616.80	12'133.05	12'133.10	12'649.35	12'649.40	13'165.65	13'165.70	13'682.00	13'682.05	14'198.30
	11	11'665.20	12'183.60	12'183.65	12'702.05	12'702.10	13'220.50	13'220.55	13'739.00	13'739.05	14'257.45
	12	11'713.65	12'234.15	12'234.20	12'754.75	12'754.80	13'275.35	13'275.40	13'796.00	13'796.05	14'316.60
	13	11'762.00	12'284.75	12'284.80	12'807.45	12'807.50	13'330.20	13'330.25	13'853.00	13'853.05	14'375.75
	14	11'810.40	12'335.30	12'335.35	12'860.20	12'860.25	13'385.05	13'385.10	13'910.00	13'910.05	14'434.90
15	11'858.80	12'385.80	12'385.85	12'912.90	12'912.95	13'440.00	13'440.05	13'967.00	13'967.05	14'494.05	
Stundenlöhne 100 % (= 1/2184 J-L)	0	57.63	60.18	60.19	62.74	62.75	65.30	65.31	67.86	67.87	70.42
	1	59.07	61.68	61.69	64.31	64.32	66.93	66.94	69.56	69.57	72.18
	2	60.51	63.19	63.20	65.88	65.89	68.57	68.58	71.26	71.27	73.94
	3	61.95	64.69	64.70	67.45	67.46	70.20	70.21	72.95	72.96	75.71
	4	63.39	66.20	66.21	69.01	69.02	71.83	71.84	74.65	74.66	77.47
	5	64.83	67.70	67.71	70.58	70.59	73.46	73.47	76.35	76.36	79.23
	6	65.70	68.60	68.61	71.52	71.53	74.44	74.45	77.36	77.37	80.28
	7	66.56	69.51	69.52	72.47	72.48	75.42	75.43	78.38	78.39	81.34
	8	67.42	70.41	70.42	73.41	73.42	76.40	76.41	79.40	79.41	82.40
	9	68.29	71.31	71.32	74.35	74.36	77.38	77.39	80.42	80.43	83.45
	10	69.15	72.22	72.23	75.29	75.30	78.36	78.37	81.44	81.45	84.51
	11	69.44	72.52	72.53	75.60	75.61	78.69	78.70	81.77	81.78	84.86
	12	69.73	72.82	72.83	75.92	75.93	79.02	79.03	82.11	82.12	85.21
	13	70.02	73.12	73.13	76.23	76.24	79.34	79.35	82.45	82.46	85.57
	14	70.30	73.42	73.43	76.54	76.55	79.67	79.68	82.79	82.80	85.92
15	70.59	73.72	73.73	76.86	76.87	80.00	80.01	83.13	83.14	86.27	

