

Städtisches Lohnsystem (SLS) Lohnskala Nr. 1 gültig ab 1. April 2026

Funktionsstufen 1 bis 18

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

Stadtratsbeschluss Nr. 946 vom 18. März 2026: 0.1% Teuerungsausgleich gegenüber dem Stand 1.4.2025 (ausgeglichen damals: 106.70 Punkte (Basis Dezember 2020 = 100 Punkte))
Per 1.4.2026 sind 106.83 Punkte (Basis Dezember 2020 = 100 Punkte) ausgeglichen 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 2026 Fr. 257 457.– 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 Mindestlohn fest. Dieser darf gemäss Art. 51 Abs. 3 PR nur bei Minderjährigen und Angestellten in Ausbildung unterschritten werden.
Der Mindestlohn wird jeweils per 1. April der Teuerung angepasst und beträgt ab dem 1. April 2026 Fr. 57 490.00.– pro Jahr.
Der Mindestlohn wirkt sich auf die Löhne der Funktionsstufen 1, 2, 3 und 4 entsprechend aus. Die Bereiche mit Mindestlohn 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 Mindestlohn sowie die Lohnobergrenze.

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 Monatslohnbetrages auf einer einzelnen Anstellung muss im SAP-Lohnssystem anhand eines beliebig wählbaren Jahreslohnbetrages innerhalb der Grenzbeträge der zutreffenden Funktionsstufe gemacht werden. Das kann dazu führen, dass bei zwei Anstellungen die Lage im Bereich sich zwar unterscheidet (z. B. Jahreslohn Fr. 66'135.00 = Lage "mittel" und bei Fr. 66'135.01 = Lage "hoch"), es aber bei der Berechnung des Monatslohnbetrages in beiden Fällen durch die kaufmännische 5er-Rundung zum gleichen Monatslohn-Betrag von Fr. 5'087.30 kommt.

Die gleiche Problematik wie bei den Handmutationen trifft auch bei automatischen Lohnberechnungen zu, z. B. bei der 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 Jahreslohnbetrages 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. 66'135.00 = Lage "mittel" und bei Fr. 66'135.01 = Lage "hoch"), es aber bei der Berechnung des Stundenlohnbetrages in beiden Fällen durch die kaufmännische 1 Rappen-Rundung zum gleichen Stundenlohn Betrag von Fr. 30.28 kommt.

Die gleiche Problematik wie bei den Handmutationen trifft auch bei automatischen Lohnberechnungen zu, z. B. bei der 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						Anmerkungen:
			Tief		Mittel		Hoch		
			ab	bis	ab	bis	ab	bis	
Funktionsstufe 1	Jahreslöhne 100 %	0	57'490.00	57'490.00	57'490.00	57'490.00	57'490.00	57'490.00	57'490.00 = Geltender Mindestlohn-Bereich
		1	57'490.00	57'490.00	57'490.00	57'490.00	57'490.00	57'490.00	
		2	57'490.00	57'490.00	57'490.00	57'490.00	57'490.00	57'490.00	
		3	57'490.00	57'490.00	57'490.00	57'490.00	57'490.00	57'490.00	
		4	57'490.00	57'490.00	57'490.00	57'490.00	57'490.00	57'490.00	
		5	57'490.00	57'490.00	57'490.00	57'490.00	57'490.00	57'730.00	
		6	57'490.00	57'490.00	57'490.00	57'490.00	57'490.00	58'416.00	
		7	57'490.00	57'490.00	57'490.00	57'490.00	57'490.00	59'101.00	
		8	57'490.00	57'490.00	57'490.00	57'490.00	57'490.00	59'786.00	
		9	57'490.00	57'490.00	57'490.00	57'490.00	57'490.00	60'472.00	
		10	57'490.00	57'490.00	57'490.00	57'490.00	57'490.00	61'157.00	
		11	57'490.00	57'490.00	57'490.00	57'897.00	57'897.01	61'632.00	
		12	57'490.00	57'490.00	57'490.00	58'342.00	58'342.01	62'106.00	
		13	57'490.00	57'490.00	57'490.00	58'788.00	58'788.01	62'581.00	
		14	57'490.00	57'490.00	57'490.00	59'234.00	59'234.01	63'055.00	
		15	57'490.00	57'490.00	57'490.00	59'679.00	59'679.01	63'530.00	
		16	57'490.00	57'490.00	57'490.00	59'977.00	59'977.01	63'846.00	
		17	57'490.00	57'490.00	57'490.00	60'274.00	60'274.01	64'162.00	
		18	57'490.00	57'490.00	57'490.00	60'571.00	60'571.01	64'479.00	
		19	57'490.00	57'490.00	57'490.00	60'868.00	60'868.01	64'795.00	
		20	57'490.00	57'490.00	57'490.00	61'165.00	61'165.01	65'111.00	
		21	57'490.00	57'490.00	57'490.00	61'314.00	61'314.01	65'270.00	
		22	57'490.00	57'497.00	57'497.01	61'462.00	61'462.01	65'428.00	
		23	57'490.00	57'636.00	57'636.01	61'611.00	61'611.01	65'586.00	
		24	57'490.00	57'775.00	57'775.01	61'760.00	61'760.01	65'744.00	
	25	57'490.00	57'914.00	57'914.01	61'908.00	61'908.01	65'902.00	= Maximum	
	Monatslöhne im 13tel 100 %	0	4'422.30	4'422.30	4'422.30	4'422.30	4'422.30	4'422.30	4'422.30 = Geltender Mindestlohn-Bereich
		1	4'422.30	4'422.30	4'422.30	4'422.30	4'422.30	4'422.30	
		2	4'422.30	4'422.30	4'422.30	4'422.30	4'422.30	4'422.30	
		3	4'422.30	4'422.30	4'422.30	4'422.30	4'422.30	4'422.30	
		4	4'422.30	4'422.30	4'422.30	4'422.30	4'422.30	4'422.30	
		5	4'422.30	4'422.30	4'422.30	4'422.30	4'422.30	4'440.75	
		6	4'422.30	4'422.30	4'422.30	4'422.30	4'422.30	4'493.50	
		7	4'422.30	4'422.30	4'422.30	4'422.30	4'422.30	4'546.20	
		8	4'422.30	4'422.30	4'422.30	4'422.30	4'422.30	4'598.90	
		9	4'422.30	4'422.30	4'422.30	4'422.30	4'422.30	4'651.65	
		10	4'422.30	4'422.30	4'422.30	4'422.30	4'422.30	4'704.35	
		11	4'422.30	4'422.30	4'422.30	4'453.60	4'453.65	4'740.90	
		12	4'422.30	4'422.30	4'422.30	4'487.80	4'487.85	4'777.35	
		13	4'422.30	4'422.30	4'422.30	4'522.15	4'522.20	4'813.90	
		14	4'422.30	4'422.30	4'422.30	4'556.45	4'556.50	4'850.35	
		15	4'422.30	4'422.30	4'422.30	4'590.65	4'590.70	4'886.90	
		16	4'422.30	4'422.30	4'422.30	4'613.60	4'613.65	4'911.20	
		17	4'422.30	4'422.30	4'422.30	4'636.45	4'636.50	4'935.50	
		18	4'422.30	4'422.30	4'422.30	4'659.30	4'659.35	4'959.90	
		19	4'422.30	4'422.30	4'422.30	4'682.15	4'682.20	4'984.20	
		20	4'422.30	4'422.30	4'422.30	4'705.00	4'705.05	5'008.50	
		21	4'422.30	4'422.30	4'422.30	4'716.45	4'716.50	5'020.75	
		22	4'422.30	4'422.80	4'422.85	4'727.80	4'727.85	5'032.90	
		23	4'422.30	4'433.50	4'433.55	4'739.30	4'739.35	5'045.05	
		24	4'422.30	4'444.20	4'444.25	4'750.75	4'750.80	5'057.20	
	25	4'422.30	4'454.90	4'454.95	4'762.15	4'762.20	5'069.35	= Maximum	
	Stundenlöhne 100 % (= 1/2184 J-L)	0	26.32	26.32	26.32	26.32	26.32	26.32	26.32 = Geltender Mindestlohn-Bereich
		1	26.32	26.32	26.32	26.32	26.32	26.32	
		2	26.32	26.32	26.32	26.32	26.32	26.32	
		3	26.32	26.32	26.32	26.32	26.32	26.32	
		4	26.32	26.32	26.32	26.32	26.32	26.32	
		5	26.32	26.32	26.32	26.32	26.32	26.43	
		6	26.32	26.32	26.32	26.32	26.32	26.74	
		7	26.32	26.32	26.32	26.32	26.32	27.06	
		8	26.32	26.32	26.32	26.32	26.32	27.37	
		9	26.32	26.32	26.32	26.32	26.32	27.68	
		10	26.32	26.32	26.32	26.32	26.32	28.00	
		11	26.32	26.32	26.32	26.50	26.51	28.21	
		12	26.32	26.32	26.32	26.71	26.72	28.43	
		13	26.32	26.32	26.32	26.91	26.92	28.65	
		14	26.32	26.32	26.32	27.12	27.13	28.87	
		15	26.32	26.32	26.32	27.32	27.33	29.08	
		16	26.32	26.32	26.32	27.46	27.47	29.23	
		17	26.32	26.32	26.32	27.59	27.60	29.37	
		18	26.32	26.32	26.32	27.73	27.74	29.52	
		19	26.32	26.32	26.32	27.86	27.87	29.66	
		20	26.32	26.32	26.32	28.00	28.01	29.81	
		21	26.32	26.32	26.32	28.07	28.08	29.88	
		22	26.32	26.32	26.33	28.14	28.15	29.95	
		23	26.32	26.39	26.40	28.21	28.22	30.03	
		24	26.32	26.45	26.46	28.27	28.28	30.10	
	25	26.32	26.51	26.52	28.34	28.35	30.17	= Maximum	

