

## **Städtisches Lohnsystem (SLS) Lohnskala Nr. 1 gültig ab 1. April 2023**

Funktionsstufen 1 bis 18

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

Stadtratsbeschluss Nr 731 vom 15. März 2023: 2.5% Teuerungsausgleich gegenüber dem Stand 1.4.2022 (ausgeglichen damals: 100.3 Punkte (Basis Dezember 2010 = 100 Punkte))  
Per 1.4.2023 sind 102.8 Punkte (Basis Dezember 2010) ausgeglichen resp. 104.5 Punkte (Basis Dezember 2020 = 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 2023 Fr. 252 133.– pro Jahr.  
Die Lohnbegrenzung wirkt sich auf die Löhne der Funktionsstufen 17 und 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 2023 Fr. 56 301.00.– pro Jahr.  
Der Minimallohn wirkt sich auf die Löhne der Funktionsstufen 1, 2, 3 und 4 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 Bereichen und die Begrenzungen für den Mindest- und Maximallohn.

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

### -- Monatslöhne im 13tel:

Die Mutation eines Monatslohnbetrag auf einer einzelnen Anstellung muss im SAP-Lohnssystem anhand eines beliebig wählbaren Jahreslohnbetrag innerhalb der Grenzbeträge der zutreffenden Funktionsstufe gemacht werden. Das kann dazu führen, dass bei zwei Anstellungen die Lage im Bereich sich zwar unterscheidet (z. B. Jahreslohn Fr. 64'489.00 = Lage "mittel" und bei Fr. 64'489.01 = Lage "hoch"), es aber bei der Berechnung des Monatslohnbetrag in beiden Fällen durch die kaufmännische 5er-Rundung zum gleichen Monatslohn-Betrag von Fr. 4'960.70 kommt.

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

Damit sich die in dieser Lohnskala aufgeführten Monatslohnbeträge an den Bereichsgrenzen 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-Lohnssystem anhand eines beliebig wählbaren Jahreslohnbetrag innerhalb der Grenzbeträge der zutreffenden Funktionsstufe gemacht werden. Das kann dazu führen, dass bei zwei Anstellungen die Lage im Bereich sich zwar unterscheidet (z. B. Jahreslohn Fr. 64'489.00 = Lage "mittel" und bei Fr. 64'489.01 = Lage "hoch"), es aber bei der Berechnung des Stundenlohnbetrag in beiden Fällen durch die kaufmännische 1 Rappen-Rundung zum gleichen Stundenlohn Betrag von Fr. 29.63 kommt.

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

Damit sich die aufgeführten Stundenlohnansätze an den Bereichsgrenzen 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	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
<b>Funktionsstufe 1</b>	<b>Jahreslöhne 100 %</b>	0	56'301.00	56'301.00	56'301.00	56'301.00	56'301.00	56'301.00
		1	56'301.00	56'301.00	56'301.00	56'301.00	56'301.00	56'301.00
		2	56'301.00	56'301.00	56'301.00	56'301.00	56'301.00	56'301.00
		3	56'301.00	56'301.00	56'301.00	56'301.00	56'301.00	56'301.00
		4	56'301.00	56'301.00	56'301.00	56'301.00	56'301.00	56'301.00
		5	56'301.00	56'301.00	56'301.00	56'301.00	56'301.00	56'537.00
		6	56'301.00	56'301.00	56'301.00	56'301.00	56'301.00	57'208.00
		7	56'301.00	56'301.00	56'301.00	56'301.00	56'301.00	57'879.00
		8	56'301.00	56'301.00	56'301.00	56'301.00	56'301.00	58'550.00
		9	56'301.00	56'301.00	56'301.00	56'301.00	56'301.00	59'221.00
		10	56'301.00	56'301.00	56'301.00	56'301.00	56'301.00	59'893.00
		11	56'301.00	56'301.00	56'301.00	56'699.00	56'699.01	60'357.00
		12	56'301.00	56'301.00	56'301.00	57'136.00	57'136.01	60'822.00
		13	56'301.00	56'301.00	56'301.00	57'572.00	57'572.01	61'287.00
		14	56'301.00	56'301.00	56'301.00	58'009.00	58'009.01	61'751.00
		15	56'301.00	56'301.00	56'301.00	58'445.00	58'445.01	62'216.00
		16	56'301.00	56'301.00	56'301.00	58'736.00	58'736.01	62'526.00
		17	56'301.00	56'301.00	56'301.00	59'027.00	59'027.01	62'836.00
		18	56'301.00	56'301.00	56'301.00	59'318.00	59'318.01	63'145.00
		19	56'301.00	56'301.00	56'301.00	59'609.00	59'609.01	63'455.00
		20	56'301.00	56'301.00	56'301.00	59'900.00	59'900.01	63'765.00
		21	56'301.00	56'301.00	56'301.00	60'046.00	60'046.01	63'920.00
		22	56'301.00	56'308.00	56'308.01	60'191.00	60'191.01	64'075.00
		23	56'301.00	56'444.00	56'444.01	60'337.00	60'337.01	64'230.00
		24	56'301.00	56'580.00	56'580.01	60'482.00	60'482.01	64'385.00
25	56'301.00	56'716.00	56'716.01	60'628.00	60'628.01	64'539.00		
							= Maximum	
<b>Funktionsstufe 1</b>	<b>Monatslöhne im 13tel 100 %</b>	0	4'330.85	4'330.85	4'330.85	4'330.85	4'330.85	4'330.85
		1	4'330.85	4'330.85	4'330.85	4'330.85	4'330.85	4'330.85
		2	4'330.85	4'330.85	4'330.85	4'330.85	4'330.85	4'330.85
		3	4'330.85	4'330.85	4'330.85	4'330.85	4'330.85	4'330.85
		4	4'330.85	4'330.85	4'330.85	4'330.85	4'330.85	4'330.85
		5	4'330.85	4'330.85	4'330.85	4'330.85	4'330.85	4'349.00
		6	4'330.85	4'330.85	4'330.85	4'330.85	4'330.85	4'400.60
		7	4'330.85	4'330.85	4'330.85	4'330.85	4'330.85	4'452.20
		8	4'330.85	4'330.85	4'330.85	4'330.85	4'330.85	4'503.80
		9	4'330.85	4'330.85	4'330.85	4'330.85	4'330.85	4'555.45
		10	4'330.85	4'330.85	4'330.85	4'330.85	4'330.85	4'607.15
		11	4'330.85	4'330.85	4'330.85	4'361.45	4'361.50	4'642.80
		12	4'330.85	4'330.85	4'330.85	4'395.05	4'395.10	4'678.60
		13	4'330.85	4'330.85	4'330.85	4'428.60	4'428.65	4'714.35
		14	4'330.85	4'330.85	4'330.85	4'462.20	4'462.25	4'750.05
		15	4'330.85	4'330.85	4'330.85	4'495.75	4'495.80	4'785.80
		16	4'330.85	4'330.85	4'330.85	4'518.15	4'518.20	4'809.65
		17	4'330.85	4'330.85	4'330.85	4'540.50	4'540.55	4'833.50
		18	4'330.85	4'330.85	4'330.85	4'562.90	4'562.95	4'857.30
		19	4'330.85	4'330.85	4'330.85	4'585.30	4'585.35	4'881.15
		20	4'330.85	4'330.85	4'330.85	4'607.65	4'607.70	4'905.00
		21	4'330.85	4'330.85	4'330.85	4'618.90	4'618.95	4'916.90
		22	4'330.85	4'331.35	4'331.40	4'630.05	4'630.10	4'928.80
		23	4'330.85	4'341.80	4'341.85	4'641.30	4'641.35	4'940.75
		24	4'330.85	4'352.30	4'352.35	4'652.45	4'652.50	4'952.65
25	4'330.85	4'362.75	4'362.80	4'663.65	4'663.70	4'964.50		
							= Maximum	
<b>Funktionsstufe 1</b>	<b>Stundenlöhne 100 % (= 1/2184 J-L)</b>	0	25.78	25.78	25.78	25.78	25.78	25.78
		1	25.78	25.78	25.78	25.78	25.78	25.78
		2	25.78	25.78	25.78	25.78	25.78	25.78
		3	25.78	25.78	25.78	25.78	25.78	25.78
		4	25.78	25.78	25.78	25.78	25.78	25.78
		5	25.78	25.78	25.78	25.78	25.78	25.88
		6	25.78	25.78	25.78	25.78	25.78	26.19
		7	25.78	25.78	25.78	25.78	25.78	26.50
		8	25.78	25.78	25.78	25.78	25.78	26.80
		9	25.78	25.78	25.78	25.78	25.78	27.11
		10	25.78	25.78	25.78	25.78	25.78	27.42
		11	25.78	25.78	25.78	25.96	25.97	27.63
		12	25.78	25.78	25.78	26.16	26.17	27.84
		13	25.78	25.78	25.78	26.36	26.37	28.06
		14	25.78	25.78	25.78	26.56	26.57	28.27
		15	25.78	25.78	25.78	26.76	26.77	28.48
		16	25.78	25.78	25.78	26.89	26.90	28.62
		17	25.78	25.78	25.78	27.02	27.03	28.77
		18	25.78	25.78	25.78	27.16	27.17	28.91
		19	25.78	25.78	25.78	27.29	27.30	29.05
		20	25.78	25.78	25.78	27.42	27.43	29.19
		21	25.78	25.78	25.78	27.49	27.50	29.26
		22	25.78	25.78	25.78	27.55	27.56	29.33
		23	25.78	25.84	25.85	27.62	27.63	29.40
		24	25.78	25.90	25.91	27.69	27.70	29.48
25	25.78	25.96	25.97	27.76	27.77	29.55		
							= Maximum	

Anmerkungen:

56'301.00 = Geltender Mindestlohn-Bereich

= Maximum

4'330.85 = Geltender Mindestlohn-Bereich

= Maximum

25.78 = Geltender Mindestlohn-Bereich

= Maximum

Stufe nutzbare Erfahrung	Bereiche						
	Tief		Mittel		Hoch		
	ab	bis	ab	bis	ab	bis	
<b>Jahreslöhne 100 %</b>	0	56'301.00	56'301.00	56'301.00	56'301.00	56'301.00	56'301.00
	1	56'301.00	56'301.00	56'301.00	56'301.00	56'301.00	56'350.00
	2	56'301.00	56'301.00	56'301.00	56'301.00	56'301.00	57'401.00
	3	56'301.00	56'301.00	56'301.00	56'301.00	56'301.00	58'452.00
	4	56'301.00	56'301.00	56'301.00	56'301.00	56'301.00	59'502.00
	5	56'301.00	56'301.00	56'301.00	56'883.00	56'883.01	60'553.00
	6	56'301.00	56'301.00	56'301.00	57'558.00	57'558.01	61'272.00
	7	56'301.00	56'301.00	56'301.00	58'234.00	58'234.01	61'991.00
	8	56'301.00	56'301.00	56'301.00	58'909.00	58'909.01	62'710.00
	9	56'301.00	56'301.00	56'301.00	59'584.00	59'584.01	63'428.00
	10	56'301.00	56'372.00	56'372.01	60'260.00	60'260.01	64'147.00
	11	56'301.00	56'809.00	56'809.01	60'727.00	60'727.01	64'645.00
	12	56'301.00	57'247.00	57'247.01	61'195.00	61'195.01	65'143.00
	13	56'301.00	57'684.00	57'684.01	61'662.00	61'662.01	65'640.00
	14	56'301.00	58'121.00	58'121.01	62'130.00	62'130.01	66'138.00
	15	56'301.00	58'559.00	58'559.01	62'597.00	62'597.01	66'636.00
	16	56'301.00	58'850.00	58'850.01	62'909.00	62'909.01	66'968.00
	17	56'301.00	59'142.00	59'142.01	63'221.00	63'221.01	67'299.00
	18	56'301.00	59'433.00	59'433.01	63'532.00	63'532.01	67'631.00
	19	56'301.00	59'725.00	59'725.01	63'844.00	63'844.01	67'963.00
	20	56'301.00	60'017.00	60'017.01	64'156.00	64'156.01	68'295.00
	21	56'301.00	60'162.00	60'162.01	64'312.00	64'312.01	68'461.00
	22	56'301.00	60'308.00	60'308.01	64'467.00	64'467.01	68'627.00
	23	56'301.00	60'454.00	60'454.01	64'623.00	64'623.01	68'793.00
	24	56'421.00	60'600.00	60'600.01	64'779.00	64'779.01	68'958.00
25	56'556.00	60'746.00	60'746.01	64'935.00	64'935.01	69'124.00	
<b>Monatslöhne im 13tel 100 %</b>	0	4'330.85	4'330.85	4'330.85	4'330.85	4'330.85	4'330.85
	1	4'330.85	4'330.85	4'330.85	4'330.85	4'330.85	4'334.60
	2	4'330.85	4'330.85	4'330.85	4'330.85	4'330.85	4'415.45
	3	4'330.85	4'330.85	4'330.85	4'330.85	4'330.85	4'496.30
	4	4'330.85	4'330.85	4'330.85	4'330.85	4'330.85	4'577.05
	5	4'330.85	4'330.85	4'330.85	4'375.60	4'375.65	4'657.90
	6	4'330.85	4'330.85	4'330.85	4'427.50	4'427.55	4'713.20
	7	4'330.85	4'330.85	4'330.85	4'479.50	4'479.55	4'768.50
	8	4'330.85	4'330.85	4'330.85	4'531.45	4'531.50	4'823.80
	9	4'330.85	4'330.85	4'330.85	4'583.35	4'583.40	4'879.05
	10	4'330.85	4'336.30	4'336.35	4'635.35	4'635.40	4'934.35
	11	4'330.85	4'369.90	4'369.95	4'671.30	4'671.35	4'972.65
	12	4'330.85	4'403.60	4'403.65	4'707.30	4'707.35	5'011.00
	13	4'330.85	4'437.20	4'437.25	4'743.20	4'743.25	5'049.20
	14	4'330.85	4'470.80	4'470.85	4'779.20	4'779.25	5'087.50
	15	4'330.85	4'504.50	4'504.55	4'815.15	4'815.20	5'125.80
	16	4'330.85	4'526.90	4'526.95	4'839.15	4'839.20	5'151.35
	17	4'330.85	4'549.35	4'549.40	4'863.15	4'863.20	5'176.80
	18	4'330.85	4'571.75	4'571.80	4'887.05	4'887.10	5'202.35
	19	4'330.85	4'594.20	4'594.25	4'911.05	4'911.10	5'227.90
	20	4'330.85	4'616.65	4'616.70	4'935.05	4'935.10	5'253.45
	21	4'330.85	4'627.80	4'627.85	4'947.05	4'947.10	5'266.20
	22	4'330.85	4'639.05	4'639.10	4'959.00	4'959.05	5'279.00
	23	4'330.85	4'650.30	4'650.35	4'971.00	4'971.05	5'291.75
	24	4'340.10	4'661.50	4'661.55	4'983.00	4'983.05	5'304.45
25	4'350.50	4'672.75	4'672.80	4'995.00	4'995.05	5'317.20	
<b>Stundenlöhne 100 % (= 1/2184 J-L)</b>	0	25.78	25.78	25.78	25.78	25.78	25.78
	1	25.78	25.78	25.78	25.78	25.78	25.80
	2	25.78	25.78	25.78	25.78	25.78	26.28
	3	25.78	25.78	25.78	25.78	25.78	26.76
	4	25.78	25.78	25.78	25.78	25.78	27.24
	5	25.78	25.78	25.78	26.04	26.05	27.72
	6	25.78	25.78	25.78	26.35	26.36	28.05
	7	25.78	25.78	25.78	26.66	26.67	28.38
	8	25.78	25.78	25.78	26.97	26.98	28.71
	9	25.78	25.78	25.78	27.28	27.29	29.04
	10	25.78	25.81	25.82	27.59	27.60	29.37
	11	25.78	26.01	26.02	27.80	27.81	29.59
	12	25.78	26.21	26.22	28.01	28.02	29.82
	13	25.78	26.41	26.42	28.23	28.24	30.05
	14	25.78	26.61	26.62	28.44	28.45	30.28
	15	25.78	26.81	26.82	28.66	28.67	30.51
	16	25.78	26.94	26.95	28.80	28.81	30.66
	17	25.78	27.07	27.08	28.94	28.95	30.81
	18	25.78	27.21	27.22	29.08	29.09	30.96
	19	25.78	27.34	27.35	29.23	29.24	31.11
	20	25.78	27.48	27.49	29.37	29.38	31.27
	21	25.78	27.54	27.55	29.44	29.45	31.34
	22	25.78	27.61	27.62	29.51	29.52	31.42
	23	25.78	27.68	27.69	29.58	29.59	31.49
	24	25.84	27.74	27.75	29.66	29.67	31.57
25	25.90	27.81	27.82	29.73	29.74	31.65	

