

Städtisches Lohnsystem (SLS) Lohnskala Nr. 1 gültig ab 1. April 2020

Funktionsstufen 1 bis 18

(Art. 57 und Anhang A der Ausführungsbestimmungen zum Personalrecht [AB PR])

Die letzte Erhöhung der Lohnskala erfolgte per 1. April 2012, ausgeglichen sind 99,8 Punkte (Basis Dezember 2010 = 100 Punkte) gemäss Züricher Index der Konsumentenpreise.

Die Lohnskala ist in folgende Register eingeteilt:

- **Titelblatt - Hinweise**
Inhaltsangaben und Hinweise zum Personalrecht (PR) und den Ausführungsbestimmungen zum Personalrecht (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 % Lohnansätze angegeben:
 - Jahreslöhne
 - Monatslöhne im 13-tel
 - Stundenlöhne

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

- Der Lohn ist gemäss Art. 55 PR nach oben begrenzt.
Die festgelegte Lohnbegrenzung wird jeweils per 1. April der Teuerung angepasst und beträgt ab dem 1. April 2012 Fr. 244 759.– pro Jahr.
Die Lohnbegrenzung wirkt sich auf die Löhne der Funktionsstufe 18 entsprechend aus. Die Bereiche mit Lohnbegrenzung sind blau markiert.
- Art. 51 Abs. 2 PR legt ein Minimallohn fest. Dieser darf gemäss Art. 51 Abs. 3 PR nur bei Minderjährigen und Angestellten in Ausbildung unterschritten werden.
Der Minimallohn wird jeweils per 1. April der Teuerung angepasst und beträgt ab dem 1. April 2012 Fr. 47 513.– pro Jahr.
Der Minimallohn wirkt sich auf die Löhne der Funktionsstufen 1, 2 und 3 entsprechend aus. Die Bereiche mit Minimallohn sind blau markiert.
- **Monats- und Stundenlohn:** Vgl. Kommentar zum Personalrecht zu Art. 70 AB PR
- **Löhne in Lehr- und Ausbildungsverhältnissen:** Vgl. Kommentar zum Personalrecht 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 rappengenaу 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. 56'477.00 = Lage "mittel" und bei Fr. 56'477.01 = Lage "hoch"), es aber bei der Berechnung des Monatslohnbetrages in beiden Fällen durch die kaufmännische 5er-Rundung zum gleichen Monatslohn-Betrag von Fr. 4'344.40 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:

Die Mutation eines Stundenlohnansatzes 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. 56'477.00 = Lage "mittel" und bei Fr. 56'477.01 = Lage "hoch"), es aber bei der Berechnung des Stundenlohnbetrages in beiden Fällen durch die kaufmännische 1 Rappen-Rundung zum gleichen Stundenlohn Betrag von Fr. 25.86 kommt.

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

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. Somit sind sie in dieser Lohnskala lediglich Orientierungshilfen.

Anzahl Sollstunden pro Jahr:

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

		Stufe nutzbare Erfahrung	Teillohnbänder										Anmerkungen:	
			sehr tief		tief		mittel		hoch		sehr hoch			
			ab	bis	ab	bis	ab	bis	ab	bis	ab	bis		
Funktionsstufe 1	Jahreslöhne 100 %	0	47'513.00	47'513.00	47'513.00	47'513.00	47'513.00	47'513.00	47'513.00	48'300.00	48'300.01	50'122.00		
		1	47'513.00	47'513.00	47'513.00	47'513.00	47'513.00	47'639.00	47'639.01	49'507.00	49'507.01	51'376.00		
		2	47'513.00	47'513.00	47'513.00	47'513.00	47'513.00	48'801.00	48'801.01	50'715.00	50'715.01	52'629.00	47'513.00 = Geltender Minimum-Lohn-Bereich	
		3	47'513.00	47'513.00	47'513.00	48'004.00	48'004.01	49'963.00	49'963.01	51'922.00	51'922.01	53'882.00		
		4	47'513.00	47'513.00	47'513.00	49'120.00	49'120.01	51'125.00	51'125.01	53'130.00	53'130.01	55'135.00		
		5	47'513.00	48'186.00	48'186.01	50'236.00	50'236.01	52'287.00	52'287.01	54'337.00	54'337.01	56'388.00		
		6	47'513.00	48'828.00	48'828.01	50'906.00	50'906.01	52'984.00	52'984.01	55'062.00	55'062.01	57'140.00		
		7	47'513.00	49'471.00	49'471.01	51'576.00	51'576.01	53'681.00	53'681.01	55'786.00	55'786.01	57'891.00		
		8	47'981.00	50'113.00	50'113.01	52'246.00	52'246.01	54'378.00	54'378.01	56'511.00	56'511.01	58'643.00		
		9	48'596.00	50'756.00	50'756.01	52'916.00	52'916.01	55'075.00	55'075.01	57'235.00	57'235.01	59'395.00		
		10	49'211.00	51'398.00	51'398.01	53'585.00	53'585.01	55'773.00	55'773.01	57'960.00	57'960.01	60'147.00		
		11	49'416.00	51'612.00	51'612.01	53'809.00	53'809.01	56'005.00	56'005.01	58'201.00	58'201.01	60'398.00		
		12	49'621.00	51'827.00	51'827.01	54'032.00	54'032.01	56'237.00	56'237.01	58'443.00	58'443.01	60'648.00		
		13	49'826.00	52'041.00	52'041.01	54'255.00	54'255.01	56'470.00	56'470.01	58'684.00	58'684.01	60'899.00		
		14	50'031.00	52'255.00	52'255.01	54'479.00	54'479.01	56'702.00	56'702.01	58'926.00	58'926.01	61'149.00		
15	50'236.00	52'469.00	52'469.01	54'702.00	54'702.01	56'935.00	56'935.01	59'167.00	59'167.01	61'400.00	= Maximum			
Funktionsstufe 1	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	3'715.35	3'715.40	3'855.50		
		1	3'654.85	3'654.85	3'654.85	3'654.85	3'654.85	3'664.50	3'664.55	3'808.20	3'808.25	3'952.00		
		2	3'654.85	3'654.85	3'654.85	3'654.85	3'654.85	3'753.90	3'753.95	3'901.15	3'901.20	4'048.35	3'654.85 = Geltender Minimum-Lohn-Bereich	
		3	3'654.85	3'654.85	3'654.85	3'692.60	3'692.65	3'843.30	3'843.35	3'994.00	3'994.05	4'144.75		
		4	3'654.85	3'654.85	3'654.85	3'778.45	3'778.50	3'932.65	3'932.70	4'086.90	4'086.95	4'241.15		
		5	3'654.85	3'706.60	3'706.65	3'864.30	3'864.35	4'022.05	4'022.10	4'179.75	4'179.80	4'337.50		
		6	3'654.85	3'756.00	3'756.05	3'915.80	3'915.85	4'075.65	4'075.70	4'235.50	4'235.55	4'395.35		
		7	3'654.85	3'805.45	3'805.50	3'967.35	3'967.40	4'129.30	4'129.35	4'291.20	4'291.25	4'453.15		
		8	3'690.85	3'854.80	3'854.85	4'018.90	4'018.95	4'182.90	4'182.95	4'347.00	4'347.05	4'511.00		
		9	3'738.20	3'904.30	3'904.35	4'070.45	4'070.50	4'236.50	4'236.55	4'402.65	4'402.70	4'568.80		
		10	3'785.50	3'953.65	3'953.70	4'121.90	4'121.95	4'290.20	4'290.25	4'458.45	4'458.50	4'626.65		
		11	3'801.25	3'970.15	3'970.20	4'139.15	4'139.20	4'308.05	4'308.10	4'477.00	4'477.05	4'646.00		
		12	3'817.00	3'986.65	3'986.70	4'156.30	4'156.35	4'325.90	4'325.95	4'495.60	4'495.65	4'665.20		
		13	3'832.80	4'003.15	4'003.20	4'173.45	4'173.50	4'343.80	4'343.85	4'514.15	4'514.20	4'684.50		
		14	3'848.55	4'019.60	4'019.65	4'190.65	4'190.70	4'361.65	4'361.70	4'532.75	4'532.80	4'703.75		
15	3'864.35	4'036.05	4'036.10	4'207.80	4'207.85	4'379.60	4'379.65	4'551.30	4'551.35	4'723.05	= Maximum			
Funktionsstufe 1	Stundenlöhne 100 % (= 1/2184 J-L)	0	21.76	21.76	21.76	21.76	21.76	21.76	21.76	22.11	22.12	22.94		
		1	21.76	21.76	21.76	21.76	21.76	21.76	21.81	21.82	22.66	22.67	23.52	
		2	21.76	21.76	21.76	21.76	21.76	21.76	22.34	22.35	23.22	23.23	24.09	21.76 = Geltender Minimum-Lohn-Bereich
		3	21.76	21.76	21.76	21.97	21.98	22.87	22.88	23.77	23.78	24.67		
		4	21.76	21.76	21.76	22.49	22.50	23.40	23.41	24.32	24.33	25.24		
		5	21.76	22.06	22.07	23.00	23.01	23.94	23.95	24.87	24.88	25.81		
		6	21.76	22.35	22.36	23.30	23.31	24.26	24.27	25.21	25.22	26.16		
		7	21.76	22.65	22.66	23.61	23.62	24.57	24.58	25.54	25.55	26.50		
		8	21.97	22.94	22.95	23.92	23.93	24.89	24.90	25.87	25.88	26.85		
		9	22.26	23.23	23.24	24.22	24.23	25.21	25.22	26.20	26.21	27.19		
		10	22.54	23.53	23.54	24.53	24.54	25.53	25.54	26.53	26.54	27.53		
		11	22.63	23.63	23.64	24.63	24.64	25.64	25.65	26.64	26.65	27.65		
		12	22.73	23.73	23.74	24.73	24.74	25.74	25.75	26.75	26.76	27.76		
		13	22.82	23.82	23.83	24.84	24.85	25.85	25.86	26.86	26.87	27.88		
		14	22.91	23.92	23.93	24.94	24.95	25.96	25.97	26.98	26.99	27.99		
15	23.01	24.02	24.03	25.04	25.05	26.06	26.07	27.09	27.10	28.11	= Maximum			