		Stufe nutzbare Erfahrung	Bereiche						Anmerkungen:
			Tief		Mittel		Hoch		
			ab	bis	ab	bis	ab	bis	
Funktionsstufe 2	Jahreslöhne 100 %	0	57'490.00	57'490.00	57'490.00	57'490.00	57'490.00	57'490.00	57'490.00 = Geltender Mindestlohn-Bereich
		1	57'490.00	57'490.00	57'490.00	57'490.00	57'490.00	57'540.00	
		2	57'490.00	57'490.00	57'490.00	57'490.00	57'490.00	58'612.00	
		3	57'490.00	57'490.00	57'490.00	57'490.00	57'490.00	59'685.00	
		4	57'490.00	57'490.00	57'490.00	57'490.00	57'490.00	60'758.00	
		5	57'490.00	57'490.00	57'490.00	58'084.00	58'084.01	61'831.00	
		6	57'490.00	57'490.00	57'490.00	58'773.00	58'773.01	62'565.00	
		7	57'490.00	57'490.00	57'490.00	59'463.00	59'463.01	63'299.00	
		8	57'490.00	57'490.00	57'490.00	60'152.00	60'152.01	64'033.00	
		9	57'490.00	57'490.00	57'490.00	60'842.00	60'842.01	64'767.00	
		10	57'490.00	57'562.00	57'562.01	61'532.00	61'532.01	65'501.00	
		11	57'490.00	58'008.00	58'008.01	62'009.00	62'009.01	66'010.00	
		12	57'490.00	58'455.00	58'455.01	62'486.00	62'486.01	66'518.00	
		13	57'490.00	58'902.00	58'902.01	62'964.00	62'964.01	67'026.00	
		14	57'490.00	59'348.00	59'348.01	63'441.00	63'441.01	67'534.00	
		15	57'490.00	59'795.00	59'795.01	63'919.00	63'919.01	68'042.00	
		16	57'490.00	60'093.00	60'093.01	64'237.00	64'237.01	68'381.00	
		17	57'490.00	60'390.00	60'390.01	64'555.00	64'555.01	68'720.00	
		18	57'490.00	60'688.00	60'688.01	64'873.00	64'873.01	69'059.00	
		19	57'490.00	60'986.00	60'986.01	65'192.00	65'192.01	69'398.00	
		20	57'490.00	61'283.00	61'283.01	65'510.00	65'510.01	69'736.00	
		21	57'490.00	61'432.00	61'432.01	65'669.00	65'669.01	69'906.00	
		22	57'490.00	61'581.00	61'581.01	65'828.00	65'828.01	70'075.00	
		23	57'490.00	61'730.00	61'730.01	65'987.00	65'987.01	70'245.00	
		24	57'611.00	61'879.00	61'879.01	66'146.00	66'146.01	70'414.00	
	25	57'750.00	62'028.00	62'028.01	66'306.00	66'306.01	70'583.00	= Maximum	
	Monatslöhne im 13tel 100 %	0	4'422.30	4'422.30	4'422.30	4'422.30	4'422.30	4'422.30	4'422.30 = Geltender Mindestlohn-Bereich
		1	4'422.30	4'422.30	4'422.30	4'422.30	4'422.30	4'426.15	
		2	4'422.30	4'422.30	4'422.30	4'422.30	4'422.30	4'508.60	
		3	4'422.30	4'422.30	4'422.30	4'422.30	4'422.30	4'591.15	
		4	4'422.30	4'422.30	4'422.30	4'422.30	4'422.30	4'673.65	
		5	4'422.30	4'422.30	4'422.30	4'468.00	4'468.05	4'756.20	
		6	4'422.30	4'422.30	4'422.30	4'521.00	4'521.05	4'812.65	
		7	4'422.30	4'422.30	4'422.30	4'574.05	4'574.10	4'869.15	
		8	4'422.30	4'422.30	4'422.30	4'627.05	4'627.10	4'925.60	
		9	4'422.30	4'422.30	4'422.30	4'680.15	4'680.20	4'982.05	
		10	4'422.30	4'427.80	4'427.85	4'733.20	4'733.25	5'038.50	
		11	4'422.30	4'462.15	4'462.20	4'769.90	4'769.95	5'077.65	
		12	4'422.30	4'496.50	4'496.55	4'806.60	4'806.65	5'116.75	
		13	4'422.30	4'530.90	4'530.95	4'843.35	4'843.40	5'155.80	
		14	4'422.30	4'565.20	4'565.25	4'880.05	4'880.10	5'194.90	
		15	4'422.30	4'599.60	4'599.65	4'916.80	4'916.85	5'234.00	
		16	4'422.30	4'622.50	4'622.55	4'941.30	4'941.35	5'260.05	
		17	4'422.30	4'645.35	4'645.40	4'965.75	4'965.80	5'286.15	
		18	4'422.30	4'668.30	4'668.35	4'990.20	4'990.25	5'312.20	
		19	4'422.30	4'691.20	4'691.25	5'014.75	5'014.80	5'338.30	
		20	4'422.30	4'714.05	4'714.10	5'039.20	5'039.25	5'364.30	
		21	4'422.30	4'725.50	4'725.55	5'051.45	5'051.50	5'377.35	
		22	4'422.30	4'737.00	4'737.05	5'063.65	5'063.70	5'390.35	
		23	4'422.30	4'748.45	4'748.50	5'075.90	5'075.95	5'403.45	
		24	4'431.65	4'759.90	4'759.95	5'088.15	5'088.20	5'416.45	
	25	4'442.35	4'771.35	4'771.40	5'100.45	5'100.50	5'429.45	= Maximum	
	Stundenlöhne 100 % (= 1/2184 J-L)	0	26.32	26.32	26.32	26.32	26.32	26.32	26.32 = Geltender Mindestlohn-Bereich
		1	26.32	26.32	26.32	26.32	26.32	26.34	
		2	26.32	26.32	26.32	26.32	26.32	26.83	
		3	26.32	26.32	26.32	26.32	26.32	27.32	
		4	26.32	26.32	26.32	26.32	26.32	27.81	
		5	26.32	26.32	26.32	26.59	26.60	28.31	
		6	26.32	26.32	26.32	26.91	26.92	28.64	
		7	26.32	26.32	26.32	27.22	27.23	28.98	
		8	26.32	26.32	26.32	27.54	27.55	29.31	
		9	26.32	26.32	26.32	27.85	27.86	29.65	
		10	26.32	26.35	26.36	28.17	28.18	29.99	
		11	26.32	26.56	26.57	28.39	28.40	30.22	
		12	26.32	26.76	26.77	28.61	28.62	30.45	
		13	26.32	26.96	26.97	28.82	28.83	30.68	
		14	26.32	27.17	27.18	29.04	29.05	30.92	
		15	26.32	27.37	27.38	29.26	29.27	31.15	
		16	26.32	27.51	27.52	29.41	29.42	31.30	
		17	26.32	27.65	27.66	29.55	29.56	31.46	
		18	26.32	27.78	27.79	29.70	29.71	31.62	
		19	26.32	27.92	27.93	29.84	29.85	31.77	
		20	26.32	28.05	28.06	29.99	30.00	31.93	
		21	26.32	28.12	28.13	30.06	30.07	32.00	
		22	26.32	28.19	28.20	30.14	30.15	32.08	
		23	26.32	28.26	28.27	30.21	30.22	32.16	
		24	26.38	28.33	28.34	30.28	30.29	32.24	
	25	26.45	28.40	28.41	30.35	30.36	32.31	= Maximum	

		Stufe nutzbare Erfahrung	Bereiche						Anmerkungen:
			Tief		Mittel		Hoch		
			ab	bis	ab	bis	ab	bis	
Funktionsstufe 3	Jahreslöhne 100 %	0	57'490.00	57'490.00	57'490.00	57'490.00	57'490.00	61'115.00	57'490.00 = Geltender Mindestlohn-Bereich
		1	57'490.00	57'490.00	57'490.00	58'502.00	58'502.01	62'276.00	
		2	57'490.00	57'490.00	57'490.00	59'592.00	59'592.01	63'437.00	
		3	57'490.00	57'490.00	57'490.00	60'683.00	60'683.01	64'598.00	
		4	57'490.00	57'789.00	57'789.01	61'774.00	61'774.01	65'760.00	
		5	57'490.00	58'809.00	58'809.01	62'865.00	62'865.01	66'921.00	= Maximum
		6	57'490.00	59'507.00	59'507.01	63'611.00	63'611.01	67'715.00	
		7	57'490.00	60'205.00	60'205.01	64'358.00	64'358.01	68'510.00	
		8	57'490.00	60'904.00	60'904.01	65'104.00	65'104.01	69'304.00	
		9	57'490.00	61'602.00	61'602.01	65'850.00	65'850.01	70'099.00	
		10	58'003.00	62'300.00	62'300.01	66'597.00	66'597.01	70'893.00	
		11	58'454.00	62'783.00	62'783.01	67'113.00	67'113.01	71'443.00	
		12	58'904.00	63'267.00	63'267.01	67'630.00	67'630.01	71'993.00	
		13	59'354.00	63'750.00	63'750.01	68'147.00	68'147.01	72'543.00	
		14	59'804.00	64'233.00	64'233.01	68'663.00	68'663.01	73'093.00	
		15	60'254.00	64'717.00	64'717.01	69'180.00	69'180.01	73'643.00	
		16	60'554.00	65'039.00	65'039.01	69'525.00	69'525.01	74'010.00	
		17	60'854.00	65'361.00	65'361.01	69'869.00	69'869.01	74'377.00	
		18	61'154.00	65'684.00	65'684.01	70'213.00	70'213.01	74'743.00	
		19	61'454.00	66'006.00	66'006.01	70'558.00	70'558.01	75'110.00	
		20	61'754.00	66'328.00	66'328.01	70'902.00	70'902.01	75'477.00	
		21	61'904.00	66'489.00	66'489.01	71'075.00	71'075.01	75'660.00	
		22	62'054.00	66'650.00	66'650.01	71'247.00	71'247.01	75'843.00	
		23	62'204.00	66'811.00	66'811.01	71'419.00	71'419.01	76'027.00	
		24	62'354.00	66'973.00	66'973.01	71'591.00	71'591.01	76'210.00	
		25	62'504.00	67'134.00	67'134.01	71'764.00	71'764.01	76'393.00	
	Monatslöhne im 13tel 100 %	0	4'422.30	4'422.30	4'422.30	4'422.30	4'422.30	4'701.15	4'422.30 = Geltender Mindestlohn-Bereich
		1	4'422.30	4'422.30	4'422.30	4'500.15	4'500.20	4'790.45	
		2	4'422.30	4'422.30	4'422.30	4'584.00	4'584.05	4'879.75	
		3	4'422.30	4'422.30	4'422.30	4'667.90	4'667.95	4'969.05	
		4	4'422.30	4'445.30	4'445.35	4'751.80	4'751.85	5'058.45	
		5	4'422.30	4'523.75	4'523.80	4'835.75	4'835.80	5'147.75	= Maximum
		6	4'422.30	4'577.45	4'577.50	4'893.15	4'893.20	5'208.80	
		7	4'422.30	4'631.15	4'631.20	4'950.60	4'950.65	5'270.00	
		8	4'422.30	4'684.90	4'684.95	5'008.00	5'008.05	5'331.05	
		9	4'422.30	4'738.60	4'738.65	5'065.35	5'065.40	5'392.20	
		10	4'461.80	4'792.30	4'792.35	5'122.80	5'122.85	5'453.30	
		11	4'496.50	4'829.45	4'829.50	5'162.50	5'162.55	5'495.60	
		12	4'531.10	4'866.65	4'866.70	5'202.30	5'202.35	5'537.90	
		13	4'565.70	4'903.80	4'903.85	5'242.05	5'242.10	5'580.20	
		14	4'600.35	4'941.00	4'941.05	5'281.75	5'281.80	5'622.50	
		15	4'634.95	4'978.20	4'978.25	5'321.50	5'321.55	5'664.80	
		16	4'658.00	5'003.00	5'003.05	5'348.05	5'348.10	5'693.05	
		17	4'681.10	5'027.75	5'027.80	5'374.50	5'374.55	5'721.30	
		18	4'704.20	5'052.60	5'052.65	5'401.00	5'401.05	5'749.45	
		19	4'727.25	5'077.35	5'077.40	5'427.50	5'427.55	5'777.65	
		20	4'750.35	5'102.15	5'102.20	5'454.00	5'454.05	5'805.90	
		21	4'761.85	5'114.50	5'114.55	5'467.30	5'467.35	5'820.00	
		22	4'773.40	5'126.90	5'126.95	5'480.50	5'480.55	5'834.05	
		23	4'784.95	5'139.30	5'139.35	5'493.75	5'493.80	5'848.20	
		24	4'796.50	5'151.75	5'151.80	5'507.00	5'507.05	5'862.30	
		25	4'808.00	5'164.15	5'164.20	5'520.30	5'520.35	5'876.35	
	Stundenlöhne 100 % (= 1/2184 J-L)	0	26.32	26.32	26.32	26.32	26.32	27.98	26.32 = Geltender Mindestlohn-Bereich
		1	26.32	26.32	26.32	26.78	26.79	28.51	
		2	26.32	26.32	26.32	27.28	27.29	29.04	
		3	26.32	26.32	26.32	27.78	27.79	29.57	
		4	26.32	26.46	26.47	28.28	28.29	30.10	
		5	26.32	26.92	26.93	28.78	28.79	30.64	= Maximum
		6	26.32	27.24	27.25	29.12	29.13	31.00	
		7	26.32	27.56	27.57	29.46	29.47	31.36	
		8	26.32	27.88	27.89	29.80	29.81	31.73	
		9	26.32	28.20	28.21	30.15	30.16	32.09	
		10	26.56	28.52	28.53	30.49	30.50	32.46	
		11	26.77	28.74	28.75	30.72	30.73	32.71	
		12	26.98	28.96	28.97	30.96	30.97	32.96	
		13	27.18	29.18	29.19	31.20	31.21	33.21	
		14	27.39	29.41	29.42	31.43	31.44	33.46	
		15	27.59	29.63	29.64	31.67	31.68	33.71	
		16	27.73	29.77	29.78	31.83	31.84	33.88	
		17	27.87	29.92	29.93	31.99	32.00	34.05	
		18	28.01	30.07	30.08	32.14	32.15	34.22	
		19	28.14	30.22	30.23	32.30	32.31	34.39	
		20	28.28	30.36	30.37	32.46	32.47	34.55	
		21	28.35	30.44	30.45	32.54	32.55	34.64	
		22	28.42	30.51	30.52	32.62	32.63	34.72	
		23	28.49	30.59	30.60	32.70	32.71	34.81	
		24	28.56	30.66	30.67	32.77	32.78	34.89	
		25	28.62	30.73	30.74	32.85	32.86	34.97	