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	136'606.00	142'677.00	142'677.01	148'748.00	148'748.01	154'820.00	154'820.01	160'891.00	160'891.01	166'962.00
	1	140'021.00	146'244.00	146'244.01	152'467.00	152'467.01	158'690.00	158'690.01	164'913.00	164'913.01	171'137.00
	2	143'436.00	149'811.00	149'811.01	156'186.00	156'186.01	162'561.00	162'561.01	168'936.00	168'936.01	175'311.00
	3	146'851.00	153'378.00	153'378.01	159'904.00	159'904.01	166'431.00	166'431.01	172'958.00	172'958.01	179'485.00
	4	150'266.00	156'945.00	156'945.01	163'623.00	163'623.01	170'302.00	170'302.01	176'980.00	176'980.01	183'659.00
	5	153'681.00	160'512.00	160'512.01	167'342.00	167'342.01	174'172.00	174'172.01	181'002.00	181'002.01	187'833.00
	6	155'730.00	162'652.00	162'652.01	169'573.00	169'573.01	176'494.00	176'494.01	183'416.00	183'416.01	190'337.00
	7	157'780.00	164'792.00	164'792.01	171'804.00	171'804.01	178'817.00	178'817.01	185'829.00	185'829.01	192'842.00
	8	159'829.00	166'932.00	166'932.01	174'036.00	174'036.01	181'139.00	181'139.01	188'243.00	188'243.01	195'346.00
	9	161'878.00	169'072.00	169'072.01	176'267.00	176'267.01	183'461.00	183'461.01	190'656.00	190'656.01	197'851.00
	10	163'927.00	171'212.00	171'212.01	178'498.00	178'498.01	185'784.00	185'784.01	193'069.00	193'069.01	200'355.00
	11	164'610.00	171'926.00	171'926.01	179'242.00	179'242.01	186'558.00	186'558.01	193'874.00	193'874.01	201'190.00
	12	165'293.00	172'639.00	172'639.01	179'986.00	179'986.01	187'332.00	187'332.01	194'678.00	194'678.01	202'025.00
	13	165'976.00	173'353.00	173'353.01	180'729.00	180'729.01	188'106.00	188'106.01	195'483.00	195'483.01	202'859.00
	14	166'659.00	174'066.00	174'066.01	181'473.00	181'473.01	188'880.00	188'880.01	196'287.00	196'287.01	203'694.00
15	167'342.00	174'779.00	174'779.01	182'217.00	182'217.01	189'654.00	189'654.01	197'092.00	197'092.01	204'529.00	
Monatslöhne im 13tel 100 %	0	10'508.20	10'975.15	10'975.20	11'442.15	11'442.20	11'909.20	11'909.25	12'376.20	12'376.25	12'843.20
	1	10'770.85	11'249.50	11'249.55	11'728.20	11'728.25	12'206.90	12'206.95	12'685.60	12'685.65	13'164.35
	2	11'033.55	11'523.90	11'523.95	12'014.30	12'014.35	12'504.65	12'504.70	12'995.05	12'995.10	13'485.45
	3	11'296.25	11'798.30	11'798.35	12'300.30	12'300.35	12'802.35	12'802.40	13'304.45	13'304.50	13'806.50
	4	11'558.95	12'072.65	12'072.70	12'586.35	12'586.40	13'100.15	13'100.20	13'613.80	13'613.85	14'127.60
	5	11'821.65	12'347.05	12'347.10	12'872.45	12'872.50	13'397.80	13'397.85	13'923.20	13'923.25	14'448.65
	6	11'979.25	12'511.65	12'511.70	13'044.05	13'044.10	13'576.45	13'576.50	14'108.90	14'108.95	14'641.30
	7	12'136.95	12'676.30	12'676.35	13'215.65	13'215.70	13'755.15	13'755.20	14'294.50	14'294.55	14'834.00
	8	12'294.55	12'840.90	12'840.95	13'387.35	13'387.40	13'933.75	13'933.80	14'480.20	14'480.25	15'026.60
	9	12'452.20	13'005.50	13'005.55	13'559.00	13'559.05	14'112.35	14'112.40	14'665.80	14'665.85	15'219.30
	10	12'609.80	13'170.15	13'170.20	13'730.60	13'730.65	14'291.05	14'291.10	14'851.45	14'851.50	15'411.90
	11	12'662.35	13'225.05	13'225.10	13'787.80	13'787.85	14'350.60	14'350.65	14'913.35	14'913.40	15'476.15
	12	12'714.85	13'279.90	13'279.95	13'845.05	13'845.10	14'410.15	14'410.20	14'975.20	14'975.25	15'540.35
	13	12'767.40	13'334.80	13'334.85	13'902.20	13'902.25	14'469.65	14'469.70	15'037.15	15'037.20	15'604.50
	14	12'819.95	13'389.65	13'389.70	13'959.45	13'959.50	14'529.20	14'529.25	15'099.00	15'099.05	15'668.75
15	12'872.50	13'444.50	13'444.55	14'016.65	14'016.70	14'588.75	14'588.80	15'160.90	15'160.95	15'733.00	
Stundenlöhne 100 % (= 1/2184 J-L)	0	62.55	65.32	65.33	68.10	68.11	70.88	70.89	73.66	73.67	76.44
	1	64.12	66.96	66.97	69.81	69.82	72.66	72.67	75.50	75.51	78.35
	2	65.68	68.59	68.60	71.51	71.52	74.43	74.44	77.35	77.36	80.27
	3	67.24	70.22	70.23	73.21	73.22	76.20	76.21	79.19	79.20	82.18
	4	68.81	71.86	71.87	74.91	74.92	77.97	77.98	81.03	81.04	84.09
	5	70.37	73.49	73.50	76.62	76.63	79.74	79.75	82.87	82.88	86.00
	6	71.31	74.47	74.48	77.64	77.65	80.81	80.82	83.98	83.99	87.15
	7	72.25	75.45	75.46	78.66	78.67	81.87	81.88	85.08	85.09	88.29
	8	73.19	76.43	76.44	79.68	79.69	82.93	82.94	86.19	86.20	89.44
	9	74.12	77.41	77.42	80.70	80.71	84.00	84.01	87.29	87.30	90.59
	10	75.06	78.39	78.40	81.72	81.73	85.06	85.07	88.40	88.41	91.73
	11	75.38	78.72	78.73	82.07	82.08	85.42	85.43	88.77	88.78	92.11
	12	75.69	79.04	79.05	82.41	82.42	85.77	85.78	89.13	89.14	92.50
	13	76.00	79.37	79.38	82.75	82.76	86.12	86.13	89.50	89.51	92.88
	14	76.31	79.70	79.71	83.09	83.10	86.48	86.49	89.87	89.88	93.26
15	76.63	80.02	80.03	83.43	83.44	86.83	86.84	90.24	90.25	93.64	

