

## **SLS Lohnskala                    gültig ab 1. April 2009**

für die städtischen Angestellten in den Funktionsstufen 1 bis 18  
gemäss Art. 57 und Anhang A der Ausführungsbestimmungen  
zum Personalrecht (AB PR)

Gestützt auf Stadtratsbeschluss Nr. 358 vom **18. März 2009**

Lohnerhöhung um **0.3%** als Teuerungsausgleich gegenüber dem Stand 1. April 2008

Ausgeglichen sind **102.45** Punkte gemäss Zürcher 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 der Lohnskala**

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

Für jede Funktionsstufe werden die folgenden 100% Minimal- und Maximallohnansätze angegeben:

- Jahreslöhne
- Monatslöhne im 13tel
- Stundenlöhne

-- **Parameter**

Beinhaltet die Grundparameter der 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 **obere Lohnbegrenzung** von **Fr. 241'850.-** 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. 46'948** 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 eingerechnet.
  
- **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. 52,965.01 = Lage "mittel" und bei Fr. 52,965.00 = Lage "tief"), es aber bei der Berechnung des Monatslohnbetrages in beiden Fällen durch die kaufmännische 5er-Rundung zum gleichen Monatslohn-Betrag von Fr. 4,074.25 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).

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	46'948.00	46'948.00	46'948.00	46'948.00	46'948.00	46'948.00	46'948.00	47'489.00	47'489.01	49'281.00
	1	46'948.00	46'948.00	46'948.00	46'948.00	46'948.00	46'948.00	46'948.00	48'676.00	48'676.01	50'513.00
	2	46'948.00	46'948.00	46'948.00	46'948.00	46'948.00	47'982.00	47'982.00	49'863.00	49'863.01	51'745.00
	3	46'948.00	46'948.00	46'948.00	47'198.00	47'198.01	49'124.00	49'124.01	51'050.00	51'050.01	52'977.00
	4	46'948.00	46'948.00	46'948.00	48'295.00	48'295.01	50'266.00	50'266.01	52'238.00	52'238.01	54'209.00
	5	46'948.00	47'377.00	47'377.01	49'393.00	49'393.01	51'409.00	51'409.01	53'425.00	53'425.01	55'441.00
	6	46'948.00	48'008.00	48'008.01	50'051.00	50'051.01	52'094.00	52'094.01	54'137.00	54'137.01	56'180.00
	7	46'948.00	48'640.00	48'640.01	50'710.00	50'710.01	52'780.00	52'780.01	54'850.00	54'850.01	56'919.00
	8	47'175.00	49'272.00	49'272.01	51'369.00	51'369.01	53'465.00	53'465.01	55'562.00	55'562.01	57'659.00
	9	47'780.00	49'904.00	49'904.01	52'027.00	52'027.01	54'151.00	54'151.01	56'274.00	56'274.01	58'398.00
	10	48'385.00	50'535.00	50'535.01	52'686.00	52'686.01	54'836.00	54'836.01	56'987.00	56'987.01	59'137.00
	11	48'586.00	50'746.00	50'746.01	52'905.00	52'905.01	55'065.00	55'065.01	57'224.00	57'224.01	59'383.00
	12	48'788.00	50'956.00	50'956.01	53'125.00	53'125.01	55'293.00	55'293.01	57'461.00	57'461.01	59'630.00
	13	48'990.00	51'167.00	51'167.01	53'344.00	53'344.01	55'522.00	55'522.01	57'699.00	57'699.01	59'876.00
	14	49'191.00	51'377.00	51'377.01	53'564.00	53'564.01	55'750.00	55'750.01	57'936.00	57'936.01	60'123.00
15	49'393.00	51'588.00	51'588.01	53'783.00	53'783.01	55'979.00	55'979.01	58'174.00	58'174.01	60'369.00	
Monatslöhne im 13tel 100 %	0	3'611.40	3'611.40	3'611.40	3'611.40	3'611.40	3'611.40	3'611.40	3'653.00	3'653.05	3'790.80
	1	3'611.40	3'611.40	3'611.40	3'611.40	3'611.40	3'611.40	3'611.40	3'744.30	3'744.35	3'885.60
	2	3'611.40	3'611.40	3'611.40	3'611.40	3'611.40	3'690.90	3'690.95	3'835.60	3'835.65	3'980.35
	3	3'611.40	3'611.40	3'611.40	3'630.60	3'630.65	3'778.75	3'778.80	3'926.90	3'926.95	4'075.15
	4	3'611.40	3'611.40	3'611.40	3'715.00	3'715.05	3'866.60	3'866.65	4'018.30	4'018.35	4'169.90
	5	3'611.40	3'644.35	3'644.40	3'799.45	3'799.50	3'954.50	3'954.55	4'109.60	4'109.65	4'264.65
	6	3'611.40	3'692.90	3'692.95	3'850.05	3'850.10	4'007.20	4'007.25	4'164.35	4'164.40	4'321.50
	7	3'611.40	3'741.50	3'741.55	3'900.75	3'900.80	4'060.00	4'060.05	4'219.20	4'219.25	4'378.35
	8	3'628.85	3'790.15	3'790.20	3'951.45	3'951.50	4'112.65	4'112.70	4'274.00	4'274.05	4'435.30
	9	3'675.40	3'838.75	3'838.80	4'002.05	4'002.10	4'165.45	4'165.50	4'328.75	4'328.80	4'492.15
	10	3'721.95	3'887.30	3'887.35	4'052.75	4'052.80	4'218.15	4'218.20	4'383.60	4'383.65	4'549.00
	11	3'737.40	3'903.50	3'903.55	4'069.60	4'069.65	4'235.75	4'235.80	4'401.80	4'401.85	4'567.90
	12	3'752.95	3'919.65	3'919.70	4'086.50	4'086.55	4'253.30	4'253.35	4'420.05	4'420.10	4'586.90
	13	3'768.50	3'935.90	3'935.95	4'103.35	4'103.40	4'270.90	4'270.95	4'438.35	4'438.40	4'605.80
	14	3'783.95	3'952.05	3'952.10	4'120.30	4'120.35	4'288.45	4'288.50	4'456.60	4'456.65	4'624.80
15	3'799.50	3'968.30	3'968.35	4'137.15	4'137.20	4'306.05	4'306.10	4'474.90	4'474.95	4'643.75	
Stundenlöhne 100 % (= 1/2184 J-L)	0	21.50	21.50	21.50	21.50	21.50	21.50	21.50	21.74	21.75	22.56
	1	21.50	21.50	21.50	21.50	21.50	21.50	21.50	22.28	22.29	23.12
	2	21.50	21.50	21.50	21.50	21.50	21.50	21.50	22.83	22.84	23.69
	3	21.50	21.50	21.50	21.61	21.62	22.49	22.50	23.37	23.38	24.25
	4	21.50	21.50	21.50	22.11	22.12	23.01	23.02	23.91	23.92	24.82
	5	21.50	21.69	21.70	22.61	22.62	23.53	23.54	24.46	24.47	25.38
	6	21.50	21.98	21.99	22.91	22.92	23.85	23.86	24.78	24.79	25.72
	7	21.50	22.27	22.28	23.21	23.22	24.16	24.17	25.11	25.12	26.06
	8	21.61	22.56	22.57	23.52	23.53	24.48	24.49	25.44	25.45	26.40
	9	21.88	22.84	22.85	23.82	23.83	24.79	24.80	25.76	25.77	26.73
	10	22.16	23.13	23.14	24.12	24.13	25.10	25.11	26.09	26.10	27.07
	11	22.25	23.23	23.24	24.22	24.23	25.21	25.22	26.20	26.21	27.19
	12	22.34	23.33	23.34	24.32	24.33	25.31	25.32	26.30	26.31	27.30
	13	22.44	23.42	23.43	24.42	24.43	25.42	25.43	26.41	26.42	27.41
	14	22.53	23.52	23.53	24.52	24.53	25.52	25.53	26.52	26.53	27.52
15	22.62	23.62	23.63	24.62	24.63	25.63	25.64	26.63	26.64	27.64	

Anmerkungen:

46'948.00 = Geltender Minimum-Lohn-Bereich

= Maximum

3'611.40 = Geltender Minimum-Lohn-Bereich

= Maximum

21.50 = Geltender Minimum-Lohn-Bereich

= 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	46'948.00	46'948.00	46'948.00	46'998.00	46'998.01	48'916.00	48'916.01	50'834.00	50'834.01	52'753.00
	1	46'948.00	46'948.00	46'948.00	48'173.00	48'173.01	50'139.00	50'139.01	52'105.00	52'105.01	54'071.00
	2	46'948.00	47'334.00	47'334.01	49'348.00	49'348.01	51'362.00	51'362.01	53'376.00	53'376.01	55'390.00
	3	46'948.00	48'461.00	48'461.01	50'523.00	50'523.01	52'585.00	52'585.01	54'647.00	54'647.01	56'709.00
	4	47'477.00	49'587.00	49'587.01	51'698.00	51'698.01	53'808.00	53'808.01	55'918.00	55'918.01	58'028.00
	5	48'556.00	50'714.00	50'714.01	52'873.00	52'873.01	55'031.00	55'031.01	57'189.00	57'189.01	59'347.00
	6	49'204.00	51'391.00	51'391.01	53'578.00	53'578.01	55'764.00	55'764.01	57'951.00	57'951.01	60'138.00
	7	49'851.00	52'067.00	52'067.01	54'282.00	54'282.01	56'498.00	56'498.01	58'714.00	58'714.01	60'929.00
	8	50'499.00	52'743.00	52'743.01	54'987.00	54'987.01	57'232.00	57'232.01	59'476.00	59'476.01	61'721.00
	9	51'146.00	53'419.00	53'419.01	55'692.00	55'692.01	57'966.00	57'966.01	60'239.00	60'239.01	62'512.00
	10	51'794.00	54'095.00	54'095.01	56'397.00	56'397.01	58'699.00	58'699.01	61'001.00	61'001.01	63'303.00
	11	52'009.00	54'321.00	54'321.01	56'632.00	56'632.01	58'944.00	58'944.01	61'255.00	61'255.01	63'567.00
	12	52'225.00	54'546.00	54'546.01	56'867.00	56'867.01	59'188.00	59'188.01	61'510.00	61'510.01	63'831.00
	13	52'441.00	54'772.00	54'772.01	57'102.00	57'102.01	59'433.00	59'433.01	61'764.00	61'764.01	64'094.00
	14	52'657.00	54'997.00	54'997.01	57'337.00	57'337.01	59'678.00	59'678.01	62'018.00	62'018.01	64'358.00
15	52'873.00	55'222.00	55'222.01	57'572.00	57'572.01	59'922.00	59'922.01	62'272.00	62'272.01	64'622.00	
Monatslöhne im 13tel 100 %	0	3'611.40	3'611.40	3'611.40	3'615.20	3'615.25	3'762.75	3'762.80	3'910.30	3'910.35	4'057.90
	1	3'611.40	3'611.40	3'611.40	3'705.60	3'705.65	3'856.80	3'856.85	4'008.05	4'008.10	4'159.30
	2	3'611.40	3'641.05	3'641.10	3'796.00	3'796.05	3'950.90	3'950.95	4'105.80	4'105.85	4'260.75
	3	3'611.40	3'727.75	3'727.80	3'886.35	3'886.40	4'045.00	4'045.05	4'203.60	4'203.65	4'362.20
	4	3'652.10	3'814.35	3'814.40	3'976.75	3'976.80	4'139.05	4'139.10	4'301.35	4'301.40	4'463.65
	5	3'735.10	3'901.05	3'901.10	4'067.15	4'067.20	4'233.15	4'233.20	4'399.15	4'399.20	4'565.15
	6	3'784.95	3'953.15	3'953.20	4'121.35	4'121.40	4'289.50	4'289.55	4'457.75	4'457.80	4'626.00
	7	3'834.70	4'005.15	4'005.20	4'175.50	4'175.55	4'346.00	4'346.05	4'516.45	4'516.50	4'686.80
	8	3'884.55	4'057.15	4'057.20	4'229.75	4'229.80	4'402.45	4'402.50	4'575.05	4'575.10	4'747.75
	9	3'934.35	4'109.15	4'109.20	4'284.00	4'284.05	4'458.90	4'458.95	4'633.75	4'633.80	4'808.60
	10	3'984.20	4'161.15	4'161.20	4'338.20	4'338.25	4'515.30	4'515.35	4'692.35	4'692.40	4'869.45
	11	4'000.70	4'178.50	4'178.55	4'356.30	4'356.35	4'534.15	4'534.20	4'711.90	4'711.95	4'889.75
	12	4'017.35	4'195.80	4'195.85	4'374.35	4'374.40	4'552.90	4'552.95	4'731.50	4'731.55	4'910.05
	13	4'033.95	4'213.20	4'213.25	4'392.45	4'392.50	4'571.75	4'571.80	4'751.05	4'751.10	4'930.30
	14	4'050.55	4'230.50	4'230.55	4'410.50	4'410.55	4'590.60	4'590.65	4'770.60	4'770.65	4'950.60
15	4'067.20	4'247.80	4'247.85	4'428.60	4'428.65	4'609.35	4'609.40	4'790.15	4'790.20	4'970.90	
Stundenlöhne 100 % (= 1/2184 J-L)	0	21.50	21.50	21.50	21.51	21.52	22.39	22.40	23.27	23.28	24.15
	1	21.50	21.50	21.50	22.05	22.06	22.95	22.96	23.85	23.86	24.75
	2	21.50	21.67	21.68	22.59	22.60	23.51	23.52	24.43	24.44	25.36
	3	21.50	22.18	22.19	23.13	23.14	24.07	24.08	25.02	25.03	25.96
	4	21.74	22.70	22.71	23.67	23.68	24.63	24.64	25.60	25.61	26.56
	5	22.24	23.22	23.23	24.20	24.21	25.19	25.20	26.18	26.19	27.17
	6	22.53	23.53	23.54	24.53	24.54	25.53	25.54	26.53	26.54	27.53
	7	22.83	23.84	23.85	24.85	24.86	25.86	25.87	26.88	26.89	27.89
	8	23.13	24.14	24.15	25.17	25.18	26.20	26.21	27.23	27.24	28.26
	9	23.42	24.45	24.46	25.50	25.51	26.54	26.55	27.58	27.59	28.62
	10	23.72	24.76	24.77	25.82	25.83	26.87	26.88	27.93	27.94	28.98
	11	23.82	24.87	24.88	25.93	25.94	26.98	26.99	28.04	28.05	29.10
	12	23.92	24.97	24.98	26.03	26.04	27.10	27.11	28.16	28.17	29.22
	13	24.02	25.07	25.08	26.14	26.15	27.21	27.22	28.28	28.29	29.34
	14	24.12	25.18	25.19	26.25	26.26	27.32	27.33	28.39	28.40	29.46
15	24.21	25.28	25.29	26.36	26.37	27.43	27.44	28.51	28.52	29.58	

Anmerkungen:

46'948.00 = Geltender Minimum-Lohn-Bereich

= Maximum

3'611.40 = Geltender Minimum-Lohn-Bereich

= Maximum

21.50 = Geltender Minimum-Lohn-Bereich

= 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	46'948.00	48'736.00	48'736.01	50'810.00	50'810.01	52'884.00	52'884.01	54'958.00	54'958.01	57'032.00
	1	47'829.00	49'955.00	49'955.01	52'080.00	52'080.01	54'206.00	54'206.01	56'332.00	56'332.01	58'458.00
	2	48'996.00	51'173.00	51'173.01	53'351.00	53'351.01	55'528.00	55'528.01	57'706.00	57'706.01	59'883.00
	3	50'162.00	52'392.00	52'392.01	54'621.00	54'621.01	56'850.00	56'850.01	59'080.00	59'080.01	61'309.00
	4	51'329.00	53'610.00	53'610.01	55'891.00	55'891.01	58'172.00	58'172.01	60'454.00	60'454.01	62'735.00
	5	52'495.00	54'828.00	54'828.01	57'161.00	57'161.01	59'495.00	59'495.01	61'828.00	61'828.01	64'161.00
	6	53'195.00	55'559.00	55'559.01	57'924.00	57'924.01	60'288.00	60'288.01	62'652.00	62'652.01	65'016.00
	7	53'895.00	56'290.00	56'290.01	58'686.00	58'686.01	61'081.00	61'081.01	63'476.00	63'476.01	65'872.00
	8	54'595.00	57'021.00	57'021.01	59'448.00	59'448.01	61'874.00	61'874.01	64'301.00	64'301.01	66'727.00
	9	55'295.00	57'753.00	57'753.01	60'210.00	60'210.01	62'668.00	62'668.01	65'125.00	65'125.01	67'583.00
	10	55'995.00	58'484.00	58'484.01	60'972.00	60'972.01	63'461.00	63'461.01	65'950.00	65'950.01	68'438.00
	11	56'228.00	58'727.00	58'727.01	61'226.00	61'226.01	63'725.00	63'725.01	66'224.00	66'224.01	68'723.00
	12	56'462.00	58'971.00	58'971.01	61'480.00	61'480.01	63'990.00	63'990.01	66'499.00	66'499.01	69'009.00
	13	56'695.00	59'215.00	59'215.01	61'734.00	61'734.01	64'254.00	64'254.01	66'774.00	66'774.01	69'294.00
	14	56'928.00	59'458.00	59'458.01	61'988.00	61'988.01	64'519.00	64'519.01	67'049.00	67'049.01	69'579.00
15	57'161.00	59'702.00	59'702.01	62'242.00	62'242.01	64'783.00	64'783.01	67'323.00	67'323.01	69'864.00	
Monatslöhne im 13tel 100 %	0	3'611.40	3'748.90	3'748.95	3'908.45	3'908.50	4'068.00	4'068.05	4'227.50	4'227.55	4'387.05
	1	3'679.20	3'842.65	3'842.70	4'006.15	4'006.20	4'169.65	4'169.70	4'333.20	4'333.25	4'496.75
	2	3'768.95	3'936.35	3'936.40	4'103.90	4'103.95	4'271.35	4'271.40	4'438.90	4'438.95	4'606.35
	3	3'858.65	4'030.15	4'030.20	4'201.60	4'201.65	4'373.05	4'373.10	4'544.60	4'544.65	4'716.05
	4	3'948.40	4'123.80	4'123.85	4'299.30	4'299.35	4'474.75	4'474.80	4'650.30	4'650.35	4'825.75
	5	4'038.10	4'217.50	4'217.55	4'397.00	4'397.05	4'576.50	4'576.55	4'756.00	4'756.05	4'935.45
	6	4'091.95	4'273.75	4'273.80	4'455.65	4'455.70	4'637.50	4'637.55	4'819.35	4'819.40	5'001.20
	7	4'145.80	4'330.00	4'330.05	4'514.30	4'514.35	4'698.50	4'698.55	4'882.75	4'882.80	5'067.05
	8	4'199.65	4'386.20	4'386.25	4'572.90	4'572.95	4'759.50	4'759.55	4'946.20	4'946.25	5'132.80
	9	4'253.50	4'442.50	4'442.55	4'631.50	4'631.55	4'820.60	4'820.65	5'009.60	5'009.65	5'198.65
	10	4'307.35	4'498.75	4'498.80	4'690.15	4'690.20	4'881.60	4'881.65	5'073.05	5'073.10	5'264.45
	11	4'325.25	4'517.45	4'517.50	4'709.65	4'709.70	4'901.90	4'901.95	5'094.15	5'094.20	5'286.35
	12	4'343.25	4'536.20	4'536.25	4'729.20	4'729.25	4'922.30	4'922.35	5'115.30	5'115.35	5'308.35
	13	4'361.20	4'555.00	4'555.05	4'748.75	4'748.80	4'942.60	4'942.65	5'136.45	5'136.50	5'330.30
	14	4'379.10	4'573.65	4'573.70	4'768.30	4'768.35	4'963.00	4'963.05	5'157.60	5'157.65	5'352.20
15	4'397.00	4'592.45	4'592.50	4'787.80	4'787.85	4'983.30	4'983.35	5'178.65	5'178.70	5'374.15	
Stundenlöhne 100 % (= 1/2184 J-L)	0	21.50	22.31	22.32	23.26	23.27	24.21	24.22	25.16	25.17	26.11
	1	21.90	22.87	22.88	23.84	23.85	24.81	24.82	25.79	25.80	26.76
	2	22.44	23.43	23.44	24.42	24.43	25.42	25.43	26.42	26.43	27.41
	3	22.97	23.98	23.99	25.00	25.01	26.03	26.04	27.05	27.06	28.07
	4	23.51	24.54	24.55	25.59	25.60	26.63	26.64	27.68	27.69	28.72
	5	24.04	25.10	25.11	26.17	26.18	27.24	27.25	28.30	28.31	29.37
	6	24.36	25.43	25.44	26.52	26.53	27.60	27.61	28.68	28.69	29.76
	7	24.68	25.77	25.78	26.87	26.88	27.96	27.97	29.06	29.07	30.16
	8	25.00	26.10	26.11	27.21	27.22	28.33	28.34	29.44	29.45	30.55
	9	25.32	26.44	26.45	27.56	27.57	28.69	28.70	29.81	29.82	30.94
	10	25.64	26.77	26.78	27.91	27.92	29.05	29.06	30.19	30.20	31.33
	11	25.75	26.88	26.89	28.03	28.04	29.17	29.18	30.32	30.33	31.46
	12	25.86	27.00	27.01	28.15	28.16	29.29	29.30	30.44	30.45	31.59
	13	25.96	27.11	27.12	28.26	28.27	29.42	29.43	30.57	30.58	31.72
	14	26.07	27.22	27.23	28.38	28.39	29.54	29.55	30.70	30.71	31.85
15	26.18	27.33	27.34	28.49	28.50	29.66	29.67	30.82	30.83	31.98	

Anmerkungen:

46'948.00 = Geltender Minimum-Lohn-Bereich

= Maximum

3'611.40 = Geltender Minimum-Lohn-Bereich

= Maximum

21.50 = Geltender Minimum-Lohn-Bereich

= 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	50'767.00	53'024.00	53'024.01	55'280.00	55'280.01	57'536.00	57'536.01	59'793.00	59'793.01	62'049.00
	1	52'037.00	54'349.00	54'349.01	56'662.00	56'662.01	58'975.00	58'975.01	61'287.00	61'287.01	63'600.00
	2	53'306.00	55'675.00	55'675.01	58'044.00	58'044.01	60'413.00	60'413.01	62'782.00	62'782.01	65'151.00
	3	54'575.00	57'000.00	57'000.01	59'426.00	59'426.01	61'852.00	61'852.01	64'277.00	64'277.01	66'703.00
	4	55'844.00	58'326.00	58'326.01	60'808.00	60'808.01	63'290.00	63'290.01	65'772.00	65'772.01	68'254.00
	5	57'113.00	59'652.00	59'652.01	62'190.00	62'190.01	64'728.00	64'728.01	67'267.00	67'267.01	69'805.00
	6	57'875.00	60'447.00	60'447.01	63'019.00	63'019.01	65'591.00	65'591.01	68'164.00	68'164.01	70'736.00
	7	58'636.00	61'242.00	61'242.01	63'848.00	63'848.01	66'454.00	66'454.01	69'061.00	69'061.01	71'667.00
	8	59'398.00	62'038.00	62'038.01	64'678.00	64'678.01	67'318.00	67'318.01	69'957.00	69'957.01	72'597.00
	9	60'159.00	62'833.00	62'833.01	65'507.00	65'507.01	68'181.00	68'181.01	70'854.00	70'854.01	73'528.00
	10	60'921.00	63'628.00	63'628.01	66'336.00	66'336.01	69'044.00	69'044.01	71'751.00	71'751.01	74'459.00
	11	61'175.00	63'894.00	63'894.01	66'612.00	66'612.01	69'331.00	69'331.01	72'050.00	72'050.01	74'769.00
	12	61'428.00	64'159.00	64'159.01	66'889.00	66'889.01	69'619.00	69'619.01	72'349.00	72'349.01	75'079.00
	13	61'682.00	64'424.00	64'424.01	67'165.00	67'165.01	69'907.00	69'907.01	72'648.00	72'648.01	75'390.00
	14	61'936.00	64'689.00	64'689.01	67'442.00	67'442.01	70'194.00	70'194.01	72'947.00	72'947.01	75'700.00
15	62'190.00	64'954.00	64'954.01	67'718.00	67'718.01	70'482.00	70'482.01	73'246.00	73'246.01	76'010.00	
Monatslöhne im 13tel 100 %	0	3'905.20	4'078.75	4'078.80	4'252.30	4'252.35	4'425.80	4'425.85	4'599.45	4'599.50	4'773.00
	1	4'002.85	4'180.65	4'180.70	4'358.60	4'358.65	4'536.50	4'536.55	4'714.35	4'714.40	4'892.30
	2	4'100.50	4'282.65	4'282.70	4'464.90	4'464.95	4'647.15	4'647.20	4'829.35	4'829.40	5'011.60
	3	4'198.10	4'384.60	4'384.65	4'571.20	4'571.25	4'757.80	4'757.85	4'944.35	4'944.40	5'131.00
	4	4'295.70	4'486.60	4'486.65	4'677.50	4'677.55	4'868.45	4'868.50	5'059.35	5'059.40	5'250.30
	5	4'393.35	4'588.60	4'588.65	4'783.80	4'783.85	4'979.05	4'979.10	5'174.35	5'174.40	5'369.60
	6	4'451.95	4'649.75	4'649.80	4'847.60	4'847.65	5'045.45	5'045.50	5'243.35	5'243.40	5'441.20
	7	4'510.50	4'710.90	4'710.95	4'911.35	4'911.40	5'111.80	5'111.85	5'312.35	5'312.40	5'512.80
	8	4'569.10	4'772.15	4'772.20	4'975.20	4'975.25	5'178.30	5'178.35	5'381.30	5'381.35	5'584.35
	9	4'627.65	4'833.30	4'833.35	5'039.00	5'039.05	5'244.65	5'244.70	5'450.30	5'450.35	5'656.00
	10	4'686.25	4'894.45	4'894.50	5'102.75	5'102.80	5'311.05	5'311.10	5'519.30	5'519.35	5'727.60
	11	4'705.80	4'914.90	4'914.95	5'124.00	5'124.05	5'333.15	5'333.20	5'542.30	5'542.35	5'751.45
	12	4'725.25	4'935.30	4'935.35	5'145.30	5'145.35	5'355.30	5'355.35	5'565.30	5'565.35	5'775.30
	13	4'744.80	4'955.65	4'955.70	5'166.50	5'166.55	5'377.45	5'377.50	5'588.30	5'588.35	5'799.20
	14	4'764.35	4'976.05	4'976.10	5'187.80	5'187.85	5'399.50	5'399.55	5'611.30	5'611.35	5'823.05
15	4'783.85	4'996.45	4'996.50	5'209.05	5'209.10	5'421.65	5'421.70	5'634.30	5'634.35	5'846.90	
Stundenlöhne 100 % (= 1/2184 J-L)	0	23.25	24.27	24.28	25.31	25.32	26.34	26.35	27.37	27.38	28.41
	1	23.83	24.88	24.89	25.94	25.95	27.00	27.01	28.06	28.07	29.12
	2	24.41	25.49	25.50	26.57	26.58	27.66	27.67	28.74	28.75	29.83
	3	24.99	26.09	26.10	27.20	27.21	28.32	28.33	29.43	29.44	30.54
	4	25.57	26.70	26.71	27.84	27.85	28.97	28.98	30.11	30.12	31.25
	5	26.16	27.31	27.32	28.47	28.48	29.63	29.64	30.79	30.80	31.96
	6	26.50	27.67	27.68	28.85	28.86	30.03	30.04	31.21	31.22	32.38
	7	26.85	28.04	28.05	29.23	29.24	30.42	30.43	31.62	31.63	32.81
	8	27.20	28.40	28.41	29.61	29.62	30.82	30.83	32.03	32.04	33.24
	9	27.55	28.76	28.77	29.99	30.00	31.21	31.22	32.44	32.45	33.66
	10	27.90	29.13	29.14	30.37	30.38	31.61	31.62	32.85	32.86	34.09
	11	28.02	29.25	29.26	30.50	30.51	31.74	31.75	32.98	32.99	34.23
	12	28.13	29.37	29.38	30.62	30.63	31.87	31.88	33.12	33.13	34.37
	13	28.25	29.49	29.50	30.75	30.76	32.00	32.01	33.26	33.27	34.51
	14	28.36	29.61	29.62	30.88	30.89	32.14	32.15	33.40	33.41	34.66
15	28.48	29.74	29.75	31.00	31.01	32.27	32.28	33.53	33.54	34.80	