		Stufe nutzbare Erfahrung	Bereiche						Anmerkungen:
			Tief		Mittel		Hoch		
			ab	bis	ab	bis	ab	bis	
Funktionsstufe 4	Jahreslöhne 100 %	0	57'490.00	58'532.00	58'532.01	62'568.00	62'568.01	66'605.00	57'490.00 = Geltender Mindestlohn-Bereich
		1	57'490.00	59'644.00	59'644.01	63'757.00	63'757.01	67'870.00	
		2	57'490.00	60'756.00	60'756.01	64'946.00	64'946.01	69'136.00	
		3	57'601.00	61'868.00	61'868.01	66'135.00	66'135.01	70'401.00	
		4	58'637.00	62'980.00	62'980.01	67'324.00	67'324.01	71'667.00	
		5	59'672.00	64'092.00	64'092.01	68'512.00	68'512.01	72'932.00	= Maximum
		6	60'380.00	64'853.00	64'853.01	69'326.00	69'326.01	73'798.00	
		7	61'089.00	65'614.00	65'614.01	70'139.00	70'139.01	74'664.00	
		8	61'797.00	66'375.00	66'375.01	70'952.00	70'952.01	75'530.00	
		9	62'506.00	67'136.00	67'136.01	71'766.00	71'766.01	76'396.00	
		10	63'214.00	67'897.00	67'897.01	72'579.00	72'579.01	77'262.00	
		11	63'705.00	68'424.00	68'424.01	73'142.00	73'142.01	77'861.00	
		12	64'195.00	68'950.00	68'950.01	73'705.00	73'705.01	78'461.00	
		13	64'686.00	69'477.00	69'477.01	74'269.00	74'269.01	79'060.00	
		14	65'176.00	70'004.00	70'004.01	74'832.00	74'832.01	79'660.00	
		15	65'666.00	70'531.00	70'531.01	75'395.00	75'395.01	80'259.00	
		16	65'993.00	70'882.00	70'882.01	75'770.00	75'770.01	80'659.00	
		17	66'320.00	71'233.00	71'233.01	76'146.00	76'146.01	81'058.00	
		18	66'647.00	71'584.00	71'584.01	76'521.00	76'521.01	81'458.00	
		19	66'974.00	71'935.00	71'935.01	76'896.00	76'896.01	81'858.00	
		20	67'301.00	72'287.00	72'287.01	77'272.00	77'272.01	82'257.00	
		21	67'465.00	72'462.00	72'462.01	77'460.00	77'460.01	82'457.00	
		22	67'628.00	72'638.00	72'638.01	77'647.00	77'647.01	82'657.00	
		23	67'792.00	72'813.00	72'813.01	77'835.00	77'835.01	82'857.00	
		24	67'955.00	72'989.00	72'989.01	78'023.00	78'023.01	83'056.00	
		25	68'119.00	73'165.00	73'165.01	78'210.00	78'210.01	83'256.00	
	Monatslöhne im 13tel 100 %	0	4'422.30	4'502.45	4'502.50	4'812.90	4'812.95	5'123.45	4'422.30 = Geltender Mindestlohn-Bereich
		1	4'422.30	4'588.00	4'588.05	4'904.35	4'904.40	5'220.75	
		2	4'422.30	4'673.50	4'673.55	4'995.80	4'995.85	5'318.15	
		3	4'430.85	4'759.05	4'759.10	5'087.30	5'087.35	5'415.45	
		4	4'510.55	4'844.60	4'844.65	5'178.75	5'178.80	5'512.80	
		5	4'590.20	4'930.15	4'930.20	5'270.15	5'270.20	5'610.15	= Maximum
		6	4'644.65	4'988.65	4'988.70	5'332.75	5'332.80	5'676.75	
		7	4'699.20	5'047.20	5'047.25	5'395.30	5'395.35	5'743.35	
		8	4'753.65	5'105.75	5'105.80	5'457.80	5'457.85	5'810.00	
		9	4'808.20	5'164.30	5'164.35	5'520.45	5'520.50	5'876.60	
		10	4'862.65	5'222.80	5'222.85	5'583.00	5'583.05	5'943.20	
		11	4'900.40	5'263.35	5'263.40	5'626.30	5'626.35	5'989.30	
		12	4'938.10	5'303.80	5'303.85	5'669.60	5'669.65	6'035.45	
		13	4'975.85	5'344.35	5'344.40	5'713.00	5'713.05	6'081.50	
		14	5'013.55	5'384.90	5'384.95	5'756.30	5'756.35	6'127.65	
		15	5'051.25	5'425.45	5'425.50	5'799.60	5'799.65	6'173.75	
		16	5'076.40	5'452.45	5'452.50	5'828.45	5'828.50	6'204.50	
		17	5'101.55	5'479.45	5'479.50	5'857.35	5'857.40	6'235.20	
		18	5'126.70	5'506.45	5'506.50	5'886.20	5'886.25	6'266.00	
		19	5'151.85	5'533.45	5'533.50	5'915.05	5'915.10	6'296.75	
		20	5'177.00	5'560.50	5'560.55	5'944.00	5'944.05	6'327.45	
		21	5'189.65	5'574.00	5'574.05	5'958.45	5'958.50	6'342.80	
		22	5'202.20	5'587.50	5'587.55	5'972.80	5'972.85	6'358.20	
		23	5'214.80	5'601.00	5'601.05	5'987.30	5'987.35	6'373.60	
		24	5'227.35	5'614.50	5'614.55	6'001.75	6'001.80	6'388.90	
		25	5'239.95	5'628.05	5'628.10	6'016.15	6'016.20	6'404.30	
	Stundenlöhne 100 % (= 1/2184 J-L)	0	26.32	26.80	26.81	28.64	28.65	30.49	26.32 = Geltender Mindestlohn-Bereich
		1	26.32	27.30	27.31	29.19	29.20	31.07	
		2	26.32	27.81	27.82	29.73	29.74	31.65	
		3	26.38	28.32	28.33	30.28	30.29	32.23	
		4	26.85	28.83	28.84	30.82	30.83	32.81	
		5	27.33	29.34	29.35	31.36	31.37	33.39	= Maximum
		6	27.65	29.69	29.70	31.74	31.75	33.79	
		7	27.98	30.04	30.05	32.11	32.12	34.18	
		8	28.30	30.39	30.40	32.48	32.49	34.58	
		9	28.62	30.73	30.74	32.85	32.86	34.97	
		10	28.95	31.08	31.09	33.23	33.24	35.37	
		11	29.17	31.32	31.33	33.48	33.49	35.65	
		12	29.40	31.57	31.58	33.74	33.75	35.92	
		13	29.62	31.81	31.82	34.00	34.01	36.19	
		14	29.85	32.05	32.06	34.26	34.27	36.47	
		15	30.07	32.29	32.30	34.52	34.53	36.74	
		16	30.22	32.45	32.46	34.69	34.70	36.93	
		17	30.37	32.61	32.62	34.86	34.87	37.11	
		18	30.52	32.77	32.78	35.03	35.04	37.29	
		19	30.67	32.93	32.94	35.20	35.21	37.48	
		20	30.82	33.09	33.10	35.38	35.39	37.66	
		21	30.90	33.17	33.18	35.46	35.47	37.75	
		22	30.97	33.25	33.26	35.55	35.56	37.84	
		23	31.05	33.33	33.34	35.63	35.64	37.93	
		24	31.12	33.41	33.42	35.72	35.73	38.02	
		25	31.20	33.50	33.51	35.81	35.82	38.12	