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	148'013.00	154'591.00	154'591.01	161'169.00	161'169.01	167'748.00	167'748.01	174'326.00	174'326.01	180'904.00
	1	151'713.00	158'456.00	158'456.01	165'199.00	165'199.01	171'941.00	171'941.01	178'684.00	178'684.01	185'427.00
	2	155'413.00	162'321.00	162'321.01	169'228.00	169'228.01	176'135.00	176'135.01	183'042.00	183'042.01	189'950.00
	3	159'114.00	166'185.00	166'185.01	173'257.00	173'257.01	180'329.00	180'329.01	187'401.00	187'401.01	194'472.00
	4	162'814.00	170'050.00	170'050.01	177'286.00	177'286.01	184'523.00	184'523.01	191'759.00	191'759.01	198'995.00
	5	166'514.00	173'915.00	173'915.01	181'316.00	181'316.01	188'716.00	188'716.01	196'117.00	196'117.01	203'518.00
	6	168'735.00	176'234.00	176'234.01	183'733.00	183'733.01	191'232.00	191'232.01	198'732.00	198'732.01	206'231.00
	7	170'955.00	178'553.00	178'553.01	186'151.00	186'151.01	193'749.00	193'749.01	201'347.00	201'347.01	208'945.00
	8	173'175.00	180'872.00	180'872.01	188'568.00	188'568.01	196'265.00	196'265.01	203'962.00	203'962.01	211'658.00
	9	175'395.00	183'190.00	183'190.01	190'986.00	190'986.01	198'781.00	198'781.01	206'576.00	206'576.01	214'372.00
	10	177'615.00	185'509.00	185'509.01	193'403.00	193'403.01	201'297.00	201'297.01	209'191.00	209'191.01	217'085.00
	11	178'355.00	186'282.00	186'282.01	194'209.00	194'209.01	202'136.00	202'136.01	210'063.00	210'063.01	217'990.00
	12	179'095.00	187'055.00	187'055.01	195'015.00	195'015.01	202'975.00	202'975.01	210'935.00	210'935.01	218'894.00
	13	179'836.00	187'828.00	187'828.01	195'821.00	195'821.01	203'814.00	203'814.01	211'806.00	211'806.01	219'799.00
	14	180'576.00	188'601.00	188'601.01	196'627.00	196'627.01	204'652.00	204'652.01	212'678.00	212'678.01	220'703.00
15	181'316.00	189'374.00	189'374.01	197'433.00	197'433.01	205'491.00	205'491.01	213'550.00	213'550.01	221'608.00	
Monatslöhne im 13tel 100 %	0	11'385.65	11'891.60	11'891.65	12'397.60	12'397.65	12'903.65	12'903.70	13'409.65	13'409.70	13'915.65
	1	11'670.25	12'188.90	12'188.95	12'707.60	12'707.65	13'226.20	13'226.25	13'744.90	13'744.95	14'263.60
	2	11'954.85	12'486.20	12'486.25	13'017.50	13'017.55	13'548.80	13'548.85	14'080.15	14'080.20	14'611.50
	3	12'239.55	12'783.45	12'783.50	13'327.45	13'327.50	13'871.45	13'871.50	14'415.45	14'415.50	14'959.35