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	55'441.00	57'905.00	57'905.01	60'369.00	60'369.01	62'834.00	62'834.01	65'298.00	65'298.01	67'762.00
	1	56'827.00	59'353.00	59'353.01	61'879.00	61'879.01	64'404.00	64'404.01	66'930.00	66'930.01	69'456.00
	2	58'213.00	60'801.00	60'801.01	63'388.00	63'388.01	65'975.00	65'975.01	68'562.00	68'562.01	71'150.00
	3	59'599.00	62'248.00	62'248.01	64'897.00	64'897.01	67'546.00	67'546.01	70'195.00	70'195.01	72'844.00
	4	60'985.00	63'696.00	63'696.01	66'406.00	66'406.01	69'117.00	69'117.01	71'827.00	71'827.01	74'538.00
	5	62'372.00	65'144.00	65'144.01	67'916.00	67'916.01	70'688.00	70'688.01	73'460.00	73'460.01	76'232.00
	6	63'203.00	66'012.00	66'012.01	68'821.00	68'821.01	71'630.00	71'630.01	74'439.00	74'439.01	77'248.00
	7	64'035.00	66'881.00	66'881.01	69'727.00	69'727.01	72'573.00	72'573.01	75'419.00	75'419.01	78'265.00
	8	64'866.00	67'749.00	67'749.01	70'632.00	70'632.01	73'515.00	73'515.01	76'398.00	76'398.01	79'281.00
	9	65'698.00	68'618.00	68'618.01	71'538.00	71'538.01	74'458.00	74'458.01	77'378.00	77'378.01	80'298.00
	10	66'530.00	69'486.00	69'486.01	72'443.00	72'443.01	75'400.00	75'400.01	78'357.00	78'357.01	81'314.00
	11	66'807.00	69'776.00	69'776.01	72'745.00	72'745.01	75'714.00	75'714.01	78'684.00	78'684.01	81'653.00
	12	67'084.00	70'066.00	70'066.01	73'047.00	73'047.01	76'029.00	76'029.01	79'010.00	79'010.01	81'992.00
	13	67'361.00	70'355.00	70'355.01	73'349.00	73'349.01	76'343.00	76'343.01	79'337.00	79'337.01	82'330.00
	14	67'638.00	70'645.00	70'645.01	73'651.00	73'651.01	76'657.00	76'657.01	79'663.00	79'663.01	82'669.00
15	67'916.00	70'934.00	70'934.01	73'953.00	73'953.01	76'971.00	76'971.01	79'990.00	79'990.01	83'008.00	
Monatslöhne im 13tel 100 %	0	4'264.70	4'454.20	4'454.25	4'643.75	4'643.80	4'833.35	4'833.40	5'022.90	5'022.95	5'212.45
	1	4'371.35	4'565.60	4'565.65	4'759.90	4'759.95	4'954.15	4'954.20	5'148.45	5'148.50	5'342.75
	2	4'477.95	4'677.00	4'677.05	4'876.00	4'876.05	5'075.00	5'075.05	5'274.00	5'274.05	5'473.05
	3	4'584.55	4'788.30	4'788.35	4'992.05	4'992.10	5'195.80	5'195.85	5'399.60	5'399.65	5'603.35
	4	4'691.20	4'899.65	4'899.70	5'108.15	5'108.20	5'316.65	5'316.70	5'525.15	5'525.20	5'733.65
	5	4'797.85	5'011.05	5'011.10	5'224.30	5'224.35	5'437.50	5'437.55	5'650.75	5'650.80	5'864.00
	6	4'861.80	5'077.80	5'077.85	5'293.90	5'293.95	5'510.00	5'510.05	5'726.05	5'726.10	5'942.15
	7	4'925.80	5'144.65	5'144.70	5'363.60	5'363.65	5'582.50	5'582.55	5'801.45	5'801.50	6'020.35
	8	4'989.70	5'211.45	5'211.50	5'433.20	5'433.25	5'655.00	5'655.05	5'876.75	5'876.80	6'098.50
	9	5'053.70	5'278.30	5'278.35	5'502.90	5'502.95	5'727.50	5'727.55	5'952.15	5'952.20	6'176.75
	10	5'117.70	5'345.05	5'345.10	5'572.50	5'572.55	5'800.00	5'800.05	6'027.45	6'027.50	6'254.90
	11	5'139.00	5'367.35	5'367.40	5'595.75	5'595.80	5'824.15	5'824.20	6'052.60	6'052.65	6'281.00
	12	5'160.35	5'389.65	5'389.70	5'619.00	5'619.05	5'848.35	5'848.40	6'077.65	6'077.70	6'307.05
	13	5'181.65	5'411.90	5'411.95	5'642.20	5'642.25	5'872.50	5'872.55	6'102.80	6'102.85	6'333.05
	14	5'202.95	5'434.20	5'434.25	5'665.45	5'665.50	5'896.65	5'896.70	6'127.90	6'127.95	6'359.15
15	5'224.35	5'456.45	5'456.50	5'688.65	5'688.70	5'920.80	5'920.85	6'153.05	6'153.10	6'385.20	
Stundenlöhne 100 % (= 1/2184 J-L)	0	25.39	26.51	26.52	27.64	27.65	28.77	28.78	29.89	29.90	31.02
	1	26.02	27.17	27.18	28.33	28.34	29.48	29.49	30.64	30.65	31.80
	2	26.66	27.83	27.84	29.02	29.03	30.20	30.21	31.39	31.40	32.57
	3	27.29	28.50	28.51	29.71	29.72	30.92	30.93	32.14	32.15	33.35
	4	27.93	29.16	29.17	30.40	30.41	31.64	31.65	32.88	32.89	34.12
	5	28.56	29.82	29.83	31.09	31.10	32.36	32.37	33.63	33.64	34.90
	6	28.94	30.22	30.23	31.51	31.52	32.79	32.80	34.08	34.09	35.36
	7	29.33	30.62	30.63	31.92	31.93	33.22	33.23	34.53	34.54	35.83
	8	29.71	31.02	31.03	32.34	32.35	33.66	33.67	34.98	34.99	36.30
	9	30.09	31.41	31.42	32.75	32.76	34.09	34.10	35.42	35.43	36.76
	10	30.47	31.81	31.82	33.16	33.17	34.52	34.53	35.87	35.88	37.23
	11	30.59	31.94	31.95	33.30	33.31	34.66	34.67	36.02	36.03	37.38
	12	30.72	32.08	32.09	33.44	33.45	34.81	34.82	36.17	36.18	37.54
	13	30.85	32.21	32.22	33.58	33.59	34.95	34.96	36.32	36.33	37.69
	14	30.97	32.34	32.35	33.72	33.73	35.09	35.10	36.47	36.48	37.85
15	31.10	32.47	32.48	33.86	33.87	35.24	35.25	36.62	36.63	38.00	

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	60'664.00	63'361.00	63'361.01	66'057.00	66'057.01	68'753.00	68'753.01	71'449.00	71'449.01	74'145.00
	1	62'181.00	64'945.00	64'945.01	67'708.00	67'708.01	70'472.00	70'472.01	73'235.00	73'235.01	75'999.00
	2	63'698.00	66'529.00	66'529.01	69'360.00	69'360.01	72'191.00	72'191.01	75'022.00	75'022.01	77'853.00
	3	65'214.00	68'113.00	68'113.01	71'011.00	71'011.01	73'909.00	73'909.01	76'808.00	76'808.01	79'706.00
	4	66'731.00	69'697.00	69'697.01	72'662.00	72'662.01	75'628.00	75'628.01	78'594.00	78'594.01	81'560.00
	5	68'247.00	71'281.00	71'281.01	74'314.00	74'314.01	77'347.00	77'347.01	80'380.00	80'380.01	83'413.00
	6	69'157.00	72'231.00	72'231.01	75'305.00	75'305.01	78'378.00	78'378.01	81'452.00	81'452.01	84'526.00
	7	70'067.00	73'181.00	73'181.01	76'296.00	76'296.01	79'410.00	79'410.01	82'524.00	82'524.01	85'638.00
	8	70'977.00	74'132.00	74'132.01	77'286.00	77'286.01	80'441.00	80'441.01	83'595.00	83'595.01	86'750.00
	9	71'887.00	75'082.00	75'082.01	78'277.00	78'277.01	81'472.00	81'472.01	84'667.00	84'667.01	87'862.00
	10	72'797.00	76'033.00	76'033.01	79'268.00	79'268.01	82'504.00	82'504.01	85'739.00	85'739.01	88'974.00
	11	73'101.00	76'349.00	76'349.01	79'598.00	79'598.01	82'847.00	82'847.01	86'096.00	86'096.01	89'345.00
	12	73'404.00	76'666.00	76'666.01	79'929.00	79'929.01	83'191.00	83'191.01	86'453.00	86'453.01	89'716.00
	13	73'707.00	76'983.00	76'983.01	80'259.00	80'259.01	83'535.00	83'535.01	86'811.00	86'811.01	90'087.00
	14	74'010.00	77'300.00	77'300.01	80'589.00	80'589.01	83'879.00	83'879.01	87'168.00	87'168.01	90'457.00
15	74'314.00	77'617.00	77'617.01	80'919.00	80'919.01	84'222.00	84'222.01	87'525.00	87'525.01	90'828.00	
Monatslöhne im 13tel 100 %	0	4'666.50	4'873.90	4'873.95	5'081.30	5'081.35	5'288.65	5'288.70	5'496.05	5'496.10	5'703.45
	1	4'783.20	4'995.75	4'995.80	5'208.30	5'208.35	5'420.90	5'420.95	5'633.45	5'633.50	5'846.05
	2	4'899.85	5'117.60	5'117.65	5'335.35	5'335.40	5'553.15	5'553.20	5'770.90	5'770.95	5'988.65
	3	5'016.50	5'239.45	5'239.50	5'462.35	5'462.40	5'685.30	5'685.35	5'908.30	5'908.35	6'131.20
	4	5'133.20	5'361.30	5'361.35	5'589.35	5'589.40	5'817.50	5'817.55	6'045.65	6'045.70	6'273.80
	5	5'249.80	5'483.15	5'483.20	5'716.45	5'716.50	5'949.75	5'949.80	6'183.05	6'183.10	6'416.35
	6	5'319.80	5'556.20	5'556.25	5'792.65	5'792.70	6'029.05	6'029.10	6'265.50	6'265.55	6'502.00
	7	5'389.80	5'629.30	5'629.35	5'868.90	5'868.95	6'108.45	6'108.50	6'348.00	6'348.05	6'587.50
	8	5'459.80	5'702.45	5'702.50	5'945.05	5'945.10	6'187.75	6'187.80	6'430.35	6'430.40	6'673.05
	9	5'529.80	5'775.50	5'775.55	6'021.30	6'021.35	6'267.05	6'267.10	6'512.80	6'512.85	6'758.60
	10	5'599.80	5'848.65	5'848.70	6'097.50	6'097.55	6'346.45	6'346.50	6'595.30	6'595.35	6'844.15
	11	5'623.20	5'873.00	5'873.05	6'122.90	6'122.95	6'372.80	6'372.85	6'622.75	6'622.80	6'872.65
	12	5'646.50	5'897.35	5'897.40	6'148.35	6'148.40	6'399.30	6'399.35	6'650.20	6'650.25	6'901.20
	13	5'669.80	5'921.75	5'921.80	6'173.75	6'173.80	6'425.75	6'425.80	6'677.75	6'677.80	6'929.75
	14	5'693.10	5'946.15	5'946.20	6'199.15	6'199.20	6'452.20	6'452.25	6'705.20	6'705.25	6'958.20
15	5'716.50	5'970.50	5'970.55	6'224.50	6'224.55	6'478.60	6'478.65	6'732.65	6'732.70	6'986.75	
Stundenlöhne 100 % (= 1/2184 J-L)	0	27.78	29.01	29.02	30.24	30.25	31.48	31.49	32.71	32.72	33.94
	1	28.48	29.73	29.74	31.00	31.01	32.26	32.27	33.53	33.54	34.79
	2	29.17	30.46	30.47	31.75	31.76	33.05	33.06	34.35	34.36	35.64
	3	29.86	31.18	31.19	32.51	32.52	33.84	33.85	35.16	35.17	36.49
	4	30.56	31.91	31.92	33.27	33.28	34.62	34.63	35.98	35.99	37.34
	5	31.25	32.63	32.64	34.02	34.03	35.41	35.42	36.80	36.81	38.19
	6	31.67	33.07	33.08	34.48	34.49	35.88	35.89	37.29	37.30	38.70
	7	32.09	33.50	33.51	34.93	34.94	36.35	36.36	37.78	37.79	39.21
	8	32.50	33.94	33.95	35.38	35.39	36.83	36.84	38.27	38.28	39.72
	9	32.92	34.37	34.38	35.84	35.85	37.30	37.31	38.76	38.77	40.22
	10	33.34	34.81	34.82	36.29	36.30	37.77	37.78	39.25	39.26	40.73
	11	33.48	34.95	34.96	36.44	36.45	37.93	37.94	39.42	39.43	40.90
	12	33.61	35.10	35.11	36.59	36.60	38.09	38.10	39.58	39.59	41.07
	13	33.75	35.24	35.25	36.74	36.75	38.24	38.25	39.74	39.75	41.24
	14	33.89	35.39	35.40	36.89	36.90	38.40	38.41	39.91	39.92	41.41
15	34.03	35.53	35.54	37.05	37.06	38.56	38.57	40.07	40.08	41.58	

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	66'529.00	69'485.00	69'485.01	72'442.00	72'442.01	75'399.00	75'399.01	78'356.00	78'356.01	81'313.00
	1	68'192.00	71'222.00	71'222.01	74'253.00	74'253.01	77'284.00	77'284.01	80'315.00	80'315.01	83'345.00
	2	69'855.00	72'960.00	72'960.01	76'064.00	76'064.01	79'169.00	79'169.01	82'274.00	82'274.01	85'378.00
	3	71'518.00	74'697.00	74'697.01	77'875.00	77'875.01	81'054.00	81'054.01	84'233.00	84'233.01	87'411.00
	4	73'181.00	76'434.00	76'434.01	79'686.00	79'686.01	82'939.00	82'939.01	86'191.00	86'191.01	89'444.00
	5	74'845.00	78'171.00	78'171.01	81'497.00	81'497.01	84'824.00	84'824.01	88'150.00	88'150.01	91'477.00
	6	75'843.00	79'213.00	79'213.01	82'584.00	82'584.01	85'955.00	85'955.01	89'326.00	89'326.01	92'696.00
	7	76'840.00	80'256.00	80'256.01	83'671.00	83'671.01	87'086.00	87'086.01	90'501.00	90'501.01	93'916.00
	8	77'838.00	81'298.00	81'298.01	84'757.00	84'757.01	88'217.00	88'217.01	91'676.00	91'676.01	95'136.00
	9	78'836.00	82'340.00	82'340.01	85'844.00	85'844.01	89'348.00	89'348.01	92'852.00	92'852.01	96'355.00
	10	79'834.00	83'382.00	83'382.01	86'931.00	86'931.01	90'479.00	90'479.01	94'027.00	94'027.01	97'575.00
	11	80'167.00	83'730.00	83'730.01	87'293.00	87'293.01	90'856.00	90'856.01	94'419.00	94'419.01	97'982.00
	12	80'500.00	84'077.00	84'077.01	87'655.00	87'655.01	91'233.00	91'233.01	94'811.00	94'811.01	98'388.00
	13	80'832.00	84'425.00	84'425.01	88'017.00	88'017.01	91'610.00	91'610.01	95'202.00	95'202.01	98'795.00
	14	81'165.00	84'772.00	84'772.01	88'379.00	88'379.01	91'987.00	91'987.01	95'594.00	95'594.01	99'201.00
15	81'497.00	85'120.00	85'120.01	88'742.00	88'742.01	92'364.00	92'364.01	95'986.00	95'986.01	99'608.00	
Monatslöhne im 13tel 100 %	0	5'117.65	5'345.00	5'345.05	5'572.45	5'572.50	5'799.90	5'799.95	6'027.35	6'027.40	6'254.80
	1	5'245.55	5'478.60	5'478.65	5'711.75	5'711.80	5'944.90	5'944.95	6'178.05	6'178.10	6'411.15
	2	5'373.50	5'612.30	5'612.35	5'851.05	5'851.10	6'089.90	6'089.95	6'328.75	6'328.80	6'567.50
	3	5'501.40	5'745.90	5'745.95	5'990.35	5'990.40	6'234.90	6'234.95	6'479.45	6'479.50	6'723.90
	4	5'629.35	5'879.50	5'879.55	6'129.65	6'129.70	6'379.90	6'379.95	6'630.05	6'630.10	6'880.30
	5	5'757.35	6'013.15	6'013.20	6'269.00	6'269.05	6'524.90	6'524.95	6'780.75	6'780.80	7'036.65
	6	5'834.10	6'093.30	6'093.35	6'352.60	6'352.65	6'611.90	6'611.95	6'871.20	6'871.25	7'130.45
	7	5'910.80	6'173.50	6'173.55	6'436.20	6'436.25	6'698.90	6'698.95	6'961.60	6'961.65	7'224.30
	8	5'987.55	6'253.65	6'253.70	6'519.75	6'519.80	6'785.90	6'785.95	7'052.00	7'052.05	7'318.15
	9	6'064.35	6'333.80	6'333.85	6'603.35	6'603.40	6'872.90	6'872.95	7'142.45	7'142.50	7'411.90
	10	6'141.10	6'414.00	6'414.05	6'687.00	6'687.05	6'959.90	6'959.95	7'232.80	7'232.85	7'505.75
	11	6'166.70	6'440.75	6'440.80	6'714.80	6'714.85	6'988.90	6'988.95	7'263.00	7'263.05	7'537.05
	12	6'192.35	6'467.45	6'467.50	6'742.65	6'742.70	7'017.90	7'017.95	7'293.15	7'293.20	7'568.30
	13	6'217.85	6'494.20	6'494.25	6'770.50	6'770.55	7'046.90	7'046.95	7'323.20	7'323.25	7'599.60
	14	6'243.50	6'520.90	6'520.95	6'798.35	6'798.40	7'075.90	7'075.95	7'353.35	7'353.40	7'630.80
15	6'269.00	6'547.65	6'547.70	6'826.30	6'826.35	7'104.90	7'104.95	7'383.50	7'383.55	7'662.15	
Stundenlöhne 100 % (= 1/2184 J-L)	0	30.47	31.81	31.82	33.16	33.17	34.52	34.53	35.87	35.88	37.23
	1	31.23	32.61	32.62	33.99	34.00	35.38	35.39	36.77	36.78	38.16
	2	31.99	33.40	33.41	34.82	34.83	36.24	36.25	37.67	37.68	39.09
	3	32.75	34.20	34.21	35.65	35.66	37.11	37.12	38.56	38.57	40.02
	4	33.51	34.99	35.00	36.48	36.49	37.97	37.98	39.46	39.47	40.95
	5	34.27	35.79	35.80	37.31	37.32	38.83	38.84	40.36	40.37	41.88
	6	34.73	36.26	36.27	37.81	37.82	39.35	39.36	40.90	40.91	42.44
	7	35.19	36.74	36.75	38.31	38.32	39.87	39.88	41.43	41.44	43.00
	8	35.65	37.22	37.23	38.80	38.81	40.39	40.40	41.97	41.98	43.56
	9	36.10	37.70	37.71	39.30	39.31	40.91	40.92	42.51	42.52	44.11
	10	36.56	38.17	38.18	39.80	39.81	41.42	41.43	43.05	43.06	44.67
	11	36.71	38.33	38.34	39.96	39.97	41.60	41.61	43.23	43.24	44.86
	12	36.86	38.49	38.50	40.13	40.14	41.77	41.78	43.41	43.42	45.04
	13	37.02	38.65	38.66	40.30	40.31	41.94	41.95	43.59	43.60	45.23
	14	37.17	38.81	38.82	40.46	40.47	42.11	42.12	43.77	43.78	45.42
15	37.32	38.97	38.98	40.63	40.64	42.29	42.30	43.94	43.95	45.60	