		Stufe nutzbare Erfahrung	Bereiche						Anmerkungen:
			Tief		Mittel		Hoch		
			ab	bis	ab	bis	ab	bis	
Funktionsstufe 5	Jahreslöhne 100 %	0	59'651.00	64'070.00	64'070.01	68'488.00	68'488.01	72'907.00	= Minimum
		1	60'784.00	65'287.00	65'287.01	69'789.00	69'789.01	74'292.00	
		2	61'918.00	66'504.00	66'504.01	71'091.00	71'091.01	75'677.00	
		3	63'051.00	67'722.00	67'722.01	72'392.00	72'392.01	77'062.00	
		4	64'184.00	68'939.00	68'939.01	73'693.00	73'693.01	78'448.00	
		5	65'318.00	70'156.00	70'156.01	74'995.00	74'995.01	79'833.00	
		6	66'093.00	70'989.00	70'989.01	75'885.00	75'885.01	80'781.00	
		7	66'869.00	71'822.00	71'822.01	76'775.00	76'775.01	81'728.00	
		8	67'644.00	72'655.00	72'655.01	77'666.00	77'666.01	82'676.00	
		9	68'420.00	73'488.00	73'488.01	78'556.00	78'556.01	83'624.00	
		10	69'195.00	74'321.00	74'321.01	79'446.00	79'446.01	84'572.00	
		11	69'732.00	74'897.00	74'897.01	80'063.00	80'063.01	85'228.00	
		12	70'269.00	75'474.00	75'474.01	80'679.00	80'679.01	85'884.00	
		13	70'806.00	76'051.00	76'051.01	81'295.00	81'295.01	86'540.00	
		14	71'343.00	76'627.00	76'627.01	81'912.00	81'912.01	87'197.00	
		15	71'879.00	77'204.00	77'204.01	82'528.00	82'528.01	87'853.00	
		16	72'237.00	77'588.00	77'588.01	82'939.00	82'939.01	88'290.00	
		17	72'595.00	77'973.00	77'973.01	83'350.00	83'350.01	88'728.00	
		18	72'953.00	78'357.00	78'357.01	83'761.00	83'761.01	89'165.00	
		19	73'311.00	78'742.00	78'742.01	84'172.00	84'172.01	89'602.00	
		20	73'669.00	79'126.00	79'126.01	84'583.00	84'583.01	90'040.00	
		21	73'848.00	79'318.00	79'318.01	84'788.00	84'788.01	90'259.00	
		22	74'027.00	79'510.00	79'510.01	84'994.00	84'994.01	90'477.00	
		23	74'206.00	79'703.00	79'703.01	85'199.00	85'199.01	90'696.00	
		24	74'385.00	79'895.00	79'895.01	85'405.00	85'405.01	90'915.00	
		25	74'564.00	80'087.00	80'087.01	85'610.00	85'610.01	91'133.00	
	Monatslöhne im 13tel 100 %	0	4'588.55	4'928.45	4'928.50	5'268.30	5'268.35	5'608.20	= Minimum
		1	4'675.70	5'022.05	5'022.10	5'368.35	5'368.40	5'714.75	
		2	4'762.95	5'115.65	5'115.70	5'468.50	5'468.55	5'821.30	
		3	4'850.10	5'209.35	5'209.40	5'568.60	5'568.65	5'927.80	
		4	4'937.25	5'303.00	5'303.05	5'668.65	5'668.70	6'034.45	
		5	5'024.50	5'396.60	5'396.65	5'768.80	5'768.85	6'141.00	
		6	5'084.10	5'460.65	5'460.70	5'837.30	5'837.35	6'213.90	
		7	5'143.80	5'524.75	5'524.80	5'905.75	5'905.80	6'286.75	
		8	5'203.40	5'588.80	5'588.85	5'974.30	5'974.35	6'359.65	
		9	5'263.10	5'652.90	5'652.95	6'042.75	6'042.80	6'432.60	
		10	5'322.70	5'717.00	5'717.05	6'111.20	6'111.25	6'505.50	
		11	5'364.00	5'761.30	5'761.35	6'158.65	6'158.70	6'556.00	
		12	5'405.35	5'805.65	5'805.70	6'206.05	6'206.10	6'606.45	
		13	5'446.65	5'850.05	5'850.10	6'253.45	6'253.50	6'656.90	
		14	5'487.95	5'894.35	5'894.40	6'300.90	6'300.95	6'707.45	
		15	5'529.20	5'938.75	5'938.80	6'348.30	6'348.35	6'757.90	
		16	5'556.70	5'968.30	5'968.35	6'379.90	6'379.95	6'791.50	
		17	5'584.25	5'997.90	5'997.95	6'411.50	6'411.55	6'825.20	
		18	5'611.80	6'027.45	6'027.50	6'443.15	6'443.20	6'858.80	
		19	5'639.35	6'057.05	6'057.10	6'474.75	6'474.80	6'892.45	
		20	5'666.85	6'086.60	6'086.65	6'506.35	6'506.40	6'926.15	
		21	5'680.65	6'101.35	6'101.40	6'522.15	6'522.20	6'943.00	
		22	5'694.40	6'116.15	6'116.20	6'538.00	6'538.05	6'959.75	
		23	5'708.20	6'131.00	6'131.05	6'553.75	6'553.80	6'976.60	
		24	5'721.95	6'145.75	6'145.80	6'569.60	6'569.65	6'993.45	
		25	5'735.70	6'160.50	6'160.55	6'585.35	6'585.40	7'010.20	
	Stundenlöhne 100 % (= 1/2184 J+L)	0	27.32	29.33	29.34	31.35	31.36	33.38	= Minimum
		1	27.84	29.89	29.90	31.95	31.96	34.01	
		2	28.36	30.45	30.46	32.55	32.56	34.65	
		3	28.87	31.00	31.01	33.14	33.15	35.28	
		4	29.39	31.56	31.57	33.74	33.75	35.91	
		5	29.91	32.12	32.13	34.33	34.34	36.55	
		6	30.27	32.50	32.51	34.74	34.75	36.98	
		7	30.62	32.88	32.89	35.15	35.16	37.42	
		8	30.98	33.26	33.27	35.56	35.57	37.85	
		9	31.33	33.64	33.65	35.96	35.97	38.28	
		10	31.69	34.02	34.03	36.37	36.38	38.72	
		11	31.93	34.29	34.30	36.65	36.66	39.02	
		12	32.18	34.55	34.56	36.94	36.95	39.32	
		13	32.43	34.82	34.83	37.22	37.23	39.62	
		14	32.67	35.08	35.09	37.50	37.51	39.92	
		15	32.92	35.34	35.35	37.78	37.79	40.22	
		16	33.08	35.52	35.53	37.97	37.98	40.42	
		17	33.24	35.70	35.71	38.16	38.17	40.62	
		18	33.41	35.87	35.88	38.35	38.36	40.82	
		19	33.57	36.05	36.06	38.54	38.55	41.02	
		20	33.74	36.22	36.23	38.72	38.73	41.22	
		21	33.82	36.31	36.32	38.82	38.83	41.32	
		22	33.90	36.40	36.41	38.91	38.92	41.42	
		23	33.98	36.49	36.50	39.01	39.02	41.52	
		24	34.06	36.58	36.59	39.10	39.11	41.62	
		25	34.15	36.66	36.67	39.19	39.20	41.72	

		Stufe nutzbare Erfahrung	Bereiche						Anmerkungen:
			Tief		Mittel		Hoch		
			ab	bis	ab	bis	ab	bis	
Funktionsstufe 6	Jahreslöhne 100 %	0	65'452.00	70'300.00	70'300.01	75'149.00	75'149.01	79'997.00	= Minimum
		1	66'696.00	71'636.00	71'636.01	76'576.00	76'576.01	81'517.00	
		2	67'939.00	72'972.00	72'972.01	78'004.00	78'004.01	83'037.00	
		3	69'183.00	74'307.00	74'307.01	79'432.00	79'432.01	84'557.00	
		4	70'426.00	75'643.00	75'643.01	80'860.00	80'860.01	86'077.00	
		5	71'670.00	76'979.00	76'979.01	82'288.00	82'288.01	87'597.00	
		6	72'521.00	77'893.00	77'893.01	83'265.00	83'265.01	88'637.00	
		7	73'372.00	78'807.00	78'807.01	84'242.00	84'242.01	89'677.00	
		8	74'223.00	79'721.00	79'721.01	85'219.00	85'219.01	90'716.00	
		9	75'073.00	80'634.00	80'634.01	86'195.00	86'195.01	91'756.00	
		10	75'924.00	81'548.00	81'548.01	87'172.00	87'172.01	92'796.00	
		11	76'513.00	82'181.00	82'181.01	87'849.00	87'849.01	93'516.00	
		12	77'102.00	82'814.00	82'814.01	88'525.00	88'525.01	94'236.00	
		13	77'692.00	83'446.00	83'446.01	89'201.00	89'201.01	94'956.00	
		14	78'281.00	84'079.00	84'079.01	89'878.00	89'878.01	95'676.00	
		15	78'870.00	84'712.00	84'712.01	90'554.00	90'554.01	96'396.00	
		16	79'262.00	85'134.00	85'134.01	91'005.00	91'005.01	96'876.00	
		17	79'655.00	85'555.00	85'555.01	91'456.00	91'456.01	97'356.00	
		18	80'048.00	85'977.00	85'977.01	91'907.00	91'907.01	97'836.00	
		19	80'441.00	86'399.00	86'399.01	92'358.00	92'358.01	98'316.00	
		20	80'833.00	86'821.00	86'821.01	92'809.00	92'809.01	98'796.00	
		21	81'030.00	87'032.00	87'032.01	93'034.00	93'034.01	99'036.00	
		22	81'226.00	87'243.00	87'243.01	93'259.00	93'259.01	99'276.00	
		23	81'422.00	87'454.00	87'454.01	93'485.00	93'485.01	99'516.00	
		24	81'619.00	87'664.00	87'664.01	93'710.00	93'710.01	99'756.00	
	25	81'815.00	87'875.00	87'875.01	93'936.00	93'936.01	99'996.00	= Maximum	
	Monatslöhne im 13tel 100 %	0	5'034.80	5'407.65	5'407.70	5'780.65	5'780.70	6'153.60	= Minimum
		1	5'130.50	5'510.45	5'510.50	5'890.45	5'890.50	6'270.50	
		2	5'226.10	5'613.20	5'613.25	6'000.30	6'000.35	6'387.45	
		3	5'321.80	5'715.90	5'715.95	6'110.15	6'110.20	6'504.35	
		4	5'417.40	5'818.65	5'818.70	6'220.00	6'220.05	6'621.30	
		5	5'513.10	5'921.45	5'921.50	6'329.80	6'329.85	6'738.20	
		6	5'578.55	5'991.75	5'991.80	6'405.00	6'405.05	6'818.20	
		7	5'644.00	6'062.05	6'062.10	6'480.15	6'480.20	6'898.20	
		8	5'709.50	6'132.35	6'132.40	6'555.30	6'555.35	6'978.15	
		9	5'774.85	6'202.60	6'202.65	6'630.35	6'630.40	7'058.15	
		10	5'840.35	6'272.90	6'272.95	6'705.50	6'705.55	7'138.15	
		11	5'885.65	6'321.60	6'321.65	6'757.60	6'757.65	7'193.50	
		12	5'930.95	6'370.30	6'370.35	6'809.60	6'809.65	7'248.90	
		13	5'976.35	6'418.90	6'418.95	6'861.60	6'861.65	7'304.30	
		14	6'021.65	6'467.60	6'467.65	6'913.65	6'913.70	7'359.65	
		15	6'066.95	6'516.30	6'516.35	6'965.65	6'965.70	7'415.05	
		16	6'097.10	6'548.75	6'548.80	7'000.35	7'000.40	7'452.00	
		17	6'127.35	6'581.15	6'581.20	7'035.05	7'035.10	7'488.90	
		18	6'157.55	6'613.60	6'613.65	7'069.75	7'069.80	7'525.80	
		19	6'187.80	6'646.05	6'646.10	7'104.45	7'104.50	7'562.75	
		20	6'217.95	6'678.50	6'678.55	7'139.15	7'139.20	7'599.65	
		21	6'233.10	6'694.75	6'694.80	7'156.45	7'156.50	7'618.15	
		22	6'248.20	6'711.00	6'711.05	7'173.75	7'173.80	7'636.60	
		23	6'263.25	6'727.20	6'727.25	7'191.15	7'191.20	7'655.05	
		24	6'278.40	6'743.35	6'743.40	7'208.45	7'208.50	7'673.50	
	25	6'293.50	6'759.60	6'759.65	7'225.80	7'225.85	7'692.00	= Maximum	
	Stundenlöhne 100 % (= 1/2184 J-L)	0	29.97	32.18	32.19	34.40	34.41	36.62	= Minimum
		1	30.54	32.80	32.81	35.06	35.07	37.32	
		2	31.11	33.41	33.42	35.71	35.72	38.02	
		3	31.68	34.02	34.03	36.36	36.37	38.71	
		4	32.25	34.63	34.64	37.02	37.03	39.41	
		5	32.82	35.24	35.25	37.67	37.68	40.10	
		6	33.21	35.66	35.67	38.12	38.13	40.58	
		7	33.60	36.08	36.09	38.57	38.58	41.06	
		8	33.99	36.50	36.51	39.01	39.02	41.53	
		9	34.38	36.92	36.93	39.46	39.47	42.01	
		10	34.77	37.33	37.34	39.91	39.92	42.48	
		11	35.04	37.62	37.63	40.22	40.23	42.81	
		12	35.31	37.91	37.92	40.53	40.54	43.14	
		13	35.58	38.20	38.21	40.84	40.85	43.47	
		14	35.85	38.49	38.50	41.15	41.16	43.80	
		15	36.12	38.78	38.79	41.46	41.47	44.13	
		16	36.30	38.98	38.99	41.66	41.67	44.35	
		17	36.48	39.17	39.18	41.87	41.88	44.57	
		18	36.66	39.36	39.37	42.08	42.09	44.79	
		19	36.84	39.55	39.56	42.28	42.29	45.01	
		20	37.02	39.75	39.76	42.49	42.50	45.23	
		21	37.11	39.84	39.85	42.59	42.60	45.34	
		22	37.20	39.94	39.95	42.70	42.71	45.45	
		23	37.29	40.04	40.05	42.80	42.81	45.56	
		24	37.38	40.13	40.14	42.90	42.91	45.67	
	25	37.47	40.23	40.24	43.01	43.02	45.78	= Maximum	