Funktionsstufe 2	Stufe nutzbare Erfahrung	Teillohnbänder										Anmerkungen:
		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	47'801.00	47'801.01	49'753.00	49'753.01	51'704.00	51'704.01	53'655.00	
	1	47'513.00	47'513.00	47'513.00	48'996.00	48'996.01	50'996.00	50'996.01	52'996.00	52'996.01	54'996.00	
	2	47'513.00	48'143.00	48'143.01	50'192.00	50'192.01	52'240.00	52'240.01	54'289.00	54'289.01	56'337.00	47'513.00 = Geltender Minimum-Lohn-Bereich
	3	47'513.00	49'289.00	49'289.01	51'387.00	51'387.01	53'484.00	53'484.01	55'581.00	55'581.01	57'679.00	
	4	48'289.00	50'435.00	50'435.01	52'582.00	52'582.01	54'728.00	54'728.01	56'874.00	56'874.01	59'020.00	
	5	49'387.00	51'582.00	51'582.01	53'777.00	53'777.01	55'972.00	55'972.01	58'167.00	58'167.01	60'362.00	
	6	50'045.00	52'269.00	52'269.01	54'494.00	54'494.01	56'718.00	56'718.01	58'942.00	58'942.01	61'166.00	
	7	50'704.00	52'957.00	52'957.01	55'211.00	55'211.01	57'464.00	57'464.01	59'718.00	59'718.01	61'971.00	
	8	51'362.00	53'645.00	53'645.01	55'928.00	55'928.01	58'210.00	58'210.01	60'493.00	60'493.01	62'776.00	
	9	52'021.00	54'333.00	54'333.01	56'645.00	56'645.01	58'957.00	58'957.01	61'269.00	61'269.01	63'581.00	
	10	52'679.00	55'020.00	55'020.01	57'362.00	57'362.01	59'703.00	59'703.01	62'044.00	62'044.01	64'386.00	
	11	52'899.00	55'250.00	55'250.01	57'601.00	57'601.01	59'952.00	59'952.01	62'303.00	62'303.01	64'654.00	
	12	53'118.00	55'479.00	55'479.01	57'840.00	57'840.01	60'201.00	60'201.01	62'561.00	62'561.01	64'922.00	
	13	53'338.00	55'708.00	55'708.01	58'079.00	58'079.01	60'449.00	60'449.01	62'820.00	62'820.01	65'190.00	
	14	53'557.00	55'937.00	55'937.01	58'318.00	58'318.01	60'698.00	60'698.01	63'078.00	63'078.01	65'459.00	
15	53'777.00	56'167.00	56'167.01	58'557.00	58'557.01	60'947.00	60'947.01	63'337.00	63'337.01	65'727.00	= Maximum	
Monatslöhne im 13tel 100 %	0	3'654.85	3'654.85	3'654.85	3'677.00	3'677.05	3'827.15	3'827.20	3'977.20	3'977.25	4'127.30	
	1	3'654.85	3'654.85	3'654.85	3'768.90	3'768.95	3'922.75	3'922.80	4'076.60	4'076.65	4'230.45	
	2	3'654.85	3'703.30	3'703.35	3'860.90	3'860.95	4'018.45	4'018.50	4'176.05	4'176.10	4'333.60	3'654.85 = Geltender Minimum-Lohn-Bereich
	3	3'654.85	3'791.45	3'791.50	3'952.80	3'952.85	4'114.15	4'114.20	4'275.45	4'275.50	4'436.80	
	4	3'714.55	3'879.60	3'879.65	4'044.75	4'044.80	4'209.80	4'209.85	4'374.90	4'374.95	4'540.00	
	5	3'799.00	3'967.80	3'967.85	4'136.65	4'136.70	4'305.50	4'305.55	4'474.35	4'474.40	4'643.20	
	6	3'849.65	4'020.65	4'020.70	4'191.80	4'191.85	4'362.90	4'362.95	4'534.00	4'534.05	4'705.05	
	7	3'900.35	4'073.60	4'073.65	4'247.00	4'247.05	4'420.30	4'420.35	4'593.65	4'593.70	4'767.00	
	8	3'950.95	4'126.50	4'126.55	4'302.15	4'302.20	4'477.65	4'477.70	4'653.30	4'653.35	4'828.90	
	9	4'001.65	4'179.45	4'179.50	4'357.30	4'357.35	4'535.15	4'535.20	4'713.00	4'713.05	4'890.80	
	10	4'052.25	4'232.30	4'232.35	4'412.45	4'412.50	4'592.50	4'592.55	4'772.60	4'772.65	4'952.75	
	11	4'069.20	4'250.00	4'250.05	4'430.80	4'430.85	4'611.65	4'611.70	4'792.50	4'792.55	4'973.35	
	12	4'086.00	4'267.60	4'267.65	4'449.20	4'449.25	4'630.80	4'630.85	4'812.35	4'812.40	4'994.00	
	13	4'102.95	4'285.20	4'285.25	4'467.60	4'467.65	4'649.90	4'649.95	4'832.30	4'832.35	5'014.60	
	14	4'119.80	4'302.80	4'302.85	4'486.00	4'486.05	4'669.05	4'669.10	4'852.15	4'852.20	5'035.30	
15	4'136.70	4'320.50	4'320.55	4'504.35	4'504.40	4'688.20	4'688.25	4'872.05	4'872.10	5'055.90	= Maximum	
Stundenlöhne 100 % (= 1/2184 J-L)	0	21.76	21.76	21.76	21.88	21.89	22.78	22.79	23.67	23.68	24.56	
	1	21.76	21.76	21.76	22.43	22.44	23.34	23.35	24.26	24.27	25.18	
	2	21.76	22.04	22.05	22.98	22.99	23.91	23.92	24.85	24.86	25.79	21.76 = Geltender Minimum-Lohn-Bereich
	3	21.76	22.56	22.57	23.52	23.53	24.48	24.49	25.44	25.45	26.40	
	4	22.12	23.09	23.10	24.07	24.08	25.05	25.06	26.04	26.05	27.02	
	5	22.62	23.61	23.62	24.62	24.63	25.62	25.63	26.63	26.64	27.63	
	6	22.92	23.93	23.94	24.95	24.96	25.96	25.97	26.98	26.99	28.00	
	7	23.22	24.24	24.25	25.27	25.28	26.31	26.32	27.34	27.35	28.37	
	8	23.52	24.56	24.57	25.60	25.61	26.65	26.66	27.69	27.70	28.74	
	9	23.82	24.87	24.88	25.93	25.94	26.99	27.00	28.05	28.06	29.11	
	10	24.13	25.19	25.20	26.26	26.27	27.33	27.34	28.40	28.41	29.48	
	11	24.23	25.29	25.30	26.37	26.38	27.45	27.46	28.52	28.53	29.60	
	12	24.33	25.40	25.41	26.48	26.49	27.56	27.57	28.64	28.65	29.72	
	13	24.43	25.50	25.51	26.59	26.60	27.67	27.68	28.76	28.77	29.84	
	14	24.53	25.61	25.62	26.70	26.71	27.79	27.80	28.88	28.89	29.97	
15	24.63	25.71	25.72	26.81	26.82	27.90	27.91	29.00	29.01	30.09	= Maximum	

		Stufe nutzbare Erfahrung	Teillohnbänder										Anmerkungen:
			sehr tief		tief		mittel		hoch		sehr hoch		
			ab	bis	ab	bis	ab	bis	ab	bis	ab	bis	
Funktionsstufe 3	Jahreslöhne 100 %	0	47'513.00	49'569.00	49'569.01	51'679.00	51'679.01	53'788.00	53'788.01	55'897.00	55'897.01	58'007.00	47'513.00 = Geltender Minimum-Lohn-Bereich
		1	48'646.00	50'808.00	50'808.01	52'971.00	52'971.01	55'133.00	55'133.01	57'295.00	57'295.01	59'457.00	
		2	49'833.00	52'048.00	52'048.01	54'262.00	54'262.01	56'477.00	56'477.01	58'692.00	58'692.01	60'907.00	
		3	51'019.00	53'287.00	53'287.01	55'554.00	55'554.01	57'822.00	57'822.01	60'089.00	60'089.01	62'357.00	
		4	52'206.00	54'526.00	54'526.01	56'846.00	56'846.01	59'167.00	59'167.01	61'487.00	61'487.01	63'807.00	
		5	53'392.00	55'765.00	55'765.01	58'138.00	58'138.01	60'511.00	60'511.01	62'884.00	62'884.01	65'257.00	
		6	54'104.00	56'509.00	56'509.01	58'914.00	58'914.01	61'318.00	61'318.01	63'723.00	63'723.01	66'127.00	
		7	54'816.00	57'252.00	57'252.01	59'689.00	59'689.01	62'125.00	62'125.01	64'561.00	64'561.01	66'998.00	
		8	55'528.00	57'996.00	57'996.01	60'464.00	60'464.01	62'932.00	62'932.01	65'400.00	65'400.01	67'868.00	
		9	56'240.00	58'740.00	58'740.01	61'239.00	61'239.01	63'739.00	63'739.01	66'238.00	66'238.01	68'738.00	
		10	56'952.00	59'483.00	59'483.01	62'014.00	62'014.01	64'545.00	64'545.01	67'077.00	67'077.01	69'608.00	
		11	57'189.00	59'731.00	59'731.01	62'273.00	62'273.01	64'814.00	64'814.01	67'356.00	67'356.01	69'898.00	
		12	57'426.00	59'979.00	59'979.01	62'531.00	62'531.01	65'083.00	65'083.01	67'636.00	67'636.01	70'188.00	
		13	57'664.00	60'227.00	60'227.01	62'789.00	62'789.01	65'352.00	65'352.01	67'915.00	67'915.01	70'478.00	
		14	57'901.00	60'474.00	60'474.01	63'048.00	63'048.01	65'621.00	65'621.01	68'195.00	68'195.01	70'768.00	
	15	58'138.00	60'722.00	60'722.01	63'306.00	63'306.01	65'890.00	65'890.01	68'474.00	68'474.01	71'058.00	= Maximum	
	Monatslöhne im 13tel 100 %	0	3'654.85	3'813.00	3'813.05	3'975.30	3'975.35	4'137.50	4'137.55	4'299.75	4'299.80	4'462.05	3'654.85 = Geltender Minimum-Lohn-Bereich
		1	3'742.00	3'908.30	3'908.35	4'074.65	4'074.70	4'241.00	4'241.05	4'407.30	4'407.35	4'573.60	
		2	3'833.35	4'003.65	4'003.70	4'174.00	4'174.05	4'344.35	4'344.40	4'514.75	4'514.80	4'685.15	
		3	3'924.55	4'099.00	4'099.05	4'273.35	4'273.40	4'447.80	4'447.85	4'622.20	4'622.25	4'796.65	
		4	4'015.85	4'194.30	4'194.35	4'372.75	4'372.80	4'551.30	4'551.35	4'729.75	4'729.80	4'908.20	
		5	4'107.10	4'289.60	4'289.65	4'472.15	4'472.20	4'654.65	4'654.70	4'837.20	4'837.25	5'019.75	
		6	4'161.85	4'346.80	4'346.85	4'531.80	4'531.85	4'716.75	4'716.80	4'901.75	4'901.80	5'086.65	
		7	4'216.65	4'404.00	4'404.05	4'591.45	4'591.50	4'778.80	4'778.85	4'966.20	4'966.25	5'153.65	
		8	4'271.40	4'461.20	4'461.25	4'651.05	4'651.10	4'840.90	4'840.95	5'030.75	5'030.80	5'220.60	
		9	4'326.20	4'518.45	4'518.50	4'710.65	4'710.70	4'903.00	4'903.05	5'095.20	5'095.25	5'287.50	
		10	4'380.95	4'575.60	4'575.65	4'770.30	4'770.35	4'965.00	4'965.05	5'159.75	5'159.80	5'354.45	
		11	4'399.20	4'594.65	4'594.70	4'790.20	4'790.25	4'985.65	4'985.70	5'181.20	5'181.25	5'376.75	
		12	4'417.40	4'613.75	4'613.80	4'810.05	4'810.10	5'006.35	5'006.40	5'202.75	5'202.80	5'399.05	
		13	4'435.70	4'632.80	4'632.85	4'829.90	4'829.95	5'027.05	5'027.10	5'224.20	5'224.25	5'421.35	
		14	4'453.95	4'651.80	4'651.85	4'849.80	4'849.85	5'047.75	5'047.80	5'245.75	5'245.80	5'443.65	
	15	4'472.20	4'670.90	4'670.95	4'869.65	4'869.70	5'068.45	5'068.50	5'267.20	5'267.25	5'466.00	= Maximum	
	Stundenlöhne 100 % (= 1/2184 J-L)	0	21.76	22.69	22.70	23.66	23.67	24.62	24.63	25.59	25.60	26.55	21.76 = Geltender Minimum-Lohn-Bereich
		1	22.28	23.26	23.27	24.25	24.26	25.24	25.25	26.23	26.24	27.22	
		2	22.82	23.83	23.84	24.84	24.85	25.85	25.86	26.87	26.88	27.88	
		3	23.37	24.39	24.40	25.43	25.44	26.47	26.48	27.51	27.52	28.55	
		4	23.91	24.96	24.97	26.02	26.03	27.09	27.10	28.15	28.16	29.21	
		5	24.45	25.53	25.54	26.61	26.62	27.70	27.71	28.79	28.80	29.87	
		6	24.78	25.87	25.88	26.97	26.98	28.07	28.08	29.17	29.18	30.27	
		7	25.10	26.21	26.22	27.33	27.34	28.44	28.45	29.56	29.57	30.67	
		8	25.43	26.55	26.56	27.68	27.69	28.81	28.82	29.94	29.95	31.07	
		9	25.76	26.89	26.90	28.03	28.04	29.18	29.19	30.32	30.33	31.47	
		10	26.08	27.23	27.24	28.39	28.40	29.55	29.56	30.71	30.72	31.87	
		11	26.19	27.34	27.35	28.51	28.52	29.67	29.68	30.84	30.85	32.00	
		12	26.30	27.46	27.47	28.63	28.64	29.79	29.80	30.96	30.97	32.13	
13		26.41	27.57	27.58	28.74	28.75	29.92	29.93	31.09	31.10	32.27		
14		26.52	27.68	27.69	28.86	28.87	30.04	30.05	31.22	31.23	32.40		
15	26.62	27.80	27.81	28.98	28.99	30.16	30.17	31.35	31.36	32.53	= Maximum		