Anmerkungen:

56'301.00 = Geltender Mindestlohn-Bereich

69'124.00 = Maximum

4'330.85 = Geltender Mindestlohn-Bereich

5'317.20 = Maximum

25.78 = Geltender Mindestlohn-Bereich

31.65 = Maximum

Stufe nutzbare Erfahrung	Bereiche						
	Tief		Mittel		Hoch		
	ab	bis	ab	bis	ab	bis	
Jahreslöhne 100 %	0	56'301.00	56'301.00	56'301.00	56'301.00	56'301.00	59'851.00
	1	56'301.00	56'301.00	56'301.00	57'292.00	57'292.01	60'988.00
	2	56'301.00	56'301.00	56'301.00	58'360.00	58'360.01	62'125.00
	3	56'301.00	56'301.00	56'301.00	59'428.00	59'428.01	63'263.00
	4	56'301.00	56'594.00	56'594.01	60'497.00	60'497.01	64'400.00
	5	56'301.00	57'593.00	57'593.01	61'565.00	61'565.01	65'537.00
	6	56'301.00	58'277.00	58'277.01	62'296.00	62'296.01	66'315.00
	7	56'301.00	58'960.00	58'960.01	63'027.00	63'027.01	67'093.00
	8	56'301.00	59'644.00	59'644.01	63'758.00	63'758.01	67'871.00
	9	56'301.00	60'328.00	60'328.01	64'489.00	64'489.01	68'649.00
	10	56'804.00	61'012.00	61'012.01	65'219.00	65'219.01	69'427.00
	11	57'245.00	61'485.00	61'485.01	65'725.00	65'725.01	69'966.00
	12	57'685.00	61'958.00	61'958.01	66'231.00	66'231.01	70'504.00
	13	58'126.00	62'432.00	62'432.01	66'737.00	66'737.01	71'043.00
	14	58'567.00	62'905.00	62'905.01	67'244.00	67'244.01	71'582.00
	15	59'008.00	63'379.00	63'379.01	67'750.00	67'750.01	72'120.00
	16	59'301.00	63'694.00	63'694.01	68'087.00	68'087.01	72'480.00
	17	59'595.00	64'010.00	64'010.01	68'424.00	68'424.01	72'839.00
	18	59'889.00	64'325.00	64'325.01	68'762.00	68'762.01	73'198.00
	19	60'183.00	64'641.00	64'641.01	69'099.00	69'099.01	73'557.00
	20	60'477.00	64'956.00	64'956.01	69'436.00	69'436.01	73'916.00
	21	60'624.00	65'114.00	65'114.01	69'605.00	69'605.01	74'096.00
	22	60'771.00	65'272.00	65'272.01	69'774.00	69'774.01	74'275.00
	23	60'917.00	65'430.00	65'430.01	69'942.00	69'942.01	74'455.00
	24	61'064.00	65'588.00	65'588.01	70'111.00	70'111.01	74'634.00
25	61'211.00	65'745.00	65'745.01	70'280.00	70'280.01	74'814.00	
Monatslöhne im 13tel 100 %	0	4'330.85	4'330.85	4'330.85	4'330.85	4'330.85	4'603.90
	1	4'330.85	4'330.85	4'330.85	4'407.05	4'407.10	4'691.35
	2	4'330.85	4'330.85	4'330.85	4'489.20	4'489.25	4'778.80
	3	4'330.85	4'330.85	4'330.85	4'571.35	4'571.40	4'866.35
	4	4'330.85	4'353.35	4'353.40	4'653.60	4'653.65	4'953.80
	5	4'330.85	4'430.20	4'430.25	4'735.75	4'735.80	5'041.30
	6	4'330.85	4'482.80	4'482.85	4'792.00	4'792.05	5'101.15
	7	4'330.85	4'535.35	4'535.40	4'848.20	4'848.25	5'161.00
	8	4'330.85	4'588.00	4'588.05	4'904.45	4'904.50	5'220.80
	9	4'330.85	4'640.60	4'640.65	4'960.65	4'960.70	5'280.65
	10	4'369.55	4'693.20	4'693.25	5'016.80	5'016.85	5'340.50
	11	4'403.50	4'729.60	4'729.65	5'055.75	5'055.80	5'382.00
	12	4'437.35	4'766.00	4'766.05	5'094.65	5'094.70	5'423.35
	13	4'471.25	4'802.45	4'802.50	5'133.60	5'133.65	5'464.80
	14	4'505.20	4'838.80	4'838.85	5'172.60	5'172.65	5'506.30
	15	4'539.10	4'875.30	4'875.35	5'211.50	5'211.55	5'547.65
	16	4'561.65	4'899.50	4'899.55	5'237.45	5'237.50	5'575.35
	17	4'584.25	4'923.80	4'923.85	5'263.35	5'263.40	5'603.00
	18	4'606.85	4'948.05	4'948.10	5'289.35	5'289.40	5'630.60
	19	4'629.50	4'972.35	4'972.40	5'315.30	5'315.35	5'658.20
	20	4'652.10	4'996.60	4'996.65	5'341.20	5'341.25	5'685.80
	21	4'663.40	5'008.75	5'008.80	5'354.20	5'354.25	5'699.65
	22	4'674.70	5'020.90	5'020.95	5'367.20	5'367.25	5'713.45
	23	4'685.95	5'033.05	5'033.10	5'380.15	5'380.20	5'727.30
	24	4'697.25	5'045.20	5'045.25	5'393.15	5'393.20	5'741.05
25	4'708.55	5'057.30	5'057.35	5'406.15	5'406.20	5'754.90	
Stundenlöhne 100 % (= 1/2184 J-L)	0	25.78	25.78	25.78	25.78	25.78	27.40
	1	25.78	25.78	25.78	26.23	26.24	27.92
	2	25.78	25.78	25.78	26.72	26.73	28.44
	3	25.78	25.78	25.78	27.21	27.22	28.96
	4	25.78	25.91	25.92	27.70	27.71	29.48
	5	25.78	26.37	26.38	28.18	28.19	30.00
	6	25.78	26.68	26.69	28.52	28.53	30.36
	7	25.78	26.99	27.00	28.85	28.86	30.72
	8	25.78	27.30	27.31	29.19	29.20	31.07
	9	25.78	27.62	27.63	29.52	29.53	31.43
	10	26.01	27.93	27.94	29.86	29.87	31.78
	11	26.22	28.15	28.16	30.09	30.10	32.03
	12	26.42	28.36	28.37	30.32	30.33	32.28
	13	26.62	28.58	28.59	30.55	30.56	32.52
	14	26.82	28.80	28.81	30.78	30.79	32.77
	15	27.02	29.01	29.02	31.02	31.03	33.02
	16	27.16	29.16	29.17	31.17	31.18	33.18
	17	27.29	29.30	29.31	31.32	31.33	33.35
	18	27.43	29.45	29.46	31.48	31.49	33.51
	19	27.56	29.59	29.60	31.63	31.64	33.67
	20	27.70	29.74	29.75	31.79	31.80	33.84
	21	27.76	29.81	29.82	31.87	31.88	33.92
	22	27.83	29.88	29.89	31.94	31.95	34.00
	23	27.90	29.95	29.96	32.02	32.03	34.09
	24	27.96	30.03	30.04	32.10	32.11	34.17
25	28.03	30.10	30.11	32.17	32.18	34.25	

Anmerkungen:

56'301.00 = Geltender Mindestlohn-Bereich

74'814.00 = Maximum

4'330.85 = Geltender Mindestlohn-Bereich

5'754.90 = Maximum

25.78 = Geltender Mindestlohn-Bereich

34.25 = Maximum

Stufe nutzbare Erfahrung	Bereiche						
	Tief		Mittel		Hoch		
	ab	bis	ab	bis	ab	bis	
<b>Jahreslöhne 100 %</b>	0	56'301.00	57'322.00	57'322.01	61'276.00	61'276.01	65'229.00
	1	56'301.00	58'411.00	58'411.01	62'440.00	62'440.01	66'468.00
	2	56'301.00	59'501.00	59'501.01	63'604.00	63'604.01	67'707.00
	3	56'411.00	60'590.00	60'590.01	64'768.00	64'768.01	68'947.00
	4	57'425.00	61'679.00	61'679.01	65'932.00	65'932.01	70'186.00
	5	58'439.00	62'768.00	62'768.01	67'097.00	67'097.01	71'426.00
	6	59'133.00	63'513.00	63'513.01	67'893.00	67'893.01	72'273.00
	7	59'827.00	64'258.00	64'258.01	68'690.00	68'690.01	73'121.00
	8	60'520.00	65'003.00	65'003.01	69'486.00	69'486.01	73'969.00
	9	61'214.00	65'749.00	65'749.01	70'283.00	70'283.01	74'817.00
	10	61'908.00	66'494.00	66'494.01	71'080.00	71'080.01	75'665.00
	11	62'388.00	67'010.00	67'010.01	71'631.00	71'631.01	76'252.00
	12	62'869.00	67'526.00	67'526.01	72'183.00	72'183.01	76'840.00
	13	63'349.00	68'042.00	68'042.01	72'734.00	72'734.01	77'427.00
	14	63'829.00	68'557.00	68'557.01	73'286.00	73'286.01	78'014.00
	15	64'310.00	69'073.00	69'073.01	73'837.00	73'837.01	78'601.00
	16	64'630.00	69'417.00	69'417.01	74'205.00	74'205.01	78'992.00
	17	64'950.00	69'761.00	69'761.01	74'572.00	74'572.01	79'383.00
	18	65'270.00	70'105.00	70'105.01	74'940.00	74'940.01	79'775.00
	19	65'591.00	70'449.00	70'449.01	75'308.00	75'308.01	80'166.00
	20	65'911.00	70'793.00	70'793.01	75'675.00	75'675.01	80'558.00
	21	66'071.00	70'965.00	70'965.01	75'859.00	75'859.01	80'753.00
	22	66'231.00	71'137.00	71'137.01	76'043.00	76'043.01	80'949.00
	23	66'391.00	71'309.00	71'309.01	76'227.00	76'227.01	81'145.00
	24	66'551.00	71'481.00	71'481.01	76'411.00	76'411.01	81'340.00
25	66'711.00	71'653.00	71'653.01	76'594.00	76'594.01	81'536.00	
<b>Monatslöhne im 13tel 100 %</b>	0	4'330.85	4'409.35	4'409.40	4'713.50	4'713.55	5'017.60
	1	4'330.85	4'493.15	4'493.20	4'803.05	4'803.10	5'112.90
	2	4'330.85	4'577.00	4'577.05	4'892.60	4'892.65	5'208.20
	3	4'339.35	4'660.75	4'660.80	4'982.15	4'982.20	5'303.60
	4	4'417.35	4'744.50	4'744.55	5'071.65	5'071.70	5'398.90
	5	4'495.35	4'828.30	4'828.35	5'161.30	5'161.35	5'494.30
	6	4'548.70	4'885.60	4'885.65	5'222.50	5'222.55	5'559.45
	7	4'602.10	4'942.90	4'942.95	5'283.80	5'283.85	5'624.65
	8	4'655.40	5'000.20	5'000.25	5'345.05	5'345.10	5'689.90
	9	4'708.80	5'057.60	5'057.65	5'406.35	5'406.40	5'755.15
	10	4'762.20	5'114.90	5'114.95	5'467.65	5'467.70	5'820.35
	11	4'799.10	5'154.60	5'154.65	5'510.05	5'510.10	5'865.50
	12	4'836.10	5'194.30	5'194.35	5'552.50	5'552.55	5'910.75
	13	4'873.00	5'234.00	5'234.05	5'594.90	5'594.95	5'955.90
	14	4'909.95	5'273.60	5'273.65	5'637.35	5'637.40	6'001.05
	15	4'946.95	5'313.30	5'313.35	5'679.75	5'679.80	6'046.20
	16	4'971.55	5'339.75	5'339.80	5'708.05	5'708.10	6'076.30
	17	4'996.20	5'366.20	5'366.25	5'736.30	5'736.35	6'106.35
	18	5'020.80	5'392.65	5'392.70	5'764.60	5'764.65	6'136.50
	19	5'045.50	5'419.15	5'419.20	5'792.90	5'792.95	6'166.60
	20	5'070.10	5'445.60	5'445.65	5'821.15	5'821.20	6'196.75
	21	5'082.40	5'458.80	5'458.85	5'835.30	5'835.35	6'211.75
	22	5'094.70	5'472.05	5'472.10	5'849.45	5'849.50	6'226.80
	23	5'107.00	5'485.30	5'485.35	5'863.60	5'863.65	6'241.90
	24	5'119.35	5'498.50	5'498.55	5'877.75	5'877.80	6'256.90
25	5'131.65	5'511.75	5'511.80	5'891.80	5'891.85	6'272.00	
<b>Stundenlöhne 100 % (= 1/2184 J-L)</b>	0	25.78	26.24	26.25	28.05	28.06	29.86
	1	25.78	26.74	26.75	28.58	28.59	30.43
	2	25.78	27.24	27.25	29.12	29.13	31.00
	3	25.83	27.74	27.75	29.65	29.66	31.56
	4	26.30	28.24	28.25	30.18	30.19	32.13
	5	26.76	28.73	28.74	30.72	30.73	32.70
	6	27.08	29.08	29.09	31.08	31.09	33.09
	7	27.40	29.42	29.43	31.45	31.46	33.48
	8	27.72	29.76	29.77	31.81	31.82	33.86
	9	28.03	30.10	30.11	32.18	32.19	34.25
	10	28.35	30.44	30.45	32.54	32.55	34.64
	11	28.57	30.68	30.69	32.79	32.80	34.91
	12	28.79	30.91	30.92	33.05	33.06	35.18
	13	29.01	31.15	31.16	33.30	33.31	35.45
	14	29.23	31.39	31.40	33.55	33.56	35.72
	15	29.45	31.62	31.63	33.80	33.81	35.98
	16	29.60	31.78	31.79	33.97	33.98	36.16
	17	29.74	31.94	31.95	34.14	34.15	36.34
	18	29.89	32.09	32.10	34.31	34.32	36.52
	19	30.04	32.25	32.26	34.48	34.49	36.70
	20	30.18	32.41	32.42	34.64	34.65	36.88
	21	30.26	32.49	32.50	34.73	34.74	36.97
	22	30.33	32.57	32.58	34.81	34.82	37.06
	23	30.40	32.65	32.66	34.90	34.91	37.15
	24	30.48	32.72	32.73	34.98	34.99	37.24
25	30.55	32.80	32.81	35.07	35.08	37.33	

Anmerkungen:

56'301.00 = Geltender Mindestlohn-Bereich

81'536.00 = Maximum

4'330.85 = Geltender Mindestlohn-Bereich

6'272.00 = Maximum

25.78 = Geltender Mindestlohn-Bereich

37.33 = Maximum

Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 5	Jahreslöhne 100 %	0	58'417.00	62'744.00	62'744.01	67'071.00	67'071.01	71'399.00
		1	59'527.00	63'936.00	63'936.01	68'346.00	68'346.01	72'755.00
		2	60'637.00	65'128.00	65'128.01	69'620.00	69'620.01	74'112.00
		3	61'747.00	66'321.00	66'321.01	70'894.00	70'894.01	75'468.00
		4	62'857.00	67'513.00	67'513.01	72'169.00	72'169.01	76'825.00
		5	63'967.00	68'705.00	68'705.01	73'443.00	73'443.01	78'181.00
		6	64'726.00	69'521.00	69'521.01	74'315.00	74'315.01	79'110.00
		7	65'485.00	70'336.00	70'336.01	75'187.00	75'187.01	80'038.00
		8	66'245.00	71'152.00	71'152.01	76'059.00	76'059.01	80'966.00
		9	67'004.00	71'968.00	71'968.01	76'931.00	76'931.01	81'894.00
		10	67'764.00	72'783.00	72'783.01	77'803.00	77'803.01	82'822.00
		11	68'289.00	73'348.00	73'348.01	78'406.00	78'406.01	83'465.00
		12	68'815.00	73'913.00	73'913.01	79'010.00	79'010.01	84'107.00
		13	69'341.00	74'477.00	74'477.01	79'614.00	79'614.01	84'750.00
		14	69'867.00	75'042.00	75'042.01	80'217.00	80'217.01	85'393.00
		15	70'392.00	75'607.00	75'607.01	80'821.00	80'821.01	86'035.00
		16	70'743.00	75'983.00	75'983.01	81'223.00	81'223.01	86'464.00
		17	71'093.00	76'360.00	76'360.01	81'626.00	81'626.01	86'892.00
		18	71'444.00	76'736.00	76'736.01	82'028.00	82'028.01	87'320.00
		19	71'794.00	77'113.00	77'113.01	82'431.00	82'431.01	87'749.00
		20	72'145.00	77'489.00	77'489.01	82'833.00	82'833.01	88'177.00
		21	72'320.00	77'677.00	77'677.01	83'034.00	83'034.01	88'391.00
		22	72'495.00	77'866.00	77'866.01	83'236.00	83'236.01	88'606.00
		23	72'671.00	78'054.00	78'054.01	83'437.00	83'437.01	88'820.00
		24	72'846.00	78'242.00	78'242.01	83'638.00	83'638.01	89'034.00
25	73'021.00	78'430.00	78'430.01	83'839.00	83'839.01	89'248.00		
Funktionsstufe 5	Monatslöhne im 13tel 100 %	0	4'493.65	4'826.45	4'826.50	5'159.30	5'159.35	5'492.20
		1	4'579.00	4'918.15	4'918.20	5'257.35	5'257.40	5'596.50
		2	4'664.40	5'009.80	5'009.85	5'355.35	5'355.40	5'700.90
		3	4'749.80	5'101.60	5'101.65	5'453.35	5'453.40	5'805.20
		4	4'835.20	5'193.30	5'193.35	5'551.45	5'551.50	5'909.60
		5	4'920.55	5'285.00	5'285.05	5'649.45	5'649.50	6'013.90
		6	4'978.95	5'347.75	5'347.80	5'716.50	5'716.55	6'085.35
		7	5'037.35	5'410.45	5'410.50	5'783.60	5'783.65	6'156.75
		8	5'095.80	5'473.20	5'473.25	5'850.65	5'850.70	6'228.15
		9	5'154.20	5'536.00	5'536.05	5'917.75	5'917.80	6'299.50
		10	5'212.65	5'598.65	5'598.70	5'984.80	5'984.85	6'370.90
		11	5'253.00	5'642.15	5'642.20	6'031.20	6'031.25	6'420.35
		12	5'293.50	5'685.60	5'685.65	6'077.65	6'077.70	6'469.75
		13	5'333.95	5'729.00	5'729.05	6'124.15	6'124.20	6'519.20
		14	5'374.40	5'772.45	5'772.50	6'170.50	6'170.55	6'568.65
		15	5'414.80	5'815.90	5'815.95	6'217.00	6'217.05	6'618.05
		16	5'441.80	5'844.80	5'844.85	6'247.90	6'247.95	6'651.05
		17	5'468.70	5'873.80	5'873.85	6'278.90	6'278.95	6'684.00
		18	5'495.70	5'902.75	5'902.80	6'309.80	6'309.85	6'716.90
		19	5'522.65	5'931.75	5'931.80	6'340.80	6'340.85	6'749.90
		20	5'549.65	5'960.65	5'960.70	6'371.75	6'371.80	6'782.80
		21	5'563.10	5'975.15	5'975.20	6'387.20	6'387.25	6'799.30
		22	5'576.55	5'989.65	5'989.70	6'402.75	6'402.80	6'815.80
		23	5'590.10	6'004.15	6'004.20	6'418.20	6'418.25	6'832.30
		24	5'603.55	6'018.60	6'018.65	6'433.65	6'433.70	6'848.75
25	5'617.00	6'033.05	6'033.10	6'449.15	6'449.20	6'865.20		
Funktionsstufe 5	Stundenlöhne 100 % (= 1/2184 J-L)	0	26.75	28.72	28.73	30.71	30.72	32.69
		1	27.26	29.27	29.28	31.29	31.30	33.31
		2	27.77	29.82	29.83	31.87	31.88	33.93
		3	28.28	30.36	30.37	32.46	32.47	34.55
		4	28.79	30.91	30.92	33.04	33.05	35.17
		5	29.29	31.45	31.46	33.62	33.63	35.79
		6	29.64	31.83	31.84	34.02	34.03	36.22
		7	29.99	32.20	32.21	34.42	34.43	36.64
		8	30.34	32.57	32.58	34.82	34.83	37.07
		9	30.68	32.95	32.96	35.22	35.23	37.49
		10	31.03	33.32	33.33	35.62	35.63	37.92
		11	31.27	33.58	33.59	35.90	35.91	38.21
		12	31.51	33.84	33.85	36.17	36.18	38.51
		13	31.75	34.10	34.11	36.45	36.46	38.80
		14	32.00	34.35	34.36	36.72	36.73	39.09
		15	32.24	34.61	34.62	37.00	37.01	39.39
		16	32.40	34.79	34.80	37.19	37.20	39.58
		17	32.56	34.96	34.97	37.37	37.38	39.78
		18	32.72	35.13	35.14	37.55	37.56	39.98
		19	32.88	35.30	35.31	37.74	37.75	40.17
		20	33.04	35.48	35.49	37.92	37.93	40.37
		21	33.12	35.56	35.57	38.01	38.02	40.47
		22	33.20	35.65	35.66	38.11	38.12	40.57
		23	33.28	35.73	35.74	38.20	38.21	40.66
		24	33.36	35.82	35.83	38.29	38.30	40.76
25	33.44	35.91	35.92	38.38	38.39	40.86		

Anmerkungen:

= Minimum

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Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 6	Jahreslöhne 100 %	0	64'099.00	68'847.00	68'847.01	73'595.00	73'595.01	78'343.00
		1	65'317.00	70'155.00	70'155.01	74'993.00	74'993.01	79'832.00
		2	66'535.00	71'463.00	71'463.01	76'392.00	76'392.01	81'320.00
		3	67'753.00	72'771.00	72'771.01	77'790.00	77'790.01	82'809.00
		4	68'971.00	74'079.00	74'079.01	79'188.00	79'188.01	84'297.00
		5	70'188.00	75'388.00	75'388.01	80'587.00	80'587.01	85'786.00
		6	71'022.00	76'283.00	76'283.01	81'543.00	81'543.01	86'804.00
		7	71'855.00	77'178.00	77'178.01	82'500.00	82'500.01	87'823.00
		8	72'688.00	78'073.00	78'073.01	83'457.00	83'457.01	88'841.00
		9	73'522.00	78'968.00	78'968.01	84'414.00	84'414.01	89'860.00
		10	74'355.00	79'863.00	79'863.01	85'370.00	85'370.01	90'878.00
		11	74'932.00	80'482.00	80'482.01	86'033.00	86'033.01	91'583.00
		12	75'509.00	81'102.00	81'102.01	86'695.00	86'695.01	92'288.00
		13	76'086.00	81'721.00	81'721.01	87'357.00	87'357.01	92'993.00
		14	76'662.00	82'341.00	82'341.01	88'020.00	88'020.01	93'698.00
		15	77'239.00	82'961.00	82'961.01	88'682.00	88'682.01	94'404.00
		16	77'824.00	83'574.00	83'574.01	89'124.00	89'124.01	94'874.00
		17	78'008.00	83'787.00	83'787.01	89'565.00	89'565.01	95'344.00
		18	78'393.00	84'200.00	84'200.01	90'007.00	90'007.01	95'814.00
		19	78'778.00	84'613.00	84'613.01	90'448.00	90'448.01	96'284.00
		20	79'162.00	85'026.00	85'026.01	90'890.00	90'890.01	96'754.00
		21	79'355.00	85'233.00	85'233.01	91'111.00	91'111.01	96'989.00
		22	79'547.00	85'439.00	85'439.01	91'332.00	91'332.01	97'224.00
		23	79'739.00	85'646.00	85'646.01	91'552.00	91'552.01	97'459.00
		24	79'931.00	85'852.00	85'852.01	91'773.00	91'773.01	97'694.00
25	80'124.00	86'059.00	86'059.01	91'994.00	91'994.01	97'929.00		
Funktionsstufe 6	Monatslöhne im 13tel 100 %	0	4'930.70	5'295.90	5'295.95	5'661.15	5'661.20	6'026.35
		1	5'024.40	5'396.50	5'396.55	5'768.65	5'768.70	6'140.90
		2	5'118.10	5'497.15	5'497.20	5'876.30	5'876.35	6'255.35
		3	5'211.80	5'597.75	5'597.80	5'983.80	5'983.85	6'369.90
		4	5'305.50	5'698.35	5'698.40	6'091.35	6'091.40	6'484.35
		5	5'399.10	5'799.05	5'799.10	6'199.00	6'199.05	6'598.90
		6	5'463.25	5'867.90	5'867.95	6'272.50	6'272.55	6'677.20
		7	5'527.35	5'936.75	5'936.80	6'346.15	6'346.20	6'755.60
		8	5'591.40	6'005.60	6'005.65	6'419.75	6'419.80	6'833.90
		9	5'655.55	6'074.45	6'074.50	6'493.35	6'493.40	6'912.30
		10	5'719.65	6'143.30	6'143.35	6'566.90	6'566.95	6'990.60
		11	5'764.00	6'190.90	6'190.95	6'617.90	6'617.95	7'044.80
		12	5'808.40	6'238.60	6'238.65	6'668.80	6'668.85	7'099.05
		13	5'852.80	6'286.20	6'286.25	6'719.75	6'719.80	7'153.30
		14	5'897.10	6'333.90	6'333.95	6'770.75	6'770.80	7'207.50
		15	5'941.50	6'381.60	6'381.65	6'821.65	6'821.70	7'261.80
		16	5'971.10	6'413.35	6'413.40	6'855.65	6'855.70	7'298.00
		17	6'000.65	6'445.15	6'445.20	6'889.60	6'889.65	7'334.15
		18	6'030.25	6'476.90	6'476.95	6'923.60	6'923.65	7'370.30
		19	6'059.85	6'508.65	6'508.70	6'957.50	6'957.55	7'406.45
		20	6'089.40	6'540.45	6'540.50	6'991.50	6'991.55	7'442.60
		21	6'104.25	6'556.35	6'556.40	7'008.50	7'008.55	7'460.65
		22	6'119.00	6'572.20	6'572.25	7'025.50	7'025.55	7'478.75
		23	6'133.80	6'588.15	6'588.20	7'042.45	7'042.50	7'496.80
		24	6'148.55	6'604.00	6'604.05	7'059.45	7'059.50	7'514.90
25	6'163.40	6'619.90	6'619.95	7'076.45	7'076.50	7'533.00		
Funktionsstufe 6	Stundenlöhne 100 % (= 1/2184 J-L)	0	29.35	31.52	31.53	33.69	33.70	35.87
		1	29.91	32.12	32.13	34.33	34.34	36.55
		2	30.47	32.72	32.73	34.97	34.98	37.23
		3	31.03	33.32	33.33	35.61	35.62	37.91
		4	31.59	33.91	33.92	36.25	36.26	38.59
		5	32.14	34.51	34.52	36.89	36.90	39.27
		6	32.52	34.92	34.93	37.33	37.34	39.74
		7	32.91	35.33	35.34	37.77	37.78	40.21
		8	33.29	35.74	35.75	38.21	38.22	40.67
		9	33.67	36.15	36.16	38.65	38.66	41.14
		10	34.05	36.56	36.57	39.08	39.09	41.61
		11	34.31	36.85	36.86	39.39	39.40	41.93
		12	34.58	37.13	37.14	39.69	39.70	42.25
		13	34.84	37.41	37.42	39.99	40.00	42.57
		14	35.11	37.70	37.71	40.30	40.31	42.90
		15	35.37	37.98	37.99	40.60	40.61	43.22
		16	35.55	38.17	38.18	40.80	40.81	43.44
		17	35.72	38.36	38.37	41.00	41.01	43.65
		18	35.90	38.55	38.56	41.21	41.22	43.87
		19	36.08	38.74	38.75	41.41	41.42	44.08
		20	36.25	38.93	38.94	41.61	41.62	44.30
		21	36.34	39.02	39.03	41.71	41.72	44.40
		22	36.43	39.12	39.13	41.81	41.82	44.51
		23	36.52	39.21	39.22	41.91	41.92	44.62
		24	36.60	39.30	39.31	42.02	42.03	44.73
25	36.69	39.40	39.41	42.12	42.13	44.83		

Anmerkungen:

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= Minimum

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Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 7	Jahreslöhne 100 %	0	70'526.00	75'750.00	75'750.01	80'974.00	80'974.01	86'198.00
		1	71'866.00	77'189.00	77'189.01	82'513.00	82'513.01	87'836.00
		2	73'206.00	78'629.00	78'629.01	84'051.00	84'051.01	89'474.00
		3	74'546.00	80'068.00	80'068.01	85'590.00	85'590.01	91'112.00
		4	75'886.00	81'507.00	81'507.01	87'128.00	87'128.01	92'750.00
		5	77'226.00	82'946.00	82'946.01	88'667.00	88'667.01	94'387.00
		6	78'143.00	83'931.00	83'931.01	89'720.00	89'720.01	95'508.00
		7	79'060.00	84'916.00	84'916.01	90'772.00	90'772.01	96'628.00
		8	79'976.00	85'901.00	85'901.01	91'825.00	91'825.01	97'749.00
		9	80'893.00	86'885.00	86'885.01	92'878.00	92'878.01	98'870.00
		10	81'810.00	87'870.00	87'870.01	93'930.00	93'930.01	99'990.00
		11	82'445.00	88'552.00	88'552.01	94'659.00	94'659.01	100'766.00
		12	83'080.00	89'234.00	89'234.01	95'388.00	95'388.01	101'542.00
		13	83'714.00	89'915.00	89'915.01	96'116.00	96'116.01	102'318.00
		14	84'349.00	90'597.00	90'597.01	96'845.00	96'845.01	103'093.00
		15	84'984.00	91'279.00	91'279.01	97'574.00	97'574.01	103'869.00
		16	85'407.00	91'733.00	91'733.01	98'060.00	98'060.01	104'386.00
		17	85'830.00	92'188.00	92'188.01	98'546.00	98'546.01	104'904.00
		18	86'253.00	92'642.00	92'642.01	99'032.00	99'032.01	105'421.00
		19	86'676.00	93'097.00	93'097.01	99'517.00	99'517.01	105'938.00
		20	87'100.00	93'551.00	93'551.01	100'003.00	100'003.01	106'455.00
		21	87'311.00	93'779.00	93'779.01	100'246.00	100'246.01	106'714.00
		22	87'523.00	94'006.00	94'006.01	100'489.00	100'489.01	106'972.00
		23	87'734.00	94'233.00	94'233.01	100'732.00	100'732.01	107'231.00
		24	87'946.00	94'460.00	94'460.01	100'975.00	100'975.01	107'489.00
25	88'158.00	94'688.00	94'688.01	101'218.00	101'218.01	107'748.00		
Funktionsstufe 7	Monatslöhne im 13tel 100 %	0	5'425.10	5'826.90	5'826.95	6'228.75	6'228.80	6'630.60
		1	5'528.20	5'937.60	5'937.65	6'347.15	6'347.20	6'756.60
		2	5'631.25	6'048.35	6'048.40	6'465.45	6'465.50	6'882.60
		3	5'734.35	6'159.05	6'159.10	6'583.80	6'583.85	7'008.60
		4	5'837.40	6'269.75	6'269.80	6'702.15	6'702.20	7'134.60
		5	5'940.50	6'380.45	6'380.50	6'820.50	6'820.55	7'260.50
		6	6'011.00	6'456.20	6'456.25	6'901.50	6'901.55	7'346.75
		7	6'081.55	6'532.00	6'532.05	6'982.45	6'982.50	7'432.90
		8	6'152.00	6'607.75	6'607.80	7'063.45	7'063.50	7'519.15
		9	6'222.55	6'683.45	6'683.50	7'144.45	7'144.50	7'605.35
		10	6'293.10	6'759.20	6'759.25	7'225.35	7'225.40	7'691.50
		11	6'341.95	6'811.65	6'811.70	7'281.45	7'281.50	7'751.20
		12	6'390.80	6'864.15	6'864.20	7'337.50	7'337.55	7'810.90
		13	6'439.55	6'916.50	6'916.55	7'393.50	7'393.55	7'870.60
		14	6'488.40	6'969.00	6'969.05	7'449.60	7'449.65	7'930.20
		15	6'537.25	7'021.45	7'021.50	7'505.65	7'505.70	7'989.90
		16	6'569.80	7'056.35	7'056.40	7'543.05	7'543.10	8'029.65
		17	6'602.35	7'091.35	7'091.40	7'580.45	7'580.50	8'069.50
		18	6'634.85	7'126.30	7'126.35	7'617.80	7'617.85	8'109.30
		19	6'667.40	7'161.30	7'161.35	7'655.15	7'655.20	8'149.05
		20	6'700.00	7'196.20	7'196.25	7'692.50	7'692.55	8'188.80
		21	6'716.25	7'213.75	7'213.80	7'711.20	7'711.25	8'208.75
		22	6'732.55	7'231.20	7'231.25	7'729.90	7'729.95	8'228.60
		23	6'748.80	7'248.65	7'248.70	7'748.60	7'748.65	8'248.50
		24	6'765.10	7'266.15	7'266.20	7'767.30	7'767.35	8'268.35
25	6'781.40	7'283.65	7'283.70	7'786.00	7'786.05	8'288.30		
Funktionsstufe 7	Stundenlöhne 100 % (= 1/2184 J-L)	0	32.30	34.68	34.69	37.07	37.08	39.46
		1	32.91	35.34	35.35	37.78	37.79	40.21
		2	33.52	36.00	36.01	38.48	38.49	40.96
		3	34.14	36.66	36.67	39.18	39.19	41.71
		4	34.75	37.32	37.33	39.89	39.90	42.46
		5	35.36	37.97	37.98	40.59	40.60	43.21
		6	35.78	38.42	38.43	41.08	41.09	43.73
		7	36.20	38.88	38.89	41.56	41.57	44.24
		8	36.62	39.33	39.34	42.04	42.05	44.75
		9	37.04	39.78	39.79	42.52	42.53	45.27
		10	37.46	40.23	40.24	43.00	43.01	45.78
		11	37.75	40.54	40.55	43.34	43.35	46.13
		12	38.05	40.85	40.86	43.67	43.68	46.49
		13	38.34	41.16	41.17	44.00	44.01	46.84
		14	38.63	41.48	41.49	44.34	44.35	47.20
		15	38.92	41.79	41.80	44.67	44.68	47.55
		16	39.11	42.00	42.01	44.89	44.90	47.79
		17	39.30	42.21	42.22	45.12	45.13	48.03
		18	39.50	42.41	42.42	45.34	45.35	48.26
		19	39.69	42.62	42.63	45.56	45.57	48.50
		20	39.89	42.83	42.84	45.78	45.79	48.74
		21	39.98	42.93	42.94	45.90	45.91	48.86
		22	40.08	43.04	43.05	46.01	46.02	48.97
		23	40.18	43.14	43.15	46.12	46.13	49.09
		24	40.27	43.25	43.26	46.23	46.24	49.21
25	40.37	43.35	43.36	46.34	46.35	49.33		

Anmerkungen:

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Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 8	Jahreslöhne 100 %	0	77'709.00	83'465.00	83'465.01	89'221.00	89'221.01	94'978.00
		1	79'185.00	85'051.00	85'051.01	90'917.00	90'917.01	96'782.00
		2	80'662.00	86'637.00	86'637.01	92'612.00	92'612.01	98'587.00
		3	82'138.00	88'223.00	88'223.01	94'307.00	94'307.01	100'391.00
		4	83'615.00	89'809.00	89'809.01	96'002.00	96'002.01	102'196.00
		5	85'091.00	91'394.00	91'394.01	97'697.00	97'697.01	104'001.00
		6	86'102.00	92'479.00	92'479.01	98'857.00	98'857.01	105'235.00
		7	87'112.00	93'565.00	93'565.01	100'017.00	100'017.01	106'470.00
		8	88'122.00	94'650.00	94'650.01	101'177.00	101'177.01	107'705.00
		9	89'132.00	95'735.00	95'735.01	102'337.00	102'337.01	108'939.00
		10	90'142.00	96'820.00	96'820.01	103'497.00	103'497.01	110'174.00
		11	90'842.00	97'571.00	97'571.01	104'300.00	104'300.01	111'029.00
		12	91'541.00	98'322.00	98'322.01	105'103.00	105'103.01	111'884.00
		13	92'241.00	99'073.00	99'073.01	105'906.00	105'906.01	112'738.00
		14	92'940.00	99'824.00	99'824.01	106'709.00	106'709.01	113'593.00
		15	93'639.00	100'576.00	100'576.01	107'512.00	107'512.01	114'448.00
		16	94'106.00	101'076.00	101'076.01	108'047.00	108'047.01	115'018.00
		17	94'572.00	101'577.00	101'577.01	108'582.00	108'582.01	115'588.00
		18	95'038.00	102'078.00	102'078.01	109'118.00	109'118.01	116'158.00
		19	95'504.00	102'579.00	102'579.01	109'653.00	109'653.01	116'728.00
		20	95'971.00	103'080.00	103'080.01	110'188.00	110'188.01	117'297.00
		21	96'204.00	103'330.00	103'330.01	110'456.00	110'456.01	117'582.00
		22	96'437.00	103'580.00	103'580.01	110'724.00	110'724.01	117'867.00
		23	96'670.00	103'831.00	103'831.01	110'991.00	110'991.01	118'152.00
		24	96'903.00	104'081.00	104'081.01	111'259.00	111'259.01	118'437.00
25	97'136.00	104'332.00	104'332.01	111'527.00	111'527.01	118'722.00		
Funktionsstufe 8	Monatslöhne im 13tel 100 %	0	5'977.65	6'420.35	6'420.40	6'863.15	6'863.20	7'306.00
		1	6'091.20	6'542.35	6'542.40	6'993.60	6'993.65	7'444.75
		2	6'204.80	6'664.35	6'664.40	7'124.00	7'124.05	7'583.60
		3	6'318.35	6'786.35	6'786.40	7'254.35	7'254.40	7'722.35
		4	6'431.95	6'908.35	6'908.40	7'384.75	7'384.80	7'861.20
		5	6'545.50	7'030.30	7'030.35	7'515.15	7'515.20	8'000.05
		6	6'623.25	7'113.75	7'113.80	7'604.35	7'604.40	8'095.00
		7	6'700.95	7'197.30	7'197.35	7'693.60	7'693.65	8'190.00
		8	6'778.65	7'280.75	7'280.80	7'782.80	7'782.85	8'285.00
		9	6'856.35	7'364.20	7'364.25	7'872.05	7'872.10	8'379.90
		10	6'934.00	7'447.65	7'447.70	7'961.30	7'961.35	8'474.90
		11	6'987.85	7'505.45	7'505.50	8'023.05	8'023.10	8'540.65
		12	7'041.65	7'563.20	7'563.25	8'084.80	8'084.85	8'606.45
		13	7'095.50	7'621.00	7'621.05	8'146.60	8'146.65	8'672.15
		14	7'149.25	7'678.75	7'678.80	8'208.35	8'208.40	8'737.90
		15	7'203.00	7'736.60	7'736.65	8'270.15	8'270.20	8'803.65
		16	7'238.95	7'775.05	7'775.10	8'311.30	8'311.35	8'847.50
		17	7'274.80	7'813.60	7'813.65	8'352.45	8'352.50	8'891.35
		18	7'310.65	7'852.15	7'852.20	8'393.65	8'393.70	8'935.20
		19	7'346.50	7'890.65	7'890.70	8'434.80	8'434.85	8'979.05
		20	7'382.40	7'929.20	7'929.25	8'476.00	8'476.05	9'022.80
		21	7'400.35	7'948.45	7'948.50	8'496.60	8'496.65	9'044.75
		22	7'418.25	7'967.65	7'967.70	8'517.20	8'517.25	9'066.65
		23	7'436.20	7'987.00	7'987.05	8'537.75	8'537.80	9'088.60
		24	7'454.10	8'006.20	8'006.25	8'558.35	8'558.40	9'110.50
25	7'472.00	8'025.50	8'025.55	8'579.00	8'579.05	9'132.45		
Funktionsstufe 8	Stundenlöhne 100 % (= 1/2184 J-L)	0	35.59	38.21	38.22	40.85	40.86	43.48
		1	36.26	38.94	38.95	41.62	41.63	44.31
		2	36.94	39.66	39.67	42.40	42.41	45.14
		3	37.61	40.39	40.40	43.18	43.19	45.96
		4	38.29	41.12	41.13	43.95	43.96	46.79
		5	38.97	41.84	41.85	44.73	44.74	47.61
		6	39.43	42.34	42.35	45.26	45.27	48.18
		7	39.89	42.84	42.85	45.79	45.80	48.75
		8	40.35	43.33	43.34	46.32	46.33	49.31
		9	40.82	43.83	43.84	46.85	46.86	49.88
		10	41.28	44.33	44.34	47.38	47.39	50.44
		11	41.60	44.67	44.68	47.75	47.76	50.83
		12	41.92	45.01	45.02	48.12	48.13	51.22
		13	42.24	45.36	45.37	48.49	48.50	51.61
		14	42.56	45.70	45.71	48.85	48.86	52.01
		15	42.88	46.05	46.06	49.22	49.23	52.40
		16	43.09	46.28	46.29	49.47	49.48	52.66
		17	43.31	46.50	46.51	49.71	49.72	52.92
		18	43.52	46.73	46.74	49.96	49.97	53.18
		19	43.73	46.96	46.97	50.20	50.21	53.44
		20	43.95	47.19	47.20	50.45	50.46	53.70
		21	44.05	47.31	47.32	50.57	50.58	53.83
		22	44.16	47.42	47.43	50.69	50.70	53.96
		23	44.27	47.54	47.55	50.82	50.83	54.09
		24	44.37	47.65	47.66	50.94	50.95	54.22
25	44.48	47.77	47.78	51.06	51.07	54.35		

Anmerkungen:

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Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 9	Jahreslöhne 100 %	0	85'559.00	91'897.00	91'897.01	98'234.00	98'234.01	104'572.00
		1	87'185.00	93'643.00	93'643.01	100'101.00	100'101.01	106'559.00
		2	88'810.00	95'389.00	95'389.01	101'967.00	101'967.01	108'546.00
		3	90'436.00	97'135.00	97'135.01	103'834.00	103'834.01	110'533.00
		4	92'061.00	98'881.00	98'881.01	105'700.00	105'700.01	112'520.00
		5	93'687.00	100'627.00	100'627.01	107'567.00	107'567.01	114'506.00
		6	94'799.00	101'822.00	101'822.01	108'844.00	108'844.01	115'866.00
		7	95'912.00	103'016.00	103'016.01	110'121.00	110'121.01	117'225.00
		8	97'024.00	104'211.00	104'211.01	111'398.00	111'398.01	118'585.00
		9	98'136.00	105'406.00	105'406.01	112'675.00	112'675.01	119'944.00
		10	99'248.00	106'600.00	106'600.01	113'952.00	113'952.01	121'304.00
		11	100'018.00	107'427.00	107'427.01	114'836.00	114'836.01	122'245.00
		12	100'789.00	108'254.00	108'254.01	115'720.00	115'720.01	123'186.00
		13	101'559.00	109'081.00	109'081.01	116'604.00	116'604.01	124'127.00
		14	102'329.00	109'908.00	109'908.01	117'488.00	117'488.01	125'068.00
		15	103'099.00	110'736.00	110'736.01	118'372.00	118'372.01	126'009.00
		16	103'612.00	111'287.00	111'287.01	118'962.00	118'962.01	126'637.00
		17	104'125.00	111'838.00	111'838.01	119'551.00	119'551.01	127'264.00
		18	104'639.00	112'390.00	112'390.01	120'141.00	120'141.01	127'892.00
		19	105'152.00	112'941.00	112'941.01	120'730.00	120'730.01	128'519.00
		20	105'665.00	113'492.00	113'492.01	121'319.00	121'319.01	129'147.00
		21	105'922.00	113'768.00	113'768.01	121'614.00	121'614.01	129'460.00
		22	106'179.00	114'044.00	114'044.01	121'909.00	121'909.01	129'774.00
		23	106'435.00	114'319.00	114'319.01	122'204.00	122'204.01	130'088.00
		24	106'692.00	114'595.00	114'595.01	122'498.00	122'498.01	130'401.00
25	106'949.00	114'871.00	114'871.01	122'793.00	122'793.01	130'715.00		
Funktionsstufe 9	Monatslöhne im 13tel 100 %	0	6'581.50	7'069.00	7'069.05	7'556.45	7'556.50	8'044.00
		1	6'706.55	7'203.30	7'203.35	7'700.05	7'700.10	8'196.80
		2	6'831.55	7'337.60	7'337.65	7'843.60	7'843.65	8'349.65
		3	6'956.65	7'471.90	7'471.95	7'987.20	7'987.25	8'502.50
		4	7'081.65	7'606.20	7'606.25	8'130.75	8'130.80	8'655.35
		5	7'206.70	7'740.50	7'740.55	8'274.35	8'274.40	8'808.15
		6	7'292.25	7'832.45	7'832.50	8'372.60	8'372.65	8'912.75
		7	7'377.85	7'924.30	7'924.35	8'470.80	8'470.85	9'017.30
		8	7'463.40	8'016.20	8'016.25	8'569.05	8'569.10	9'121.90
		9	7'548.95	8'108.15	8'108.20	8'667.30	8'667.35	9'226.45
		10	7'634.50	8'200.00	8'200.05	8'765.50	8'765.55	9'331.05
		11	7'693.70	8'263.60	8'263.65	8'833.50	8'833.55	9'403.45
		12	7'753.00	8'327.20	8'327.25	8'901.50	8'901.55	9'475.80
		13	7'812.25	8'390.80	8'390.85	8'969.50	8'969.55	9'548.20
		14	7'871.50	8'454.45	8'454.50	9'037.50	9'037.55	9'620.60
		15	7'930.70	8'518.15	8'518.20	9'105.50	9'105.55	9'693.00
		16	7'970.20	8'560.50	8'560.55	9'150.90	9'150.95	9'741.30
		17	8'009.65	8'602.90	8'602.95	9'196.20	9'196.25	9'789.50
		18	8'049.20	8'645.35	8'645.40	9'241.60	9'241.65	9'837.80
		19	8'088.65	8'687.75	8'687.80	9'286.90	9'286.95	9'886.05
		20	8'128.10	8'730.15	8'730.20	9'332.20	9'332.25	9'934.35
		21	8'147.85	8'751.35	8'751.40	9'354.90	9'354.95	9'958.45
		22	8'167.65	8'772.60	8'772.65	9'377.60	9'377.65	9'982.60
		23	8'187.35	8'793.75	8'793.80	9'400.30	9'400.35	10'006.75
		24	8'207.10	8'815.00	8'815.05	9'422.90	9'422.95	10'030.80
25	8'226.85	8'836.20	8'836.25	9'445.60	9'445.65	10'055.00		
Funktionsstufe 9	Stundenlöhne 100 % (= 1/2184 J-L)	0	39.18	42.07	42.08	44.97	44.98	47.88
		1	39.92	42.87	42.88	45.83	45.84	48.79
		2	40.67	43.67	43.68	46.68	46.69	49.70
		3	41.41	44.47	44.48	47.54	47.55	50.61
		4	42.16	45.27	45.28	48.39	48.40	51.52
		5	42.90	46.07	46.08	49.25	49.26	52.42
		6	43.41	46.62	46.63	49.83	49.84	53.05
		7	43.92	47.16	47.17	50.42	50.43	53.67
		8	44.43	47.71	47.72	51.00	51.01	54.29
		9	44.94	48.26	48.27	51.59	51.60	54.91
		10	45.45	48.80	48.81	52.17	52.18	55.54
		11	45.80	49.18	49.19	52.58	52.59	55.97
		12	46.15	49.56	49.57	52.98	52.99	56.40
		13	46.51	49.94	49.95	53.39	53.40	56.83
		14	46.86	50.32	50.33	53.79	53.80	57.26
		15	47.21	50.70	50.71	54.19	54.20	57.69
		16	47.45	50.95	50.96	54.46	54.47	57.98
		17	47.68	51.20	51.21	54.73	54.74	58.27
		18	47.92	51.46	51.47	55.00	55.01	58.55
		19	48.15	51.71	51.72	55.27	55.28	58.84
		20	48.39	51.96	51.97	55.54	55.55	59.13
		21	48.50	52.09	52.10	55.68	55.69	59.27
		22	48.62	52.21	52.22	55.81	55.82	59.42
		23	48.74	52.34	52.35	55.95	55.96	59.56
		24	48.86	52.47	52.48	56.08	56.09	59.70
25	48.97	52.59	52.60	56.22	56.23	59.85		