Funktionsstufe 7		Stufe nutzbare Erfahrung	Bereiche						Anmerkungen:
			Tief		Mittel		Hoch		
			ab	bis	ab	bis	ab	bis	
Jahreslöhne 100 %	0	72'015.00	77'349.00	77'349.01	82'684.00	82'684.01	88'018.00	= Minimum	
	1	73'383.00	78'819.00	78'819.01	84'255.00	84'255.01	89'691.00		
	2	74'752.00	80'289.00	80'289.01	85'826.00	85'826.01	91'363.00		
	3	76'120.00	81'758.00	81'758.01	87'397.00	87'397.01	93'035.00		
	4	77'488.00	83'228.00	83'228.01	88'968.00	88'968.01	94'708.00		
	5	78'856.00	84'698.00	84'698.01	90'539.00	90'539.01	96'380.00		
	6	79'793.00	85'703.00	85'703.01	91'614.00	91'614.01	97'524.00		
	7	80'729.00	86'709.00	86'709.01	92'689.00	92'689.01	98'669.00		
	8	81'665.00	87'714.00	87'714.01	93'764.00	93'764.01	99'813.00		
	9	82'601.00	88'720.00	88'720.01	94'838.00	94'838.01	100'957.00		
	10	83'537.00	89'725.00	89'725.01	95'913.00	95'913.01	102'101.00		
	11	84'186.00	90'422.00	90'422.01	96'657.00	96'657.01	102'893.00		
	12	84'834.00	91'118.00	91'118.01	97'402.00	97'402.01	103'686.00		
	13	85'482.00	91'814.00	91'814.01	98'146.00	98'146.01	104'478.00		
	14	86'130.00	92'510.00	92'510.01	98'890.00	98'890.01	105'270.00		
	15	86'778.00	93'206.00	93'206.01	99'634.00	99'634.01	106'062.00		
	16	87'210.00	93'670.00	93'670.01	100'130.00	100'130.01	106'590.00		
	17	87'642.00	94'134.00	94'134.01	100'626.00	100'626.01	107'118.00		
	18	88'074.00	94'598.00	94'598.01	101'122.00	101'122.01	107'646.00		
	19	88'506.00	95'062.00	95'062.01	101'618.00	101'618.01	108'175.00		
	20	88'939.00	95'527.00	95'527.01	102'115.00	102'115.01	108'703.00		
	21	89'155.00	95'759.00	95'759.01	102'363.00	102'363.01	108'967.00		
	22	89'371.00	95'991.00	95'991.01	102'611.00	102'611.01	109'231.00		
	23	89'587.00	96'223.00	96'223.01	102'859.00	102'859.01	109'495.00		
	24	89'803.00	96'455.00	96'455.01	103'107.00	103'107.01	109'759.00		
	25	90'019.00	96'687.00	96'687.01	103'355.00	103'355.01	110'023.00		= Maximum = Minimum
Monatslöhne im 13tel 100 %	0	5'539.65	5'949.90	5'949.95	6'360.30	6'360.35	6'770.60	= Maximum = Minimum	
	1	5'644.85	6'063.00	6'063.05	6'481.15	6'481.20	6'899.30		
	2	5'750.20	6'176.05	6'176.10	6'602.00	6'602.05	7'027.90		
	3	5'855.40	6'289.05	6'289.10	6'722.80	6'722.85	7'156.50		
	4	5'960.65	6'402.15	6'402.20	6'843.65	6'843.70	7'285.20		
	5	6'065.85	6'515.20	6'515.25	6'964.50	6'964.55	7'413.80		
	6	6'137.95	6'592.50	6'592.55	7'047.20	7'047.25	7'501.80		
	7	6'209.95	6'669.90	6'669.95	7'129.90	7'129.95	7'589.90		
	8	6'281.95	6'747.20	6'747.25	7'212.60	7'212.65	7'677.90		
	9	6'353.95	6'824.60	6'824.65	7'295.20	7'295.25	7'765.90		
	10	6'425.95	6'901.90	6'901.95	7'377.90	7'377.95	7'853.90		
	11	6'475.85	6'955.50	6'955.55	7'435.15	7'435.20	7'914.80		
	12	6'525.70	7'009.05	7'009.10	7'492.45	7'492.50	7'975.80		
	13	6'575.55	7'062.60	7'062.65	7'549.65	7'549.70	8'036.75		
	14	6'625.40	7'116.15	7'116.20	7'606.90	7'606.95	8'097.65		
	15	6'675.25	7'169.65	7'169.70	7'664.15	7'664.20	8'158.60		
	16	6'708.50	7'205.35	7'205.40	7'702.30	7'702.35	8'199.20		
	17	6'741.70	7'241.05	7'241.10	7'740.45	7'740.50	8'239.80		
	18	6'774.95	7'276.75	7'276.80	7'778.60	7'778.65	8'280.45		
	19	6'808.20	7'312.45	7'312.50	7'816.75	7'816.80	8'321.15		
	20	6'841.50	7'348.20	7'348.25	7'855.00	7'855.05	8'361.75		
	21	6'858.10	7'366.05	7'366.10	7'874.05	7'874.10	8'382.05		
	22	6'874.70	7'383.90	7'383.95	7'893.15	7'893.20	8'402.35		
	23	6'891.35	7'401.75	7'401.80	7'912.20	7'912.25	8'422.65		
	24	6'907.95	7'419.60	7'419.65	7'931.30	7'931.35	8'443.00		
	25	6'924.55	7'437.45	7'437.50	7'950.35	7'950.40	8'463.30		= Maximum = Minimum
Stundenlöhne 100 % (= 1/2184 J-L)	0	32.98	35.41	35.42	37.85	37.86	40.30	= Maximum	
	1	33.61	36.08	36.09	38.57	38.58	41.06		
	2	34.23	36.76	36.77	39.29	39.30	41.83		
	3	34.86	37.43	37.44	40.01	40.02	42.59		
	4	35.48	38.10	38.11	40.73	40.74	43.36		
	5	36.11	38.78	38.79	41.45	41.46	44.13		
	6	36.54	39.24	39.25	41.94	41.95	44.65		
	7	36.97	39.70	39.71	42.44	42.45	45.17		
	8	37.40	40.16	40.17	42.93	42.94	45.70		
	9	37.83	40.62	40.63	43.42	43.43	46.22		
	10	38.25	41.08	41.09	43.91	43.92	46.74		
	11	38.55	41.40	41.41	44.25	44.26	47.11		
	12	38.85	41.72	41.73	44.59	44.60	47.47		
	13	39.15	42.03	42.04	44.93	44.94	47.83		
	14	39.44	42.35	42.36	45.27	45.28	48.20		
	15	39.74	42.67	42.68	45.61	45.62	48.56		
	16	39.94	42.88	42.89	45.84	45.85	48.80		
	17	40.13	43.10	43.11	46.07	46.08	49.04		
	18	40.33	43.31	43.32	46.30	46.31	49.28		
	19	40.53	43.52	43.53	46.52	46.53	49.53		
	20	40.73	43.73	43.74	46.75	46.76	49.77		
	21	40.83	43.84	43.85	46.86	46.87	49.89		
	22	40.93	43.95	43.96	46.98	46.99	50.01		
	23	41.02	44.05	44.06	47.09	47.10	50.13		
	24	41.12	44.16	44.17	47.21	47.22	50.25		
	25	41.22	44.27	44.28	47.32	47.33	50.37		

		Stufe nutzbare Erfahrung	Bereiche						Anmerkungen:
			Tief		Mittel		Hoch		
			ab	bis	ab	bis	ab	bis	
Funktionsstufe 8	Jahreslöhne 100 %	0	79'350.00	85'228.00	85'228.01	91'106.00	91'106.01	96'983.00	= Minimum
		1	80'858.00	86'847.00	86'847.01	92'837.00	92'837.01	98'826.00	
		2	82'365.00	88'466.00	88'466.01	94'568.00	94'568.01	100'669.00	
		3	83'873.00	90'086.00	90'086.01	96'299.00	96'299.01	102'511.00	
		4	85'381.00	91'705.00	91'705.01	98'030.00	98'030.01	104'354.00	
		5	86'888.00	93'324.00	93'324.01	99'761.00	99'761.01	106'197.00	
		6	87'920.00	94'432.00	94'432.01	100'945.00	100'945.01	107'458.00	
		7	88'951.00	95'540.00	95'540.01	102'129.00	102'129.01	108'718.00	
		8	89'983.00	96'648.00	96'648.01	103'314.00	103'314.01	109'979.00	
		9	91'014.00	97'756.00	97'756.01	104'498.00	104'498.01	111'240.00	
		10	92'046.00	98'864.00	98'864.01	105'682.00	105'682.01	112'501.00	
		11	92'760.00	99'631.00	99'631.01	106'502.00	106'502.01	113'374.00	
		12	93'474.00	100'398.00	100'398.01	107'322.00	107'322.01	114'246.00	
		13	94'188.00	101'165.00	101'165.01	108'142.00	108'142.01	115'119.00	
		14	94'903.00	101'932.00	101'932.01	108'962.00	108'962.01	115'992.00	
		15	95'617.00	102'699.00	102'699.01	109'782.00	109'782.01	116'865.00	
		16	96'093.00	103'211.00	103'211.01	110'329.00	110'329.01	117'447.00	
		17	96'569.00	103'722.00	103'722.01	110'875.00	110'875.01	118'029.00	
		18	97'045.00	104'234.00	104'234.01	111'422.00	111'422.01	118'611.00	
		19	97'521.00	104'745.00	104'745.01	111'969.00	111'969.01	119'193.00	
		20	97'997.00	105'256.00	105'256.01	112'515.00	112'515.01	119'774.00	
		21	98'235.00	105'512.00	105'512.01	112'789.00	112'789.01	120'065.00	
		22	98'473.00	105'768.00	105'768.01	113'062.00	113'062.01	120'356.00	
		23	98'711.00	106'023.00	106'023.01	113'335.00	113'335.01	120'647.00	
		24	98'949.00	106'279.00	106'279.01	113'609.00	113'609.01	120'938.00	
	25	99'188.00	106'535.00	106'535.01	113'882.00	113'882.01	121'229.00	= Maximum	
	Monatslöhne im 13tel 100 %	0	6'103.85	6'556.00	6'556.05	7'008.15	7'008.20	7'460.20	= Minimum
		1	6'219.85	6'680.50	6'680.55	7'141.30	7'141.35	7'602.00	
		2	6'335.80	6'805.05	6'805.10	7'274.45	7'274.50	7'743.75	
		3	6'451.80	6'929.65	6'929.70	7'407.60	7'407.65	7'885.45	
		4	6'567.80	7'054.20	7'054.25	7'540.75	7'540.80	8'027.20	
		5	6'683.70	7'178.75	7'178.80	7'673.90	7'673.95	8'169.00	
		6	6'763.10	7'264.00	7'264.05	7'765.00	7'765.05	8'266.00	
		7	6'842.40	7'349.20	7'349.25	7'856.05	7'856.10	8'362.90	
		8	6'921.80	7'434.45	7'434.50	7'947.20	7'947.25	8'459.90	
		9	7'001.10	7'519.65	7'519.70	8'038.30	8'038.35	8'556.90	
		10	7'080.50	7'604.90	7'604.95	8'129.35	8'129.40	8'653.90	
		11	7'135.40	7'663.90	7'663.95	8'192.45	8'192.50	8'721.05	
		12	7'190.35	7'722.90	7'722.95	8'255.50	8'255.55	8'788.15	
		13	7'245.25	7'781.90	7'781.95	8'318.60	8'318.65	8'855.30	
		14	7'300.25	7'840.90	7'840.95	8'381.65	8'381.70	8'922.45	
		15	7'355.20	7'899.90	7'899.95	8'444.75	8'444.80	8'989.60	
		16	7'391.80	7'939.30	7'939.35	8'486.80	8'486.85	9'034.35	
		17	7'428.40	7'978.60	7'978.65	8'528.80	8'528.85	9'079.15	
		18	7'465.00	8'018.00	8'018.05	8'570.90	8'570.95	9'123.90	
		19	7'501.65	8'057.30	8'057.35	8'613.00	8'613.05	9'168.65	
		20	7'538.25	8'096.60	8'096.65	8'655.00	8'655.05	9'213.35	
		21	7'556.55	8'116.30	8'116.35	8'676.05	8'676.10	9'235.75	
		22	7'574.85	8'136.00	8'136.05	8'697.05	8'697.10	9'258.15	
		23	7'593.20	8'155.60	8'155.65	8'718.05	8'718.10	9'280.50	
		24	7'611.50	8'175.30	8'175.35	8'739.15	8'739.20	9'302.90	
	25	7'629.85	8'195.00	8'195.05	8'760.15	8'760.20	9'325.30	= Maximum	
	Stundenlöhne 100 % (= 1/2184 J-L)	0	36.34	39.02	39.03	41.71	41.72	44.40	= Minimum
		1	37.03	39.76	39.77	42.50	42.51	45.25	
		2	37.72	40.50	40.51	43.30	43.31	46.09	
		3	38.41	41.24	41.25	44.09	44.10	46.93	
		4	39.10	41.98	41.99	44.88	44.89	47.78	
		5	39.79	42.73	42.74	45.67	45.68	48.62	
		6	40.26	43.23	43.24	46.22	46.23	49.20	
		7	40.73	43.74	43.75	46.76	46.77	49.77	
		8	41.21	44.25	44.26	47.30	47.31	50.35	
		9	41.68	44.76	44.77	47.84	47.85	50.93	
		10	42.15	45.26	45.27	48.38	48.39	51.51	
		11	42.48	45.61	45.62	48.76	48.77	51.91	
		12	42.80	45.96	45.97	49.14	49.15	52.31	
		13	43.13	46.32	46.33	49.51	49.52	52.71	
		14	43.46	46.67	46.68	49.89	49.90	53.10	
		15	43.79	47.02	47.03	50.26	50.27	53.50	
		16	44.00	47.25	47.26	50.51	50.52	53.77	
		17	44.22	47.49	47.50	50.76	50.77	54.04	
		18	44.44	47.72	47.73	51.01	51.02	54.30	
		19	44.66	47.96	47.97	51.26	51.27	54.57	
		20	44.88	48.19	48.20	51.51	51.52	54.84	
		21	44.98	48.31	48.32	51.64	51.65	54.97	
		22	45.09	48.42	48.43	51.76	51.77	55.10	
		23	45.20	48.54	48.55	51.89	51.90	55.24	
		24	45.31	48.66	48.67	52.01	52.02	55.37	
	25	45.42	48.77	48.78	52.14	52.15	55.50	= Maximum	