Funktionsstufe 6	Stufe nutzbare Erfahrung	Teillohnbänder										Anmerkungen:	
		sehr tief		tief		mittel		hoch		sehr hoch			
		ab	bis	ab	bis	ab	bis	ab	bis	ab	bis		
Jahreslöhne 100 %	0	61'701.00	64'443.00	64'443.01	67'185.00	67'185.01	69'928.00	69'928.01	72'670.00	72'670.01	75'412.00	= Minimum	
	1	63'243.00	66'054.00	66'054.01	68'865.00	68'865.01	71'676.00	71'676.01	74'487.00	74'487.01	77'298.00		
	2	64'786.00	67'665.00	67'665.01	70'545.00	70'545.01	73'424.00	73'424.01	76'303.00	76'303.01	79'183.00		
	3	66'328.00	69'276.00	69'276.01	72'224.00	72'224.01	75'172.00	75'172.01	78'120.00	78'120.01	81'068.00		
	4	67'871.00	70'888.00	70'888.01	73'904.00	73'904.01	76'920.00	76'920.01	79'937.00	79'937.01	82'953.00		
	5	69'414.00	72'499.00	72'499.01	75'584.00	75'584.01	78'669.00	78'669.01	81'754.00	81'754.01	84'839.00		
	6	70'339.00	73'465.00	73'465.01	76'591.00	76'591.01	79'718.00	79'718.01	82'844.00	82'844.01	85'970.00		
	7	71'265.00	74'432.00	74'432.01	77'599.00	77'599.01	80'767.00	80'767.01	83'934.00	83'934.01	87'101.00		
	8	72'190.00	75'399.00	75'399.01	78'607.00	78'607.01	81'815.00	81'815.01	85'024.00	85'024.01	88'232.00		
	9	73'116.00	76'365.00	76'365.01	79'615.00	79'615.01	82'864.00	82'864.01	86'114.00	86'114.01	89'364.00		
	10	74'041.00	77'332.00	77'332.01	80'623.00	80'623.01	83'913.00	83'913.01	87'204.00	87'204.01	90'495.00		
	11	74'350.00	77'654.00	77'654.01	80'958.00	80'958.01	84'263.00	84'263.01	87'567.00	87'567.01	90'872.00		
	12	74'658.00	77'976.00	77'976.01	81'294.00	81'294.01	84'613.00	84'613.01	87'931.00	87'931.01	91'249.00		
	13	74'967.00	78'298.00	78'298.01	81'630.00	81'630.01	84'962.00	84'962.01	88'294.00	88'294.01	91'626.00		
	14	75'275.00	78'621.00	78'621.01	81'966.00	81'966.01	85'312.00	85'312.01	88'657.00	88'657.01	92'003.00		
15	75'584.00	78'943.00	78'943.01	82'302.00	82'302.01	85'661.00	85'661.01	89'021.00	89'021.01	92'380.00	= Maximum		
Monatslöhne im 13tel 100 %	0	4'746.25	4'957.15	4'957.20	5'168.05	5'168.10	5'379.05	5'379.10	5'590.00	5'590.05	5'800.90	= Minimum	
	1	4'864.85	5'081.05	5'081.10	5'297.30	5'297.35	5'513.50	5'513.55	5'729.75	5'729.80	5'946.00		
	2	4'983.55	5'205.00	5'205.05	5'426.50	5'426.55	5'648.00	5'648.05	5'869.45	5'869.50	6'091.00		
	3	5'102.20	5'328.90	5'328.95	5'555.65	5'555.70	5'782.45	5'782.50	6'009.20	6'009.25	6'236.00		
	4	5'220.85	5'452.90	5'452.95	5'684.90	5'684.95	5'916.90	5'916.95	6'149.00	6'149.05	6'381.00		
	5	5'339.55	5'576.80	5'576.85	5'814.15	5'814.20	6'051.45	6'051.50	6'288.75	6'288.80	6'526.05		
	6	5'410.70	5'651.15	5'651.20	5'891.60	5'891.65	6'132.15	6'132.20	6'372.60	6'372.65	6'613.05		
	7	5'481.95	5'725.50	5'725.55	5'969.15	5'969.20	6'212.80	6'212.85	6'456.45	6'456.50	6'700.05		
	8	5'553.10	5'799.90	5'799.95	6'046.65	6'046.70	6'293.45	6'293.50	6'540.30	6'540.35	6'787.05		
	9	5'624.35	5'874.20	5'874.25	6'124.20	6'124.25	6'374.15	6'374.20	6'624.15	6'624.20	6'874.15		
	10	5'695.50	5'948.60	5'948.65	6'201.75	6'201.80	6'454.80	6'454.85	6'708.00	6'708.05	6'961.15		
	11	5'719.25	5'973.35	5'973.40	6'227.50	6'227.55	6'481.75	6'481.80	6'735.90	6'735.95	6'990.15		
	12	5'742.95	5'998.15	5'998.20	6'253.35	6'253.40	6'508.65	6'508.70	6'763.90	6'763.95	7'019.15		
	13	5'766.70	6'022.90	6'022.95	6'279.20	6'279.25	6'535.50	6'535.55	6'791.80	6'791.85	7'048.15		
	14	5'790.40	6'047.75	6'047.80	6'305.05	6'305.10	6'562.45	6'562.50	6'819.75	6'819.80	7'077.15		
15	5'814.20	6'072.50	6'072.55	6'330.90	6'330.95	6'589.30	6'589.35	6'847.75	6'847.80	7'106.15	= Maximum		
Stundenlöhne 100 % (= 1/2184 J-L)	0	28.26	29.50	29.51	30.76	30.77	32.01	32.02	33.27	33.28	34.52	= Minimum	
	1	28.96	30.24	30.25	31.53	31.54	32.81	32.82	34.10	34.11	35.39		
	2	29.67	30.98	30.99	32.30	32.31	33.61	33.62	34.93	34.94	36.25		
	3	30.37	31.71	31.72	33.06	33.07	34.41	34.42	35.76	35.77	37.11		
	4	31.08	32.45	32.46	33.83	33.84	35.21	35.22	36.60	36.61	37.98		
	5	31.79	33.19	33.20	34.60	34.61	36.02	36.03	37.43	37.44	38.84		
	6	32.21	33.63	33.64	35.06	35.07	36.50	36.51	37.93	37.94	39.36		
	7	32.64	34.08	34.09	35.53	35.54	36.98	36.99	38.43	38.44	39.88		
	8	33.06	34.52	34.53	35.99	36.00	37.46	37.47	38.93	38.94	40.39		
	9	33.48	34.96	34.97	36.45	36.46	37.94	37.95	39.42	39.43	40.91		
	10	33.91	35.40	35.41	36.91	36.92	38.42	38.43	39.92	39.93	41.43		
	11	34.05	35.55	35.56	37.06	37.07	38.58	38.59	40.09	40.10	41.60		
	12	34.19	35.70	35.71	37.22	37.23	38.74	38.75	40.26	40.27	41.78		
	13	34.33	35.85	35.86	37.37	37.38	38.90	38.91	40.42	40.43	41.95		
	14	34.47	35.99	36.00	37.53	37.54	39.06	39.07	40.59	40.60	42.12		
15	34.61	36.14	36.15	37.68	37.69	39.22	39.23	40.76	40.77	42.29	= Maximum		