	4	12'524.20	13'080.75	13'080.80	13'637.35	13'637.40	14'194.05	14'194.10	14'750.65	14'750.70	15'307.30
	5	12'808.80	13'378.05	13'378.10	13'947.35	13'947.40	14'516.60	14'516.65	15'085.90	15'085.95	15'655.20
	6	12'979.65	13'556.45	13'556.50	14'133.30	14'133.35	14'710.15	14'710.20	15'287.05	15'287.10	15'863.90
	7	13'150.40	13'734.80	13'734.85	14'319.30	14'319.35	14'903.75	14'903.80	15'488.20	15'488.25	16'072.65
	8	13'321.20	13'913.20	13'913.25	14'505.20	14'505.25	15'097.30	15'097.35	15'689.35	15'689.40	16'281.35
	9	13'491.95	14'091.50	14'091.55	14'691.20	14'691.25	15'290.80	15'290.85	15'890.45	15'890.50	16'490.15
	10	13'662.70	14'269.90	14'269.95	14'877.15	14'877.20	15'484.35	15'484.40	16'091.60	16'091.65	16'698.80
	11	13'719.65	14'329.35	14'329.40	14'939.15	14'939.20	15'548.90	15'548.95	16'158.65	16'158.70	16'768.45
	12	13'776.55	14'388.80	14'388.85	15'001.15	15'001.20	15'613.45	15'613.50	16'225.75	16'225.80	16'838.00
	13	13'833.55	14'448.30	14'448.35	15'063.15	15'063.20	15'678.00	15'678.05	16'292.75	16'292.80	16'907.60
	14	13'890.50	14'507.75	14'507.80	15'125.15	15'125.20	15'742.45	15'742.50	16'359.80	16'359.85	16'977.15
15	13'947.40	14'567.20	14'567.25	15'187.15	15'187.20	15'807.00	15'807.05	16'426.90	16'426.95	17'046.75	
Stundenlöhne 100 % (= 1/2184 J-L)	0	67.78	70.78	70.79	73.79	73.80	76.80	76.81	79.81	79.82	82.83
	1	69.47	72.55	72.56	75.64	75.65	78.72	78.73	81.81	81.82	84.90
	2	71.16	74.32	74.33	77.48	77.49	80.64	80.65	83.81	83.82	86.97
	3	72.86	76.09	76.10	79.33	79.34	82.56	82.57	85.80	85.81	89.04
	4	74.55	77.86	77.87	81.17	81.18	84.48	84.49	87.80	87.81	91.11
	5	76.25	79.63	79.64	83.02	83.03	86.40	86.41	89.79	89.80	93.18
	6	77.26	80.69	80.70	84.12	84.13	87.56	87.57	90.99	91.00	94.42
	7	78.28	81.75	81.76	85.23	85.24	88.71	88.72	92.19	92.20	95.67
	8	79.30	82.81	82.82	86.34	86.35	89.86	89.87	93.38	93.39	96.91
	9	80.31	83.87	83.88	87.44	87.45	91.01	91.02	94.58	94.59	98.15
	10	81.33	84.94	84.95	88.55	88.56	92.16	92.17	95.78	95.79	99.39
	11	81.67	85.29	85.30	88.92	88.93	92.55	92.56	96.18	96.19	99.81
	12	82.01	85.64	85.65	89.29	89.30	92.93	92.94	96.58	96.59	100.22
	13	82.35	86.00	86.01	89.66	89.67	93.32	93.33	96.98	96.99	100.64
	14	82.69	86.35	86.36	90.03	90.04	93.70	93.71	97.38	97.39	101.05
15	83.03	86.70	86.71	90.39	90.40	94.08	94.09	97.77	97.78	101.46	