		Stufe nutzbare Erfahrung	Bereiche						Anmerkungen:
			Tief		Mittel		Hoch		
			ab	bis	ab	bis	ab	bis	
Funktionsstufe 9	Jahreslöhne 100 %	0	87'366.00	93'838.00	93'838.01	100'309.00	100'309.01	106'781.00	= Minimum
		1	89'026.00	95'620.00	95'620.01	102'215.00	102'215.01	108'809.00	
		2	90'686.00	97'403.00	97'403.01	104'121.00	104'121.01	110'838.00	
		3	92'346.00	99'186.00	99'186.01	106'027.00	106'027.01	112'867.00	
		4	94'006.00	100'969.00	100'969.01	107'933.00	107'933.01	114'896.00	
		5	95'666.00	102'752.00	102'752.01	109'838.00	109'838.01	116'925.00	
		6	96'802.00	103'972.00	103'972.01	111'142.00	111'142.01	118'313.00	
		7	97'937.00	105'192.00	105'192.01	112'447.00	112'447.01	119'701.00	
		8	99'073.00	106'412.00	106'412.01	113'751.00	113'751.01	121'089.00	
		9	100'209.00	107'632.00	107'632.01	115'055.00	115'055.01	122'477.00	
		10	101'345.00	108'852.00	108'852.01	116'359.00	116'359.01	123'866.00	
		11	102'131.00	109'696.00	109'696.01	117'261.00	117'261.01	124'827.00	
		12	102'917.00	110'541.00	110'541.01	118'164.00	118'164.01	125'788.00	
		13	103'703.00	111'385.00	111'385.01	119'067.00	119'067.01	126'749.00	
		14	104'490.00	112'230.00	112'230.01	119'970.00	119'970.01	127'710.00	
		15	105'276.00	113'074.00	113'074.01	120'872.00	120'872.01	128'671.00	
		16	105'800.00	113'637.00	113'637.01	121'474.00	121'474.01	129'311.00	
		17	106'324.00	114'200.00	114'200.01	122'076.00	122'076.01	129'952.00	
		18	106'849.00	114'763.00	114'763.01	122'678.00	122'678.01	130'593.00	
		19	107'373.00	115'326.00	115'326.01	123'280.00	123'280.01	131'233.00	
		20	107'897.00	115'889.00	115'889.01	123'882.00	123'882.01	131'874.00	
		21	108'159.00	116'171.00	116'171.01	124'183.00	124'183.01	132'194.00	
		22	108'421.00	116'452.00	116'452.01	124'484.00	124'484.01	132'515.00	
		23	108'683.00	116'734.00	116'734.01	124'785.00	124'785.01	132'835.00	
		24	108'945.00	117'015.00	117'015.01	125'085.00	125'085.01	133'155.00	
		25	109'208.00	117'297.00	117'297.01	125'386.00	125'386.01	133'476.00	
	Monatslöhne im 13tel 100 %	0	6'720.50	7'218.30	7'218.35	7'716.05	7'716.10	8'213.90	
		1	6'848.20	7'355.35	7'355.40	7'862.65	7'862.70	8'369.90	
		2	6'975.85	7'492.50	7'492.55	8'009.30	8'009.35	8'526.00	
		3	7'103.55	7'629.65	7'629.70	8'155.90	8'155.95	8'682.05	
		4	7'231.25	7'766.80	7'766.85	8'302.50	8'302.55	8'838.15	
		5	7'358.95	7'904.00	7'904.05	8'449.05	8'449.10	8'994.20	
		6	7'446.35	7'997.80	7'997.85	8'549.35	8'549.40	9'101.00	
		7	7'533.65	8'091.65	8'091.70	8'649.75	8'649.80	9'207.75	
		8	7'621.00	8'185.50	8'185.55	8'750.05	8'750.10	9'314.50	
		9	7'708.40	8'279.35	8'279.40	8'850.35	8'850.40	9'421.30	
		10	7'795.80	8'373.20	8'373.25	8'950.65	8'950.70	9'528.15	
		11	7'856.25	8'438.15	8'438.20	9'020.05	9'020.10	9'602.05	
		12	7'916.70	8'503.15	8'503.20	9'089.50	9'089.55	9'676.00	
		13	7'977.20	8'568.05	8'568.10	9'159.00	9'159.05	9'749.90	
		14	8'037.70	8'633.05	8'633.10	9'228.45	9'228.50	9'823.80	
		15	8'098.20	8'698.00	8'698.05	9'297.80	9'297.85	9'897.75	
		16	8'138.50	8'741.30	8'741.35	9'344.15	9'344.20	9'947.00	
		17	8'178.80	8'784.60	8'784.65	9'390.45	9'390.50	9'996.30	
		18	8'219.20	8'827.90	8'827.95	9'436.75	9'436.80	10'045.60	
		19	8'259.50	8'871.20	8'871.25	9'483.05	9'483.10	10'094.80	
		20	8'299.80	8'914.50	8'914.55	9'529.35	9'529.40	10'144.15	
		21	8'319.95	8'936.20	8'936.25	9'552.50	9'552.55	10'168.75	
		22	8'340.10	8'957.80	8'957.85	9'575.65	9'575.70	10'193.45	
		23	8'360.25	8'979.50	8'979.55	9'598.80	9'598.85	10'218.05	
		24	8'380.40	9'001.15	9'001.20	9'621.90	9'621.95	10'242.65	
		25	8'400.65	9'022.80	9'022.85	9'645.05	9'645.10	10'267.35	= Maximum = Minimum
	Stundenlöhne 100 % (= 1/2184 J-L)	0	40.01	42.96	42.97	45.92	45.93	48.89	
		1	40.77	43.78	43.79	46.80	46.81	49.82	
		2	41.53	44.59	44.60	47.67	47.68	50.75	
		3	42.29	45.41	45.42	48.54	48.55	51.67	
		4	43.05	46.23	46.24	49.41	49.42	52.60	
		5	43.81	47.04	47.05	50.29	50.30	53.53	
		6	44.33	47.60	47.61	50.88	50.89	54.17	
		7	44.85	48.16	48.17	51.48	51.49	54.80	
		8	45.37	48.72	48.73	52.08	52.09	55.44	
		9	45.89	49.28	49.29	52.68	52.69	56.07	
		10	46.41	49.84	49.85	53.27	53.28	56.71	
		11	46.77	50.22	50.23	53.69	53.70	57.15	
		12	47.13	50.61	50.62	54.10	54.11	57.59	
		13	47.49	51.00	51.01	54.51	54.52	58.03	
		14	47.85	51.38	51.39	54.93	54.94	58.47	
		15	48.21	51.77	51.78	55.34	55.35	58.91	
		16	48.45	52.03	52.04	55.61	55.62	59.20	
		17	48.69	52.28	52.29	55.89	55.90	59.50	
		18	48.93	52.54	52.55	56.17	56.18	59.79	
		19	49.17	52.80	52.81	56.44	56.45	60.08	
		20	49.41	53.06	53.07	56.72	56.73	60.38	
		21	49.53	53.19	53.20	56.86	56.87	60.52	
		22	49.65	53.32	53.33	56.99	57.00	60.67	
		23	49.77	53.44	53.45	57.13	57.14	60.82	
		24	49.89	53.57	53.58	57.27	57.28	60.96	
		25	50.01	53.70	53.71	57.41	57.42	61.11	= Maximum