		Stufe nutzbare Erfahrung	Teillohnbänder										Anmerkungen:
			sehr tief		tief		mittel		hoch		sehr hoch		
			ab	bis	ab	bis	ab	bis	ab	bis	ab	bis	
Funktionsstufe 9	Jahreslöhne 100 %	0	81'460.00	85'081.00	85'081.01	88'701.00	88'701.01	92'322.00	92'322.01	95'942.00	95'942.01	99'562.00	<div style="background-color: #00FFFF; border: 1px solid black; padding: 2px;">= Minimum</div>
		1	83'497.00	87'208.00	87'208.01	90'919.00	90'919.01	94'630.00	94'630.01	98'341.00	98'341.01	102'052.00	
		2	85'533.00	89'335.00	89'335.01	93'136.00	93'136.01	96'938.00	96'938.01	100'739.00	100'739.01	104'541.00	
		3	87'570.00	91'462.00	91'462.01	95'354.00	95'354.01	99'246.00	99'246.01	103'138.00	103'138.01	107'030.00	
		4	89'606.00	93'589.00	93'589.01	97'571.00	97'571.01	101'554.00	101'554.01	105'536.00	105'536.01	109'519.00	
		5	91'643.00	95'716.00	95'716.01	99'789.00	99'789.01	103'862.00	103'862.01	107'935.00	107'935.01	112'008.00	
		6	92'865.00	96'992.00	96'992.01	101'119.00	101'119.01	105'247.00	105'247.01	109'374.00	109'374.01	113'501.00	
		7	94'087.00	98'268.00	98'268.01	102'450.00	102'450.01	106'631.00	106'631.01	110'813.00	110'813.01	114'995.00	
		8	95'308.00	99'544.00	99'544.01	103'780.00	103'780.01	108'016.00	108'016.01	112'252.00	112'252.01	116'488.00	
		9	96'530.00	100'821.00	100'821.01	105'111.00	105'111.01	109'401.00	109'401.01	113'691.00	113'691.01	117'982.00	
		10	97'752.00	102'097.00	102'097.01	106'441.00	106'441.01	110'786.00	110'786.01	115'130.00	115'130.01	119'475.00	
		11	98'160.00	102'522.00	102'522.01	106'885.00	106'885.01	111'247.00	111'247.01	115'610.00	115'610.01	119'973.00	
		12	98'567.00	102'948.00	102'948.01	107'328.00	107'328.01	111'709.00	111'709.01	116'090.00	116'090.01	120'471.00	
		13	98'974.00	103'373.00	103'373.01	107'772.00	107'772.01	112'171.00	112'171.01	116'570.00	116'570.01	120'968.00	
		14	99'381.00	103'798.00	103'798.01	108'215.00	108'215.01	112'632.00	112'632.01	117'049.00	117'049.01	121'466.00	
	15	99'789.00	104'224.00	104'224.01	108'659.00	108'659.01	113'094.00	113'094.01	117'529.00	117'529.01	121'964.00	<div style="background-color: #FFFF00; border: 1px solid black; padding: 2px;">= Maximum</div> <div style="background-color: #00FFFF; border: 1px solid black; padding: 2px;">= Minimum</div>	
	0	6'266.20	6'544.65	6'544.70	6'823.15	6'823.20	7'101.65	7'101.70	7'380.15	7'380.20	7'658.60		
	1	6'422.85	6'708.30	6'708.35	6'993.75	6'993.80	7'279.20	7'279.25	7'564.65	7'564.70	7'850.15		
	2	6'579.50	6'871.90	6'871.95	7'164.30	7'164.35	7'456.75	7'456.80	7'749.15	7'749.20	8'041.60		
	3	6'736.20	7'035.50	7'035.55	7'334.90	7'334.95	7'634.30	7'634.35	7'933.65	7'933.70	8'233.05		
	4	6'892.80	7'199.15	7'199.20	7'505.45	7'505.50	7'811.80	7'811.85	8'118.15	8'118.20	8'424.50		
	5	7'049.50	7'362.75	7'362.80	7'676.05	7'676.10	7'989.35	7'989.40	8'302.65	8'302.70	8'616.00		
	6	7'143.50	7'460.90	7'460.95	7'778.35	7'778.40	8'095.90	8'095.95	8'413.35	8'413.40	8'730.80		
	7	7'237.50	7'559.05	7'559.10	7'880.75	7'880.80	8'202.35	8'202.40	8'524.05	8'524.10	8'845.75		
	8	7'331.40	7'657.20	7'657.25	7'983.05	7'983.10	8'308.90	8'308.95	8'634.75	8'634.80	8'960.60		
	9	7'425.40	7'755.45	7'755.50	8'085.45	8'085.50	8'415.45	8'415.50	8'745.45	8'745.50	9'075.50		
	10	7'519.40	7'853.60	7'853.65	8'187.75	8'187.80	8'522.00	8'522.05	8'856.15	8'856.20	9'190.35		
	11	7'550.80	7'886.30	7'886.35	8'221.90	8'221.95	8'557.45	8'557.50	8'893.05	8'893.10	9'228.65		
	12	7'582.10	7'919.05	7'919.10	8'256.00	8'256.05	8'593.00	8'593.05	8'930.00	8'930.05	9'267.00		
	13	7'613.40	7'951.75	7'951.80	8'290.15	8'290.20	8'628.50	8'628.55	8'966.90	8'966.95	9'305.20		
	14	7'644.70	7'984.45	7'984.50	8'324.20	8'324.25	8'664.00	8'664.05	9'003.75	9'003.80	9'343.50		
	15	7'676.10	8'017.20	8'017.25	8'358.35	8'358.40	8'699.50	8'699.55	9'040.65	9'040.70	9'381.80	<div style="background-color: #FFFF00; border: 1px solid black; padding: 2px;">= Maximum</div> <div style="background-color: #00FFFF; border: 1px solid black; padding: 2px;">= Minimum</div>	
	0	37.30	38.95	38.96	40.61	40.62	42.27	42.28	43.92	43.93	45.58		
	1	38.24	39.93	39.94	41.62	41.63	43.32	43.33	45.02	45.03	46.72		
	2	39.17	40.90	40.91	42.64	42.65	44.38	44.39	46.12	46.13	47.86		
	3	40.10	41.87	41.88	43.66	43.67	45.44	45.45	47.22	47.23	49.00		
	4	41.03	42.85	42.86	44.67	44.68	46.49	46.50	48.32	48.33	50.14		
	5	41.97	43.82	43.83	45.69	45.70	47.55	47.56	49.42	49.43	51.28		
	6	42.53	44.41	44.42	46.29	46.30	48.19	48.20	50.07	50.08	51.96		
	7	43.09	44.99	45.00	46.90	46.91	48.82	48.83	50.73	50.74	52.65		
	8	43.64	45.57	45.58	47.51	47.52	49.45	49.46	51.39	51.40	53.33		
	9	44.20	46.16	46.17	48.12	48.13	50.09	50.10	52.05	52.06	54.02		
	10	44.76	46.74	46.75	48.73	48.74	50.72	50.73	52.71	52.72	54.70		
	11	44.95	46.94	46.95	48.94	48.95	50.93	50.94	52.93	52.94	54.93		
	12	45.14	47.13	47.14	49.14	49.15	51.14	51.15	53.15	53.16	55.16		
13	45.32	47.33	47.34	49.34	49.35	51.36	51.37	53.37	53.38	55.38			
14	45.51	47.52	47.53	49.54	49.55	51.57	51.58	53.59	53.60	55.61			
15	45.70	47.72	47.73	49.75	49.76	51.78	51.79	53.81	53.82	55.84	<div style="background-color: #FFFF00; border: 1px solid black; padding: 2px;">= Maximum</div>		
0	37.30	38.95	38.96	40.61	40.62	42.27	42.28	43.92	43.93	45.58			
1	38.24	39.93	39.94	41.62	41.63	43.32	43.33	45.02	45.03	46.72			
2	39.17	40.90	40.91	42.64	42.65	44.38	44.39	46.12	46.13	47.86			
3	40.10	41.87	41.88	43.66	43.67	45.44	45.45	47.22	47.23	49.00			
4	41.03	42.85	42.86	44.67	44.68	46.49	46.50	48.32	48.33	50.14			
5	41.97	43.82	43.83	45.69	45.70	47.55	47.56	49.42	49.43	51.28			
6	42.53	44.41	44.42	46.29	46.30	48.19	48.20	50.07	50.08	51.96			
7	43.09	44.99	45.00	46.90	46.91	48.82	48.83	50.73	50.74	52.65			
8	43.64	45.57	45.58	47.51	47.52	49.45	49.46	51.39	51.40	53.33			
9	44.20	46.16	46.17	48.12	48.13	50.09	50.10	52.05	52.06	54.02			
10	44.76	46.74	46.75	48.73	48.74	50.72	50.73	52.71	52.72	54.70			
11	44.95	46.94	46.95	48.94	48.95	50.93	50.94	52.93	52.94	54.93			
12	45.14	47.13	47.14	49.14	49.15	51.14	51.15	53.15	53.16	55.16			
13	45.32	47.33	47.34	49.34	49.35	51.36	51.37	53.37	53.38	55.38			
14	45.51	47.52	47.53	49.54	49.55	51.57	51.58	53.59	53.60	55.61			
15	45.70	47.72	47.73	49.75	49.76	51.78	51.79	53.81	53.82	55.84			

		Stufe nutzbare Erfahrung	Teillohnbänder									
			sehr tief		tief		mittel		hoch		sehr hoch	
			ab	bis	ab	bis	ab	bis	ab	bis	ab	bis
Funktionsstufe 10	Jahreslöhne 100 %	0	89'197.00	93'161.00	93'161.01	97'125.00	97'125.01	101'089.00	101'089.01	105'054.00	105'054.01	109'018.00
		1	91'426.00	95'490.00	95'490.01	99'553.00	99'553.01	103'617.00	103'617.01	107'680.00	107'680.01	111'743.00
		2	93'656.00	97'819.00	97'819.01	101'981.00	101'981.01	106'144.00	106'144.01	110'306.00	110'306.01	114'469.00
		3	95'886.00	100'148.00	100'148.01	104'409.00	104'409.01	108'671.00	108'671.01	112'933.00	112'933.01	117'194.00
		4	98'116.00	102'477.00	102'477.01	106'838.00	106'838.01	111'198.00	111'198.01	115'559.00	115'559.01	119'920.00
		5	100'346.00	104'806.00	104'806.01	109'266.00	109'266.01	113'726.00	113'726.01	118'185.00	118'185.01	122'645.00
		6	101'684.00	106'203.00	106'203.01	110'723.00	110'723.01	115'242.00	115'242.01	119'761.00	119'761.01	124'280.00
		7	103'022.00	107'601.00	107'601.01	112'179.00	112'179.01	116'758.00	116'758.01	121'337.00	121'337.01	125'916.00
		8	104'360.00	108'998.00	108'998.01	113'636.00	113'636.01	118'275.00	118'275.01	122'913.00	122'913.01	127'551.00
		9	105'698.00	110'396.00	110'396.01	115'093.00	115'093.01	119'791.00	119'791.01	124'489.00	124'489.01	129'186.00
		10	107'036.00	111'793.00	111'793.01	116'550.00	116'550.01	121'307.00	121'307.01	126'064.00	126'064.01	130'822.00
		11	107'482.00	112'259.00	112'259.01	117'036.00	117'036.01	121'813.00	121'813.01	126'590.00	126'590.01	131'367.00
		12	107'928.00	112'725.00	112'725.01	117'521.00	117'521.01	122'318.00	122'318.01	127'115.00	127'115.01	131'912.00
		13	108'374.00	113'190.00	113'190.01	118'007.00	118'007.01	122'824.00	122'824.01	127'640.00	127'640.01	132'457.00
		14	108'820.00	113'656.00	113'656.01	118'493.00	118'493.01	123'329.00	123'329.01	128'165.00	128'165.01	133'002.00
	15	109'266.00	114'122.00	114'122.01	118'978.00	118'978.01	123'834.00	123'834.01	128'691.00	128'691.01	133'547.00	
	Monatslöhne im 13tel 100 %	0	6'861.35	7'166.20	7'166.25	7'471.15	7'471.20	7'776.05	7'776.10	8'081.05	8'081.10	8'386.00
		1	7'032.80	7'345.35	7'345.40	7'657.90	7'657.95	7'970.50	7'970.55	8'283.05	8'283.10	8'595.60
		2	7'204.35	7'524.50	7'524.55	7'844.65	7'844.70	8'164.90	8'164.95	8'485.05	8'485.10	8'805.30
		3	7'375.85	7'703.65	7'703.70	8'031.45	8'031.50	8'359.30	8'359.35	8'687.15	8'687.20	9'014.90
		4	7'547.40	7'882.80	7'882.85	8'218.30	8'218.35	8'553.65	8'553.70	8'889.15	8'889.20	9'224.60
		5	7'718.95	8'062.00	8'062.05	8'405.05	8'405.10	8'748.15	8'748.20	9'091.15	9'091.20	9'434.20
		6	7'821.85	8'169.45	8'169.50	8'517.15	8'517.20	8'864.75	8'864.80	9'212.35	9'212.40	9'560.00
		7	7'924.80	8'277.00	8'277.05	8'629.15	8'629.20	8'981.35	8'981.40	9'333.60	9'333.65	9'685.80
		8	8'027.70	8'384.45	8'384.50	8'741.20	8'741.25	9'098.05	9'098.10	9'454.80	9'454.85	9'811.60
		9	8'130.65	8'492.00	8'492.05	8'853.30	8'853.35	9'214.65	9'214.70	9'576.05	9'576.10	9'937.35
		10	8'233.55	8'599.45	8'599.50	8'965.35	8'965.40	9'331.30	9'331.35	9'697.20	9'697.25	10'063.20
		11	8'267.85	8'635.30	8'635.35	9'002.75	9'002.80	9'370.20	9'370.25	9'737.65	9'737.70	10'105.15
		12	8'302.20	8'671.15	8'671.20	9'040.05	9'040.10	9'409.05	9'409.10	9'778.05	9'778.10	10'147.05
		13	8'336.50	8'706.90	8'706.95	9'077.45	9'077.50	9'448.00	9'448.05	9'818.45	9'818.50	10'189.00
		14	8'370.80	8'742.75	8'742.80	9'114.80	9'114.85	9'486.80	9'486.85	9'858.80	9'858.85	10'230.90
	15	8'405.10	8'778.60	8'778.65	9'152.15	9'152.20	9'525.65	9'525.70	9'899.30	9'899.35	10'272.80	
	Stundenlöhne 100 % (= 1/2184 J-L)	0	40.85	42.65	42.66	44.47	44.48	46.28	46.29	48.10	48.11	49.91
		1	41.87	43.72	43.73	45.58	45.59	47.44	47.45	49.30	49.31	51.16
		2	42.89	44.78	44.79	46.69	46.70	48.60	48.61	50.51	50.52	52.41
		3	43.91	45.85	45.86	47.80	47.81	49.75	49.76	51.70	51.71	53.66
		4	44.93	46.92	46.93	48.91	48.92	50.91	50.92	52.91	52.92	54.90
		5	45.95	47.98	47.99	50.03	50.04	52.07	52.08	54.11	54.12	56.15
		6	46.56	48.62	48.63	50.69	50.70	52.76	52.77	54.83	54.84	56.90
		7	47.18	49.26	49.27	51.36	51.37	53.46	53.47	55.55	55.56	57.65
		8	47.79	49.90	49.91	52.03	52.04	54.15	54.16	56.27	56.28	58.40
		9	48.40	50.54	50.55	52.69	52.70	54.84	54.85	57.00	57.01	59.15
		10	49.01	51.18	51.19	53.36	53.37	55.54	55.55	57.72	57.73	59.90
		11	49.22	51.40	51.41	53.58	53.59	55.77	55.78	57.96	57.97	60.14
		12	49.42	51.61	51.62	53.80	53.81	56.00	56.01	58.20	58.21	60.39
13		49.63	51.82	51.83	54.03	54.04	56.23	56.24	58.44	58.45	60.64	
14		49.83	52.04	52.05	54.25	54.26	56.46	56.47	58.68	58.69	60.89	
15	50.04	52.25	52.26	54.47	54.48	56.70	56.71	58.93	58.94	61.14		