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	73'035.00	76'281.00	76'281.01	79'527.00	79'527.01	82'773.00	82'773.01	86'019.00	86'019.01	89'264.00
	1	74'860.00	78'188.00	78'188.01	81'515.00	81'515.01	84'842.00	84'842.01	88'169.00	88'169.01	91'496.00
	2	76'686.00	80'095.00	80'095.01	83'503.00	83'503.01	86'911.00	86'911.01	90'319.00	90'319.01	93'728.00
	3	78'512.00	82'002.00	82'002.01	85'491.00	85'491.01	88'980.00	88'980.01	92'470.00	92'470.01	95'959.00
	4	80'338.00	83'909.00	83'909.01	87'479.00	87'479.01	91'050.00	91'050.01	94'620.00	94'620.01	98'191.00
	5	82'164.00	85'816.00	85'816.01	89'467.00	89'467.01	93'119.00	93'119.01	96'771.00	96'771.01	100'423.00
	6	83'259.00	86'960.00	86'960.01	90'660.00	90'660.01	94'361.00	94'361.01	98'061.00	98'061.01	101'762.00
	7	84'355.00	88'104.00	88'104.01	91'853.00	91'853.01	95'602.00	95'602.01	99'351.00	99'351.01	103'100.00
	8	85'450.00	89'248.00	89'248.01	93'046.00	93'046.01	96'844.00	96'844.01	100'642.00	100'642.01	104'439.00
	9	86'546.00	90'392.00	90'392.01	94'239.00	94'239.01	98'085.00	98'085.01	101'932.00	101'932.01	105'778.00
	10	87'641.00	91'537.00	91'537.01	95'432.00	95'432.01	99'327.00	99'327.01	103'222.00	103'222.01	107'117.00
	11	88'007.00	91'918.00	91'918.01	95'829.00	95'829.01	99'741.00	99'741.01	103'652.00	103'652.01	107'564.00
	12	88'372.00	92'299.00	92'299.01	96'227.00	96'227.01	100'155.00	100'155.01	104'082.00	104'082.01	108'010.00
	13	88'737.00	92'681.00	92'681.01	96'625.00	96'625.01	100'569.00	100'569.01	104'512.00	104'512.01	108'456.00
	14	89'102.00	93'062.00	93'062.01	97'022.00	97'022.01	100'982.00	100'982.01	104'943.00	104'943.01	108'903.00
15	89'467.00	93'444.00	93'444.01	97'420.00	97'420.01	101'396.00	101'396.01	105'373.00	105'373.01	109'349.00	
Monatslöhne im 13tel 100 %	0	5'618.10	5'867.75	5'867.80	6'117.45	6'117.50	6'367.15	6'367.20	6'616.80	6'616.85	6'866.45
	1	5'758.50	6'014.45	6'014.50	6'270.35	6'270.40	6'526.30	6'526.35	6'782.20	6'782.25	7'038.15
	2	5'898.95	6'161.15	6'161.20	6'423.30	6'423.35	6'685.45	6'685.50	6'947.60	6'947.65	7'209.80
	3	6'039.40	6'307.80	6'307.85	6'576.20	6'576.25	6'844.60	6'844.65	7'113.05	7'113.10	7'381.45
	4	6'179.85	6'454.50	6'454.55	6'729.15	6'729.20	7'003.80	7'003.85	7'278.45	7'278.50	7'553.15
	5	6'320.35	6'601.20	6'601.25	6'882.05	6'882.10	7'163.00	7'163.05	7'443.90	7'443.95	7'724.80
	6	6'404.55	6'689.20	6'689.25	6'973.80	6'973.85	7'258.50	7'258.55	7'543.15	7'543.20	7'827.80
	7	6'488.85	6'777.20	6'777.25	7'065.60	7'065.65	7'354.00	7'354.05	7'642.35	7'642.40	7'930.75
	8	6'573.10	6'865.20	6'865.25	7'157.35	7'157.40	7'449.50	7'449.55	7'741.65	7'741.70	8'033.75
	9	6'657.40	6'953.20	6'953.25	7'249.15	7'249.20	7'545.00	7'545.05	7'840.90	7'840.95	8'136.75
	10	6'741.65	7'041.30	7'041.35	7'340.90	7'340.95	7'640.50	7'640.55	7'940.15	7'940.20	8'239.75
	11	6'769.80	7'070.60	7'070.65	7'371.45	7'371.50	7'672.35	7'672.40	7'973.20	7'973.25	8'274.15
	12	6'797.85	7'099.90	7'099.95	7'402.05	7'402.10	7'704.20	7'704.25	8'006.30	8'006.35	8'308.45
	13	6'825.95	7'129.30	7'129.35	7'432.65	7'432.70	7'736.05	7'736.10	8'039.35	8'039.40	8'342.75
	14	6'854.00	7'158.60	7'158.65	7'463.20	7'463.25	7'767.80	7'767.85	8'072.50	8'072.55	8'377.15
15	6'882.10	7'188.00	7'188.05	7'493.80	7'493.85	7'799.65	7'799.70	8'105.60	8'105.65	8'411.45	
Stundenlöhne 100 % (= 1/2184 J-L)	0	33.45	34.92	34.93	36.41	36.42	37.89	37.90	39.38	39.39	40.87
	1	34.28	35.80	35.81	37.32	37.33	38.84	38.85	40.37	40.38	41.89
	2	35.12	36.67	36.68	38.23	38.24	39.79	39.80	41.35	41.36	42.91
	3	35.95	37.54	37.55	39.14	39.15	40.74	40.75	42.33	42.34	43.93
	4	36.79	38.41	38.42	40.05	40.06	41.68	41.69	43.32	43.33	44.95
	5	37.63	39.29	39.30	40.96	40.97	42.63	42.64	44.30	44.31	45.98
	6	38.13	39.81	39.82	41.51	41.52	43.20	43.21	44.89	44.90	46.59
	7	38.63	40.34	40.35	42.05	42.06	43.77	43.78	45.49	45.50	47.20
	8	39.13	40.86	40.87	42.60	42.61	44.34	44.35	46.08	46.09	47.82
	9	39.63	41.38	41.39	43.14	43.15	44.91	44.92	46.67	46.68	48.43
	10	40.13	41.91	41.92	43.69	43.70	45.47	45.48	47.26	47.27	49.04
	11	40.30	42.08	42.09	43.87	43.88	45.66	45.67	47.45	47.46	49.25
	12	40.47	42.26	42.27	44.05	44.06	45.85	45.86	47.65	47.66	49.45
	13	40.64	42.43	42.44	44.24	44.25	46.04	46.05	47.85	47.86	49.65
	14	40.80	42.61	42.62	44.42	44.43	46.23	46.24	48.05	48.06	49.86
15	40.97	42.78	42.79	44.60	44.61	46.42	46.43	48.24	48.25	50.06	

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	
Jahreslöhne 100 %	0	80'092.00	83'651.00	83'651.01	87'211.00	87'211.01	90'771.00	90'771.01	94'330.00	94'330.01	97'890.00
	1	82'094.00	85'743.00	85'743.01	89'391.00	89'391.01	93'040.00	93'040.01	96'688.00	96'688.01	100'337.00
	2	84'096.00	87'834.00	87'834.01	91'571.00	91'571.01	95'309.00	95'309.01	99'047.00	99'047.01	102'784.00
	3	86'099.00	89'925.00	89'925.01	93'752.00	93'752.01	97'578.00	97'578.01	101'405.00	101'405.01	105'232.00
	4	88'101.00	92'016.00	92'016.01	95'932.00	95'932.01	99'848.00	99'848.01	103'763.00	103'763.01	107'679.00
	5	90'103.00	94'108.00	94'108.01	98'112.00	98'112.01	102'117.00	102'117.01	106'121.00	106'121.01	110'126.00
	6	91'304.00	95'362.00	95'362.01	99'420.00	99'420.01	103'478.00	103'478.01	107'536.00	107'536.01	111'594.00
	7	92'506.00	96'617.00	96'617.01	100'729.00	100'729.01	104'840.00	104'840.01	108'951.00	108'951.01	113'063.00
	8	93'707.00	97'872.00	97'872.01	102'037.00	102'037.01	106'202.00	106'202.01	110'366.00	110'366.01	114'531.00
	9	94'909.00	99'127.00	99'127.01	103'345.00	103'345.01	107'563.00	107'563.01	111'781.00	111'781.01	115'999.00
	10	96'110.00	100'382.00	100'382.01	104'653.00	104'653.01	108'925.00	108'925.01	113'196.00	113'196.01	117'468.00
	11	96'510.00	100'800.00	100'800.01	105'089.00	105'089.01	109'378.00	109'378.01	113'668.00	113'668.01	117'957.00
	12	96'911.00	101'218.00	101'218.01	105'525.00	105'525.01	109'832.00	109'832.01	114'140.00	114'140.01	118'447.00
	13	97'311.00	101'636.00	101'636.01	105'961.00	105'961.01	110'286.00	110'286.01	114'611.00	114'611.01	118'936.00
	14	97'712.00	102'055.00	102'055.01	106'397.00	106'397.01	110'740.00	110'740.01	115'083.00	115'083.01	119'426.00
15	98'112.00	102'473.00	102'473.01	106'833.00	106'833.01	111'194.00	111'194.01	115'554.00	115'554.01	119'915.00	
Monatslöhne im 13tel 100 %	0	6'160.95	6'434.65	6'434.70	6'708.50	6'708.55	6'982.35	6'982.40	7'256.15	7'256.20	7'530.00
	1	6'314.95	6'595.60	6'595.65	6'876.20	6'876.25	7'156.90	7'156.95	7'437.50	7'437.55	7'718.20
	2	6'468.95	6'756.45	6'756.50	7'043.90	7'043.95	7'331.45	7'331.50	7'619.00	7'619.05	7'906.45
	3	6'623.00	6'917.30	6'917.35	7'211.65	7'211.70	7'506.00	7'506.05	7'800.35	7'800.40	8'094.75
	4	6'777.00	7'078.15	7'078.20	7'379.35	7'379.40	7'680.60	7'680.65	7'981.75	7'981.80	8'283.00
	5	6'931.00	7'239.05	7'239.10	7'547.05	7'547.10	7'855.15	7'855.20	8'163.15	8'163.20	8'471.20
	6	7'023.40	7'335.50	7'335.55	7'647.65	7'647.70	7'959.80	7'959.85	8'272.00	8'272.05	8'584.15
	7	7'115.85	7'432.05	7'432.10	7'748.35	7'748.40	8'064.60	8'064.65	8'380.80	8'380.85	8'697.15
	8	7'208.25	7'528.60	7'528.65	7'849.00	7'849.05	8'169.35	8'169.40	8'489.65	8'489.70	8'810.05
	9	7'300.70	7'625.15	7'625.20	7'949.60	7'949.65	8'274.05	8'274.10	8'598.50	8'598.55	8'923.00
	10	7'393.10	7'721.65	7'721.70	8'050.20	8'050.25	8'378.80	8'378.85	8'707.35	8'707.40	9'036.00
	11	7'423.85	7'753.80	7'753.85	8'083.75	8'083.80	8'413.65	8'413.70	8'743.65	8'743.70	9'073.60
	12	7'454.70	7'786.00	7'786.05	8'117.30	8'117.35	8'448.60	8'448.65	8'780.00	8'780.05	9'111.30
	13	7'485.50	7'818.15	7'818.20	8'150.80	8'150.85	8'483.50	8'483.55	8'816.20	8'816.25	9'148.90
	14	7'516.35	7'850.35	7'850.40	8'184.35	8'184.40	8'518.45	8'518.50	8'852.50	8'852.55	9'186.60
15	7'547.10	7'882.50	7'882.55	8'217.90	8'217.95	8'553.35	8'553.40	8'888.75	8'888.80	9'224.20	
Stundenlöhne 100 % (= 1/2184 J-L)	0	36.68	38.30	38.31	39.93	39.94	41.56	41.57	43.19	43.20	44.82
	1	37.59	39.25	39.26	40.92	40.93	42.60	42.61	44.27	44.28	45.94
	2	38.51	40.21	40.22	41.92	41.93	43.63	43.64	45.35	45.36	47.06
	3	39.43	41.17	41.18	42.92	42.93	44.67	44.68	46.43	46.44	48.18
	4	40.34	42.13	42.14	43.92	43.93	45.71	45.72	47.51	47.52	49.30
	5	41.26	43.08	43.09	44.92	44.93	46.75	46.76	48.59	48.60	50.42
	6	41.81	43.66	43.67	45.52	45.53	47.38	47.39	49.23	49.24	51.09
	7	42.36	44.23	44.24	46.12	46.13	48.00	48.01	49.88	49.89	51.76
	8	42.91	44.81	44.82	46.72	46.73	48.62	48.63	50.53	50.54	52.44
	9	43.46	45.38	45.39	47.31	47.32	49.25	49.26	51.18	51.19	53.11
	10	44.01	45.96	45.97	47.91	47.92	49.87	49.88	51.82	51.83	53.78
	11	44.19	46.15	46.16	48.11	48.12	50.08	50.09	52.04	52.05	54.00
	12	44.38	46.34	46.35	48.31	48.32	50.28	50.29	52.26	52.27	54.23
	13	44.56	46.53	46.54	48.51	48.52	50.49	50.50	52.47	52.48	54.45
	14	44.74	46.72	46.73	48.71	48.72	50.70	50.71	52.69	52.70	54.68
15	44.93	46.91	46.92	48.91	48.92	50.91	50.92	52.90	52.91	54.90	