Anmerkungen:

= Minimum

= Maximum

= Minimum

= Maximum

= Minimum

= Maximum

Funktionsstufe 17	Stufe nutzbare Erfahrung	Teillohnbänder									
		sehr tief		tief		mittel		hoch		sehr hoch	
		ab	bis	ab	bis	ab	bis	ab	bis	ab	bis
Jahreslöhne 100 %	0	159'977.00	167'087.00	167'087.01	174'197.00	174'197.01	181'307.00	181'307.01	188'417.00	188'417.01	195'527.00
	1	163'976.00	171'264.00	171'264.01	178'552.00	178'552.01	185'840.00	185'840.01	193'128.00	193'128.01	200'416.00
	2	167'976.00	175'441.00	175'441.01	182'907.00	182'907.01	190'373.00	190'373.01	197'838.00	197'838.01	205'304.00
	3	171'975.00	179'619.00	179'619.01	187'262.00	187'262.01	194'905.00	194'905.01	202'549.00	202'549.01	210'192.00
	4	175'975.00	183'796.00	183'796.01	191'617.00	191'617.01	199'438.00	199'438.01	207'259.00	207'259.01	215'080.00
	5	179'974.00	187'973.00	187'973.01	195'972.00	195'972.01	203'971.00	203'971.01	211'969.00	211'969.01	219'968.00
	6	182'374.00	190'479.00	190'479.01	198'585.00	198'585.01	206'690.00	206'690.01	214'796.00	214'796.01	222'901.00
	7	184'773.00	192'985.00	192'985.01	201'198.00	201'198.01	209'410.00	209'410.01	217'622.00	217'622.01	225'834.00
	8	187'173.00	195'492.00	195'492.01	203'811.00	203'811.01	212'129.00	212'129.01	220'448.00	220'448.01	228'767.00
	9	189'573.00	197'998.00	197'998.01	206'424.00	206'424.01	214'849.00	214'849.01	223'274.00	223'274.01	231'700.00
	10	191'972.00	200'504.00	200'504.01	209'037.00	209'037.01	217'569.00	217'569.01	226'101.00	226'101.01	234'633.00
	11	192'772.00	201'340.00	201'340.01	209'907.00	209'907.01	218'475.00	218'475.01	227'043.00	227'043.01	235'610.00
	12	193'572.00	202'175.00	202'175.01	210'778.00	210'778.01	219'382.00	219'382.01	227'985.00	227'985.01	236'588.00
	13	194'372.00	203'011.00	203'011.01	211'649.00	211'649.01	220'288.00	220'288.01	228'927.00	228'927.01	237'566.00
	14	195'172.00	203'846.00	203'846.01	212'520.00	212'520.01	221'195.00	221'195.01	229'869.00	229'869.01	238'543.00
15	195'972.00	204'682.00	204'682.01	213'391.00	213'391.01	222'101.00	222'101.01	230'811.00	230'811.01	239'521.00	
Monatslöhne im 13tel 100 %	0	12'305.95	12'852.80	12'852.85	13'399.75	13'399.80	13'946.65	13'946.70	14'493.60	14'493.65	15'040.50
	1	12'613.55	13'174.15	13'174.20	13'734.75	13'734.80	14'295.35	14'295.40	14'856.00	14'856.05	15'416.60
	2	12'921.25	13'495.45	13'495.50	14'069.75	14'069.80	14'644.05	14'644.10	15'218.30	15'218.35	15'792.60