Anmerkungen:

 = Minimum

 = Maximum

 = Minimum

 = Maximum

 = Minimum

 = Maximum

		Stufe nutzbare Erfahrung	Teillohnbänder										
			sehr tief		tief		mittel		hoch		sehr hoch		
			ab	bis	ab	bis	ab	bis	ab	bis	ab	bis	
Funktionsstufe 12	Jahreslöhne 100 %	0	106'625.00	111'364.00	111'364.01	116'103.00	116'103.01	120'842.00	120'842.01	125'581.00	125'581.01	130'320.00	
		1	109'291.00	114'148.00	114'148.01	119'006.00	119'006.01	123'863.00	123'863.01	128'721.00	128'721.01	133'578.00	
		2	111'957.00	116'933.00	116'933.01	121'908.00	121'908.01	126'884.00	126'884.01	131'860.00	131'860.01	136'836.00	
		3	114'622.00	119'717.00	119'717.01	124'811.00	124'811.01	129'905.00	129'905.01	135'000.00	135'000.01	140'094.00	
		4	117'288.00	122'501.00	122'501.01	127'714.00	127'714.01	132'926.00	132'926.01	138'139.00	138'139.01	143'352.00	
		5	119'954.00	125'285.00	125'285.01	130'616.00	130'616.01	135'947.00	135'947.01	141'279.00	141'279.01	146'610.00	
		6	121'553.00	126'955.00	126'955.01	132'358.00	132'358.01	137'760.00	137'760.01	143'162.00	143'162.01	148'565.00	
		7	123'152.00	128'626.00	128'626.01	134'099.00	134'099.01	139'573.00	139'573.01	145'046.00	145'046.01	150'520.00	
		8	124'752.00	130'296.00	130'296.01	135'841.00	135'841.01	141'385.00	141'385.01	146'930.00	146'930.01	152'474.00	
		9	126'351.00	131'967.00	131'967.01	137'582.00	137'582.01	143'198.00	143'198.01	148'814.00	148'814.01	154'429.00	
		10	127'951.00	133'637.00	133'637.01	139'324.00	139'324.01	145'011.00	145'011.01	150'697.00	150'697.01	156'384.00	
		11	128'484.00	134'194.00	134'194.01	139'904.00	139'904.01	145'615.00	145'615.01	151'325.00	151'325.01	157'036.00	
		12	129'017.00	134'751.00	134'751.01	140'485.00	140'485.01	146'219.00	146'219.01	151'953.00	151'953.01	157'687.00	
		13	129'550.00	135'308.00	135'308.01	141'065.00	141'065.01	146'823.00	146'823.01	152'581.00	152'581.01	158'339.00	
		14	130'083.00	135'865.00	135'865.01	141'646.00	141'646.01	147'427.00	147'427.01	153'209.00	153'209.01	158'990.00	
	15	130'616.00	136'421.00	136'421.01	142'227.00	142'227.01	148'032.00	148'032.01	153'837.00	153'837.01	159'642.00		
		Monatslöhne im 13tel 100 %	0	8'201.95	8'566.45	8'566.50	8'931.00	8'931.05	9'295.50	9'295.55	9'660.05	9'660.10	10'024.60
	1		8'407.00	8'780.60	8'780.65	9'154.30	9'154.35	9'527.90	9'527.95	9'901.60	9'901.65	10'275.20	
	2		8'612.10	8'994.80	8'994.85	9'377.50	9'377.55	9'760.30	9'760.35	10'143.05	10'143.10	10'525.80	
	3		8'817.10	9'209.00	9'209.05	9'600.80	9'600.85	9'992.65	9'992.70	10'384.60	10'384.65	10'776.45	
	4		9'022.20	9'423.15	9'423.20	9'824.15	9'824.20	10'225.05	10'225.10	10'626.05	10'626.10	11'027.05	
	5		9'227.25	9'637.30	9'637.35	10'047.35	10'047.40	10'457.45	10'457.50	10'867.60	10'867.65	11'277.65	
	6		9'350.25	9'765.75	9'765.80	10'181.35	10'181.40	10'596.90	10'596.95	11'012.45	11'012.50	11'428.05	
	7		9'473.25	9'894.30	9'894.35	10'315.30	10'315.35	10'736.35	10'736.40	11'157.35	11'157.40	11'578.45	
	8		9'596.35	10'022.75	10'022.80	10'449.30	10'449.35	10'875.75	10'875.80	11'302.30	11'302.35	11'728.75	
	9		9'719.35	10'151.30	10'151.35	10'583.20	10'583.25	11'015.20	11'015.25	11'447.20	11'447.25	11'879.15	
	10		9'842.40	10'279.75	10'279.80	10'717.20	10'717.25	11'154.65	11'154.70	11'592.05	11'592.10	12'029.50	
	11		9'883.40	10'322.60	10'322.65	10'761.80	10'761.85	11'201.15	11'201.20	11'640.35	11'640.40	12'079.65	
	12		9'924.40	10'365.45	10'365.50	10'806.50	10'806.55	11'247.60	11'247.65	11'688.65	11'688.70	12'129.75	
	13		9'965.40	10'408.30	10'408.35	10'851.15	10'851.20	11'294.05	11'294.10	11'737.00	11'737.05	12'179.90	
	14		10'006.40	10'451.15	10'451.20	10'895.80	10'895.85	11'340.50	11'340.55	11'785.30	11'785.35	12'230.00	
	15	10'047.40	10'493.90	10'493.95	10'940.50	10'940.55	11'387.05	11'387.10	11'833.60	11'833.65	12'280.15		
		Stundenlöhne 100 % (= 1/2184 J-L)	0	48.83	50.99	51.00	53.16	53.17	55.33	55.34	57.50	57.51	59.67
	1		50.05	52.26	52.27	54.48	54.49	56.71	56.72	58.93	58.94	61.16	
	2		51.27	53.54	53.55	55.81	55.82	58.09	58.10	60.37	60.38	62.65	
	3		52.49	54.81	54.82	57.14	57.15	59.48	59.49	61.81	61.82	64.14	
	4		53.71	56.09	56.10	58.47	58.48	60.86	60.87	63.25	63.26	65.63	
	5		54.93	57.36	57.37	59.80	59.81	62.24	62.25	64.68	64.69	67.12	
	6		55.66	58.12	58.13	60.60	60.61	63.07	63.08	65.55	65.56	68.02	
	7		56.39	58.89	58.90	61.40	61.41	63.90	63.91	66.41	66.42	68.91	
	8		57.13	59.65	59.66	62.19	62.20	64.73	64.74	67.27	67.28	69.81	
	9		57.86	60.42	60.43	62.99	63.00	65.56	65.57	68.13	68.14	70.70	
	10		58.59	61.18	61.19	63.79	63.80	66.39	66.40	69.00	69.01	71.60	
11	58.83		61.44	61.45	64.05	64.06	66.67	66.68	69.28	69.29	71.90		
12	59.08		61.69	61.70	64.32	64.33	66.95	66.96	69.57	69.58	72.20		
13	59.32		61.95	61.96	64.59	64.60	67.22	67.23	69.86	69.87	72.49		
14	59.57		62.20	62.21	64.85	64.86	67.50	67.51	70.15	70.16	72.79		
15	59.81	62.46	62.47	65.12	65.13	67.78	67.79	70.43	70.44	73.09			