Anmerkungen:


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 = Maximum

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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	87'698.00	91'596.00	91'596.01	95'494.00	95'494.01	99'392.00	99'392.01	103'289.00	103'289.01	107'187.00
	1	89'891.00	93'886.00	93'886.01	97'881.00	97'881.01	101'876.00	101'876.01	105'871.00	105'871.01	109'867.00
	2	92'083.00	96'176.00	96'176.01	100'269.00	100'269.01	104'361.00	104'361.01	108'454.00	108'454.01	112'546.00
	3	94'276.00	98'466.00	98'466.01	102'656.00	102'656.01	106'846.00	106'846.01	111'036.00	111'036.01	115'226.00
	4	96'468.00	100'756.00	100'756.01	105'043.00	105'043.01	109'331.00	109'331.01	113'618.00	113'618.01	117'906.00
	5	98'661.00	103'046.00	103'046.01	107'431.00	107'431.01	111'815.00	111'815.01	116'200.00	116'200.01	120'585.00
	6	99'976.00	104'420.00	104'420.01	108'863.00	108'863.01	113'306.00	113'306.01	117'750.00	117'750.01	122'193.00
	7	101'292.00	105'794.00	105'794.01	110'295.00	110'295.01	114'797.00	114'797.01	119'299.00	119'299.01	123'801.00
	8	102'607.00	107'167.00	107'167.01	111'728.00	111'728.01	116'288.00	116'288.01	120'848.00	120'848.01	125'409.00
	9	103'923.00	108'541.00	108'541.01	113'160.00	113'160.01	117'779.00	117'779.01	122'398.00	122'398.01	127'017.00
	10	105'238.00	109'915.00	109'915.01	114'593.00	114'593.01	119'270.00	119'270.01	123'947.00	123'947.01	128'624.00
	11	105'677.00	110'373.00	110'373.01	115'070.00	115'070.01	119'767.00	119'767.01	124'464.00	124'464.01	129'160.00
	12	106'115.00	110'831.00	110'831.01	115'548.00	115'548.01	120'264.00	120'264.01	124'980.00	124'980.01	129'696.00
	13	106'554.00	111'289.00	111'289.01	116'025.00	116'025.01	120'761.00	120'761.01	125'496.00	125'496.01	130'232.00
	14	106'992.00	111'747.00	111'747.01	116'502.00	116'502.01	121'258.00	121'258.01	126'013.00	126'013.01	130'768.00
15	107'431.00	112'205.00	112'205.01	116'980.00	116'980.01	121'755.00	121'755.01	126'529.00	126'529.01	131'304.00	
Monatslöhne im 13tel 100 %	0	6'746.00	7'045.80	7'045.85	7'345.65	7'345.70	7'645.50	7'645.55	7'945.30	7'945.35	8'245.15
	1	6'914.70	7'222.00	7'222.05	7'529.30	7'529.35	7'836.60	7'836.65	8'143.90	8'143.95	8'451.30
	2	7'083.35	7'398.15	7'398.20	7'713.00	7'713.05	8'027.75	8'027.80	8'342.60	8'342.65	8'657.35
	3	7'252.00	7'574.30	7'574.35	7'896.60	7'896.65	8'218.90	8'218.95	8'541.20	8'541.25	8'863.50
	4	7'420.65	7'750.45	7'750.50	8'080.20	8'080.25	8'410.05	8'410.10	8'739.80	8'739.85	9'069.65
	5	7'589.35	7'926.60	7'926.65	8'263.90	8'263.95	8'601.15	8'601.20	8'938.45	8'938.50	9'275.75
	6	7'690.50	8'032.30	8'032.35	8'374.05	8'374.10	8'715.80	8'715.85	9'057.65	9'057.70	9'399.45
	7	7'791.70	8'138.00	8'138.05	8'484.20	8'484.25	8'830.50	8'830.55	9'176.80	9'176.85	9'523.15
	8	7'892.85	8'243.60	8'243.65	8'594.45	8'594.50	8'945.20	8'945.25	9'296.00	9'296.05	9'646.80
	9	7'994.10	8'349.30	8'349.35	8'704.60	8'704.65	9'059.90	9'059.95	9'415.20	9'415.25	9'770.50
	10	8'095.25	8'455.00	8'455.05	8'814.80	8'814.85	9'174.60	9'174.65	9'534.35	9'534.40	9'894.15
	11	8'129.00	8'490.20	8'490.25	8'851.50	8'851.55	9'212.80	9'212.85	9'574.15	9'574.20	9'935.35
	12	8'162.70	8'525.45	8'525.50	8'888.30	8'888.35	9'251.05	9'251.10	9'613.80	9'613.85	9'976.60
	13	8'196.50	8'560.65	8'560.70	8'925.00	8'925.05	9'289.30	9'289.35	9'653.50	9'653.55	10'017.80
	14	8'230.20	8'595.90	8'595.95	8'961.65	8'961.70	9'327.50	9'327.55	9'693.30	9'693.35	10'059.05
15	8'263.95	8'631.15	8'631.20	8'998.45	8'998.50	9'365.75	9'365.80	9'733.00	9'733.05	10'100.30	
Stundenlöhne 100 % (= 1/2184 J-L)	0	40.16	41.93	41.94	43.72	43.73	45.50	45.51	47.29	47.30	49.07
	1	41.16	42.98	42.99	44.81	44.82	46.64	46.65	48.47	48.48	50.30
	2	42.17	44.03	44.04	45.91	45.92	47.78	47.79	49.65	49.66	51.53
	3	43.17	45.08	45.09	47.00	47.01	48.92	48.93	50.84	50.85	52.75
	4	44.18	46.13	46.14	48.09	48.10	50.05	50.06	52.02	52.03	53.98
	5	45.18	47.18	47.19	49.19	49.20	51.19	51.20	53.20	53.21	55.21
	6	45.78	47.81	47.82	49.84	49.85	51.88	51.89	53.91	53.92	55.94
	7	46.38	48.44	48.45	50.50	50.51	52.56	52.57	54.62	54.63	56.68
	8	46.99	49.06	49.07	51.15	51.16	53.24	53.25	55.33	55.34	57.42
	9	47.59	49.69	49.70	51.81	51.82	53.92	53.93	56.04	56.05	58.15
	10	48.19	50.32	50.33	52.46	52.47	54.61	54.62	56.75	56.76	58.89
	11	48.39	50.53	50.54	52.68	52.69	54.83	54.84	56.98	56.99	59.13
	12	48.59	50.74	50.75	52.90	52.91	55.06	55.07	57.22	57.23	59.38
	13	48.79	50.95	50.96	53.12	53.13	55.29	55.30	57.46	57.47	59.63
	14	48.99	51.16	51.17	53.34	53.35	55.52	55.53	57.69	57.70	59.87
15	49.20	51.37	51.38	53.56	53.57	55.74	55.75	57.93	57.94	60.12	

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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	95'944.00	100'209.00	100'209.01	104'473.00	104'473.01	108'737.00	108'737.01	113'001.00	113'001.01	117'265.00
	1	98'343.00	102'714.00	102'714.01	107'085.00	107'085.01	111'455.00	111'455.01	115'826.00	115'826.01	120'197.00
	2	100'742.00	105'219.00	105'219.01	109'696.00	109'696.01	114'174.00	114'174.01	118'651.00	118'651.01	123'129.00
	3	103'140.00	107'724.00	107'724.01	112'308.00	112'308.01	116'892.00	116'892.01	121'476.00	121'476.01	126'060.00
	4	105'539.00	110'229.00	110'229.01	114'920.00	114'920.01	119'611.00	119'611.01	124'301.00	124'301.01	128'992.00
	5	107'937.00	112'735.00	112'735.01	117'532.00	117'532.01	122'329.00	122'329.01	127'126.00	127'126.01	131'923.00
	6	109'377.00	114'238.00	114'238.01	119'099.00	119'099.01	123'960.00	123'960.01	128'821.00	128'821.01	133'682.00
	7	110'816.00	115'741.00	115'741.01	120'666.00	120'666.01	125'591.00	125'591.01	130'516.00	130'516.01	135'441.00
	8	112'255.00	117'244.00	117'244.01	122'233.00	122'233.01	127'222.00	127'222.01	132'211.00	132'211.01	137'200.00
	9	113'694.00	118'747.00	118'747.01	123'800.00	123'800.01	128'853.00	128'853.01	133'906.00	133'906.01	138'959.00
	10	115'133.00	120'250.00	120'250.01	125'367.00	125'367.01	130'484.00	130'484.01	135'601.00	135'601.01	140'718.00
	11	115'613.00	120'751.00	120'751.01	125'890.00	125'890.01	131'028.00	131'028.01	136'166.00	136'166.01	141'305.00
	12	116'093.00	121'252.00	121'252.01	126'412.00	126'412.01	131'572.00	131'572.01	136'731.00	136'731.01	141'891.00
	13	116'572.00	121'753.00	121'753.01	126'934.00	126'934.01	132'115.00	132'115.01	137'296.00	137'296.01	142'477.00
	14	117'052.00	122'254.00	122'254.01	127'457.00	127'457.01	132'659.00	132'659.01	137'861.00	137'861.01	143'064.00
15	117'532.00	122'755.00	122'755.01	127'979.00	127'979.01	133'203.00	133'203.01	138'426.00	138'426.01	143'650.00	
Monatslöhne im 13tel 100 %	0	7'380.35	7'708.35	7'708.40	8'036.35	8'036.40	8'364.35	8'364.40	8'692.35	8'692.40	9'020.35
	1	7'564.85	7'901.05	7'901.10	8'237.30	8'237.35	8'573.45	8'573.50	8'909.65	8'909.70	9'245.90
	2	7'749.40	8'093.75	8'093.80	8'438.15	8'438.20	8'782.60	8'782.65	9'127.00	9'127.05	9'471.45
	3	7'933.85	8'286.45	8'286.50	8'639.05	8'639.10	8'991.65	8'991.70	9'344.30	9'344.35	9'696.90
	4	8'118.40	8'479.15	8'479.20	8'840.00	8'840.05	9'200.80	9'200.85	9'561.60	9'561.65	9'922.45
	5	8'302.85	8'671.90	8'671.95	9'040.90	9'040.95	9'409.90	9'409.95	9'778.90	9'778.95	10'147.90
	6	8'413.65	8'787.50	8'787.55	9'161.45	9'161.50	9'535.35	9'535.40	9'909.30	9'909.35	10'283.20
	7	8'524.35	8'903.15	8'903.20	9'282.00	9'282.05	9'660.80	9'660.85	10'039.65	10'039.70	10'418.50
	8	8'635.00	9'018.75	9'018.80	9'402.50	9'402.55	9'786.30	9'786.35	10'170.05	10'170.10	10'553.80
	9	8'745.70	9'134.35	9'134.40	9'523.05	9'523.10	9'911.75	9'911.80	10'300.45	10'300.50	10'689.15
	10	8'856.40	9'250.00	9'250.05	9'643.60	9'643.65	10'037.20	10'037.25	10'430.80	10'430.85	10'824.45
	11	8'893.35	9'288.50	9'288.55	9'683.80	9'683.85	10'079.05	10'079.10	10'474.30	10'474.35	10'869.60
	12	8'930.25	9'327.05	9'327.10	9'724.00	9'724.05	10'120.90	10'120.95	10'517.75	10'517.80	10'914.65
	13	8'967.10	9'365.60	9'365.65	9'764.15	9'764.20	10'162.65	10'162.70	10'561.20	10'561.25	10'959.75
	14	9'004.00	9'404.15	9'404.20	9'804.35	9'804.40	10'204.50	10'204.55	10'604.65	10'604.70	11'004.90
15	9'040.95	9'442.65	9'442.70	9'844.50	9'844.55	10'246.35	10'246.40	10'648.15	10'648.20	11'050.00	
Stundenlöhne 100 % (= 1/2184 J-L)	0	43.94	45.88	45.89	47.83	47.84	49.78	49.79	51.74	51.75	53.69
	1	45.03	47.03	47.04	49.03	49.04	51.03	51.04	53.03	53.04	55.03
	2	46.13	48.17	48.18	50.22	50.23	52.27	52.28	54.32	54.33	56.37
	3	47.23	49.32	49.33	51.42	51.43	53.52	53.53	55.62	55.63	57.71
	4	48.33	50.47	50.48	52.61	52.62	54.76	54.77	56.91	56.92	59.06
	5	49.43	51.61	51.62	53.81	53.82	56.01	56.02	58.20	58.21	60.40
	6	50.09	52.30	52.31	54.53	54.54	56.75	56.76	58.98	58.99	61.20
	7	50.74	52.99	53.00	55.25	55.26	57.50	57.51	59.76	59.77	62.01
	8	51.40	53.68	53.69	55.96	55.97	58.25	58.26	60.53	60.54	62.82
	9	52.06	54.37	54.38	56.68	56.69	58.99	59.00	61.31	61.32	63.62
	10	52.72	55.05	55.06	57.40	57.41	59.74	59.75	62.08	62.09	64.43
	11	52.94	55.28	55.29	57.64	57.65	59.99	60.00	62.34	62.35	64.70
	12	53.16	55.51	55.52	57.88	57.89	60.24	60.25	62.60	62.61	64.96
	13	53.38	55.74	55.75	58.11	58.12	60.49	60.50	62.86	62.87	65.23
	14	53.60	55.97	55.98	58.35	58.36	60.74	60.75	63.12	63.13	65.50
15	53.82	56.20	56.21	58.59	58.60	60.99	61.00	63.38	63.39	65.77	