	3	13'228.85	13'816.80	13'816.85	14'404.75	14'404.80	14'992.65	14'992.70	15'580.65	15'580.70	16'168.60
	4	13'536.55	14'138.15	14'138.20	14'739.75	14'739.80	15'341.35	15'341.40	15'943.00	15'943.05	16'544.60
	5	13'844.20	14'459.45	14'459.50	15'074.75	15'074.80	15'690.05	15'690.10	16'305.30	16'305.35	16'920.60
	6	14'028.80	14'652.20	14'652.25	15'275.75	15'275.80	15'899.20	15'899.25	16'522.75	16'522.80	17'146.20
	7	14'213.35	14'845.00	14'845.05	15'476.75	15'476.80	16'108.45	16'108.50	16'740.15	16'740.20	17'371.80
	8	14'397.95	15'037.80	15'037.85	15'677.75	15'677.80	16'317.60	16'317.65	16'957.50	16'957.55	17'597.45
	9	14'582.55	15'230.60	15'230.65	15'878.75	15'878.80	16'526.80	16'526.85	17'174.90	17'174.95	17'823.05
	10	14'767.10	15'423.35	15'423.40	16'079.75	16'079.80	16'736.05	16'736.10	17'392.35	17'392.40	18'048.65
	11	14'828.65	15'487.65	15'487.70	16'146.65	16'146.70	16'805.75	16'805.80	17'464.80	17'464.85	18'123.80
	12	14'890.20	15'551.90	15'551.95	16'213.65	16'213.70	16'875.50	16'875.55	17'537.30	17'537.35	18'199.05
	13	14'951.70	15'616.20	15'616.25	16'280.65	16'280.70	16'945.20	16'945.25	17'609.75	17'609.80	18'274.30
	14	15'013.25	15'680.45	15'680.50	16'347.65	16'347.70	17'015.00	17'015.05	17'682.20	17'682.25	18'349.45
15	15'074.80	15'744.75	15'744.80	16'414.65	16'414.70	17'084.65	17'084.70	17'754.65	17'754.70	18'424.65	
Stundenlöhne 100 % (= 1/2184 J-L)	0	73.25	76.50	76.51	79.76	79.77	83.01	83.02	86.27	86.28	89.52
	1	75.09	78.41	78.42	81.75	81.76	85.09	85.10	88.42	88.43	91.76
	2	76.92	80.33	80.34	83.74	83.75	87.16	87.17	90.58	90.59	94.00
	3	78.75	82.24	82.25	85.74	85.75	89.24	89.25	92.74	92.75	96.24
	4	80.58	84.15	84.16	87.73	87.74	91.31	91.32	94.89	94.90	98.47
	5	82.41	86.06	86.07	89.73	89.74	93.39	93.40	97.05	97.06	100.71
	6	83.51	87.21	87.22	90.92	90.93	94.63	94.64	98.34	98.35	102.06
	7	84.61	88.36	88.37	92.12	92.13	95.88	95.89	99.64	99.65	103.40
	8	85.71	89.51	89.52	93.32	93.33	97.12	97.13	100.93	100.94	104.74
	9	86.81	90.65	90.66	94.51	94.52	98.37	98.38	102.23	102.24	106.08
	10	87.90	91.80	91.81	95.71	95.72	99.61	99.62	103.52	103.53	107.43
	11	88.27	92.18	92.19	96.11	96.12	100.03	100.04	103.95	103.96	107.88
	12	88.64	92.57	92.58	96.51	96.52	100.44	100.45	104.38	104.39	108.32
	13	89.00	92.95	92.96	96.90	96.91	100.86	100.87	104.82	104.83	108.77
	14	89.37	93.33	93.34	97.30	97.31	101.27	101.28	105.25	105.26	109.22
15	89.74	93.71	93.72	97.70	97.71	101.69	101.70	105.68	105.69	109.67	