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	116'226.00	121'391.00	121'391.01	126'557.00	126'557.01	131'723.00	131'723.01	136'888.00	136'888.01	142'054.00		
	1	119'132.00	124'426.00	124'426.01	129'721.00	129'721.01	135'016.00	135'016.01	140'310.00	140'310.01	145'605.00		
	2	122'037.00	127'461.00	127'461.01	132'885.00	132'885.01	138'309.00	138'309.01	143'733.00	143'733.01	149'157.00		
	3	124'943.00	130'496.00	130'496.01	136'049.00	136'049.01	141'602.00	141'602.01	147'155.00	147'155.01	152'708.00		
	4	127'848.00	133'531.00	133'531.01	139'213.00	139'213.01	144'895.00	144'895.01	150'577.00	150'577.01	156'259.00		
	5	130'754.00	136'565.00	136'565.01	142'377.00	142'377.01	148'188.00	148'188.01	153'999.00	153'999.01	159'811.00		
	6	132'498.00	138'386.00	138'386.01	144'275.00	144'275.01	150'164.00	150'164.01	156'053.00	156'053.01	161'941.00		
	7	134'241.00	140'207.00	140'207.01	146'173.00	146'173.01	152'140.00	152'140.01	158'106.00	158'106.01	164'072.00		
	8	135'984.00	142'028.00	142'028.01	148'072.00	148'072.01	154'116.00	154'116.01	160'159.00	160'159.01	166'203.00		
	9	137'728.00	143'849.00	143'849.01	149'970.00	149'970.01	156'091.00	156'091.01	162'213.00	162'213.01	168'334.00		
	10	139'471.00	145'670.00	145'670.01	151'869.00	151'869.01	158'067.00	158'067.01	164'266.00	164'266.01	170'465.00		
	11	140'052.00	146'277.00	146'277.01	152'501.00	152'501.01	158'726.00	158'726.01	164'950.00	164'950.01	171'175.00		
	12	140'633.00	146'884.00	146'884.01	153'134.00	153'134.01	159'384.00	159'384.01	165'635.00	165'635.01	171'885.00		
	13	141'214.00	147'491.00	147'491.01	153'767.00	153'767.01	160'043.00	160'043.01	166'319.00	166'319.01	172'595.00		
	14	141'796.00	148'098.00	148'098.01	154'400.00	154'400.01	160'702.00	160'702.01	167'004.00	167'004.01	173'306.00		
15	142'377.00	148'705.00	148'705.01	155'032.00	155'032.01	161'360.00	161'360.01	167'688.00	167'688.01	174'016.00			
Monatslöhne im 13tel 100 %	0	8'940.50	9'337.75	9'337.80	9'735.15	9'735.20	10'132.50	10'132.55	10'529.80	10'529.85	10'927.20		
	1	9'164.00	9'571.20	9'571.25	9'978.50	9'978.55	10'385.80	10'385.85	10'793.05	10'793.10	11'200.35		
	2	9'387.50	9'804.65	9'804.70	10'221.90	10'221.95	10'639.15	10'639.20	11'056.35	11'056.40	11'473.60		
	3	9'611.00	10'038.15	10'038.20	10'465.30	10'465.35	10'892.45	10'892.50	11'319.60	11'319.65	11'746.75		
	4	9'834.50	10'271.60	10'271.65	10'708.65	10'708.70	11'145.75	11'145.80	11'582.80	11'582.85	12'019.90		
	5	10'058.00	10'505.00	10'505.05	10'952.05	10'952.10	11'399.05	11'399.10	11'846.05	11'846.10	12'293.15		
	6	10'192.20	10'645.05	10'645.10	11'098.05	11'098.10	11'551.05	11'551.10	12'004.05	12'004.10	12'457.00		
	7	10'326.25	10'785.15	10'785.20	11'244.05	11'244.10	11'703.05	11'703.10	12'162.00	12'162.05	12'620.90		
	8	10'460.35	10'925.20	10'925.25	11'390.15	11'390.20	11'855.05	11'855.10	12'319.90	12'319.95	12'784.80		
	9	10'594.50	11'065.30	11'065.35	11'536.15	11'536.20	12'007.00	12'007.05	12'477.90	12'477.95	12'948.75		
	10	10'728.55	11'205.35	11'205.40	11'682.20	11'682.25	12'159.00	12'159.05	12'635.80	12'635.85	13'112.65		
	11	10'773.25	11'252.05	11'252.10	11'730.80	11'730.85	12'209.65	12'209.70	12'688.45	12'688.50	13'167.30		
	12	10'817.95	11'298.75	11'298.80	11'779.50	11'779.55	12'260.30	12'260.35	12'741.15	12'741.20	13'221.90		
	13	10'862.65	11'345.45	11'345.50	11'828.20	11'828.25	12'311.00	12'311.05	12'793.75	12'793.80	13'276.50		
	14	10'907.40	11'392.15	11'392.20	11'876.90	11'876.95	12'361.65	12'361.70	12'846.45	12'846.50	13'331.20		
15	10'952.10	11'438.80	11'438.85	11'925.50	11'925.55	12'412.30	12'412.35	12'899.05	12'899.10	13'385.80			
Stundenlöhne 100 % (= 1/2184 J-L)	0	53.22	55.58	55.59	57.94	57.95	60.31	60.32	62.67	62.68	65.04		
	1	54.55	56.97	56.98	59.39	59.40	61.82	61.83	64.24	64.25	66.66		
	2	55.88	58.36	58.37	60.84	60.85	63.32	63.33	65.81	65.82	68.29		
	3	57.21	59.75	59.76	62.29	62.30	64.83	64.84	67.37	67.38	69.92		
	4	58.54	61.14	61.15	63.74	63.75	66.34	66.35	68.94	68.95	71.54		
	5	59.87	62.52	62.53	65.19	65.20	67.85	67.86	70.51	70.52	73.17		
	6	60.67	63.36	63.37	66.05	66.06	68.75	68.76	71.45	71.46	74.14		
	7	61.47	64.19	64.20	66.92	66.93	69.66	69.67	72.39	72.40	75.12		
	8	62.27	65.03	65.04	67.79	67.80	70.56	70.57	73.33	73.34	76.10		
	9	63.07	65.86	65.87	68.66	68.67	71.47	71.48	74.27	74.28	77.07		
	10	63.87	66.69	66.70	69.53	69.54	72.37	72.38	75.21	75.22	78.05		
	11	64.13	66.97	66.98	69.82	69.83	72.67	72.68	75.52	75.53	78.37		
	12	64.40	67.25	67.26	70.11	70.12	72.97	72.98	75.84	75.85	78.70		
	13	64.66	67.53	67.54	70.40	70.41	73.27	73.28	76.15	76.16	79.02		
	14	64.93	67.81	67.82	70.69	70.70	73.58	73.59	76.46	76.47	79.35		
15	65.20	68.08	68.09	70.98	70.99	73.88	73.89	76.78	76.79	79.67			

Anmerkungen:

 = Minimum

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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	137'289.00	143'391.00	143'391.01	149'492.00	149'492.01	155'594.00	155'594.01	161'696.00	161'696.01	167'798.00		
	1	140'721.00	146'975.00	146'975.01	153'230.00	153'230.01	159'484.00	159'484.01	165'738.00	165'738.01	171'992.00		
	2	144'153.00	150'560.00	150'560.01	156'967.00	156'967.01	163'374.00	163'374.01	169'781.00	169'781.01	176'187.00		
	3	147'586.00	154'145.00	154'145.01	160'704.00	160'704.01	167'264.00	167'264.01	173'823.00	173'823.01	180'382.00		
	4	151'018.00	157'730.00	157'730.01	164'442.00	164'442.01	171'154.00	171'154.01	177'865.00	177'865.01	184'577.00		
	5	154'450.00	161'314.00	161'314.01	168'179.00	168'179.01	175'043.00	175'043.01	181'908.00	181'908.01	188'772.00		
	6	156'509.00	163'465.00	163'465.01	170'421.00	170'421.01	177'377.00	177'377.01	184'333.00	184'333.01	191'289.00		
	7	158'569.00	165'616.00	165'616.01	172'664.00	172'664.01	179'711.00	179'711.01	186'759.00	186'759.01	193'806.00		
	8	160'628.00	167'767.00	167'767.01	174'906.00	174'906.01	182'045.00	182'045.01	189'184.00	189'184.01	196'323.00		
	9	162'687.00	169'918.00	169'918.01	177'148.00	177'148.01	184'379.00	184'379.01	191'610.00	191'610.01	198'840.00		
	10	164'747.00	172'069.00	172'069.01	179'391.00	179'391.01	186'713.00	186'713.01	194'035.00	194'035.01	201'357.00		
	11	165'433.00	172'786.00	172'786.01	180'138.00	180'138.01	187'491.00	187'491.01	194'843.00	194'843.01	202'196.00		
	12	166'120.00	173'503.00	173'503.01	180'886.00	180'886.01	188'269.00	188'269.01	195'652.00	195'652.01	203'035.00		
	13	166'806.00	174'220.00	174'220.01	181'633.00	181'633.01	189'047.00	189'047.01	196'460.00	196'460.01	203'874.00		
	14	167'492.00	174'937.00	174'937.01	182'381.00	182'381.01	189'825.00	189'825.01	197'269.00	197'269.01	204'713.00		
15	168'179.00	175'654.00	175'654.01	183'128.00	183'128.01	190'603.00	190'603.01	198'077.00	198'077.01	205'552.00			
Monatslöhne im 13tel 100 %	0	10'560.70	11'030.05	11'030.10	11'499.35	11'499.40	11'968.75	11'968.80	12'438.15	12'438.20	12'907.50		
	1	10'824.70	11'305.75	11'305.80	11'786.90	11'786.95	12'268.00	12'268.05	12'749.05	12'749.10	13'230.15		
	2	11'088.70	11'581.50	11'581.55	12'074.35	12'074.40	12'567.20	12'567.25	13'060.05	13'060.10	13'552.80		
	3	11'352.80	11'857.30	11'857.35	12'361.80	12'361.85	12'866.45	12'866.50	13'371.00	13'371.05	13'875.50		
	4	11'616.80	12'133.05	12'133.10	12'649.35	12'649.40	13'165.65	13'165.70	13'681.90	13'681.95	14'198.20		
	5	11'880.80	12'408.75	12'408.80	12'936.80	12'936.85	13'464.80	13'464.85	13'992.90	13'992.95	14'520.90		
	6	12'039.20	12'574.20	12'574.25	13'109.30	13'109.35	13'644.35	13'644.40	14'179.45	14'179.50	14'714.50		
	7	12'197.65	12'739.65	12'739.70	13'281.80	13'281.85	13'823.90	13'823.95	14'366.05	14'366.10	14'908.15		
	8	12'356.00	12'905.15	12'905.20	13'454.30	13'454.35	14'003.45	14'003.50	14'552.60	14'552.65	15'101.75		
	9	12'514.40	13'070.60	13'070.65	13'626.75	13'626.80	14'183.00	14'183.05	14'739.20	14'739.25	15'295.35		
	10	12'672.85	13'236.05	13'236.10	13'799.30	13'799.35	14'362.50	14'362.55	14'925.75	14'925.80	15'489.00		
	11	12'725.65	13'291.20	13'291.25	13'856.75	13'856.80	14'422.35	14'422.40	14'987.90	14'987.95	15'553.50		
	12	12'778.50	13'346.35	13'346.40	13'914.30	13'914.35	14'482.20	14'482.25	15'050.15	15'050.20	15'618.05		
	13	12'831.25	13'401.50	13'401.55	13'971.75	13'971.80	14'542.05	14'542.10	15'112.30	15'112.35	15'682.60		
	14	12'884.00	13'456.65	13'456.70	14'029.30	14'029.35	14'601.90	14'601.95	15'174.50	15'174.55	15'747.15		
15	12'936.85	13'511.80	13'511.85	14'086.75	14'086.80	14'661.75	14'661.80	15'236.65	15'236.70	15'811.65			
Stundenlöhne 100 % (= 1/2184 J-L)	0	62.87	65.65	65.66	68.44	68.45	71.24	71.25	74.03	74.04	76.83		
	1	64.44	67.29	67.30	70.16	70.17	73.02	73.03	75.88	75.89	78.75		
	2	66.01	68.93	68.94	71.87	71.88	74.80	74.81	77.73	77.74	80.67		
	3	67.58	70.57	70.58	73.58	73.59	76.58	76.59	79.58	79.59	82.59		
	4	69.15	72.22	72.23	75.29	75.30	78.36	78.37	81.44	81.45	84.51		
	5	70.72	73.86	73.87	77.00	77.01	80.14	80.15	83.29	83.30	86.43		
	6	71.67	74.84	74.85	78.03	78.04	81.21	81.22	84.40	84.41	87.58		
	7	72.61	75.83	75.84	79.05	79.06	82.28	82.29	85.51	85.52	88.73		
	8	73.55	76.81	76.82	80.08	80.09	83.35	83.36	86.62	86.63	89.89		
	9	74.50	77.80	77.81	81.11	81.12	84.42	84.43	87.73	87.74	91.04		
	10	75.44	78.78	78.79	82.13	82.14	85.49	85.50	88.84	88.85	92.19		
	11	75.75	79.11	79.12	82.48	82.49	85.84	85.85	89.21	89.22	92.58		
	12	76.07	79.44	79.45	82.82	82.83	86.20	86.21	89.58	89.59	92.96		
	13	76.38	79.77	79.78	83.16	83.17	86.55	86.56	89.95	89.96	93.34		
	14	76.70	80.09	80.10	83.50	83.51	86.91	86.92	90.32	90.33	93.73		
15	77.01	80.42	80.43	83.84	83.85	87.27	87.28	90.69	90.70	94.11			