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	104'834.00	109'493.00	109'493.01	114'153.00	114'153.01	118'812.00	118'812.01	123'471.00	123'471.01	128'131.00
	1	107'455.00	112'231.00	112'231.01	117'007.00	117'007.01	121'782.00	121'782.01	126'558.00	126'558.01	131'334.00
	2	110'076.00	114'968.00	114'968.01	119'860.00	119'860.01	124'753.00	124'753.01	129'645.00	129'645.01	134'537.00
	3	112'697.00	117'705.00	117'705.01	122'714.00	122'714.01	127'723.00	127'723.01	132'732.00	132'732.01	137'740.00
	4	115'318.00	120'443.00	120'443.01	125'568.00	125'568.01	130'693.00	130'693.01	135'818.00	135'818.01	140'944.00
	5	117'938.00	123'180.00	123'180.01	128'422.00	128'422.01	133'664.00	133'664.01	138'905.00	138'905.01	144'147.00
	6	119'511.00	124'823.00	124'823.01	130'134.00	130'134.01	135'446.00	135'446.01	140'757.00	140'757.01	146'069.00
	7	121'083.00	126'465.00	126'465.01	131'846.00	131'846.01	137'228.00	137'228.01	142'609.00	142'609.01	147'991.00
	8	122'656.00	128'107.00	128'107.01	133'559.00	133'559.01	139'010.00	139'010.01	144'461.00	144'461.01	149'913.00
	9	124'228.00	129'750.00	129'750.01	135'271.00	135'271.01	140'792.00	140'792.01	146'314.00	146'314.01	151'835.00
	10	125'801.00	131'392.00	131'392.01	136'983.00	136'983.01	142'574.00	142'574.01	148'166.00	148'166.01	153'757.00
	11	126'325.00	131'940.00	131'940.01	137'554.00	137'554.01	143'168.00	143'168.01	148'783.00	148'783.01	154'397.00
	12	126'849.00	132'487.00	132'487.01	138'125.00	138'125.01	143'763.00	143'763.01	149'400.00	149'400.01	155'038.00
	13	127'373.00	133'035.00	133'035.01	138'696.00	138'696.01	144'357.00	144'357.01	150'018.00	150'018.01	155'679.00
	14	127'898.00	133'582.00	133'582.01	139'266.00	139'266.01	144'951.00	144'951.01	150'635.00	150'635.01	156'319.00
15	128'422.00	134'129.00	134'129.01	139'837.00	139'837.01	145'545.00	145'545.01	151'252.00	151'252.01	156'960.00	
Monatslöhne im 13tel 100 %	0	8'064.20	8'422.50	8'422.55	8'781.00	8'781.05	9'139.35	9'139.40	9'497.75	9'497.80	9'856.20
	1	8'265.80	8'633.15	8'633.20	9'000.50	9'000.55	9'367.80	9'367.85	9'735.20	9'735.25	10'102.60
	2	8'467.40	8'843.65	8'843.70	9'220.00	9'220.05	9'596.35	9'596.40	9'972.65	9'972.70	10'349.00
	3	8'669.00	9'054.20	9'054.25	9'439.50	9'439.55	9'824.80	9'824.85	10'210.15	10'210.20	10'595.35
	4	8'870.65	9'264.80	9'264.85	9'659.05	9'659.10	10'053.30	10'053.35	10'447.50	10'447.55	10'841.80
	5	9'072.20	9'475.35	9'475.40	9'878.60	9'878.65	10'281.80	10'281.85	10'685.00	10'685.05	11'088.20
	6	9'193.20	9'601.75	9'601.80	10'010.30	10'010.35	10'418.90	10'418.95	10'827.45	10'827.50	11'236.05
	7	9'314.10	9'728.05	9'728.10	10'142.00	10'142.05	10'556.00	10'556.05	10'969.90	10'969.95	11'383.90
	8	9'435.10	9'854.35	9'854.40	10'273.75	10'273.80	10'693.05	10'693.10	11'112.35	11'112.40	11'531.75
	9	9'556.00	9'980.75	9'980.80	10'405.45	10'405.50	10'830.15	10'830.20	11'254.90	11'254.95	11'679.60
	10	9'677.00	10'107.05	10'107.10	10'537.15	10'537.20	10'967.20	10'967.25	11'397.35	11'397.40	11'827.45
	11	9'717.35	10'149.20	10'149.25	10'581.05	10'581.10	11'012.90	11'012.95	11'444.80	11'444.85	11'876.65
	12	9'757.65	10'191.30	10'191.35	10'625.00	10'625.05	11'058.65	11'058.70	11'492.30	11'492.35	11'926.00
	13	9'797.95	10'233.45	10'233.50	10'668.90	10'668.95	11'104.35	11'104.40	11'539.80	11'539.85	11'975.30
	14	9'838.35	10'275.50	10'275.55	10'712.75	10'712.80	11'150.05	11'150.10	11'587.30	11'587.35	12'024.50
15	9'878.65	10'317.60	10'317.65	10'756.65	10'756.70	11'195.75	11'195.80	11'634.75	11'634.80	12'073.80	
Stundenlöhne 100 % (= 1/2184 J-L)	0	48.01	50.13	50.14	52.26	52.27	54.40	54.41	56.53	56.54	58.66
	1	49.21	51.38	51.39	53.57	53.58	55.76	55.77	57.94	57.95	60.13
	2	50.41	52.64	52.65	54.88	54.89	57.12	57.13	59.36	59.37	61.60
	3	51.61	53.89	53.90	56.18	56.19	58.48	58.49	60.77	60.78	63.06
	4	52.81	55.14	55.15	57.49	57.50	59.84	59.85	62.18	62.19	64.53
	5	54.01	56.40	56.41	58.80	58.81	61.20	61.21	63.60	63.61	66.00
	6	54.73	57.15	57.16	59.58	59.59	62.01	62.02	64.44	64.45	66.88
	7	55.45	57.90	57.91	60.36	60.37	62.83	62.84	65.29	65.30	67.76
	8	56.17	58.65	58.66	61.15	61.16	63.64	63.65	66.14	66.15	68.64
	9	56.89	59.40	59.41	61.93	61.94	64.46	64.47	66.99	67.00	69.52
	10	57.61	60.16	60.17	62.72	62.73	65.28	65.29	67.84	67.85	70.40
	11	57.85	60.41	60.42	62.98	62.99	65.55	65.56	68.12	68.13	70.69
	12	58.09	60.66	60.67	63.24	63.25	65.82	65.83	68.40	68.41	70.98
	13	58.33	60.91	60.92	63.50	63.51	66.09	66.10	68.68	68.69	71.28
	14	58.57	61.16	61.17	63.76	63.77	66.36	66.37	68.97	68.98	71.57
15	58.81	61.41	61.42	64.02	64.03	66.64	66.65	69.25	69.26	71.86	

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	114'273.00	119'352.00	119'352.01	124'431.00	124'431.01	129'509.00	129'509.01	134'588.00	134'588.01	139'667.00
	1	117'130.00	122'336.00	122'336.01	127'541.00	127'541.01	132'747.00	132'747.01	137'953.00	137'953.01	143'159.00
	2	119'987.00	125'319.00	125'319.01	130'652.00	130'652.01	135'985.00	135'985.01	141'318.00	141'318.01	146'650.00
	3	122'843.00	128'303.00	128'303.01	133'763.00	133'763.01	139'223.00	139'223.01	144'682.00	144'682.01	150'142.00
	4	125'700.00	131'287.00	131'287.01	136'874.00	136'874.01	142'460.00	142'460.01	148'047.00	148'047.01	153'634.00
	5	128'557.00	134'271.00	134'271.01	139'984.00	139'984.01	145'698.00	145'698.01	151'412.00	151'412.01	157'125.00
	6	130'271.00	136'061.00	136'061.01	141'851.00	141'851.01	147'641.00	147'641.01	153'430.00	153'430.01	159'220.00
	7	131'985.00	137'851.00	137'851.01	143'717.00	143'717.01	149'583.00	149'583.01	155'449.00	155'449.01	161'315.00
	8	133'699.00	139'642.00	139'642.01	145'584.00	145'584.01	151'526.00	151'526.01	157'468.00	157'468.01	163'410.00
	9	135'413.00	141'432.00	141'432.01	147'450.00	147'450.01	153'469.00	153'469.01	159'487.00	159'487.01	165'505.00
	10	137'128.00	143'222.00	143'222.01	149'317.00	149'317.01	155'411.00	155'411.01	161'506.00	161'506.01	167'600.00
	11	137'699.00	143'819.00	143'819.01	149'939.00	149'939.01	156'059.00	156'059.01	162'179.00	162'179.01	168'299.00
	12	138'270.00	144'416.00	144'416.01	150'561.00	150'561.01	156'706.00	156'706.01	162'852.00	162'852.01	168'997.00
	13	138'842.00	145'012.00	145'012.01	151'183.00	151'183.01	157'354.00	157'354.01	163'525.00	163'525.01	169'695.00
	14	139'413.00	145'609.00	145'609.01	151'805.00	151'805.01	158'001.00	158'001.01	164'198.00	164'198.01	170'394.00
15	139'984.00	146'206.00	146'206.01	152'427.00	152'427.01	158'649.00	158'649.01	164'870.00	164'870.01	171'092.00	
Monatslöhne im 13tel 100 %	0	8'790.25	9'180.90	9'180.95	9'571.60	9'571.65	9'962.20	9'962.25	10'352.90	10'352.95	10'743.60
	1	9'010.00	9'410.45	9'410.50	9'810.80	9'810.85	10'211.30	10'211.35	10'611.75	10'611.80	11'012.20
	2	9'229.80	9'639.90	9'639.95	10'050.15	10'050.20	10'460.35	10'460.40	10'870.60	10'870.65	11'280.75
	3	9'449.50	9'869.45	9'869.50	10'289.45	10'289.50	10'709.45	10'709.50	11'129.35	11'129.40	11'549.35
	4	9'669.25	10'099.00	10'099.05	10'528.75	10'528.80	10'958.45	10'958.50	11'388.20	11'388.25	11'818.00
	5	9'889.00	10'328.50	10'328.55	10'768.00	10'768.05	11'207.50	11'207.55	11'647.05	11'647.10	12'086.50
	6	10'020.85	10'466.20	10'466.25	10'911.60	10'911.65	11'357.00	11'357.05	11'802.30	11'802.35	12'247.65
	7	10'152.70	10'603.90	10'603.95	11'055.15	11'055.20	11'506.35	11'506.40	11'957.60	11'957.65	12'408.80
	8	10'284.55	10'741.65	10'741.70	11'198.75	11'198.80	11'655.80	11'655.85	12'112.90	12'112.95	12'570.00
	9	10'416.40	10'879.35	10'879.40	11'342.30	11'342.35	11'805.30	11'805.35	12'268.20	12'268.25	12'731.15
	10	10'548.35	11'017.05	11'017.10	11'485.90	11'485.95	11'954.65	11'954.70	12'423.50	12'423.55	12'892.30
	11	10'592.25	11'063.00	11'063.05	11'533.75	11'533.80	12'004.50	12'004.55	12'475.30	12'475.35	12'946.05
	12	10'636.20	11'108.90	11'108.95	11'581.60	11'581.65	12'054.30	12'054.35	12'527.05	12'527.10	12'999.75
	13	10'680.20	11'154.75	11'154.80	11'629.45	11'629.50	12'104.15	12'104.20	12'578.80	12'578.85	13'053.45
	14	10'724.10	11'200.65	11'200.70	11'677.30	11'677.35	12'153.90	12'153.95	12'630.60	12'630.65	13'107.20
15	10'768.00	11'246.60	11'246.65	11'725.15	11'725.20	12'203.75	12'203.80	12'682.30	12'682.35	13'160.90	
Stundenlöhne 100 % (= 1/2184 J-L)	0	52.33	54.64	54.65	56.97	56.98	59.29	59.30	61.62	61.63	63.95
	1	53.64	56.01	56.02	58.39	58.40	60.78	60.79	63.16	63.17	65.54
	2	54.94	57.38	57.39	59.82	59.83	62.26	62.27	64.70	64.71	67.14
	3	56.25	58.74	58.75	61.24	61.25	63.74	63.75	66.24	66.25	68.74
	4	57.56	60.11	60.12	62.67	62.68	65.22	65.23	67.78	67.79	70.34
	5	58.87	61.47	61.48	64.09	64.10	66.71	66.72	69.32	69.33	71.94
	6	59.65	62.29	62.30	64.95	64.96	67.60	67.61	70.25	70.26	72.90
	7	60.44	63.11	63.12	65.80	65.81	68.49	68.50	71.17	71.18	73.86
	8	61.22	63.93	63.94	66.65	66.66	69.38	69.39	72.10	72.11	74.82
	9	62.01	64.75	64.76	67.51	67.52	70.26	70.27	73.02	73.03	75.78
	10	62.79	65.57	65.58	68.36	68.37	71.15	71.16	73.94	73.95	76.73
	11	63.05	65.85	65.86	68.65	68.66	71.45	71.46	74.25	74.26	77.05
	12	63.32	66.12	66.13	68.93	68.94	71.75	71.76	74.56	74.57	77.37
	13	63.58	66.39	66.40	69.22	69.23	72.04	72.05	74.87	74.88	77.69
	14	63.84	66.67	66.68	69.50	69.51	72.34	72.35	75.18	75.19	78.01
15	64.10	66.94	66.95	69.79	69.80	72.64	72.65	75.48	75.49	78.33	