		Stufe nutzbare Erfahrung	Bereiche						Anmerkungen:
			Tief		Mittel		Hoch		
			ab	bis	ab	bis	ab	bis	
Funktionsstufe 10	Jahreslöhne 100 %	0	96'068.00	103'184.00	103'184.01	110'300.00	110'300.01	117'416.00	= Minimum
		1	97'893.00	105'145.00	105'145.01	112'396.00	112'396.01	119'647.00	
		2	99'719.00	107'105.00	107'105.01	114'492.00	114'492.01	121'878.00	
		3	101'544.00	109'066.00	109'066.01	116'587.00	116'587.01	124'109.00	
		4	103'369.00	111'026.00	111'026.01	118'683.00	118'683.01	126'340.00	
		5	105'194.00	112'987.00	112'987.01	120'779.00	120'779.01	128'571.00	
		6	106'443.00	114'328.00	114'328.01	122'213.00	122'213.01	130'097.00	
		7	107'692.00	115'669.00	115'669.01	123'647.00	123'647.01	131'624.00	
		8	108'941.00	117'011.00	117'011.01	125'081.00	125'081.01	133'150.00	
		9	110'190.00	118'352.00	118'352.01	126'514.00	126'514.01	134'677.00	
		10	111'439.00	119'694.00	119'694.01	127'948.00	127'948.01	136'203.00	
		11	112'303.00	120'622.00	120'622.01	128'941.00	128'941.01	137'260.00	
		12	113'168.00	121'551.00	121'551.01	129'934.00	129'934.01	138'317.00	
		13	114'033.00	122'480.00	122'480.01	130'926.00	130'926.01	139'373.00	
		14	114'897.00	123'408.00	123'408.01	131'919.00	131'919.01	140'430.00	
		15	115'762.00	124'337.00	124'337.01	132'912.00	132'912.01	141'487.00	
		16	116'338.00	124'956.00	124'956.01	133'574.00	133'574.01	142'191.00	
		17	116'915.00	125'575.00	125'575.01	134'235.00	134'235.01	142'896.00	
		18	117'491.00	126'194.00	126'194.01	134'897.00	134'897.01	143'600.00	
		19	118'068.00	126'813.00	126'813.01	135'559.00	135'559.01	144'305.00	
		20	118'644.00	127'432.00	127'432.01	136'221.00	136'221.01	145'009.00	
		21	118'932.00	127'742.00	127'742.01	136'552.00	136'552.01	145'362.00	
		22	119'220.00	128'052.00	128'052.01	136'883.00	136'883.01	145'714.00	
		23	119'509.00	128'361.00	128'361.01	137'214.00	137'214.01	146'066.00	
		24	119'797.00	128'671.00	128'671.01	137'544.00	137'544.01	146'418.00	
		25	120'085.00	128'980.00	128'980.01	137'875.00	137'875.01	146'771.00	
	Monatslöhne im 13tel 100 %	0	7'389.85	7'937.20	7'937.25	8'484.60	8'484.65	9'032.00	= Maximum = Minimum
		1	7'530.25	8'088.05	8'088.10	8'645.80	8'645.85	9'203.60	
		2	7'670.70	8'238.80	8'238.85	8'807.05	8'807.10	9'375.20	
		3	7'811.10	8'389.65	8'389.70	8'968.20	8'968.25	9'546.80	
		4	7'951.50	8'540.45	8'540.50	9'129.45	9'129.50	9'718.45	
		5	8'091.85	8'691.30	8'691.35	9'290.65	9'290.70	9'890.05	
		6	8'187.95	8'794.45	8'794.50	9'401.00	9'401.05	10'007.45	
		7	8'284.00	8'897.60	8'897.65	9'511.30	9'511.35	10'124.90	
		8	8'380.10	9'000.80	9'000.85	9'621.60	9'621.65	10'242.30	
		9	8'476.20	9'104.00	9'104.05	9'731.80	9'731.85	10'359.75	
		10	8'572.25	9'207.20	9'207.25	9'842.15	9'842.20	10'477.15	
		11	8'638.70	9'278.60	9'278.65	9'918.50	9'918.55	10'558.45	
		12	8'705.25	9'350.05	9'350.10	9'994.90	9'994.95	10'639.75	
		13	8'771.80	9'421.50	9'421.55	10'071.20	10'071.25	10'721.00	
		14	8'838.25	9'492.90	9'492.95	10'147.60	10'147.65	10'802.30	
		15	8'904.80	9'564.35	9'564.40	10'224.00	10'224.05	10'883.60	
		16	8'949.10	9'612.00	9'612.05	10'274.90	10'274.95	10'937.75	
		17	8'993.50	9'659.60	9'659.65	10'325.75	10'325.80	10'992.00	
		18	9'037.80	9'707.20	9'707.25	10'376.65	10'376.70	11'046.15	
		19	9'082.20	9'754.80	9'754.85	10'427.60	10'427.65	11'100.35	
		20	9'126.50	9'802.45	9'802.50	10'478.50	10'478.55	11'154.50	
		21	9'148.65	9'826.30	9'826.35	10'504.00	10'504.05	11'181.65	
		22	9'170.80	9'850.15	9'850.20	10'529.45	10'529.50	11'208.75	
		23	9'193.00	9'873.90	9'873.95	10'554.90	10'554.95	11'235.80	
		24	9'215.20	9'897.75	9'897.80	10'580.30	10'580.35	11'262.90	
		25	9'237.35	9'921.50	9'921.55	10'605.75	10'605.80	11'290.05	
	Stundenlöhne 100 % (= 1/2184 J-L)	0	43.99	47.24	47.25	50.50	50.51	53.76	= Maximum = Minimum
		1	44.83	48.14	48.15	51.46	51.47	54.78	
		2	45.66	49.04	49.05	52.42	52.43	55.80	
		3	46.50	49.93	49.94	53.38	53.39	56.82	
		4	47.34	50.83	50.84	54.34	54.35	57.84	
		5	48.17	51.73	51.74	55.30	55.31	58.86	
		6	48.74	52.34	52.35	55.95	55.96	59.56	
		7	49.31	52.96	52.97	56.61	56.62	60.26	
		8	49.89	53.57	53.58	57.27	57.28	60.96	
		9	50.46	54.19	54.20	57.92	57.93	61.66	
		10	51.03	54.80	54.81	58.58	58.59	62.36	
		11	51.43	55.22	55.23	59.03	59.04	62.84	
		12	51.82	55.65	55.66	59.49	59.50	63.33	
		13	52.22	56.08	56.09	59.94	59.95	63.81	
		14	52.61	56.50	56.51	60.40	60.41	64.29	
		15	53.01	56.93	56.94	60.85	60.86	64.78	
		16	53.27	57.21	57.22	61.16	61.17	65.10	
		17	53.54	57.49	57.50	61.46	61.47	65.42	
		18	53.80	57.78	57.79	61.76	61.77	65.75	
		19	54.07	58.06	58.07	62.06	62.07	66.07	
		20	54.33	58.34	58.35	62.37	62.38	66.39	
		21	54.46	58.48	58.49	62.52	62.53	66.55	
		22	54.59	58.63	58.64	62.67	62.68	66.71	
		23	54.73	58.77	58.78	62.82	62.83	66.88	
		24	54.86	58.91	58.92	62.97	62.98	67.04	
		25	54.99	59.05	59.06	63.12	63.13	67.20	

		Stufe nutzbare Erfahrung	Bereiche						Anmerkungen:
			Tief		Mittel		Hoch		
			ab	bis	ab	bis	ab	bis	
Funktionsstufe 11	Jahreslöhne 100 %	0	105'568.00	113'388.00	113'388.01	121'208.00	121'208.01	129'028.00	= Minimum
		1	107'574.00	115'542.00	115'542.01	123'511.00	123'511.01	131'479.00	
		2	109'580.00	117'697.00	117'697.01	125'814.00	125'814.01	133'931.00	
		3	111'585.00	119'851.00	119'851.01	128'117.00	128'117.01	136'382.00	
		4	113'591.00	122'005.00	122'005.01	130'419.00	130'419.01	138'834.00	
		5	115'597.00	124'160.00	124'160.01	132'722.00	132'722.01	141'285.00	
		6	116'969.00	125'634.00	125'634.01	134'298.00	134'298.01	142'963.00	
		7	118'342.00	127'108.00	127'108.01	135'874.00	135'874.01	144'640.00	
		8	119'714.00	128'582.00	128'582.01	137'450.00	137'450.01	146'317.00	
		9	121'086.00	130'056.00	130'056.01	139'025.00	139'025.01	147'995.00	
		10	122'459.00	131'530.00	131'530.01	140'601.00	140'601.01	149'672.00	
		11	123'409.00	132'550.00	132'550.01	141'692.00	141'692.01	150'833.00	
		12	124'359.00	133'571.00	133'571.01	142'783.00	142'783.01	151'994.00	
		13	125'309.00	134'591.00	134'591.01	143'874.00	143'874.01	153'156.00	
		14	126'259.00	135'612.00	135'612.01	144'964.00	144'964.01	154'317.00	
		15	127'209.00	136'632.00	136'632.01	146'055.00	146'055.01	155'478.00	
		16	127'843.00	137'313.00	137'313.01	146'783.00	146'783.01	156'252.00	
		17	128'476.00	137'993.00	137'993.01	147'510.00	147'510.01	157'027.00	
		18	129'110.00	138'673.00	138'673.01	148'237.00	148'237.01	157'801.00	
		19	129'743.00	139'354.00	139'354.01	148'964.00	148'964.01	158'575.00	
		20	130'376.00	140'034.00	140'034.01	149'692.00	149'692.01	159'349.00	
		21	130'693.00	140'374.00	140'374.01	150'055.00	150'055.01	159'736.00	
		22	131'010.00	140'714.00	140'714.01	150'419.00	150'419.01	160'123.00	
		23	131'327.00	141'054.00	141'054.01	150'782.00	150'782.01	160'510.00	
		24	131'643.00	141'395.00	141'395.01	151'146.00	151'146.01	160'897.00	
	25	131'960.00	141'735.00	141'735.01	151'510.00	151'510.01	161'284.00	= Maximum = Minimum	
	0	8'120.65	8'722.15	8'722.20	9'323.65	9'323.70	9'925.20		
	1	8'274.95	8'887.80	8'887.85	9'500.80	9'500.85	10'113.75		
	2	8'429.25	9'053.60	9'053.65	9'678.00	9'678.05	10'302.35		
	3	8'583.50	9'219.30	9'219.35	9'855.15	9'855.20	10'490.90		
	4	8'737.80	9'385.00	9'385.05	10'032.20	10'032.25	10'679.50		
	5	8'892.10	9'550.75	9'550.80	10'209.35	10'209.40	10'868.05		
	6	8'997.65	9'664.15	9'664.20	10'330.60	10'330.65	10'997.15		
	7	9'103.25	9'777.50	9'777.55	10'451.80	10'451.85	11'126.15		
	8	9'208.80	9'890.90	9'890.95	10'573.05	10'573.10	11'255.15		
	9	9'314.35	10'004.30	10'004.35	10'694.20	10'694.25	11'384.20		
	10	9'419.95	10'117.65	10'117.70	10'815.45	10'815.50	11'513.20		
	11	9'493.00	10'196.15	10'196.20	10'899.35	10'899.40	11'602.50		
	12	9'566.10	10'274.65	10'274.70	10'983.30	10'983.35	11'691.80		
	13	9'639.20	10'353.15	10'353.20	11'067.20	11'067.25	11'781.20		
	14	9'712.25	10'431.65	10'431.70	11'151.05	11'151.10	11'870.50		
	15	9'785.35	10'510.15	10'510.20	11'235.00	11'235.05	11'959.80		
	16	9'834.10	10'562.50	10'562.55	11'291.00	11'291.05	12'019.35		
	17	9'882.80	10'614.80	10'614.85	11'346.90	11'346.95	12'079.00		
	18	9'931.55	10'667.15	10'667.20	11'402.80	11'402.85	12'138.50		
	19	9'980.25	10'719.50	10'719.55	11'458.75	11'458.80	12'198.05		
	20	10'028.95	10'771.80	10'771.85	11'514.75	11'514.80	12'257.60		
	21	10'053.35	10'798.00	10'798.05	11'542.65	11'542.70	12'287.35		
	22	10'077.70	10'824.15	10'824.20	11'570.65	11'570.70	12'317.15		
	23	10'102.10	10'850.30	10'850.35	11'598.60	11'598.65	12'346.90		
	24	10'126.40	10'876.50	10'876.55	11'626.60	11'626.65	12'376.65		
	25	10'150.80	10'902.65	10'902.70	11'654.60	11'654.65	12'406.45	= Maximum = Minimum	
	0	48.34	51.91	51.92	55.49	55.50	59.07		
	1	49.26	52.90	52.91	56.55	56.56	60.20		
	2	50.18	53.89	53.90	57.60	57.61	61.32		
	3	51.10	54.87	54.88	58.66	58.67	62.44		
	4	52.02	55.86	55.87	59.71	59.72	63.56		
	5	52.93	56.84	56.85	60.77	60.78	64.69		
	6	53.56	57.52	57.53	61.49	61.50	65.45		
	7	54.19	58.19	58.20	62.21	62.22	66.22		
	8	54.82	58.87	58.88	62.93	62.94	66.99		
	9	55.45	59.54	59.55	63.65	63.66	67.76		
	10	56.08	60.22	60.23	64.37	64.38	68.53		
	11	56.51	60.69	60.70	64.87	64.88	69.06		
	12	56.95	61.15	61.16	65.37	65.38	69.59		
	13	57.38	61.62	61.63	65.87	65.88	70.12		
	14	57.82	62.09	62.10	66.37	66.38	70.65		
	15	58.25	62.56	62.57	66.87	66.88	71.18		
	16	58.54	62.87	62.88	67.20	67.21	71.54		
	17	58.83	63.18	63.19	67.54	67.55	71.89		
	18	59.12	63.49	63.50	67.87	67.88	72.25		
	19	59.41	63.80	63.81	68.20	68.21	72.60		
	20	59.70	64.11	64.12	68.54	68.55	72.96		
	21	59.85	64.27	64.28	68.70	68.71	73.13		
	22	59.99	64.42	64.43	68.87	68.88	73.31		
	23	60.14	64.58	64.59	69.03	69.04	73.49		
	24	60.28	64.74	64.75	69.20	69.21	73.67		
	25	60.43	64.89	64.90	69.37	69.38	73.84	= Maximum	