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	172'590.00	180'260.00	180'260.01	187'931.00	187'931.01	195'602.00	195'602.01	203'272.00	203'272.01	210'943.00
	1	176'904.00	184'767.00	184'767.01	192'629.00	192'629.01	200'492.00	200'492.01	208'354.00	208'354.01	216'216.00
	2	181'219.00	189'273.00	189'273.01	197'327.00	197'327.01	205'382.00	205'382.01	213'436.00	213'436.01	221'490.00
	3	185'534.00	193'780.00	193'780.01	202'026.00	202'026.01	210'272.00	210'272.01	218'518.00	218'518.01	226'764.00
	4	189'849.00	198'286.00	198'286.01	206'724.00	206'724.01	215'162.00	215'162.01	223'599.00	223'599.01	232'037.00
	5	194'163.00	202'793.00	202'793.01	211'422.00	211'422.01	220'052.00	220'052.01	228'681.00	228'681.01	237'311.00
	6	196'752.00	205'497.00	205'497.01	214'241.00	214'241.01	222'986.00	222'986.01	231'730.00	231'730.01	240'475.00
	7	199'341.00	208'201.00	208'201.01	217'060.00	217'060.01	225'920.00	225'920.01	234'779.00	234'779.01	243'639.00
	8	201'930.00	210'905.00	210'905.01	219'879.00	219'879.01	228'854.00	228'854.01	237'828.00	237'828.01	244'759.00
	9	204'519.00	213'608.00	213'608.01	222'698.00	222'698.01	231'788.00	231'788.01	240'878.00	240'878.01	244'759.00
	10	207'108.00	216'312.00	216'312.01	225'517.00	225'517.01	234'722.00	234'722.01	243'927.00	243'927.01	244'759.00
	11	207'970.00	217'214.00	217'214.01	226'457.00	226'457.01	235'700.00	235'700.01	244'759.00	244'759.00	244'759.00
	12	208'833.00	218'115.00	218'115.01	227'396.00	227'396.01	236'678.00	236'678.01	244'759.00	244'759.00	244'759.00
	13	209'696.00	219'016.00	219'016.01	228'336.00	228'336.01	237'656.00	237'656.01	244'759.00	244'759.00	244'759.00
	14	210'559.00	219'918.00	219'918.01	229'276.00	229'276.01	238'634.00	238'634.01	244'759.00	244'759.00	244'759.00
15	211'422.00	220'819.00	220'819.01	230'215.00	230'215.01	239'612.00	239'612.01	244'759.00	244'759.00	244'759.00	
Monatslöhne im 13tel 100 %	0	13'276.20	13'866.15	13'866.20	14'456.20	14'456.25	15'046.30	15'046.35	15'636.30	15'636.35	16'226.35
	1	13'608.00	14'212.80	14'212.85	14'817.60	14'817.65	15'422.45	15'422.50	16'027.20	16'027.25	16'632.00
	2	13'939.95	14'559.45	14'559.50	15'179.00	15'179.05	15'798.60	15'798.65	16'418.15	16'418.20	17'037.65
	3	14'271.85	14'906.15	14'906.20	15'540.45	15'540.50	16'174.75	16'174.80	16'809.05	16'809.10	17'443.35
	4	14'603.80	15'252.75	15'252.80	15'901.80	15'901.85	16'550.90	16'550.95	17'199.90	17'199.95	17'849.00