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	124'352.00	129'879.00	129'879.01	135'406.00	135'406.01	140'933.00	140'933.01	146'459.00	146'459.01	151'986.00
	1	127'461.00	133'126.00	133'126.01	138'791.00	138'791.01	144'456.00	144'456.01	150'121.00	150'121.01	155'786.00
	2	130'570.00	136'373.00	136'373.01	142'176.00	142'176.01	147'979.00	147'979.01	153'782.00	153'782.01	159'585.00
	3	133'679.00	139'620.00	139'620.01	145'561.00	145'561.01	151'503.00	151'503.01	157'444.00	157'444.01	163'385.00
	4	136'788.00	142'867.00	142'867.01	148'946.00	148'946.01	155'026.00	155'026.01	161'105.00	161'105.01	167'185.00
	5	139'896.00	146'114.00	146'114.01	152'332.00	152'332.01	158'549.00	158'549.01	164'767.00	164'767.01	170'984.00
	6	141'762.00	148'062.00	148'062.01	154'363.00	154'363.01	160'663.00	160'663.01	166'964.00	166'964.01	173'264.00
	7	143'627.00	150'010.00	150'010.01	156'394.00	156'394.01	162'777.00	162'777.01	169'161.00	169'161.01	175'544.00
	8	145'492.00	151'958.00	151'958.01	158'425.00	158'425.01	164'891.00	164'891.01	171'357.00	171'357.01	177'824.00
	9	147'357.00	153'907.00	153'907.01	160'456.00	160'456.01	167'005.00	167'005.01	173'554.00	173'554.01	180'104.00
	10	149'223.00	155'855.00	155'855.01	162'487.00	162'487.01	169'119.00	169'119.01	175'751.00	175'751.01	182'383.00
	11	149'844.00	156'504.00	156'504.01	163'164.00	163'164.01	169'824.00	169'824.01	176'484.00	176'484.01	183'143.00
	12	150'466.00	157'154.00	157'154.01	163'841.00	163'841.01	170'528.00	170'528.01	177'216.00	177'216.01	183'903.00
	13	151'088.00	157'803.00	157'803.01	164'518.00	164'518.01	171'233.00	171'233.01	177'948.00	177'948.01	184'663.00
	14	151'710.00	158'452.00	158'452.01	165'195.00	165'195.01	171'938.00	171'938.01	178'680.00	178'680.01	185'423.00
15	152'332.00	159'102.00	159'102.01	165'872.00	165'872.01	172'642.00	172'642.01	179'413.00	179'413.01	186'183.00	
Monatslöhne im 13tel 100 %	0	9'565.55	9'990.65	9'990.70	10'415.80	10'415.85	10'841.00	10'841.05	11'266.05	11'266.10	11'691.20
	1	9'804.70	10'240.45	10'240.50	10'676.20	10'676.25	11'112.00	11'112.05	11'547.75	11'547.80	11'983.50
	2	10'043.85	10'490.20	10'490.25	10'936.60	10'936.65	11'383.00	11'383.05	11'829.35	11'829.40	12'275.75
	3	10'283.00	10'740.00	10'740.05	11'197.00	11'197.05	11'654.05	11'654.10	12'111.05	12'111.10	12'568.05
	4	10'522.20	10'989.75	10'989.80	11'457.35	11'457.40	11'925.05	11'925.10	12'392.65	12'392.70	12'860.35
	5	10'761.25	11'239.50	11'239.55	11'717.80	11'717.85	12'196.05	12'196.10	12'674.35	12'674.40	13'152.60
	6	10'904.80	11'389.35	11'389.40	11'874.05	11'874.10	12'358.65	12'358.70	12'843.35	12'843.40	13'328.00
	7	11'048.25	11'539.20	11'539.25	12'030.30	12'030.35	12'521.30	12'521.35	13'012.35	13'012.40	13'503.35
	8	11'191.70	11'689.05	11'689.10	12'186.50	12'186.55	12'683.90	12'683.95	13'181.30	13'181.35	13'678.75
	9	11'335.20	11'839.00	11'839.05	12'342.75	12'342.80	12'846.50	12'846.55	13'350.30	13'350.35	13'854.15
	10	11'478.70	11'988.80	11'988.85	12'499.00	12'499.05	13'009.15	13'009.20	13'519.30	13'519.35	14'029.45
	11	11'526.50	12'038.75	12'038.80	12'551.05	12'551.10	13'063.35	13'063.40	13'575.65	13'575.70	14'087.90
	12	11'574.35	12'088.75	12'088.80	12'603.15	12'603.20	13'117.50	13'117.55	13'632.00	13'632.05	14'146.35
	13	11'622.20	12'138.65	12'138.70	12'655.20	12'655.25	13'171.75	13'171.80	13'688.30	13'688.35	14'204.80
	14	11'670.00	12'188.60	12'188.65	12'707.30	12'707.35	13'226.00	13'226.05	13'744.60	13'744.65	14'263.30
15	11'717.85	12'238.60	12'238.65	12'759.35	12'759.40	13'280.15	13'280.20	13'801.00	13'801.05	14'321.75	
Stundenlöhne 100 % (= 1/2184 J-L)	0	56.94	59.46	59.47	61.99	62.00	64.52	64.53	67.05	67.06	69.59
	1	58.37	60.95	60.96	63.54	63.55	66.14	66.15	68.73	68.74	71.33
	2	59.79	62.44	62.45	65.09	65.10	67.75	67.76	70.41	70.42	73.07
	3	61.21	63.92	63.93	66.64	66.65	69.36	69.37	72.08	72.09	74.80
	4	62.64	65.41	65.42	68.19	68.20	70.98	70.99	73.76	73.77	76.54
	5	64.06	66.90	66.91	69.74	69.75	72.59	72.60	75.44	75.45	78.28
	6	64.91	67.79	67.80	70.67	70.68	73.56	73.57	76.44	76.45	79.33
	7	65.77	68.68	68.69	71.60	71.61	74.53	74.54	77.45	77.46	80.37
	8	66.62	69.57	69.58	72.53	72.54	75.49	75.50	78.46	78.47	81.42
	9	67.48	70.47	70.48	73.46	73.47	76.46	76.47	79.46	79.47	82.46
	10	68.33	71.36	71.37	74.39	74.40	77.43	77.44	80.47	80.48	83.50
	11	68.61	71.65	71.66	74.70	74.71	77.75	77.76	80.80	80.81	83.85
	12	68.90	71.95	71.96	75.01	75.02	78.08	78.09	81.14	81.15	84.20
	13	69.18	72.25	72.26	75.32	75.33	78.40	78.41	81.47	81.48	84.55
	14	69.47	72.55	72.56	75.63	75.64	78.72	78.73	81.81	81.82	84.90
15	69.75	72.84	72.85	75.94	75.95	79.04	79.05	82.14	82.15	85.24	

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	134'982.00	140'981.00	140'981.01	146'980.00	146'980.01	152'980.00	152'980.01	158'979.00	158'979.01	164'978.00
	1	138'357.00	144'506.00	144'506.01	150'655.00	150'655.01	156'804.00	156'804.01	162'953.00	162'953.01	169'102.00
	2	141'731.00	148'030.00	148'030.01	154'329.00	154'329.01	160'629.00	160'629.01	166'928.00	166'928.01	173'227.00
	3	145'106.00	151'555.00	151'555.01	158'004.00	158'004.01	164'453.00	164'453.01	170'902.00	170'902.01	177'351.00
	4	148'480.00	155'079.00	155'079.01	161'678.00	161'678.01	168'278.00	168'278.01	174'877.00	174'877.01	181'476.00
	5	151'855.00	158'604.00	158'604.01	165'353.00	165'353.01	172'102.00	172'102.01	178'851.00	178'851.01	185'600.00
	6	153'879.00	160'719.00	160'719.01	167'558.00	167'558.01	174'397.00	174'397.01	181'236.00	181'236.01	188'075.00
	7	155'904.00	162'833.00	162'833.01	169'762.00	169'762.01	176'691.00	176'691.01	183'620.00	183'620.01	190'550.00
	8	157'929.00	164'948.00	164'948.01	171'967.00	171'967.01	178'986.00	178'986.01	186'005.00	186'005.01	193'024.00
	9	159'954.00	167'063.00	167'063.01	174'172.00	174'172.01	181'281.00	181'281.01	188'390.00	188'390.01	195'499.00
	10	161'978.00	169'177.00	169'177.01	176'376.00	176'376.01	183'575.00	183'575.01	190'775.00	190'775.01	197'974.00
	11	162'653.00	169'882.00	169'882.01	177'111.00	177'111.01	184'340.00	184'340.01	191'569.00	191'569.01	198'798.00
	12	163'328.00	170'587.00	170'587.01	177'846.00	177'846.01	185'105.00	185'105.01	192'364.00	192'364.01	199'623.00
	13	164'003.00	171'292.00	171'292.01	178'581.00	178'581.01	185'870.00	185'870.01	193'159.00	193'159.01	200'448.00
	14	164'678.00	171'997.00	171'997.01	179'316.00	179'316.01	186'635.00	186'635.01	193'954.00	193'954.01	201'273.00
15	165'353.00	172'702.00	172'702.01	180'051.00	180'051.01	187'400.00	187'400.01	194'749.00	194'749.01	202'098.00	
Monatslöhne im 13tel 100 %	0	10'383.25	10'844.65	10'844.70	11'306.15	11'306.20	11'767.65	11'767.70	12'229.15	12'229.20	12'690.60
	1	10'642.85	11'115.80	11'115.85	11'588.80	11'588.85	12'061.80	12'061.85	12'534.80	12'534.85	13'007.80
	2	10'902.40	11'386.90	11'386.95	11'871.45	11'871.50	12'356.05	12'356.10	12'840.60	12'840.65	13'325.15
	3	11'162.00	11'658.05	11'658.10	12'154.15	12'154.20	12'650.20	12'650.25	13'146.30	13'146.35	13'642.35
	4	11'421.55	11'929.15	11'929.20	12'436.75	12'436.80	12'944.45	12'944.50	13'452.05	13'452.10	13'959.65
	5	11'681.20	12'200.30	12'200.35	12'719.45	12'719.50	13'238.60	13'238.65	13'757.75	13'757.80	14'276.90
	6	11'836.85	12'363.00	12'363.05	12'889.05	12'889.10	13'415.15	13'415.20	13'941.20	13'941.25	14'467.30
	7	11'992.65	12'525.60	12'525.65	13'058.60	13'058.65	13'591.60	13'591.65	14'124.60	14'124.65	14'657.65
	8	12'148.40	12'688.30	12'688.35	13'228.20	13'228.25	13'768.15	13'768.20	14'308.05	14'308.10	14'848.00
	9	12'304.20	12'851.00	12'851.05	13'397.80	13'397.85	13'944.65	13'944.70	14'491.50	14'491.55	15'038.35
	10	12'459.85	13'013.60	13'013.65	13'567.35	13'567.40	14'121.15	14'121.20	14'675.00	14'675.05	15'228.75
	11	12'511.80	13'067.80	13'067.85	13'623.90	13'623.95	14'180.00	14'180.05	14'736.05	14'736.10	15'292.15
	12	12'563.70	13'122.05	13'122.10	13'680.45	13'680.50	14'238.80	14'238.85	14'797.20	14'797.25	15'355.60
	13	12'615.65	13'176.30	13'176.35	13'737.00	13'737.05	14'297.65	14'297.70	14'858.35	14'858.40	15'419.05
	14	12'667.55	13'230.50	13'230.55	13'793.50	13'793.55	14'356.50	14'356.55	14'919.50	14'919.55	15'482.50
15	12'719.50	13'284.75	13'284.80	13'850.05	13'850.10	14'415.35	14'415.40	14'980.65	14'980.70	15'546.00	
Stundenlöhne 100 % (= 1/2184 J-L)	0	61.81	64.55	64.56	67.29	67.30	70.04	70.05	72.79	72.80	75.53
	1	63.36	66.16	66.17	68.98	68.99	71.79	71.80	74.61	74.62	77.42
	2	64.90	67.77	67.78	70.66	70.67	73.54	73.55	76.43	76.44	79.31
	3	66.45	69.39	69.40	72.34	72.35	75.29	75.30	78.25	78.26	81.20
	4	67.99	71.00	71.01	74.02	74.03	77.05	77.06	80.07	80.08	83.09
	5	69.54	72.62	72.63	75.71	75.72	78.80	78.81	81.89	81.90	84.98
	6	70.46	73.58	73.59	76.72	76.73	79.85	79.86	82.98	82.99	86.11
	7	71.39	74.55	74.56	77.72	77.73	80.90	80.91	84.07	84.08	87.24
	8	72.32	75.52	75.53	78.73	78.74	81.95	81.96	85.16	85.17	88.38
	9	73.24	76.49	76.50	79.74	79.75	83.00	83.01	86.25	86.26	89.51
	10	74.17	77.46	77.47	80.75	80.76	84.05	84.06	87.35	87.36	90.64
	11	74.48	77.78	77.79	81.09	81.10	84.40	84.41	87.71	87.72	91.02
	12	74.79	78.10	78.11	81.43	81.44	84.75	84.76	88.07	88.08	91.40
	13	75.10	78.43	78.44	81.76	81.77	85.10	85.11	88.44	88.45	91.78
	14	75.41	78.75	78.76	82.10	82.11	85.45	85.46	88.80	88.81	92.15
15	75.72	79.07	79.08	82.44	82.45	85.80	85.81	89.17	89.18	92.53	

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	146'254.00	152'754.00	152'754.01	159'254.00	159'254.01	165'754.00	165'754.01	172'254.00	172'254.01	178'754.00
	1	149'910.00	156'573.00	156'573.01	163'235.00	163'235.01	169'898.00	169'898.01	176'560.00	176'560.01	183'223.00
	2	153'566.00	160'391.00	160'391.01	167'217.00	167'217.01	174'042.00	174'042.01	180'867.00	180'867.01	187'692.00
	3	157'223.00	164'210.00	164'210.01	171'198.00	171'198.01	178'186.00	178'186.01	185'173.00	185'173.01	192'161.00
	4	160'879.00	168'029.00	168'029.01	175'179.00	175'179.01	182'329.00	182'329.01	189'480.00	189'480.01	196'630.00
	5	164'535.00	171'848.00	171'848.01	179'161.00	179'161.01	186'473.00	186'473.01	193'786.00	193'786.01	201'099.00
	6	166'729.00	174'139.00	174'139.01	181'549.00	181'549.01	188'960.00	188'960.01	196'370.00	196'370.01	203'780.00
	7	168'923.00	176'430.00	176'430.01	183'938.00	183'938.01	191'446.00	191'446.01	198'954.00	198'954.01	206'461.00
	8	171'117.00	178'722.00	178'722.01	186'327.00	186'327.01	193'932.00	193'932.01	201'537.00	201'537.01	209'143.00
	9	173'310.00	181'013.00	181'013.01	188'716.00	188'716.01	196'418.00	196'418.01	204'121.00	204'121.01	211'824.00
	10	175'504.00	183'304.00	183'304.01	191'105.00	191'105.01	198'905.00	198'905.01	206'705.00	206'705.01	214'505.00
	11	176'235.00	184'068.00	184'068.01	191'901.00	191'901.01	199'734.00	199'734.01	207'566.00	207'566.01	215'399.00
	12	176'967.00	184'832.00	184'832.01	192'697.00	192'697.01	200'562.00	200'562.01	208'427.00	208'427.01	216'293.00
	13	177'698.00	185'596.00	185'596.01	193'493.00	193'493.01	201'391.00	201'391.01	209'289.00	209'289.01	217'186.00
	14	178'429.00	186'359.00	186'359.01	194'290.00	194'290.01	202'220.00	202'220.01	210'150.00	210'150.01	218'080.00
15	179'161.00	187'123.00	187'123.01	195'086.00	195'086.01	203'049.00	203'049.01	211'011.00	211'011.01	218'974.00	
Monatslöhne im 13tel 100 %	0	11'250.35	11'750.30	11'750.35	12'250.30	12'250.35	12'750.30	12'750.35	13'250.30	13'250.35	13'750.30
	1	11'531.55	12'044.05	12'044.10	12'556.50	12'556.55	13'069.05	13'069.10	13'581.50	13'581.55	14'094.05
	2	11'812.80	12'337.75	12'337.80	12'862.80	12'862.85	13'387.80	13'387.85	13'912.80	13'912.85	14'437.80
	3	12'094.10	12'631.50	12'631.55	13'169.05	13'169.10	13'706.60	13'706.65	14'244.05	14'244.10	14'781.60
	4	12'375.35	12'925.30	12'925.35	13'475.30	13'475.35	14'025.30	14'025.35	14'575.35	14'575.40	15'125.35
	5	12'656.55	13'219.05	13'219.10	13'781.60	13'781.65	14'344.05	14'344.10	14'906.60	14'906.65	15'469.15
	6	12'825.35	13'395.30	13'395.35	13'965.30	13'965.35	14'535.35	14'535.40	15'105.35	15'105.40	15'675.35
	7	12'994.10	13'571.50	13'571.55	14'149.05	14'149.10	14'726.60	14'726.65	15'304.15	15'304.20	15'881.60
	8	13'162.85	13'747.80	13'747.85	14'332.80	14'332.85	14'917.80	14'917.85	15'502.80	15'502.85	16'087.90
	9	13'331.55	13'924.05	13'924.10	14'516.60	14'516.65	15'109.05	15'109.10	15'701.60	15'701.65	16'294.15
	10	13'500.35	14'100.30	14'100.35	14'700.35	14'700.40	15'300.35	15'300.40	15'900.35	15'900.40	16'500.35
	11	13'556.55	14'159.05	14'159.10	14'761.60	14'761.65	15'364.15	15'364.20	15'966.60	15'966.65	16'569.15
	12	13'612.85	14'217.80	14'217.85	14'822.80	14'822.85	15'427.80	15'427.85	16'032.80	16'032.85	16'637.90
	13	13'669.10	14'276.60	14'276.65	14'884.05	14'884.10	15'491.60	15'491.65	16'099.15	16'099.20	16'706.60
	14	13'725.35	14'335.30	14'335.35	14'945.35	14'945.40	15'555.35	15'555.40	16'165.35	16'165.40	16'775.35
15	13'781.65	14'394.05	14'394.10	15'006.60	15'006.65	15'619.15	15'619.20	16'231.60	16'231.65	16'844.15	
Stundenlöhne 100 % (= 1/12/184 J-L)	0	66.97	69.94	69.95	72.91	72.92	75.89	75.90	78.87	78.88	81.84
	1	68.65	71.69	71.70	74.74	74.75	77.79	77.80	80.84	80.85	83.89
	2	70.32	73.43	73.44	76.56	76.57	79.68	79.69	82.81	82.82	85.93
	3	71.99	75.18	75.19	78.38	78.39	81.58	81.59	84.78	84.79	87.98
	4	73.67	76.93	76.94	80.21	80.22	83.48	83.49	86.75	86.76	90.03
	5	75.34	78.68	78.69	82.03	82.04	85.38	85.39	88.72	88.73	92.07
	6	76.35	79.73	79.74	83.12	83.13	86.52	86.53	89.91	89.92	93.30
	7	77.35	80.78	80.79	84.22	84.23	87.65	87.66	91.09	91.10	94.53
	8	78.36	81.83	81.84	85.31	85.32	88.79	88.80	92.27	92.28	95.76
	9	79.36	82.88	82.89	86.40	86.41	89.93	89.94	93.46	93.47	96.98
	10	80.36	83.93	83.94	87.50	87.51	91.07	91.08	94.64	94.65	98.21
	11	80.70	84.28	84.29	87.86	87.87	91.45	91.46	95.03	95.04	98.62
	12	81.03	84.63	84.64	88.23	88.24	91.83	91.84	95.43	95.44	99.03
	13	81.37	84.97	84.98	88.59	88.60	92.21	92.22	95.82	95.83	99.44
	14	81.70	85.32	85.33	88.96	88.97	92.59	92.60	96.22	96.23	99.85
15	82.04	85.67	85.68	89.32	89.33	92.97	92.98	96.61	96.62	100.26	