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Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 10	Jahreslöhne 100 %	0	94'081.00	101'050.00	101'050.01	108'019.00	108'019.01	114'988.00
		1	95'869.00	102'970.00	102'970.01	110'071.00	110'071.01	117'173.00
		2	97'656.00	104'890.00	104'890.01	112'124.00	112'124.01	119'357.00
		3	99'444.00	106'810.00	106'810.01	114'176.00	114'176.01	121'542.00
		4	101'231.00	108'730.00	108'730.01	116'228.00	116'228.01	123'727.00
		5	103'019.00	110'650.00	110'650.01	118'281.00	118'281.01	125'912.00
		6	104'242.00	111'963.00	111'963.01	119'685.00	119'685.01	127'407.00
		7	105'465.00	113'277.00	113'277.01	121'089.00	121'089.01	128'901.00
		8	106'688.00	114'591.00	114'591.01	122'493.00	122'493.01	130'396.00
		9	107'911.00	115'904.00	115'904.01	123'898.00	123'898.01	131'891.00
		10	109'134.00	117'218.00	117'218.01	125'302.00	125'302.01	133'386.00
		11	109'981.00	118'127.00	118'127.01	126'274.00	126'274.01	134'421.00
		12	110'827.00	119'037.00	119'037.01	127'246.00	127'246.01	135'456.00
		13	111'674.00	119'946.00	119'946.01	128'218.00	128'218.01	136'491.00
		14	112'521.00	120'856.00	120'856.01	129'191.00	129'191.01	137'526.00
		15	113'368.00	121'765.00	121'765.01	130'163.00	130'163.01	138'560.00
		16	113'932.00	122'372.00	122'372.01	130'811.00	130'811.01	139'250.00
		17	114'497.00	122'978.00	122'978.01	131'459.00	131'459.01	139'940.00
		18	115'061.00	123'584.00	123'584.01	132'107.00	132'107.01	140'630.00
		19	115'626.00	124'190.00	124'190.01	132'755.00	132'755.01	141'320.00
		20	116'190.00	124'797.00	124'797.01	133'403.00	133'403.01	142'010.00
		21	116'472.00	125'100.00	125'100.01	133'727.00	133'727.01	142'355.00
		22	116'755.00	125'403.00	125'403.01	134'051.00	134'051.01	142'700.00
		23	117'037.00	125'706.00	125'706.01	134'376.00	134'376.01	143'045.00
		24	117'319.00	126'009.00	126'009.01	134'700.00	134'700.01	143'390.00
25	117'601.00	126'312.00	126'312.01	135'024.00	135'024.01	143'735.00		
Funktionsstufe 10	Monatslöhne im 13tel 100 %	0	7'237.00	7'773.05	7'773.10	8'309.15	8'309.20	8'845.20
		1	7'374.55	7'920.75	7'920.80	8'467.00	8'467.05	9'013.30
		2	7'512.00	8'068.45	8'068.50	8'624.90	8'624.95	9'181.30
		3	7'649.55	8'216.15	8'216.20	8'782.75	8'782.80	9'349.35
		4	7'787.00	8'363.80	8'363.85	8'940.60	8'940.65	9'517.45
		5	7'924.55	8'511.50	8'511.55	9'098.50	9'098.55	9'685.50
		6	8'018.65	8'612.50	8'612.55	9'206.50	9'206.55	9'800.50
		7	8'112.70	8'713.60	8'713.65	9'314.50	9'314.55	9'915.45
		8	8'206.80	8'814.65	8'814.70	9'422.50	9'422.55	10'030.45
		9	8'300.85	8'915.65	8'915.70	9'530.60	9'530.65	10'145.45
		10	8'394.95	9'016.75	9'016.80	9'638.60	9'638.65	10'260.45
		11	8'460.10	9'086.65	9'086.70	9'713.35	9'713.40	10'340.05
		12	8'525.20	9'156.65	9'156.70	9'788.15	9'788.20	10'419.65
		13	8'590.35	9'226.60	9'226.65	9'862.90	9'862.95	10'499.30
		14	8'655.50	9'296.60	9'296.65	9'937.75	9'937.80	10'578.90
		15	8'720.65	9'366.50	9'366.55	10'012.50	10'012.55	10'658.45
		16	8'764.00	9'413.20	9'413.25	10'062.35	10'062.40	10'711.50
		17	8'807.50	9'459.80	9'459.85	10'112.20	10'112.25	10'764.60
		18	8'850.85	9'506.45	9'506.50	10'162.05	10'162.10	10'817.65
		19	8'894.35	9'553.05	9'553.10	10'211.90	10'211.95	10'870.75
		20	8'937.70	9'599.75	9'599.80	10'261.75	10'261.80	10'923.80
		21	8'959.40	9'623.05	9'623.10	10'286.65	10'286.70	10'950.35
		22	8'981.20	9'646.35	9'646.40	10'311.60	10'311.65	10'976.90
		23	9'002.85	9'669.65	9'669.70	10'336.60	10'336.65	11'003.45
		24	9'024.55	9'693.00	9'693.05	10'361.50	10'361.55	11'030.00
25	9'046.25	9'716.30	9'716.35	10'386.45	10'386.50	11'056.50		
Funktionsstufe 10	Stundenlöhne 100 % (= 1/2184 J-L)	0	43.08	46.26	46.27	49.45	49.46	52.65
		1	43.90	47.14	47.15	50.39	50.40	53.65
		2	44.72	48.02	48.03	51.33	51.34	54.65
		3	45.54	48.90	48.91	52.27	52.28	55.65
		4	46.36	49.78	49.79	53.21	53.22	56.65
		5	47.17	50.66	50.67	54.15	54.16	57.65
		6	47.73	51.26	51.27	54.80	54.81	58.33
		7	48.29	51.86	51.87	55.44	55.45	59.02
		8	48.85	52.46	52.47	56.08	56.09	59.70
		9	49.41	53.06	53.07	56.72	56.73	60.38
		10	49.97	53.67	53.68	57.37	57.38	61.07
		11	50.36	54.08	54.09	57.81	57.82	61.54
		12	50.75	54.50	54.51	58.26	58.27	62.02
		13	51.14	54.92	54.93	58.70	58.71	62.49
		14	51.53	55.33	55.34	59.15	59.16	62.96
		15	51.91	55.75	55.76	59.59	59.60	63.44
		16	52.17	56.03	56.04	59.89	59.90	63.75
		17	52.43	56.30	56.31	60.19	60.20	64.07
		18	52.69	56.58	56.59	60.48	60.49	64.39
		19	52.95	56.86	56.87	60.78	60.79	64.70
		20	53.21	57.14	57.15	61.08	61.09	65.02
		21	53.33	57.28	57.29	61.23	61.24	65.18
		22	53.46	57.41	57.42	61.37	61.38	65.33
		23	53.59	57.55	57.56	61.52	61.53	65.49
		24	53.72	57.69	57.70	61.67	61.68	65.65
25	53.85	57.83	57.84	61.82	61.83	65.81		

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Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 11	Jahreslöhne 100 %	0	103'385.00	111'043.00	111'043.01	118'701.00	118'701.01	126'359.00
		1	105'349.00	113'153.00	113'153.01	120'957.00	120'957.01	128'760.00
		2	107'314.00	115'263.00	115'263.01	123'212.00	123'212.01	131'161.00
		3	109'278.00	117'373.00	117'373.01	125'467.00	125'467.01	133'562.00
		4	111'242.00	119'482.00	119'482.01	127'723.00	127'723.01	135'963.00
		5	113'207.00	121'592.00	121'592.01	129'978.00	129'978.01	138'364.00
		6	114'551.00	123'036.00	123'036.01	131'521.00	131'521.01	140'006.00
		7	115'895.00	124'479.00	124'479.01	133'064.00	133'064.01	141'649.00
		8	117'239.00	125'923.00	125'923.01	134'607.00	134'607.01	143'292.00
		9	118'583.00	127'366.00	127'366.01	136'150.00	136'150.01	144'934.00
		10	119'927.00	128'810.00	128'810.01	137'694.00	137'694.01	146'577.00
		11	120'857.00	129'809.00	129'809.01	138'762.00	138'762.01	147'714.00
		12	121'788.00	130'809.00	130'809.01	139'830.00	139'830.01	148'851.00
		13	122'718.00	131'808.00	131'808.01	140'898.00	140'898.01	149'989.00
		14	123'648.00	132'808.00	132'808.01	141'967.00	141'967.01	151'126.00
		15	124'579.00	133'807.00	133'807.01	143'035.00	143'035.01	152'263.00
		16	125'499.00	134'773.00	134'773.01	144'104.00	144'104.01	153'400.00
		17	126'420.00	135'740.00	135'740.01	145'173.00	145'173.01	154'537.00
		18	127'341.00	136'707.00	136'707.01	146'242.00	146'242.01	155'674.00
		19	128'262.00	137'674.00	137'674.01	147'311.00	147'311.01	156'811.00
		20	129'183.00	138'641.00	138'641.01	148'380.00	148'380.01	157'948.00
		21	130'104.00	139'608.00	139'608.01	149'449.00	149'449.01	159'085.00
		22	131'025.00	140'575.00	140'575.01	150'518.00	150'518.01	160'222.00
		23	131'946.00	141'542.00	141'542.01	151'587.00	151'587.01	161'359.00
		24	132'867.00	142'509.00	142'509.01	152'656.00	152'656.01	162'496.00
25	133'788.00	143'476.00	143'476.01	153'725.00	153'725.01	163'633.00		
Funktionsstufe 11	Monatslöhne im 13tel 100 %	0	7'952.70	8'541.75	8'541.80	9'130.80	9'130.85	9'719.90
		1	8'103.80	8'704.05	8'704.10	9'304.35	9'304.40	9'904.60
		2	8'254.95	8'866.35	8'866.40	9'477.80	9'477.85	10'089.30
		3	8'406.00	9'028.65	9'028.70	9'651.30	9'651.35	10'274.00
		4	8'557.10	9'190.90	9'190.95	9'824.80	9'824.85	10'458.65
		5	8'708.25	9'353.20	9'353.25	9'998.30	9'998.35	10'643.35
		6	8'811.65	9'464.30	9'464.35	10'117.00	10'117.05	10'769.65
		7	8'915.00	9'575.30	9'575.35	10'235.65	10'235.70	10'896.05
		8	9'018.40	9'686.35	9'686.40	10'354.35	10'354.40	11'022.45
		9	9'121.80	9'797.35	9'797.40	10'473.05	10'473.10	11'148.75
		10	9'225.20	9'908.45	9'908.50	10'591.80	10'591.85	11'275.15
		11	9'296.70	9'985.30	9'985.35	10'674.00	10'674.05	11'362.60
		12	9'368.35	10'062.20	10'062.25	10'756.15	10'756.20	11'450.05
		13	9'439.85	10'139.05	10'139.10	10'838.30	10'838.35	11'537.60
		14	9'511.40	10'216.00	10'216.05	10'920.50	10'920.55	11'625.05
		15	9'583.00	10'292.80	10'292.85	11'002.65	11'002.70	11'712.50
		16	9'630.70	10'344.05	10'344.10	11'057.45	11'057.50	11'770.80
		17	9'678.50	10'395.35	10'395.40	11'112.20	11'112.25	11'829.15
		18	9'726.20	10'446.60	10'446.65	11'167.05	11'167.10	11'887.50
		19	9'773.85	10'497.80	10'497.85	11'221.80	11'221.85	11'945.80
		20	9'821.55	10'549.05	10'549.10	11'276.60	11'276.65	12'004.15
		21	9'845.50	10'574.65	10'574.70	11'304.00	11'304.05	12'033.30
		22	9'869.35	10'600.35	10'600.40	11'331.35	11'331.40	12'062.45
		23	9'893.20	10'626.00	10'626.05	11'358.75	11'358.80	12'091.60
		24	9'917.00	10'651.60	10'651.65	11'386.20	11'386.25	12'120.75
25	9'940.85	10'677.20	10'677.25	11'413.60	11'413.65	12'149.90		
Funktionsstufe 11	Stundenlöhne 100 % (= 1/2184 J-L)	0	47.34	50.84	50.85	54.35	54.36	57.85
		1	48.24	51.80	51.81	55.38	55.39	58.95
		2	49.14	52.77	52.78	56.41	56.42	60.05
		3	50.04	53.74	53.75	57.44	57.45	61.15
		4	50.94	54.70	54.71	58.48	58.49	62.25
		5	51.84	55.67	55.68	59.51	59.52	63.35
		6	52.46	56.33	56.34	60.22	60.23	64.10
		7	53.07	56.99	57.00	60.92	60.93	64.85
		8	53.69	57.65	57.66	61.63	61.64	65.60
		9	54.30	58.31	58.32	62.33	62.34	66.36
		10	54.92	58.97	58.98	63.04	63.05	67.11
		11	55.34	59.43	59.44	63.53	63.54	67.63
		12	55.77	59.89	59.90	64.02	64.03	68.15
		13	56.19	60.35	60.36	64.51	64.52	68.67
		14	56.62	60.80	60.81	65.00	65.01	69.19
		15	57.05	61.26	61.27	65.49	65.50	69.71
		16	57.33	61.57	61.58	65.81	65.82	70.06
		17	57.61	61.87	61.88	66.14	66.15	70.41
		18	57.90	62.18	62.19	66.47	66.48	70.75
		19	58.18	62.48	62.49	66.79	66.80	71.10
		20	58.47	62.79	62.80	67.12	67.13	71.45
		21	58.61	62.94	62.95	67.28	67.29	71.62
		22	58.75	63.09	63.10	67.44	67.45	71.80
		23	58.89	63.25	63.26	67.61	67.62	71.97
		24	59.03	63.40	63.41	67.77	67.78	72.14
25	59.18	63.55	63.56	67.93	67.94	72.32		

Anmerkungen:

  = Minimum

  = Maximum

  = Minimum

  = Maximum

  = Minimum

  = Maximum

Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 12	Jahreslöhne 100 %	0	113'486.00	121'892.00	121'892.01	130'299.00	130'299.01	138'705.00
		1	115'642.00	124'208.00	124'208.01	132'774.00	132'774.01	141'341.00
		2	117'798.00	126'524.00	126'524.01	135'250.00	135'250.01	143'976.00
		3	119'955.00	128'840.00	128'840.01	137'726.00	137'726.01	146'611.00
		4	122'111.00	131'156.00	131'156.01	140'201.00	140'201.01	149'247.00
		5	124'267.00	133'472.00	133'472.01	142'677.00	142'677.01	151'882.00
		6	125'742.00	135'057.00	135'057.01	144'371.00	144'371.01	153'685.00
		7	127'218.00	136'641.00	136'641.01	146'065.00	146'065.01	155'488.00
		8	128'693.00	138'226.00	138'226.01	147'759.00	147'759.01	157'292.00
		9	130'168.00	139'811.00	139'811.01	149'453.00	149'453.01	159'095.00
		10	131'644.00	141'395.00	141'395.01	151'147.00	151'147.01	160'898.00
		11	132'665.00	142'492.00	142'492.01	152'319.00	152'319.01	162'146.00
		12	133'687.00	143'589.00	143'589.01	153'492.00	153'492.01	163'395.00
		13	134'708.00	144'686.00	144'686.01	154'665.00	154'665.01	164'643.00
		14	135'729.00	145'783.00	145'783.01	155'837.00	155'837.01	165'891.00
		15	136'751.00	146'880.00	146'880.01	157'010.00	157'010.01	167'140.00
		16	137'432.00	147'612.00	147'612.01	157'792.00	157'792.01	167'972.00
		17	138'112.00	148'343.00	148'343.01	158'574.00	158'574.01	168'804.00
		18	138'793.00	149'074.00	149'074.01	159'355.00	159'355.01	169'636.00
		19	139'474.00	149'806.00	149'806.01	160'137.00	160'137.01	170'469.00
		20	140'155.00	150'537.00	150'537.01	160'919.00	160'919.01	171'301.00
		21	140'496.00	150'903.00	150'903.01	161'310.00	161'310.01	171'717.00
		22	140'836.00	151'268.00	151'268.01	161'701.00	161'701.01	172'133.00
		23	141'177.00	151'634.00	151'634.01	162'092.00	162'092.01	172'549.00
		24	141'517.00	152'000.00	152'000.01	162'483.00	162'483.01	172'965.00
25	141'858.00	152'365.00	152'365.01	162'873.00	162'873.01	173'381.00		
Funktionsstufe 12	Monatslöhne im 13tel 100 %	0	8'729.70	9'376.30	9'376.35	10'023.00	10'023.05	10'669.60
		1	8'895.55	9'554.45	9'554.50	10'213.35	10'213.40	10'872.35
		2	9'061.40	9'732.60	9'732.65	10'403.80	10'403.85	11'075.05
		3	9'227.35	9'910.75	9'910.80	10'594.30	10'594.35	11'277.75
		4	9'393.20	10'088.90	10'088.95	10'784.65	10'784.70	11'480.50
		5	9'559.00	10'267.05	10'267.10	10'975.15	10'975.20	11'683.20
		6	9'672.50	10'389.00	10'389.05	11'105.45	11'105.50	11'821.90
		7	9'786.00	10'510.80	10'510.85	11'235.75	11'235.80	11'960.60
		8	9'899.50	10'632.75	10'632.80	11'366.05	11'366.10	12'099.35
		9	10'012.95	10'754.65	10'754.70	11'496.35	11'496.40	12'238.05
		10	10'126.50	10'876.50	10'876.55	11'626.65	11'626.70	12'376.75
		11	10'205.00	10'960.90	10'960.95	11'716.80	11'716.85	12'472.75
		12	10'283.65	11'045.30	11'045.35	11'807.05	11'807.10	12'568.80
		13	10'362.20	11'129.65	11'129.70	11'897.30	11'897.35	12'664.80
		14	10'440.70	11'214.05	11'214.10	11'987.45	11'987.50	12'760.80
		15	10'519.35	11'298.45	11'298.50	12'077.65	12'077.70	12'856.90
		16	10'571.70	11'354.75	11'354.80	12'137.80	12'137.85	12'920.90
		17	10'624.00	11'411.00	11'411.05	12'198.00	12'198.05	12'984.90
		18	10'676.40	11'467.20	11'467.25	12'258.05	12'258.10	13'048.90
		19	10'728.80	11'523.50	11'523.55	12'318.20	12'318.25	13'113.00
		20	10'781.20	11'579.75	11'579.80	12'378.35	12'378.40	13'177.00
		21	10'807.40	11'607.90	11'607.95	12'408.45	12'408.50	13'209.00
		22	10'833.55	11'636.00	11'636.05	12'438.50	12'438.55	13'241.00
		23	10'859.80	11'664.15	11'664.20	12'468.60	12'468.65	13'273.00
		24	10'885.95	11'692.30	11'692.35	12'498.65	12'498.70	13'305.00
25	10'912.20	11'720.35	11'720.40	12'528.65	12'528.70	13'337.00		
Funktionsstufe 12	Stundenlöhne 100 % (= 1/2184 J-L)	0	51.97	55.81	55.82	59.66	59.67	63.50
		1	52.95	56.87	56.88	60.79	60.80	64.71
		2	53.94	57.93	57.94	61.92	61.93	65.92
		3	54.93	58.99	59.00	63.06	63.07	67.12
		4	55.92	60.05	60.06	64.19	64.20	68.33
		5	56.90	61.11	61.12	65.32	65.33	69.54
		6	57.58	61.83	61.84	66.10	66.11	70.36
		7	58.25	62.56	62.57	66.87	66.88	71.19
		8	58.93	63.29	63.30	67.65	67.66	72.02
		9	59.61	64.01	64.02	68.43	68.44	72.84
		10	60.28	64.74	64.75	69.20	69.21	73.67
		11	60.75	65.24	65.25	69.74	69.75	74.24
		12	61.22	65.74	65.75	70.28	70.29	74.81
		13	61.68	66.24	66.25	70.81	70.82	75.38
		14	62.15	66.75	66.76	71.35	71.36	75.95
		15	62.62	67.25	67.26	71.89	71.90	76.52
		16	62.93	67.58	67.59	72.24	72.25	76.91
		17	63.24	67.92	67.93	72.60	72.61	77.29
		18	63.55	68.25	68.26	72.96	72.97	77.67
		19	63.87	68.59	68.60	73.32	73.33	78.05
		20	64.18	68.92	68.93	73.68	73.69	78.43
		21	64.33	69.09	69.10	73.85	73.86	78.62
		22	64.49	69.26	69.27	74.03	74.04	78.81
		23	64.65	69.42	69.43	74.21	74.22	79.00
		24	64.80	69.59	69.60	74.39	74.40	79.19
25	64.96	69.76	69.77	74.57	74.58	79.38		

Anmerkungen:

  = Minimum

  = Maximum

  = Minimum

  = Maximum

  = Minimum

  = Maximum

Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 13	Jahreslöhne 100 %	0	124'288.00	133'495.00	133'495.01	142'701.00	142'701.01	151'908.00
		1	126'649.00	136'031.00	136'031.01	145'412.00	145'412.01	154'794.00
		2	129'011.00	138'567.00	138'567.01	148'124.00	148'124.01	157'680.00
		3	131'372.00	141'104.00	141'104.01	150'835.00	150'835.01	160'566.00
		4	133'734.00	143'640.00	143'640.01	153'546.00	153'546.01	163'453.00
		5	136'095.00	146'176.00	146'176.01	156'258.00	156'258.01	166'339.00
		6	137'711.00	147'912.00	147'912.01	158'113.00	158'113.01	168'314.00
		7	139'327.00	149'647.00	149'647.01	159'968.00	159'968.01	170'288.00
		8	140'943.00	151'383.00	151'383.01	161'823.00	161'823.01	172'263.00
		9	142'558.00	153'118.00	153'118.01	163'678.00	163'678.01	174'238.00
		10	144'174.00	154'854.00	154'854.01	165'533.00	165'533.01	176'213.00
		11	145'293.00	156'055.00	156'055.01	166'818.00	166'818.01	177'580.00
		12	146'411.00	157'257.00	157'257.01	168'102.00	168'102.01	178'947.00
		13	147'530.00	158'458.00	158'458.01	169'386.00	169'386.01	180'314.00
		14	148'648.00	159'659.00	159'659.01	170'670.00	170'670.01	181'681.00
		15	149'767.00	160'861.00	160'861.01	171'955.00	171'955.01	183'049.00
		16	150'513.00	161'662.00	161'662.01	172'811.00	172'811.01	183'960.00
		17	151'258.00	162'463.00	162'463.01	173'667.00	173'667.01	184'871.00
		18	152'004.00	163'264.00	163'264.01	174'523.00	174'523.01	185'783.00
		19	152'750.00	164'065.00	164'065.01	175'380.00	175'380.01	186'694.00
		20	153'496.00	164'866.00	164'866.01	176'236.00	176'236.01	187'606.00
		21	153'869.00	165'266.00	165'266.01	176'664.00	176'664.01	188'062.00
		22	154'241.00	165'667.00	165'667.01	177'092.00	177'092.01	188'517.00
		23	154'614.00	166'067.00	166'067.01	177'520.00	177'520.01	188'973.00
		24	154'987.00	166'468.00	166'468.01	177'948.00	177'948.01	189'429.00
25	155'360.00	166'868.00	166'868.01	178'376.00	178'376.01	189'884.00		
								= Minimum
Funktionsstufe 13	Monatslöhne im 13tel 100 %	0	9'560.65	10'268.80	10'268.85	10'977.00	10'977.05	11'685.20
		1	9'742.25	10'463.90	10'463.95	11'185.50	11'185.55	11'907.20
		2	9'923.95	10'659.00	10'659.05	11'394.15	11'394.20	12'129.20
		3	10'105.55	10'854.15	10'854.20	11'602.65	11'602.70	12'351.20
		4	10'287.25	11'049.20	11'049.25	11'811.20	11'811.25	12'573.30
		5	10'468.85	11'244.30	11'244.35	12'019.80	12'019.85	12'795.30
		6	10'593.20	11'377.80	11'377.85	12'162.50	12'162.55	12'947.20
		7	10'717.50	11'511.30	11'511.35	12'305.20	12'305.25	13'099.05
		8	10'841.80	11'644.80	11'644.85	12'447.90	12'447.95	13'251.00
		9	10'966.00	11'778.30	11'778.35	12'590.60	12'590.65	13'402.90
		10	11'090.35	11'911.80	11'911.85	12'733.30	12'733.35	13'554.80
		11	11'176.40	12'004.20	12'004.25	12'832.15	12'832.20	13'660.00
		12	11'262.40	12'096.65	12'096.70	12'930.90	12'930.95	13'765.15
		13	11'348.50	12'189.05	12'189.10	13'029.65	13'029.70	13'870.30
		14	11'434.50	12'281.45	12'281.50	13'128.45	13'128.50	13'975.45
		15	11'520.55	12'373.90	12'373.95	13'227.30	13'227.35	14'080.65
		16	11'577.95	12'435.50	12'435.55	13'293.15	13'293.20	14'150.75
		17	11'635.25	12'497.15	12'497.20	13'359.00	13'359.05	14'220.80
		18	11'692.65	12'558.75	12'558.80	13'424.80	13'424.85	14'291.00
		19	11'750.00	12'620.35	12'620.40	13'490.75	13'490.80	14'361.05
		20	11'807.40	12'682.00	12'682.05	13'556.60	13'556.65	14'431.20
		21	11'836.10	12'712.75	12'712.80	13'589.50	13'589.55	14'466.30
		22	11'864.70	12'743.60	12'743.65	13'622.45	13'622.50	14'501.30
		23	11'893.40	12'774.35	12'774.40	13'655.35	13'655.40	14'536.35
		24	11'922.10	12'805.20	12'805.25	13'688.30	13'688.35	14'571.45
25	11'950.80	12'836.00	12'836.05	13'721.20	13'721.25	14'606.45		
								= Maximum
								= Minimum
Funktionsstufe 13	Stundenlöhne 100 % (= 1/2184 J-L)	0	56.91	61.12	61.13	65.33	65.34	69.55
		1	57.99	62.28	62.29	66.58	66.59	70.87
		2	59.08	63.44	63.45	67.82	67.83	72.19
		3	60.16	64.60	64.61	69.06	69.07	73.51
		4	61.24	65.76	65.77	70.30	70.31	74.84
		5	62.32	66.93	66.94	71.54	71.55	76.16
		6	63.06	67.72	67.73	72.39	72.40	77.06
		7	63.80	68.51	68.52	73.24	73.25	77.97
		8	64.54	69.31	69.32	74.09	74.10	78.87
		9	65.28	70.10	70.11	74.94	74.95	79.77
		10	66.02	70.90	70.91	75.79	75.80	80.68
		11	66.53	71.45	71.46	76.38	76.39	81.30
		12	67.04	72.00	72.01	76.96	76.97	81.93
		13	67.56	72.55	72.56	77.55	77.56	82.56
		14	68.07	73.10	73.11	78.14	78.15	83.18
		15	68.58	73.65	73.66	78.73	78.74	83.81
		16	68.92	74.02	74.03	79.12	79.13	84.23
		17	69.26	74.38	74.39	79.51	79.52	84.64
		18	69.60	74.75	74.76	79.90	79.91	85.06
		19	69.95	75.12	75.13	80.30	80.31	85.48
		20	70.29	75.48	75.49	80.69	80.70	85.90
		21	70.46	75.67	75.68	80.89	80.90	86.10
		22	70.63	75.85	75.86	81.08	81.09	86.31
		23	70.80	76.03	76.04	81.28	81.29	86.52
		24	70.97	76.22	76.23	81.47	81.48	86.73
25	71.14	76.40	76.41	81.67	81.68	86.94		
								= Maximum

Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 14	Jahreslöhne 100 %	0	135'906.00	145'973.00	145'973.01	156'040.00	156'040.01	166'107.00
		1	138'488.00	148'747.00	148'747.01	159'005.00	159'005.01	169'263.00
		2	141'070.00	151'520.00	151'520.01	161'970.00	161'970.01	172'419.00
		3	143'653.00	154'294.00	154'294.01	164'935.00	164'935.01	175'575.00
		4	146'235.00	157'067.00	157'067.01	167'899.00	167'899.01	178'731.00
		5	148'817.00	159'841.00	159'841.01	170'864.00	170'864.01	181'888.00
		6	150'584.00	161'738.00	161'738.01	172'893.00	172'893.01	184'047.00
		7	152'351.00	163'636.00	163'636.01	174'921.00	174'921.01	186'206.00
		8	154'117.00	165'534.00	165'534.01	176'950.00	176'950.01	188'366.00
		9	155'884.00	167'431.00	167'431.01	178'978.00	178'978.01	190'525.00
		10	157'651.00	169'329.00	169'329.01	181'007.00	181'007.01	192'685.00
		11	158'874.00	170'643.00	170'643.01	182'411.00	182'411.01	194'179.00
		12	160'097.00	171'956.00	171'956.01	183'815.00	183'815.01	195'674.00
		13	161'320.00	173'270.00	173'270.01	185'220.00	185'220.01	197'169.00
		14	162'544.00	174'584.00	174'584.01	186'624.00	186'624.01	198'664.00
		15	163'767.00	175'898.00	175'898.01	188'028.00	188'028.01	200'159.00
		16	164'582.00	176'773.00	176'773.01	188'965.00	188'965.01	201'156.00
		17	165'398.00	177'649.00	177'649.01	189'901.00	189'901.01	202'153.00
		18	166'213.00	178'525.00	178'525.01	190'837.00	190'837.01	203'149.00
		19	167'028.00	179'401.00	179'401.01	191'773.00	191'773.01	204'146.00
		20	167'844.00	180'277.00	180'277.01	192'710.00	192'710.01	205'143.00
		21	168'252.00	180'715.00	180'715.01	193'178.00	193'178.01	205'641.00
		22	168'659.00	181'153.00	181'153.01	193'646.00	193'646.01	206'139.00
		23	169'067.00	181'591.00	181'591.01	194'114.00	194'114.01	206'638.00
		24	169'475.00	182'028.00	182'028.01	194'582.00	194'582.01	207'136.00
25	169'883.00	182'466.00	182'466.01	195'050.00	195'050.01	207'634.00		
								= Minimum
Funktionsstufe 14	Monatslöhne im 13tel 100 %	0	10'454.35	11'228.65	11'228.70	12'003.05	12'003.10	12'777.45
		1	10'652.95	11'442.05	11'442.10	12'231.15	12'231.20	13'020.20
		2	10'851.55	11'655.35	11'655.40	12'459.20	12'459.25	13'263.00
		3	11'050.25	11'868.75	11'868.80	12'687.30	12'687.35	13'505.75
		4	11'248.85	12'082.05	12'082.10	12'915.30	12'915.35	13'748.50
		5	11'447.50	12'295.45	12'295.50	13'143.35	13'143.40	13'991.35
		6	11'583.40	12'441.35	12'441.40	13'299.45	13'299.50	14'157.45
		7	11'719.35	12'587.35	12'587.40	13'455.45	13'455.50	14'323.50
		8	11'855.20	12'733.35	12'733.40	13'611.50	13'611.55	14'489.65
		9	11'991.10	12'879.30	12'879.35	13'767.50	13'767.55	14'655.75
		10	12'127.00	13'025.30	13'025.35	13'923.60	13'923.65	14'821.90
		11	12'221.10	13'126.35	13'126.40	14'031.60	14'031.65	14'936.80
		12	12'315.20	13'227.35	13'227.40	14'139.60	14'139.65	15'051.80
		13	12'409.25	13'328.45	13'328.50	14'247.65	14'247.70	15'166.80
		14	12'503.40	13'429.50	13'429.55	14'355.65	14'355.70	15'281.80
		15	12'597.50	13'530.60	13'530.65	14'463.65	14'463.70	15'396.80
		16	12'660.20	13'597.90	13'597.95	14'535.75	14'535.80	15'473.50
		17	12'722.95	13'665.30	13'665.35	14'607.75	14'607.80	15'550.20
		18	12'785.65	13'732.65	13'732.70	14'679.75	14'679.80	15'626.80
		19	12'848.35	13'800.05	13'800.10	14'751.75	14'751.80	15'703.50
		20	12'911.10	13'867.45	13'867.50	14'823.80	14'823.85	15'780.20
		21	12'942.50	13'901.15	13'901.20	14'859.80	14'859.85	15'818.50
		22	12'973.80	13'934.80	13'934.85	14'895.80	14'895.85	15'856.80
		23	13'005.20	13'968.50	13'968.55	14'931.80	14'931.85	15'895.20
		24	13'036.55	14'002.15	14'002.20	14'967.80	14'967.85	15'933.50
25	13'067.95	14'035.80	14'035.85	15'003.80	15'003.85	15'971.80		
								= Maximum
								= Minimum
Funktionsstufe 14	Stundenlöhne 100 % (= 1/2184 J-L)	0	62.23	66.83	66.84	71.44	71.45	76.05
		1	63.42	68.10	68.11	72.80	72.81	77.50
		2	64.60	69.37	69.38	74.16	74.17	78.94
		3	65.78	70.64	70.65	75.51	75.52	80.39
		4	66.96	71.91	71.92	76.87	76.88	81.83
		5	68.14	73.18	73.19	78.23	78.24	83.28
		6	68.95	74.05	74.06	79.16	79.17	84.27
		7	69.76	74.92	74.93	80.09	80.10	85.25
		8	70.57	75.79	75.80	81.02	81.03	86.24
		9	71.38	76.66	76.67	81.94	81.95	87.23
		10	72.19	77.53	77.54	82.87	82.88	88.22
		11	72.75	78.13	78.14	83.52	83.53	88.90
		12	73.31	78.73	78.74	84.16	84.17	89.59
		13	73.87	79.33	79.34	84.80	84.81	90.27
		14	74.43	79.93	79.94	85.45	85.46	90.96
		15	74.99	80.53	80.54	86.09	86.10	91.64
		16	75.36	80.94	80.95	86.52	86.53	92.10
		17	75.74	81.34	81.35	86.95	86.96	92.56
		18	76.11	81.74	81.75	87.37	87.38	93.01
		19	76.48	82.14	82.15	87.80	87.81	93.47
		20	76.86	82.54	82.55	88.23	88.24	93.92
		21	77.04	82.74	82.75	88.45	88.46	94.15
		22	77.23	82.94	82.95	88.66	88.67	94.38
		23	77.42	83.14	83.15	88.88	88.89	94.61
		24	77.60	83.34	83.35	89.09	89.10	94.84
25	77.79	83.54	83.55	89.30	89.31	95.07		
								= Maximum



Funktionsstufe 15	Stufe nutzbare Erfahrung	Bereiche						Anmerkungen:
		Tief		Mittel		Hoch		
		ab	bis	ab	bis	ab	bis	
Jahreslöhne 100 %	0	148'242.00	159'223.00	159'223.01	170'204.00	170'204.01	181'185.00	= Minimum
	1	151'059.00	162'248.00	162'248.01	173'438.00	173'438.01	184'627.00	
	2	153'875.00	165'273.00	165'273.01	176'672.00	176'672.01	188'070.00	
	3	156'692.00	168'299.00	168'299.01	179'905.00	179'905.01	191'512.00	
	4	159'508.00	171'324.00	171'324.01	183'139.00	183'139.01	194'955.00	
	5	162'325.00	174'349.00	174'349.01	186'373.00	186'373.01	198'397.00	
	6	164'252.00	176'419.00	176'419.01	188'586.00	188'586.01	200'753.00	
	7	166'179.00	178'489.00	178'489.01	190'798.00	190'798.01	203'108.00	
	8	168'106.00	180'559.00	180'559.01	193'011.00	193'011.01	205'463.00	
	9	170'034.00	182'629.00	182'629.01	195'224.00	195'224.01	207'819.00	
	10	171'961.00	184'699.00	184'699.01	197'436.00	197'436.01	210'174.00	
	11	173'295.00	186'132.00	186'132.01	198'968.00	198'968.01	211'805.00	
	12	174'629.00	187'565.00	187'565.01	200'500.00	200'500.01	213'436.00	
	13	175'963.00	188'998.00	188'998.01	202'032.00	202'032.01	215'066.00	
	14	177'297.00	190'431.00	190'431.01	203'564.00	203'564.01	216'697.00	
	15	178'632.00	191'864.00	191'864.01	205'096.00	205'096.01	218'328.00	
	16	179'521.00	192'819.00	192'819.01	206'117.00	206'117.01	219'415.00	
	17	180'411.00	193'774.00	193'774.01	207'138.00	207'138.01	220'502.00	
	18	181'300.00	194'730.00	194'730.01	208'159.00	208'159.01	221'589.00	
	19	182'189.00	195'685.00	195'685.01	209'180.00	209'180.01	222'676.00	
	20	183'079.00	196'640.00	196'640.01	210'202.00	210'202.01	223'763.00	
	21	183'524.00	197'118.00	197'118.01	210'712.00	210'712.01	224'307.00	
	22	183'968.00	197'596.00	197'596.01	211'223.00	211'223.01	224'850.00	
	23	184'413.00	198'073.00	198'073.01	211'733.00	211'733.01	225'394.00	
	24	184'858.00	198'551.00	198'551.01	212'244.00	212'244.01	225'937.00	
25	185'303.00	199'029.00	199'029.01	212'755.00	212'755.01	226'481.00	= Maximum	
Monatslöhne im 13tel 100 %	0	11'403.25	12'247.90	12'247.95	13'092.60	13'092.65	13'937.30	= Minimum
	1	11'619.95	12'480.60	12'480.65	13'341.35	13'341.40	14'202.05	
	2	11'836.55	12'713.30	12'713.35	13'590.15	13'590.20	14'466.90	
	3	12'053.25	12'946.05	12'946.10	13'838.80	13'838.85	14'731.65	
	4	12'269.85	13'178.75	13'178.80	14'087.60	14'087.65	14'996.50	
	5	12'486.55	13'411.45	13'411.50	14'336.35	14'336.40	15'261.30	
	6	12'634.80	13'570.65	13'570.70	14'506.60	14'506.65	15'442.50	
	7	12'783.00	13'729.90	13'729.95	14'676.75	14'676.80	15'623.65	
	8	12'931.25	13'889.15	13'889.20	14'847.00	14'847.05	15'804.80	
	9	13'079.55	14'048.35	14'048.40	15'017.20	15'017.25	15'986.05	
	10	13'227.80	14'207.60	14'207.65	15'187.35	15'187.40	16'167.20	
	11	13'330.40	14'317.80	14'317.85	15'305.20	15'305.25	16'292.65	
	12	13'433.00	14'428.05	14'428.10	15'423.05	15'423.10	16'418.15	
	13	13'535.65	14'538.30	14'538.35	15'540.90	15'540.95	16'543.50	
	14	13'638.25	14'648.50	14'648.55	15'658.75	15'658.80	16'669.00	
	15	13'740.95	14'758.75	14'758.80	15'776.60	15'776.65	16'794.45	
	16	13'809.35	14'832.20	14'832.25	15'855.15	15'855.20	16'878.05	
	17	13'877.80	14'905.65	14'905.70	15'933.65	15'933.70	16'961.65	
	18	13'946.20	14'979.20	14'979.25	16'012.20	16'012.25	17'045.30	
	19	14'014.55	15'052.65	15'052.70	16'090.75	16'090.80	17'128.90	
	20	14'083.00	15'126.15	15'126.20	16'169.35	16'169.40	17'212.50	
	21	14'117.25	15'162.90	15'162.95	16'208.60	16'208.65	17'254.35	
	22	14'151.40	15'199.65	15'199.70	16'247.90	16'247.95	17'296.15	
	23	14'185.65	15'236.35	15'236.40	16'287.15	16'287.20	17'338.00	
	24	14'219.85	15'273.15	15'273.20	16'326.45	16'326.50	17'379.75	
25	14'254.10	15'309.90	15'309.95	16'365.75	16'365.80	17'421.60	= Maximum	
Stundenlöhne 100 % (= 1/2184 J-L)	0	67.88	72.90	72.91	77.93	77.94	82.96	= Minimum
	1	69.17	74.28	74.29	79.41	79.42	84.53	
	2	70.46	75.67	75.68	80.89	80.90	86.11	
	3	71.75	77.05	77.06	82.37	82.38	87.68	
	4	73.04	78.44	78.45	83.85	83.86	89.26	
	5	74.33	79.83	79.84	85.33	85.34	90.84	
	6	75.21	80.77	80.78	86.34	86.35	91.91	
	7	76.09	81.72	81.73	87.36	87.37	92.99	
	8	76.98	82.67	82.68	88.37	88.38	94.07	
	9	77.86	83.62	83.63	89.38	89.39	95.15	
	10	78.74	84.56	84.57	90.40	90.41	96.23	
	11	79.35	85.22	85.23	91.10	91.11	96.98	
	12	79.96	85.88	85.89	91.80	91.81	97.72	
	13	80.57	86.53	86.54	92.50	92.51	98.47	
	14	81.18	87.19	87.20	93.20	93.21	99.22	
	15	81.80	87.84	87.85	93.90	93.91	99.96	
	16	82.20	88.28	88.29	94.37	94.38	100.46	
	17	82.61	88.72	88.73	94.84	94.85	100.96	
	18	83.02	89.16	89.17	95.31	95.32	101.46	
	19	83.42	89.59	89.60	95.77	95.78	101.95	
	20	83.83	90.03	90.04	96.24	96.25	102.45	
	21	84.04	90.25	90.26	96.47	96.48	102.70	
	22	84.24	90.47	90.48	96.71	96.72	102.95	
	23	84.44	90.69	90.70	96.94	96.95	103.20	
	24	84.65	90.91	90.92	97.18	97.19	103.45	
25	84.85	91.13	91.14	97.41	97.42	103.70	= Maximum	

Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 16	Jahreslöhne 100 %	0	161'412.00	173'368.00	173'368.01	185'325.00	185'325.01	197'281.00
		1	164'479.00	176'662.00	176'662.01	188'846.00	188'846.01	201'030.00
		2	167'546.00	179'956.00	179'956.01	192'367.00	192'367.01	204'778.00
		3	170'612.00	183'250.00	183'250.01	195'888.00	195'888.01	208'526.00
		4	173'679.00	186'544.00	186'544.01	199'410.00	199'410.01	212'275.00
		5	176'746.00	189'838.00	189'838.01	202'931.00	202'931.01	216'023.00
		6	178'844.00	192'092.00	192'092.01	205'340.00	205'340.01	218'588.00
		7	180'943.00	194'346.00	194'346.01	207'749.00	207'749.01	221'152.00
		8	183'041.00	196'600.00	196'600.01	210'158.00	210'158.01	223'717.00
		9	185'140.00	198'854.00	198'854.01	212'568.00	212'568.01	226'282.00
		10	187'238.00	201'107.00	201'107.01	214'977.00	214'977.01	228'846.00
		11	188'691.00	202'668.00	202'668.01	216'645.00	216'645.01	230'622.00
		12	190'143.00	204'228.00	204'228.01	218'313.00	218'313.01	232'397.00
		13	191'596.00	205'788.00	205'788.01	219'981.00	219'981.01	234'173.00
		14	193'049.00	207'349.00	207'349.01	221'649.00	221'649.01	235'948.00
		15	194'501.00	208'909.00	208'909.01	223'316.00	223'316.01	237'724.00
		16	195'470.00	209'949.00	209'949.01	224'428.00	224'428.01	238'908.00
		17	196'438.00	210'989.00	210'989.01	225'540.00	225'540.01	240'091.00
		18	197'407.00	212'030.00	212'030.01	226'652.00	226'652.01	241'275.00
		19	198'375.00	213'070.00	213'070.01	227'764.00	227'764.01	242'459.00
		20	199'344.00	214'110.00	214'110.01	228'876.00	228'876.01	243'642.00
		21	199'828.00	214'630.00	214'630.01	229'432.00	229'432.01	244'234.00
		22	200'312.00	215'150.00	215'150.01	229'988.00	229'988.01	244'826.00
		23	200'797.00	215'670.00	215'670.01	230'544.00	230'544.01	245'418.00
		24	201'281.00	216'190.00	216'190.01	231'100.00	231'100.01	246'010.00
25	201'765.00	216'711.00	216'711.01	231'656.00	231'656.01	246'602.00		
Funktionsstufe 16	Monatslöhne im 13tel 100 %	0	12'416.35	13'336.00	13'336.05	14'255.75	14'255.80	15'175.45
		1	12'652.25	13'589.35	13'589.40	14'526.60	14'526.65	15'463.80
		2	12'888.20	13'842.75	13'842.80	14'797.45	14'797.50	15'752.15
		3	13'124.00	14'096.15	14'096.20	15'068.30	15'068.35	16'040.45
		4	13'359.95	14'349.50	14'349.55	15'339.20	15'339.25	16'328.80
		5	13'595.85	14'602.90	14'602.95	15'610.05	15'610.10	16'617.15
		6	13'757.25	14'776.30	14'776.35	15'795.35	15'795.40	16'814.45
		7	13'918.70	14'949.65	14'949.70	15'980.65	15'980.70	17'011.65
		8	14'080.10	15'123.05	15'123.10	16'166.00	16'166.05	17'209.00
		9	14'241.55	15'296.45	15'296.50	16'351.35	16'351.40	17'406.30
		10	14'402.95	15'469.75	15'469.80	16'536.65	16'536.70	17'603.50
		11	14'514.70	15'589.80	15'589.85	16'665.00	16'665.05	17'740.15
		12	14'626.40	15'709.80	15'709.85	16'793.30	16'793.35	17'876.65
		13	14'738.20	15'829.80	15'829.85	16'921.60	16'921.65	18'013.30
		14	14'849.95	15'949.90	15'949.95	17'049.90	17'049.95	18'149.80
		15	14'961.65	16'069.90	16'069.95	17'178.15	17'178.20	18'286.45
		16	15'036.20	16'149.90	16'149.95	17'263.65	17'263.70	18'377.50
		17	15'110.65	16'229.90	16'229.95	17'349.20	17'349.25	18'468.50
		18	15'185.20	16'310.00	16'310.05	17'434.75	17'434.80	18'559.60
		19	15'259.65	16'390.00	16'390.05	17'520.30	17'520.35	18'650.65
		20	15'334.20	16'470.00	16'470.05	17'605.80	17'605.85	18'741.65
		21	15'371.40	16'510.00	16'510.05	17'648.60	17'648.65	18'832.75
		22	15'408.65	16'550.00	16'550.05	17'691.35	17'691.40	18'923.80
		23	15'445.95	16'590.00	16'590.05	17'734.15	17'734.20	19'014.85
		24	15'483.20	16'630.00	16'630.05	17'776.90	17'776.95	19'105.90
25	15'520.40	16'670.05	16'670.10	17'819.65	17'819.70	19'196.95		
Funktionsstufe 16	Stundenlöhne 100 % (= 1/2184 J-L)	0	73.91	79.38	79.39	84.85	84.86	90.33
		1	75.32	80.88	80.89	86.46	86.47	92.04
		2	76.72	82.39	82.40	88.08	88.09	93.76
		3	78.12	83.90	83.91	89.69	89.70	95.47
		4	79.53	85.41	85.42	91.30	91.31	97.19
		5	80.93	86.92	86.93	92.91	92.92	98.91
		6	81.89	87.95	87.96	94.02	94.03	100.08
		7	82.85	88.98	88.99	95.12	95.13	101.26
		8	83.81	90.01	90.02	96.22	96.23	102.43
		9	84.78	91.05	91.06	97.32	97.33	103.60
		10	85.74	92.08	92.09	98.43	98.44	104.78
		11	86.40	92.79	92.80	99.19	99.20	105.59
		12	87.07	93.51	93.52	99.96	99.97	106.40
		13	87.73	94.22	94.23	100.72	100.73	107.22
		14	88.40	94.94	94.95	101.48	101.49	108.03
		15	89.06	95.65	95.66	102.25	102.26	108.84
		16	89.51	96.13	96.14	102.76	102.77	109.39
		17	89.95	96.60	96.61	103.26	103.27	109.93
		18	90.39	97.08	97.09	103.77	103.78	110.47
		19	90.84	97.55	97.56	104.28	104.29	111.01
		20	91.28	98.03	98.04	104.79	104.80	111.55
		21	91.50	98.27	98.28	105.05	105.06	111.82
		22	91.72	98.51	98.52	105.30	105.31	112.09
		23	91.95	98.75	98.76	105.56	105.57	112.37
		24	92.17	98.98	98.99	105.81	105.82	112.64
25	92.39	99.22	99.23	106.06	106.07	112.91		