	5	14'935.65	15'599.45	15'599.50	16'263.20	16'263.25	16'927.05	16'927.10	17'590.80	17'590.85	18'254.65
	6	15'134.80	15'807.45	15'807.50	16'480.05	16'480.10	17'152.75	17'152.80	17'825.35	17'825.40	18'498.05
	7	15'333.95	16'015.45	16'015.50	16'696.90	16'696.95	17'378.45	17'378.50	18'059.90	18'059.95	18'741.45
	8	15'533.10	16'223.45	16'223.50	16'913.75	16'913.80	17'604.15	17'604.20	18'294.45	18'294.50	18'827.60
	9	15'732.25	16'431.35	16'431.40	17'130.60	17'130.65	17'829.80	17'829.85	18'529.05	18'529.10	18'827.60
	10	15'931.40	16'639.35	16'639.40	17'347.45	17'347.50	18'055.50	18'055.55	18'763.60	18'763.65	18'827.60
	11	15'997.70	16'708.75	16'708.80	17'419.75	17'419.80	18'130.75	18'130.80	18'827.60	18'827.60	18'827.60
	12	16'064.10	16'778.05	16'778.10	17'492.00	17'492.05	18'206.00	18'206.05	18'827.60	18'827.60	18'827.60
	13	16'130.50	16'847.35	16'847.40	17'564.30	17'564.35	18'281.20	18'281.25	18'827.60	18'827.60	18'827.60
	14	16'196.85	16'916.75	16'916.80	17'636.60	17'636.65	18'356.45	18'356.50	18'827.60	18'827.60	18'827.60
15	16'263.25	16'986.05	16'986.10	17'708.80	17'708.85	18'431.65	18'431.70	18'827.60	18'827.60	18'827.60	
Stundenlöhne 100 % (= 1/2184 J-L)	0	79.03	82.53	82.54	86.04	86.05	89.56	89.57	93.07	93.08	96.58
	1	81.00	84.60	84.61	88.20	88.21	91.80	91.81	95.40	95.41	99.00
	2	82.98	86.66	86.67	90.35	90.36	94.03	94.04	97.72	97.73	101.41
	3	84.96	88.72	88.73	92.50	92.51	96.27	96.28	100.05	100.06	103.82
	4	86.93	90.79	90.80	94.65	94.66	98.51	98.52	102.38	102.39	106.24
	5	88.91	92.85	92.86	96.80	96.81	100.75	100.76	104.70	104.71	108.65
	6	90.09	94.09	94.10	98.09	98.10	102.09	102.10	106.10	106.11	110.10
	7	91.28	95.33	95.34	99.38	99.39	103.44	103.45	107.49	107.50	111.55
	8	92.46	96.56	96.57	100.67	100.68	104.78	104.79	108.89	108.90	112.06
	9	93.65	97.80	97.81	101.96	101.97	106.13	106.14	110.29	110.30	112.06
	10	94.83	99.04	99.05	103.25	103.26	107.47	107.48	111.68	111.69	112.06
	11	95.23	99.45	99.46	103.68	103.69	107.92	107.93	112.06	112.06	112.06
	12	95.62	99.86	99.87	104.11	104.12	108.36	108.37	112.06	112.06	112.06
	13	96.02	100.28	100.29	104.54	104.55	108.81	108.82	112.06	112.06	112.06
	14	96.41	100.69	100.70	104.97	104.98	109.26	109.27	112.06	112.06	112.06
15	96.81	101.10	101.11	105.40	105.41	109.71	109.72	112.06	112.06	112.06	

Anmerkungen:

172'590.00 = Minimum

244'759.00 = Geltender Maximum-Lohn-Bereich

13'276.20 = Minimum

18'827.60 = Geltender Maximum-Lohn-Bereich

79.03 = Minimum

112.06 = Geltender Maximum-Lohn-Bereich