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	158'076.00	165'102.00	165'102.01	172'127.00	172'127.01	179'153.00	179'153.01	186'178.00	186'178.01	193'204.00
	1	162'028.00	169'229.00	169'229.01	176'430.00	176'430.01	183'632.00	183'632.01	190'833.00	190'833.01	198'034.00
	2	165'980.00	173'357.00	173'357.01	180'734.00	180'734.01	188'111.00	188'111.01	195'487.00	195'487.01	202'864.00
	3	169'932.00	177'484.00	177'484.01	185'037.00	185'037.01	192'589.00	192'589.01	200'142.00	200'142.01	207'694.00
	4	173'884.00	181'612.00	181'612.01	189'340.00	189'340.01	197'068.00	197'068.01	204'796.00	204'796.01	212'524.00
	5	177'836.00	185'739.00	185'739.01	193'643.00	193'643.01	201'547.00	201'547.01	209'451.00	209'451.01	217'355.00
	6	180'207.00	188'216.00	188'216.01	196'225.00	196'225.01	204'234.00	204'234.01	212'243.00	212'243.01	220'253.00
	7	182'578.00	190'692.00	190'692.01	198'807.00	198'807.01	206'922.00	206'922.01	215'036.00	215'036.01	223'151.00
	8	184'949.00	193'169.00	193'169.01	201'389.00	201'389.01	209'609.00	209'609.01	217'829.00	217'829.01	226'049.00
	9	187'320.00	195'645.00	195'645.01	203'971.00	203'971.01	212'296.00	212'296.01	220'621.00	220'621.01	228'947.00
	10	189'691.00	198'122.00	198'122.01	206'553.00	206'553.01	214'983.00	214'983.01	223'414.00	223'414.01	231'845.00
	11	190'482.00	198'948.00	198'948.01	207'413.00	207'413.01	215'879.00	215'879.01	224'345.00	224'345.01	232'811.00
	12	191'272.00	199'773.00	199'773.01	208'274.00	208'274.01	216'775.00	216'775.01	225'276.00	225'276.01	233'777.00
	13	192'062.00	200'599.00	200'599.01	209'135.00	209'135.01	217'671.00	217'671.01	226'207.00	226'207.01	234'743.00
	14	192'853.00	201'424.00	201'424.01	209'995.00	209'995.01	218'567.00	218'567.01	227'138.00	227'138.01	235'709.00
15	193'643.00	202'250.00	202'250.01	210'856.00	210'856.01	219'462.00	219'462.01	228'069.00	228'069.01	236'675.00	
Monatslöhne im 13tel 100 %	0	12'159.70	12'700.15	12'700.20	13'240.50	13'240.55	13'781.00	13'781.05	14'321.35	14'321.40	14'861.80
	1	12'463.70	13'017.60	13'017.65	13'571.50	13'571.55	14'125.50	14'125.55	14'679.45	14'679.50	15'233.35
	2	12'767.70	13'335.15	13'335.20	13'902.60	13'902.65	14'470.05	14'470.10	15'037.45	15'037.50	15'604.90
	3	13'071.70	13'652.60	13'652.65	14'233.60	14'233.65	14'814.50	14'814.55	15'395.50	15'395.55	15'976.45
	4	13'375.70	13'970.15	13'970.20	14'564.60	14'564.65	15'159.05	15'159.10	15'753.50	15'753.55	16'348.00
	5	13'679.70	14'287.60	14'287.65	14'895.60	14'895.65	15'503.60	15'503.65	16'111.60	16'111.65	16'719.60
	6	13'862.10	14'478.15	14'478.20	15'094.20	15'094.25	15'710.30	15'710.35	16'326.35	16'326.40	16'942.50
	7	14'044.50	14'668.60	14'668.65	15'292.80	15'292.85	15'917.05	15'917.10	16'541.20	16'541.25	17'165.45
	8	14'226.85	14'859.15	14'859.20	15'491.45	15'491.50	16'123.75	16'123.80	16'756.05	16'756.10	17'388.35
	9	14'409.25	15'049.60	15'049.65	15'690.05	15'690.10	16'330.45	16'330.50	16'970.80	16'970.85	17'611.30
	10	14'591.65	15'240.15	15'240.20	15'888.65	15'888.70	16'537.15	16'537.20	17'185.65	17'185.70	17'834.20
	11	14'652.50	15'303.65	15'303.70	15'954.80	15'954.85	16'606.05	16'606.10	17'257.30	17'257.35	17'908.50
	12	14'713.25	15'367.15	15'367.20	16'021.05	16'021.10	16'675.00	16'675.05	17'328.90	17'328.95	17'982.80
	13	14'774.00	15'430.65	15'430.70	16'087.30	16'087.35	16'743.90	16'743.95	17'400.50	17'400.55	18'057.15
	14	14'834.85	15'494.15	15'494.20	16'153.45	16'153.50	16'812.80	16'812.85	17'472.15	17'472.20	18'131.45
15	14'895.65	15'557.65	15'557.70	16'219.65	16'219.70	16'881.65	16'881.70	17'543.75	17'543.80	18'205.75	
Stundenlöhne 100 % (= 1/2184 J-L)	0	72.38	75.59	75.60	78.81	78.82	82.02	82.03	85.24	85.25	88.46
	1	74.19	77.48	77.49	80.78	80.79	84.08	84.09	87.37	87.38	90.67
	2	76.00	79.37	79.38	82.75	82.76	86.13	86.14	89.50	89.51	92.88
	3	77.81	81.26	81.27	84.72	84.73	88.18	88.19	91.64	91.65	95.09
	4	79.62	83.15	83.16	86.69	86.70	90.23	90.24	93.77	93.78	97.30
	5	81.43	85.04	85.05	88.66	88.67	92.28	92.29	95.90	95.91	99.52
	6	82.52	86.17	86.18	89.84	89.85	93.51	93.52	97.18	97.19	100.84
	7	83.60	87.31	87.32	91.02	91.03	94.74	94.75	98.45	98.46	102.17
	8	84.69	88.44	88.45	92.21	92.22	95.97	95.98	99.73	99.74	103.50
	9	85.77	89.58	89.59	93.39	93.40	97.20	97.21	101.01	101.02	104.82
	10	86.86	90.71	90.72	94.57	94.58	98.43	98.44	102.29	102.30	106.15
	11	87.22	91.09	91.10	94.96	94.97	98.84	98.85	102.72	102.73	106.59
	12	87.58	91.47	91.48	95.36	95.37	99.25	99.26	103.14	103.15	107.04
	13	87.95	91.84	91.85	95.75	95.76	99.66	99.67	103.57	103.58	107.48
	14	88.31	92.22	92.23	96.15	96.16	100.07	100.08	104.00	104.01	107.92
15	88.67	92.60	92.61	96.54	96.55	100.48	100.49	104.42	104.43	108.36	

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	170'538.00	178'118.00	178'118.01	185'697.00	185'697.01	193'277.00	193'277.01	200'856.00	200'856.01	208'436.00
	1	174'802.00	182'571.00	182'571.01	190'340.00	190'340.01	198'109.00	198'109.01	205'878.00	205'878.01	213'647.00
	2	179'065.00	187'024.00	187'024.01	194'982.00	194'982.01	202'941.00	202'941.01	210'899.00	210'899.01	218'858.00
	3	183'329.00	191'477.00	191'477.01	199'625.00	199'625.01	207'773.00	207'773.01	215'921.00	215'921.01	224'069.00
	4	187'592.00	195'930.00	195'930.01	204'267.00	204'267.01	212'605.00	212'605.01	220'942.00	220'942.01	229'280.00
	5	191'856.00	200'383.00	200'383.01	208'910.00	208'910.01	217'437.00	217'437.01	225'963.00	225'963.01	234'490.00
	6	194'414.00	203'054.00	203'054.01	211'695.00	211'695.01	220'336.00	220'336.01	228'976.00	228'976.01	237'617.00
	7	196'972.00	205'726.00	205'726.01	214'481.00	214'481.01	223'235.00	223'235.01	231'989.00	231'989.01	240'743.00
	8	199'530.00	208'398.00	208'398.01	217'266.00	217'266.01	226'134.00	226'134.01	235'002.00	235'002.01	241'850.00
	9	202'088.00	211'070.00	211'070.01	220'051.00	220'051.01	229'033.00	229'033.01	238'015.00	238'015.01	241'850.00
	10	204'646.00	213'742.00	213'742.01	222'837.00	222'837.01	231'932.00	231'932.01	241'028.00	241'028.01	241'850.00
	11	205'499.00	214'632.00	214'632.01	223'765.00	223'765.01	232'899.00	232'899.01	241'850.00	241'850.00	241'850.00
	12	206'352.00	215'523.00	215'523.01	224'694.00	224'694.01	233'865.00	233'865.01	241'850.00	241'850.00	241'850.00
	13	207'204.00	216'413.00	216'413.01	225'622.00	225'622.01	234'831.00	234'831.01	241'850.00	241'850.00	241'850.00
	14	208'057.00	217'304.00	217'304.01	226'551.00	226'551.01	235'798.00	235'798.01	241'850.00	241'850.00	241'850.00
15	208'910.00	218'195.00	218'195.01	227'479.00	227'479.01	236'764.00	236'764.01	241'850.00	241'850.00	241'850.00	
Monatslöhne im 13tel 100 %	0	13'118.35	13'701.35	13'701.40	14'284.35	14'284.40	14'867.45	14'867.50	15'450.45	15'450.50	16'033.50
	1	13'446.35	14'043.90	14'043.95	14'641.50	14'641.55	15'239.15	15'239.20	15'836.75	15'836.80	16'434.35
	2	13'774.25	14'386.45	14'386.50	14'998.60	14'998.65	15'610.80	15'610.85	16'223.00	16'223.05	16'835.20
	3	14'102.25	14'729.00	14'729.05	15'355.75	15'355.80	15'982.50	15'982.55	16'609.30	16'609.35	17'236.05
	4	14'430.20	15'071.50	15'071.55	15'712.80	15'712.85	16'354.20	16'354.25	16'995.50	16'995.55	17'636.90
	5	14'758.20	15'414.05	15'414.10	16'070.00	16'070.05	16'725.90	16'725.95	17'381.75	17'381.80	18'037.65
	6	14'954.95	15'619.50	15'619.55	16'284.20	16'284.25	16'948.90	16'948.95	17'613.50	17'613.55	18'278.20
	7	15'151.70	15'825.05	15'825.10	16'498.50	16'498.55	17'171.90	17'171.95	17'845.30	17'845.35	18'518.65
	8	15'348.50	16'030.60	16'030.65	16'712.75	16'712.80	17'394.90	17'394.95	18'077.05	18'077.10	18'603.80
	9	15'545.25	16'236.15	16'236.20	16'927.00	16'927.05	17'617.90	17'617.95	18'308.80	18'308.85	18'603.80
	10	15'742.00	16'441.65	16'441.70	17'141.30	17'141.35	17'840.90	17'840.95	18'540.60	18'540.65	18'603.80
	11	15'807.65	16'510.15	16'510.20	17'212.65	17'212.70	17'915.30	17'915.35	18'603.80	18'603.80	18'603.80
	12	15'873.25	16'578.65	16'578.70	17'284.15	17'284.20	17'989.60	17'989.65	18'603.80	18'603.80	18'603.80
	13	15'938.80	16'647.15	16'647.20	17'355.50	17'355.55	18'063.90	18'063.95	18'603.80	18'603.80	18'603.80
	14	16'004.40	16'715.65	16'715.70	17'427.00	17'427.05	18'138.30	18'138.35	18'603.80	18'603.80	18'603.80
15	16'070.00	16'784.20	16'784.25	17'498.35	17'498.40	18'212.60	18'212.65	18'603.80	18'603.80	18'603.80	
Stundenlöhne 100 % (= 1/2184 J-L)	0	78.09	81.55	81.56	85.02	85.03	88.49	88.50	91.96	91.97	95.43
	1	80.04	83.59	83.60	87.15	87.16	90.70	90.71	94.26	94.27	97.82
	2	81.99	85.63	85.64	89.27	89.28	92.92	92.93	96.56	96.57	100.20
	3	83.95	87.67	87.68	91.40	91.41	95.13	95.14	98.86	98.87	102.59
	4	85.90	89.71	89.72	93.52	93.53	97.34	97.35	101.16	101.17	104.98
	5	87.85	91.75	91.76	95.65	95.66	99.55	99.56	103.46	103.47	107.36
	6	89.02	92.97	92.98	96.92	96.93	100.88	100.89	104.84	104.85	108.79
	7	90.19	94.19	94.20	98.20	98.21	102.21	102.22	106.22	106.23	110.23
	8	91.36	95.42	95.43	99.48	99.49	103.54	103.55	107.60	107.61	110.70
	9	92.54	96.64	96.65	100.75	100.76	104.86	104.87	108.98	108.99	110.70
	10	93.71	97.86	97.87	102.03	102.04	106.19	106.20	110.36	110.37	110.70
	11	94.10	98.27	98.28	102.45	102.46	106.63	106.64	110.70	110.70	110.70
	12	94.49	98.68	98.69	102.88	102.89	107.08	107.09	110.70	110.70	110.70
	13	94.88	99.09	99.10	103.30	103.31	107.52	107.53	110.70	110.70	110.70
	14	95.27	99.49	99.50	103.73	103.74	107.96	107.97	110.70	110.70	110.70
15	95.66	99.90	99.91	104.15	104.16	108.40	108.41	110.70	110.70	110.70	

Anmerkungen:

**170'538.00** = Minimum

**241'850.00** = Geltender Maximum-Lohn-Bereich

**13'118.35** = Minimum

**18'603.80** = Geltender Maximum-Lohn-Bereich

**78.09** = Minimum

**110.70** = Geltender Maximum-Lohn-Bereich