Anmerkungen:

= Minimum

= Maximum

= Minimum

= Maximum

= Minimum

= Maximum

Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 17	Jahreslöhne 100 %	0	175'323.00	188'310.00	188'310.01	201'297.00	201'297.01	214'284.00
		1	178'654.00	191'888.00	191'888.01	205'121.00	205'121.01	218'355.00
		2	181'985.00	195'466.00	195'466.01	208'946.00	208'946.01	222'426.00
		3	185'316.00	199'044.00	199'044.01	212'771.00	212'771.01	226'498.00
		4	188'648.00	202'621.00	202'621.01	216'595.00	216'595.01	230'569.00
		5	191'979.00	206'199.00	206'199.01	220'420.00	220'420.01	234'641.00
		6	194'258.00	208'647.00	208'647.01	223'037.00	223'037.01	237'426.00
		7	196'537.00	211'095.00	211'095.01	225'654.00	225'654.01	240'212.00
		8	198'816.00	213'543.00	213'543.01	228'271.00	228'271.01	242'998.00
		9	201'095.00	215'991.00	215'991.01	230'887.00	230'887.01	245'783.00
		10	203'375.00	218'439.00	218'439.01	233'504.00	233'504.01	248'569.00
		11	204'953.00	220'134.00	220'134.01	235'316.00	235'316.01	250'498.00
		12	206'530.00	221'829.00	221'829.01	237'128.00	237'128.01	252'133.00
		13	208'108.00	223'524.00	223'524.01	238'939.00	238'939.01	252'133.00
		14	209'686.00	225'219.00	225'219.01	240'751.00	240'751.01	252'133.00
		15	211'264.00	226'913.00	226'913.01	242'563.00	242'563.01	252'133.00
		16	212'842.00	228'607.00	228'607.01	244'375.00	244'375.01	252'133.00
		17	213'420.00	229'301.00	229'301.01	246'187.00	246'187.01	252'133.00
		18	214'998.00	230'995.00	230'995.01	248'000.00	248'000.01	252'133.00
		19	216'576.00	232'689.00	232'689.01	249'812.00	249'812.01	252'133.00
		20	218'154.00	234'383.00	234'383.01	251'625.00	251'625.01	252'133.00
		21	219'732.00	236'077.00	236'077.01	253'437.00	253'437.01	252'133.00
		22	221'310.00	237'771.00	237'771.01	255'250.00	255'250.01	252'133.00
		23	222'888.00	239'465.00	239'465.01	257'062.00	257'062.01	252'133.00
		24	224'466.00	241'159.00	241'159.01	258'875.00	258'875.01	252'133.00
25	226'044.00	242'853.00	242'853.01	260'687.00	260'687.01	252'133.00		
Funktionsstufe 17	Monatslöhne im 13tel 100 %	0	13'486.40	14'485.35	14'485.40	15'484.35	15'484.40	16'483.35
		1	13'742.65	14'760.60	14'760.65	15'778.50	15'778.55	16'796.50
		2	13'998.85	15'035.80	15'035.85	16'072.75	16'072.80	17'109.65
		3	14'255.10	15'311.05	15'311.10	16'367.00	16'367.05	17'422.90
		4	14'511.40	15'586.20	15'586.25	16'661.15	16'661.20	17'736.05
		5	14'767.65	15'861.45	15'861.50	16'955.35	16'955.40	18'049.30
		6	14'942.95	16'049.75	16'049.80	17'156.65	17'156.70	18'263.50
		7	15'118.25	16'238.05	16'238.10	17'358.00	17'358.05	18'477.80
		8	15'293.55	16'426.35	16'426.40	17'559.30	17'559.35	18'692.15
		9	15'468.85	16'614.65	16'614.70	17'760.50	17'760.55	18'906.35
		10	15'644.25	16'803.00	16'803.05	17'961.80	17'961.85	19'120.65
		11	15'765.65	16'933.35	16'933.40	18'101.20	18'101.25	19'269.05
		12	15'886.95	17'063.75	17'063.80	18'240.60	18'240.65	19'394.85
		13	16'008.35	17'194.15	17'194.20	18'379.90	18'379.95	19'394.85
		14	16'129.70	17'324.50	17'324.55	18'519.30	18'519.35	19'394.85
		15	16'251.10	17'454.80	17'454.85	18'658.65	18'658.70	19'394.85
		16	16'332.00	17'541.75	17'541.80	18'751.50	18'751.55	19'394.85
		17	16'412.95	17'628.65	17'628.70	18'844.45	18'844.50	19'394.85
		18	16'493.85	17'715.60	17'715.65	18'937.35	18'937.40	19'394.85
		19	16'574.80	17'802.50	17'802.55	19'030.30	19'030.35	19'394.85
		20	16'655.70	17'889.45	17'889.50	19'123.20	19'123.25	19'394.85
		21	16'696.20	17'932.90	17'932.95	19'169.60	19'169.65	19'394.85
		22	16'736.65	17'976.35	17'976.40	19'216.05	19'216.10	19'394.85
		23	16'777.10	18'019.80	18'019.85	19'262.50	19'262.55	19'394.85
		24	16'817.55	18'063.20	18'063.25	19'309.00	19'309.05	19'394.85
25	16'858.00	18'106.65	18'106.70	19'355.45	19'355.50	19'394.85		
Funktionsstufe 17	Stundenlöhne 100 % (= 1/2184 J-L)	0	80.28	86.22	86.23	92.16	92.17	98.11
		1	81.81	87.86	87.87	93.91	93.92	99.97
		2	83.33	89.49	89.50	95.67	95.68	101.84
		3	84.86	91.13	91.14	97.42	97.43	103.70
		4	86.38	92.77	92.78	99.17	99.18	105.57
		5	87.91	94.41	94.42	100.92	100.93	107.43
		6	88.95	95.53	95.54	102.12	102.13	108.71
		7	89.99	96.65	96.66	103.32	103.33	109.98
		8	91.04	97.77	97.78	104.51	104.52	111.26
		9	92.08	98.89	98.90	105.71	105.72	112.53
		10	93.13	100.01	100.02	106.91	106.92	113.81
		11	93.85	100.79	100.80	107.74	107.75	114.69
		12	94.57	101.57	101.58	108.57	108.58	115.45
		13	95.29	102.34	102.35	109.40	109.41	115.45
		14	96.02	103.12	103.13	110.23	110.24	115.45
		15	96.74	103.89	103.90	111.06	111.07	115.45
		16	97.22	104.41	104.42	111.61	111.62	115.45
		17	97.70	104.93	104.94	112.16	112.17	115.45
		18	98.18	105.45	105.46	112.72	112.73	115.45
		19	98.66	105.96	105.97	113.27	113.28	115.45
		20	99.15	106.48	106.49	113.82	113.83	115.45
		21	99.39	106.74	106.75	114.10	114.11	115.45
		22	99.63	107.00	107.01	114.38	114.39	115.45
		23	99.87	107.26	107.27	114.65	114.66	115.45
		24	100.11	107.51	107.52	114.93	114.94	115.45
25	100.35	107.77	107.78	115.21	115.22	115.45		

Anmerkungen:

  = Minimum

  252'133.00 = Geltender Maximum-Lohn-Bereich

  = Minimum

  19'394.85 = Geltender Maximum-Lohn-Bereich

  = Minimum

  115.45 = Geltender Maximum-Lohn-Bereich

Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 18	Jahreslöhne 100 %	0	190'088.00	204'169.00	204'169.01	218'249.00	218'249.01	232'330.00
		1	193'700.00	208'048.00	208'048.01	222'396.00	222'396.01	236'744.00
		2	197'311.00	211'927.00	211'927.01	226'543.00	226'543.01	241'158.00
		3	200'923.00	215'806.00	215'806.01	230'689.00	230'689.01	245'573.00
		4	204'535.00	219'685.00	219'685.01	234'836.00	234'836.01	249'987.00
		5	208'146.00	223'565.00	223'565.01	238'983.00	238'983.01	252'133.00
		6	210'618.00	226'219.00	226'219.01	241'820.00	241'820.01	252'133.00
		7	213'089.00	228'873.00	228'873.01	244'657.00	244'657.01	252'133.00
		8	215'560.00	231'527.00	231'527.01	247'495.00	247'495.01	252'133.00
		9	218'031.00	234'181.00	234'181.01	250'332.00	250'332.01	252'133.00
		10	220'502.00	236'836.00	236'836.01	252'133.00	252'133.00	252'133.00
		11	222'213.00	238'673.00	238'673.01	252'133.00	252'133.00	252'133.00
		12	223'924.00	240'511.00	240'511.01	252'133.00	252'133.00	252'133.00
		13	225'634.00	242'348.00	242'348.01	252'133.00	252'133.00	252'133.00
		14	227'345.00	244'186.00	244'186.01	252'133.00	252'133.00	252'133.00
		15	229'056.00	246'023.00	246'023.01	252'133.00	252'133.00	252'133.00
		16	230'767.00	247'860.00	247'860.01	252'133.00	252'133.00	252'133.00
		17	232'478.00	249'697.00	249'697.01	252'133.00	252'133.00	252'133.00
		18	234'189.00	251'534.00	251'534.01	252'133.00	252'133.00	252'133.00
		19	235'900.00	253'371.00	253'371.01	252'133.00	252'133.00	252'133.00
		20	237'611.00	255'208.00	255'208.01	252'133.00	252'133.00	252'133.00
		21	239'322.00	257'045.00	257'045.01	252'133.00	252'133.00	252'133.00
		22	241'033.00	258'882.00	258'882.01	252'133.00	252'133.00	252'133.00
		23	242'744.00	260'719.00	260'719.01	252'133.00	252'133.00	252'133.00
		24	244'455.00	262'556.00	262'556.01	252'133.00	252'133.00	252'133.00
25	246'166.00	264'393.00	264'393.01	252'133.00	252'133.00	252'133.00		
Funktionsstufe 18	Monatslöhne im 13tel 100 %	0	14'622.20	15'705.30	15'705.35	16'788.35	16'788.40	17'871.50
		1	14'900.00	16'003.65	16'003.70	17'107.35	17'107.40	18'211.05
		2	15'177.80	16'302.05	16'302.10	17'426.35	17'426.40	18'550.60
		3	15'455.65	16'600.45	16'600.50	17'745.30	17'745.35	18'890.20
		4	15'733.50	16'898.80	16'898.85	18'064.30	18'064.35	19'229.75
		5	16'011.25	17'197.30	17'197.35	18'383.30	18'383.35	19'394.85
		6	16'201.40	17'401.45	17'401.50	18'601.50	18'601.55	19'394.85
		7	16'391.50	17'605.60	17'605.65	18'819.75	18'819.80	19'394.85
		8	16'581.55	17'809.75	17'809.80	19'038.05	19'038.10	19'394.85
		9	16'771.65	18'013.90	18'013.95	19'256.30	19'256.35	19'394.85
		10	16'961.70	18'218.15	18'218.20	19'394.85	19'394.85	19'394.85
		11	17'093.35	18'359.45	18'359.50	19'394.85	19'394.85	19'394.85
		12	17'224.95	18'500.80	18'500.85	19'394.85	19'394.85	19'394.85
		13	17'356.50	18'642.15	18'642.20	19'394.85	19'394.85	19'394.85
		14	17'488.10	18'783.50	18'783.55	19'394.85	19'394.85	19'394.85
		15	17'619.70	18'924.80	18'924.85	19'394.85	19'394.85	19'394.85
		16	17'707.50	19'019.05	19'019.10	19'394.85	19'394.85	19'394.85
		17	17'795.20	19'113.30	19'113.35	19'394.85	19'394.85	19'394.85
		18	17'882.95	19'207.50	19'207.55	19'394.85	19'394.85	19'394.85
		19	17'970.65	19'301.75	19'301.80	19'394.85	19'394.85	19'394.85
		20	18'058.40	19'394.85	19'394.85	19'394.85	19'394.85	19'394.85
		21	18'102.25	19'394.85	19'394.85	19'394.85	19'394.85	19'394.85
		22	18'146.10	19'394.85	19'394.85	19'394.85	19'394.85	19'394.85
		23	18'189.95	19'394.85	19'394.85	19'394.85	19'394.85	19'394.85
		24	18'233.85	19'394.85	19'394.85	19'394.85	19'394.85	19'394.85
25	18'277.70	19'394.85	19'394.85	19'394.85	19'394.85	19'394.85		
Funktionsstufe 18	Stundenlöhne 100 % (= 1/2184 J-L)	0	87.04	93.48	93.49	99.93	99.94	106.37
		1	88.70	95.26	95.27	101.82	101.83	108.39
		2	90.35	97.03	97.04	103.72	103.73	110.42
		3	92.00	98.81	98.82	105.62	105.63	112.44
		4	93.66	100.58	100.59	107.52	107.53	114.46
		5	95.31	102.36	102.37	109.42	109.43	115.45
		6	96.44	103.58	103.59	110.72	110.73	115.45
		7	97.57	104.79	104.80	112.02	112.03	115.45
		8	98.70	106.01	106.02	113.32	113.33	115.45
		9	99.84	107.22	107.23	114.62	114.63	115.45
		10	100.97	108.44	108.45	115.45	115.45	115.45
		11	101.75	109.28	109.29	115.45	115.45	115.45
		12	102.53	110.12	110.13	115.45	115.45	115.45
		13	103.32	110.96	110.97	115.45	115.45	115.45
		14	104.10	111.80	111.81	115.45	115.45	115.45
		15	104.88	112.64	112.65	115.45	115.45	115.45
		16	105.41	113.20	113.21	115.45	115.45	115.45
		17	105.93	113.76	113.77	115.45	115.45	115.45
		18	106.45	114.33	114.34	115.45	115.45	115.45
		19	106.97	114.89	114.90	115.45	115.45	115.45
		20	107.50	115.45	115.45	115.45	115.45	115.45
		21	107.76	115.45	115.45	115.45	115.45	115.45
		22	108.02	115.45	115.45	115.45	115.45	115.45
		23	108.28	115.45	115.45	115.45	115.45	115.45
		24	108.54	115.45	115.45	115.45	115.45	115.45
25	108.80	115.45	115.45	115.45	115.45	115.45		

Anmerkungen:

  = Minimum

  252'133.00 = Geltender Maximum-Lohn-Bereich

  = Minimum

  19'394.85 = Geltender Maximum-Lohn-Bereich

  = Minimum

  115.45 = Geltender Maximum-Lohn-Bereich