Anmerkungen:

 = Minimum

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 = Maximum

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Funktionsstufe 16		Stufe nutzbare Erfahrung	Teillohnbänder										Anmerkungen:
			sehr tief		tief		mittel		hoch		sehr hoch		
			ab	bis	ab	bis	ab	bis	ab	bis	ab	bis	
Jahreslöhne 100 %	0	148'753.00	155'364.00	155'364.01	161'975.00	161'975.01	168'587.00	168'587.01	175'198.00	175'198.01	181'809.00		
	1	152'472.00	159'248.00	159'248.01	166'025.00	166'025.01	172'801.00	172'801.01	179'578.00	179'578.01	186'354.00		
	2	156'190.00	163'132.00	163'132.01	170'074.00	170'074.01	177'016.00	177'016.01	183'958.00	183'958.01	190'899.00		
	3	159'909.00	167'016.00	167'016.01	174'123.00	174'123.01	181'230.00	181'230.01	188'338.00	188'338.01	195'445.00		
	4	163'628.00	170'900.00	170'900.01	178'173.00	178'173.01	185'445.00	185'445.01	192'718.00	192'718.01	199'990.00		
	5	167'347.00	174'785.00	174'785.01	182'222.00	182'222.01	189'660.00	189'660.01	197'097.00	197'097.01	204'535.00		
	6	169'578.00	177'115.00	177'115.01	184'652.00	184'652.01	192'189.00	192'189.01	199'725.00	199'725.01	207'262.00		
	7	171'809.00	179'445.00	179'445.01	187'081.00	187'081.01	194'717.00	194'717.01	202'353.00	202'353.01	209'989.00		
	8	174'041.00	181'776.00	181'776.01	189'511.00	189'511.01	197'246.00	197'246.01	204'981.00	204'981.01	212'717.00		
	9	176'272.00	184'106.00	184'106.01	191'941.00	191'941.01	199'775.00	199'775.01	207'609.00	207'609.01	215'444.00		
	10	178'503.00	186'437.00	186'437.01	194'370.00	194'370.01	202'304.00	202'304.01	210'237.00	210'237.01	218'171.00		
	11	179'247.00	187'214.00	187'214.01	195'180.00	195'180.01	203'147.00	203'147.01	211'113.00	211'113.01	219'080.00		
	12	179'991.00	187'990.00	187'990.01	195'990.00	195'990.01	203'990.00	203'990.01	211'989.00	211'989.01	219'989.00		
	13	180'735.00	188'767.00	188'767.01	196'800.00	196'800.01	204'833.00	204'833.01	212'865.00	212'865.01	220'898.00		
	14	181'478.00	189'544.00	189'544.01	197'610.00	197'610.01	205'676.00	205'676.01	213'741.00	213'741.01	221'807.00		
15	182'222.00	190'321.00	190'321.01	198'420.00	198'420.01	206'518.00	206'518.01	214'617.00	214'617.01	222'716.00			
Monatslöhne im 13tel 100 %	0	11'442.55	11'951.05	11'951.10	12'459.60	12'459.65	12'968.20	12'968.25	13'476.75	13'476.80	13'985.30		
	1	11'728.65	12'249.80	12'249.85	12'771.15	12'771.20	13'292.35	13'292.40	13'813.65	13'813.70	14'334.90		
	2	12'014.65	12'548.60	12'548.65	13'082.60	13'082.65	13'616.60	13'616.65	14'150.60	14'150.65	14'684.50		
	3	12'300.70	12'847.35	12'847.40	13'394.05	13'394.10	13'940.75	13'940.80	14'487.50	14'487.55	15'034.20		
	4	12'586.80	13'146.15	13'146.20	13'705.60	13'705.65	14'265.00	14'265.05	14'824.45	14'824.50	15'383.80		
	5	12'872.85	13'445.00	13'445.05	14'017.05	14'017.10	14'589.20	14'589.25	15'161.30	15'161.35	15'733.45		
	6	13'044.50	13'624.20	13'624.25	14'204.00	14'204.05	14'783.75	14'783.80	15'363.45	15'363.50	15'943.20		
	7	13'216.10	13'803.45	13'803.50	14'390.80	14'390.85	14'978.20	14'978.25	15'565.60	15'565.65	16'153.00		
	8	13'387.80	13'982.75	13'982.80	14'577.75	14'577.80	15'172.75	15'172.80	15'767.75	15'767.80	16'362.80		
	9	13'559.40	14'162.00	14'162.05	14'764.65	14'764.70	15'367.30	15'367.35	15'969.90	15'969.95	16'572.60		
	10	13'731.00	14'341.30	14'341.35	14'951.50	14'951.55	15'561.80	15'561.85	16'172.05	16'172.10	16'782.35		
	11	13'788.25	14'401.05	14'401.10	15'013.80	15'013.85	15'626.65	15'626.70	16'239.45	16'239.50	16'852.30		
	12	13'845.50	14'460.75	14'460.80	15'076.15	15'076.20	15'691.50	15'691.55	16'306.80	16'306.85	16'922.20		
	13	13'902.70	14'520.50	14'520.55	15'138.45	15'138.50	15'756.35	15'756.40	16'374.20	16'374.25	16'992.15		
	14	13'959.85	14'580.30	14'580.35	15'200.75	15'200.80	15'821.20	15'821.25	16'441.60	16'441.65	17'062.05		
15	14'017.10	14'640.05	14'640.10	15'263.05	15'263.10	15'886.00	15'886.05	16'509.00	16'509.05	17'132.00			
Stundenlöhne 100 % (= 1/2184 J-L)	0	68.12	71.13	71.14	74.16	74.17	77.19	77.20	80.21	80.22	83.24		
	1	69.82	72.91	72.92	76.01	76.02	79.12	79.13	82.22	82.23	85.32		
	2	71.52	74.69	74.70	77.87	77.88	81.05	81.06	84.22	84.23	87.40		
	3	73.22	76.47	76.48	79.72	79.73	82.98	82.99	86.23	86.24	89.48		
	4	74.93	78.25	78.26	81.58	81.59	84.91	84.92	88.24	88.25	91.57		
	5	76.63	80.02	80.03	83.43	83.44	86.84	86.85	90.24	90.25	93.65		
	6	77.65	81.09	81.10	84.54	84.55	87.99	88.00	91.44	91.45	94.90		
	7	78.67	82.16	82.17	85.65	85.66	89.15	89.16	92.65	92.66	96.14		
	8	79.69	83.23	83.24	86.77	86.78	90.31	90.32	93.85	93.86	97.39		
	9	80.72	84.29	84.30	87.88	87.89	91.47	91.48	95.05	95.06	98.64		
	10	81.74	85.36	85.37	88.99	89.00	92.63	92.64	96.26	96.27	99.89		
	11	82.08	85.72	85.73	89.36	89.37	93.01	93.02	96.66	96.67	100.31		
	12	82.42	86.07	86.08	89.73	89.74	93.40	93.41	97.06	97.07	100.72		
	13	82.76	86.43	86.44	90.10	90.11	93.78	93.79	97.46	97.47	101.14		
	14	83.10	86.78	86.79	90.48	90.49	94.17	94.18	97.86	97.87	101.55		
15	83.44	87.14	87.15	90.85	90.86	94.55	94.56	98.26	98.27	101.97			

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		Stufe nutzbare Erfahrung	Teillohnbänder											
			sehr tief		tief		mittel		hoch		sehr hoch			
			ab	bis	ab	bis	ab	bis	ab	bis	ab	bis		
Funktionsstufe 17	Jahreslöhne 100 %	0	160'777.00	167'923.00	167'923.01	175'068.00	175'068.01	182'214.00	182'214.01	189'360.00	189'360.01	196'505.00		
		1	164'796.00	172'121.00	172'121.01	179'445.00	179'445.01	186'769.00	186'769.01	194'094.00	194'094.01	201'418.00		
		2	168'816.00	176'319.00	176'319.01	183'822.00	183'822.01	191'325.00	191'325.01	198'828.00	198'828.01	206'331.00		
		3	172'835.00	180'517.00	180'517.01	188'198.00	188'198.01	195'880.00	195'880.01	203'562.00	203'562.01	211'243.00		
		4	176'855.00	184'715.00	184'715.01	192'575.00	192'575.01	200'435.00	200'435.01	208'296.00	208'296.01	216'156.00		
		5	180'874.00	188'913.00	188'913.01	196'952.00	196'952.01	204'991.00	204'991.01	213'030.00	213'030.01	221'068.00		
		6	183'286.00	191'432.00	191'432.01	199'578.00	199'578.01	207'724.00	207'724.01	215'870.00	215'870.01	224'016.00		
		7	185'698.00	193'951.00	193'951.01	202'204.00	202'204.01	210'457.00	210'457.01	218'710.00	218'710.01	226'964.00		
		8	188'109.00	196'470.00	196'470.01	204'830.00	204'830.01	213'190.00	213'190.01	221'551.00	221'551.01	229'911.00		
		9	190'521.00	198'988.00	198'988.01	207'456.00	207'456.01	215'924.00	215'924.01	224'391.00	224'391.01	232'859.00		
		10	192'932.00	201'507.00	201'507.01	210'082.00	210'082.01	218'657.00	218'657.01	227'232.00	227'232.01	235'806.00		
		11	193'736.00	202'347.00	202'347.01	210'957.00	210'957.01	219'568.00	219'568.01	228'178.00	228'178.01	236'789.00		
		12	194'540.00	203'186.00	203'186.01	211'833.00	211'833.01	220'479.00	220'479.01	229'125.00	229'125.01	237'771.00		
		13	195'344.00	204'026.00	204'026.01	212'708.00	212'708.01	221'390.00	221'390.01	230'072.00	230'072.01	238'754.00		
		14	196'148.00	204'866.00	204'866.01	213'583.00	213'583.01	222'301.00	222'301.01	231'019.00	231'019.01	239'736.00		
	15	196'952.00	205'705.00	205'705.01	214'459.00	214'459.01	223'212.00	223'212.01	231'966.00	231'966.01	240'719.00			
		Monatslöhne im 13tel 100 %	0	12'367.50	12'917.15	12'917.20	13'466.75	13'466.80	14'016.45	14'016.50	14'566.15	14'566.20	15'115.75	
	1		12'676.65	13'240.05	13'240.10	13'803.45	13'803.50	14'366.80	14'366.85	14'930.30	14'930.35	15'493.65		
	2		12'985.85	13'563.00	13'563.05	14'140.15	14'140.20	14'717.30	14'717.35	15'294.45	15'294.50	15'871.60		
	3		13'295.00	13'885.90	13'885.95	14'476.75	14'476.80	15'067.65	15'067.70	15'658.60	15'658.65	16'249.45		
	4		13'604.25	14'208.80	14'208.85	14'813.45	14'813.50	15'418.05	15'418.10	16'022.75	16'022.80	16'627.35		
	5		13'913.40	14'531.75	14'531.80	15'150.15	15'150.20	15'768.50	15'768.55	16'386.90	16'386.95	17'005.20		
	6		14'098.95	14'725.50	14'725.55	15'352.15	15'352.20	15'978.75	15'978.80	16'605.35	16'605.40	17'232.00		
	7		14'284.50	14'919.30	14'919.35	15'554.15	15'554.20	16'189.00	16'189.05	16'823.80	16'823.85	17'458.75		
	8		14'469.95	15'113.05	15'113.10	15'756.15	15'756.20	16'399.20	16'399.25	17'042.35	17'042.40	17'685.45		
	9		14'655.50	15'306.75	15'306.80	15'958.15	15'958.20	16'609.50	16'609.55	17'260.80	17'260.85	17'912.20		
	10		14'840.95	15'500.50	15'500.55	16'160.15	16'160.20	16'819.75	16'819.80	17'479.35	17'479.40	18'138.90		
	11		14'902.80	15'565.15	15'565.20	16'227.45	16'227.50	16'889.80	16'889.85	17'552.15	17'552.20	18'214.50		
	12		14'964.65	15'629.65	15'629.70	16'294.80	16'294.85	16'959.90	16'959.95	17'625.00	17'625.05	18'290.05		
	13		15'026.50	15'694.30	15'694.35	16'362.15	16'362.20	17'030.00	17'030.05	17'697.80	17'697.85	18'365.65		
	14		15'088.35	15'758.90	15'758.95	16'429.45	16'429.50	17'100.05	17'100.10	17'770.65	17'770.70	18'441.20		
	15	15'150.20	15'823.45	15'823.50	16'496.80	16'496.85	17'170.15	17'170.20	17'843.50	17'843.55	18'516.80			
		Stundenlöhne 100 % (= 1/2184 J-L)	0	73.62	76.88	76.89	80.15	80.16	83.43	83.44	86.70	86.71	89.97	
	1		75.46	78.80	78.81	82.16	82.17	85.51	85.52	88.87	88.88	92.22		
	2		77.30	80.73	80.74	84.16	84.17	87.60	87.61	91.03	91.04	94.47		
	3		79.14	82.65	82.66	86.17	86.18	89.68	89.69	93.20	93.21	96.72		
	4		80.98	84.57	84.58	88.17	88.18	91.77	91.78	95.37	95.38	98.97		
	5		82.82	86.49	86.50	90.17	90.18	93.86	93.87	97.54	97.55	101.22		
	6		83.93	87.65	87.66	91.38	91.39	95.11	95.12	98.84	98.85	102.57		
	7		85.03	88.80	88.81	92.58	92.59	96.36	96.37	100.14	100.15	103.92		
	8		86.14	89.95	89.96	93.78	93.79	97.61	97.62	101.44	101.45	105.27		
	9		87.24	91.11	91.12	94.98	94.99	98.86	98.87	102.74	102.75	106.62		
	10		88.34	92.26	92.27	96.19	96.20	100.11	100.12	104.04	104.05	107.96		
11	88.71		92.64	92.65	96.59	96.60	100.53	100.54	104.47	104.48	108.41			
12	89.08		93.03	93.04	96.99	97.00	100.95	100.96	104.91	104.92	108.86			
13	89.45		93.41	93.42	97.39	97.40	101.36	101.37	105.34	105.35	109.31			
14	89.82		93.80	93.81	97.79	97.80	101.78	101.79	105.77	105.78	109.76			
15	90.18	94.18	94.19	98.19	98.20	102.20	102.21	106.21	106.22	110.21				

Anmerkungen:

 = Minimum

 = Maximum

 = Minimum

 = Maximum

 = Minimum

 = Maximum

		Stufe nutzbare Erfahrung	Teillohnbänder									
			sehr tief		tief		mittel		hoch		sehr hoch	
			ab	bis	ab	bis	ab	bis	ab	bis	ab	bis
Funktionsstufe 18	Jahreslöhne 100 %	0	173'453.00	181'162.00	181'162.01	188'871.00	188'871.01	196'580.00	196'580.01	204'289.00	204'289.01	211'998.00
		1	177'789.00	185'691.00	185'691.01	193'592.00	193'592.01	201'494.00	201'494.01	209'396.00	209'396.01	217'297.00
		2	182'125.00	190'220.00	190'220.01	198'314.00	198'314.01	206'409.00	206'409.01	214'503.00	214'503.01	222'597.00
		3	186'461.00	194'749.00	194'749.01	203'036.00	203'036.01	211'323.00	211'323.01	219'610.00	219'610.01	227'897.00
		4	190'798.00	199'278.00	199'278.01	207'758.00	207'758.01	216'238.00	216'238.01	224'717.00	224'717.01	233'197.00
		5	195'134.00	203'807.00	203'807.01	212'479.00	212'479.01	221'152.00	221'152.01	229'825.00	229'825.01	238'497.00
		6	197'736.00	206'524.00	206'524.01	215'312.00	215'312.01	224'101.00	224'101.01	232'889.00	232'889.01	241'677.00
		7	200'338.00	209'242.00	209'242.01	218'145.00	218'145.01	227'049.00	227'049.01	235'953.00	235'953.01	244'759.00
		8	202'939.00	211'959.00	211'959.01	220'979.00	220'979.01	229'998.00	229'998.01	239'018.00	239'018.01	244'759.00
		9	205'541.00	214'676.00	214'676.01	223'812.00	223'812.01	232'947.00	232'947.01	242'082.00	242'082.01	244'759.00
		10	208'143.00	217'394.00	217'394.01	226'645.00	226'645.01	235'895.00	235'895.01	244'759.00	244'759.00	244'759.00
		11	209'010.00	218'300.00	218'300.01	227'589.00	227'589.01	236'878.00	236'878.01	244'759.00	244'759.00	244'759.00
		12	209'878.00	219'205.00	219'205.01	228'533.00	228'533.01	237'861.00	237'861.01	244'759.00	244'759.00	244'759.00
		13	210'745.00	220'111.00	220'111.01	229'478.00	229'478.01	238'844.00	238'844.01	244'759.00	244'759.00	244'759.00
		14	211'612.00	221'017.00	221'017.01	230'422.00	230'422.01	239'827.00	239'827.01	244'759.00	244'759.00	244'759.00
15	212'479.00	221'923.00	221'923.01	231'366.00	231'366.01	240'810.00	240'810.01	244'759.00	244'759.00	244'759.00		
Funktionsstufe 18	Monatslöhne im 13tel 100 %	0	13'342.55	13'935.50	13'935.55	14'528.50	14'528.55	15'121.50	15'121.55	15'714.50	15'714.55	16'307.50
		1	13'676.10	14'283.90	14'283.95	14'891.65	14'891.70	15'499.50	15'499.55	16'107.35	16'107.40	16'715.15
		2	14'009.65	14'632.30	14'632.35	15'254.90	15'254.95	15'877.60	15'877.65	16'500.20	16'500.25	17'122.80
		3	14'343.20	14'980.65	14'980.70	15'618.15	15'618.20	16'255.60	16'255.65	16'893.05	16'893.10	17'530.50
		4	14'676.80	15'329.05	15'329.10	15'981.35	15'981.40	16'633.65	16'633.70	17'285.90	17'285.95	17'938.20
		5	15'010.35	15'677.45	15'677.50	16'344.50	16'344.55	17'011.65	17'011.70	17'678.80	17'678.85	18'345.90
		6	15'210.50	15'886.45	15'886.50	16'562.45	16'562.50	17'238.50	17'238.55	17'914.50	17'914.55	18'590.50
		7	15'410.65	16'095.50	16'095.55	16'780.35	16'780.40	17'465.30	17'465.35	18'150.20	18'150.25	18'827.60
		8	15'610.70	16'304.50	16'304.55	16'998.35	16'998.40	17'692.15	17'692.20	18'386.00	18'386.05	18'827.60
		9	15'810.85	16'513.50	16'513.55	17'216.30	17'216.35	17'919.00	17'919.05	18'621.65	18'621.70	18'827.60
		10	16'011.00	16'722.60	16'722.65	17'434.20	17'434.25	18'145.75	18'145.80	18'827.60	18'827.60	18'827.60
		11	16'077.70	16'792.30	16'792.35	17'506.80	17'506.85	18'221.35	18'221.40	18'827.60	18'827.60	18'827.60
		12	16'144.50	16'861.90	16'861.95	17'579.45	17'579.50	18'297.00	18'297.05	18'827.60	18'827.60	18'827.60
		13	16'211.20	16'931.60	16'931.65	17'652.15	17'652.20	18'372.60	18'372.65	18'827.60	18'827.60	18'827.60
		14	16'277.85	17'001.30	17'001.35	17'724.75	17'724.80	18'448.20	18'448.25	18'827.60	18'827.60	18'827.60
15	16'344.55	17'071.00	17'071.05	17'797.35	17'797.40	18'523.80	18'523.85	18'827.60	18'827.60	18'827.60		
Funktionsstufe 18	Stundenlöhne 100 % (= 1/2184 J-L)	0	79.42	82.94	82.95	86.47	86.48	90.00	90.01	93.53	93.54	97.06
		1	81.41	85.02	85.03	88.64	88.65	92.25	92.26	95.87	95.88	99.49
		2	83.40	87.09	87.10	90.80	90.81	94.50	94.51	98.21	98.22	101.92
		3	85.38	89.17	89.18	92.96	92.97	96.75	96.76	100.55	100.56	104.34
		4	87.37	91.24	91.25	95.12	95.13	99.01	99.02	102.89	102.90	106.77
		5	89.35	93.31	93.32	97.28	97.29	101.26	101.27	105.23	105.24	109.20
		6	90.54	94.56	94.57	98.58	98.59	102.61	102.62	106.63	106.64	110.65
		7	91.73	95.80	95.81	99.88	99.89	103.96	103.97	108.03	108.04	112.06
		8	92.93	97.05	97.06	101.18	101.19	105.31	105.32	109.44	109.45	112.06
		9	94.12	98.29	98.30	102.47	102.48	106.66	106.67	110.84	110.85	112.06
		10	95.31	99.53	99.54	103.77	103.78	108.01	108.02	112.06	112.06	112.06
		11	95.71	99.95	99.96	104.20	104.21	108.46	108.47	112.06	112.06	112.06
		12	96.10	100.36	100.37	104.63	104.64	108.91	108.92	112.06	112.06	112.06
		13	96.50	100.78	100.79	105.07	105.08	109.36	109.37	112.06	112.06	112.06
		14	96.90	101.19	101.20	105.50	105.51	109.81	109.82	112.06	112.06	112.06
15	97.29	101.61	101.62	105.93	105.94	110.26	110.27	112.06	112.06	112.06		

Anmerkungen:

173'453.00 = Minimum

244'759.00 = Geltender Maximum-Lohn-Bereich

13'342.55 = Minimum

18'827.60 = Geltender Maximum-Lohn-Bereich

79.42 = Minimum

112.06 = Geltender Maximum-Lohn-Bereich