		Stufe nutzbare Erfahrung	Bereiche						Anmerkungen:
			Tief		Mittel		Hoch		
			ab	bis	ab	bis	ab	bis	
Funktionsstufe 12	Jahreslöhne 100 %	0	115'883.00	124'467.00	124'467.01	133'051.00	133'051.01	141'635.00	= Minimum
		1	118'085.00	126'832.00	126'832.01	135'579.00	135'579.01	144'326.00	
		2	120'287.00	129'197.00	129'197.01	138'107.00	138'107.01	147'017.00	
		3	122'488.00	131'562.00	131'562.01	140'635.00	140'635.01	149'708.00	
		4	124'690.00	133'926.00	133'926.01	143'163.00	143'163.01	152'399.00	
		5	126'892.00	136'291.00	136'291.01	145'691.00	145'691.01	155'090.00	
		6	128'398.00	137'909.00	137'909.01	147'420.00	147'420.01	156'931.00	
		7	129'905.00	139'527.00	139'527.01	149'150.00	149'150.01	158'773.00	
		8	131'411.00	141'145.00	141'145.01	150'880.00	150'880.01	160'614.00	
		9	132'918.00	142'764.00	142'764.01	152'609.00	152'609.01	162'455.00	
		10	134'424.00	144'382.00	144'382.01	154'339.00	154'339.01	164'296.00	
		11	135'467.00	145'502.00	145'502.01	155'536.00	155'536.01	165'571.00	
		12	136'510.00	146'622.00	146'622.01	156'734.00	156'734.01	166'846.00	
		13	137'553.00	147'742.00	147'742.01	157'931.00	157'931.01	168'120.00	
		14	138'596.00	148'862.00	148'862.01	159'129.00	159'129.01	169'395.00	
		15	139'639.00	149'983.00	149'983.01	160'326.00	160'326.01	170'670.00	
		16	140'334.00	150'729.00	150'729.01	161'125.00	161'125.01	171'520.00	
		17	141'030.00	151'476.00	151'476.01	161'923.00	161'923.01	172'370.00	
		18	141'725.00	152'223.00	152'223.01	162'721.00	162'721.01	173'219.00	
		19	142'420.00	152'970.00	152'970.01	163'519.00	163'519.01	174'069.00	
		20	143'116.00	153'717.00	153'717.01	164'318.00	164'318.01	174'919.00	
		21	143'463.00	154'090.00	154'090.01	164'717.00	164'717.01	175'344.00	
		22	143'811.00	154'463.00	154'463.01	165'116.00	165'116.01	175'769.00	
		23	144'158.00	154'837.00	154'837.01	165'515.00	165'515.01	176'194.00	
		24	144'506.00	155'210.00	155'210.01	165'914.00	165'914.01	176'619.00	
	25	144'854.00	155'584.00	155'584.01	166'314.00	166'314.01	177'043.00	= Maximum = Minimum	
	Monatslöhne im 13tel 100 %	0	8'914.10	9'574.35	9'574.40	10'234.65	10'234.70		10'895.00
		1	9'083.50	9'756.30	9'756.35	10'429.15	10'429.20		11'102.00
		2	9'252.85	9'938.20	9'938.25	10'623.60	10'623.65		11'309.00
		3	9'422.20	10'120.15	10'120.20	10'818.05	10'818.10		11'516.00
		4	9'591.55	10'302.00	10'302.05	11'012.50	11'012.55		11'723.00
		5	9'760.95	10'483.90	10'483.95	11'207.00	11'207.05		11'930.00
		6	9'876.80	10'608.35	10'608.40	11'340.00	11'340.05		12'071.60
		7	9'992.70	10'732.80	10'732.85	11'473.05	11'473.10		12'213.30
		8	10'108.55	10'857.30	10'857.35	11'606.15	11'606.20		12'354.90
		9	10'224.50	10'981.80	10'981.85	11'739.15	11'739.20		12'496.50
		10	10'340.35	11'106.30	11'106.35	11'872.20	11'872.25		12'638.15
		11	10'420.55	11'192.45	11'192.50	11'964.30	11'964.35		12'736.20
		12	10'500.80	11'278.60	11'278.65	12'056.45	12'056.50		12'834.30
		13	10'581.00	11'364.75	11'364.80	12'148.50	12'148.55		12'932.30
		14	10'661.25	11'450.90	11'450.95	12'240.65	12'240.70		13'030.35
		15	10'741.50	11'537.15	11'537.20	12'332.75	12'332.80		13'128.45
		16	10'794.95	11'594.50	11'594.55	12'394.20	12'394.25		13'193.80
		17	10'848.50	11'652.00	11'652.05	12'455.60	12'455.65		13'259.20
		18	10'901.95	11'709.45	11'709.50	12'517.00	12'517.05		13'324.50
		19	10'955.40	11'766.90	11'766.95	12'578.35	12'578.40		13'389.90
		20	11'008.95	11'824.35	11'824.40	12'639.80	12'639.85		13'455.30
		21	11'035.65	11'853.05	11'853.10	12'670.50	12'670.55		13'488.00
		22	11'062.40	11'881.75	11'881.80	12'701.20	12'701.25		13'520.65
		23	11'089.10	11'910.50	11'910.55	12'731.90	12'731.95		13'553.35
		24	11'115.85	11'939.20	11'939.25	12'762.60	12'762.65	13'586.05	
	25	11'142.65	11'968.00	11'968.05	12'793.35	12'793.40	13'618.65	= Maximum = Minimum	
	Stundenlöhne 100 % (= 1/2184 J-L)	0	53.06	56.99	57.00	60.92	60.93		64.85
		1	54.07	58.07	58.08	62.07	62.08		66.08
		2	55.08	59.15	59.16	63.23	63.24		67.31
		3	56.09	60.23	60.24	64.39	64.40		68.54
		4	57.10	61.32	61.33	65.55	65.56		69.77
		5	58.11	62.40	62.41	66.70	66.71		71.01
		6	58.80	63.14	63.15	67.50	67.51		71.85
		7	59.49	63.88	63.89	68.29	68.30		72.69
		8	60.17	64.62	64.63	69.08	69.09		73.54
		9	60.86	65.36	65.37	69.87	69.88		74.38
		10	61.55	66.10	66.11	70.66	70.67		75.22
		11	62.03	66.62	66.63	71.21	71.22		75.81
		12	62.51	67.13	67.14	71.76	71.77		76.39
		13	62.99	67.64	67.65	72.31	72.32		76.97
		14	63.46	68.16	68.17	72.86	72.87		77.56
		15	63.94	68.67	68.68	73.40	73.41		78.14
		16	64.26	69.01	69.02	73.77	73.78		78.53
		17	64.58	69.35	69.36	74.14	74.15		78.92
		18	64.90	69.69	69.70	74.50	74.51		79.31
		19	65.22	70.04	70.05	74.87	74.88		79.70
		20	65.53	70.38	70.39	75.23	75.24		80.09
		21	65.69	70.55	70.56	75.41	75.42		80.28
		22	65.85	70.72	70.73	75.60	75.61		80.48
		23	66.01	70.89	70.90	75.78	75.79		80.67
		24	66.17	71.06	71.07	75.96	75.97	80.86	
	25	66.33	71.23	71.24	76.15	76.16	81.06	= Maximum	

		Stufe nutzbare Erfahrung	Bereiche						Anmerkungen:
			Tief		Mittel		Hoch		
			ab	bis	ab	bis	ab	bis	
Funktionsstufe 13	Jahreslöhne 100 %	0	126'912.00	136'313.00	136'313.01	145'714.00	145'714.01	155'115.00	= Minimum
		1	129'323.00	138'903.00	138'903.01	148'482.00	148'482.01	158'062.00	
		2	131'735.00	141'493.00	141'493.01	151'251.00	151'251.01	161'009.00	
		3	134'146.00	144'083.00	144'083.01	154'019.00	154'019.01	163'956.00	
		4	136'557.00	146'673.00	146'673.01	156'788.00	156'788.01	166'903.00	
		5	138'969.00	149'263.00	149'263.01	159'557.00	159'557.01	169'851.00	
		6	140'618.00	151'035.00	151'035.01	161'451.00	161'451.01	171'867.00	
		7	142'268.00	152'807.00	152'807.01	163'345.00	163'345.01	173'884.00	
		8	143'918.00	154'579.00	154'579.01	165'239.00	165'239.01	175'900.00	
		9	145'568.00	156'351.00	156'351.01	167'134.00	167'134.01	177'917.00	
		10	147'218.00	158'123.00	158'123.01	169'028.00	169'028.01	179'933.00	
		11	148'360.00	159'350.00	159'350.01	170'339.00	170'339.01	181'329.00	
		12	149'502.00	160'577.00	160'577.01	171'651.00	171'651.01	182'725.00	
		13	150'645.00	161'803.00	161'803.01	172'962.00	172'962.01	184'121.00	
		14	151'787.00	163'030.00	163'030.01	174'274.00	174'274.01	185'517.00	
		15	152'929.00	164'257.00	164'257.01	175'585.00	175'585.01	186'913.00	
		16	153'690.00	165'075.00	165'075.01	176'459.00	176'459.01	187'844.00	
		17	154'452.00	165'893.00	165'893.01	177'334.00	177'334.01	188'775.00	
		18	155'213.00	166'711.00	166'711.01	178'208.00	178'208.01	189'705.00	
		19	155'975.00	167'529.00	167'529.01	179'082.00	179'082.01	190'636.00	
		20	156'736.00	168'346.00	168'346.01	179'957.00	179'957.01	191'567.00	
		21	157'117.00	168'755.00	168'755.01	180'394.00	180'394.01	192'032.00	
		22	157'498.00	169'164.00	169'164.01	180'831.00	180'831.01	192'497.00	
		23	157'879.00	169'573.00	169'573.01	181'268.00	181'268.01	192'963.00	
		24	158'259.00	169'982.00	169'982.01	181'705.00	181'705.01	193'428.00	
	25	158'640.00	170'391.00	170'391.01	182'142.00	182'142.01	193'893.00	= Maximum = Minimum	
	Monatslöhne im 13tel 100 %	0	9'762.50	10'485.60	10'485.65	11'208.75	11'208.80		11'931.90
		1	9'947.95	10'684.80	10'684.85	11'421.65	11'421.70		12'158.60
		2	10'133.50	10'884.05	10'884.10	11'634.65	11'634.70		12'385.30
		3	10'318.95	11'083.30	11'083.35	11'847.60	11'847.65		12'612.00
		4	10'504.40	11'282.50	11'282.55	12'060.60	12'060.65		12'838.65
		5	10'689.95	11'481.75	11'481.80	12'273.60	12'273.65		13'065.45
		6	10'816.80	11'618.05	11'618.10	12'419.30	12'419.35		13'220.50
		7	10'943.70	11'754.35	11'754.40	12'565.00	12'565.05		13'375.65
		8	11'070.65	11'890.65	11'890.70	12'710.65	12'710.70		13'530.75
		9	11'197.55	12'027.00	12'027.05	12'856.45	12'856.50		13'685.90
		10	11'324.50	12'163.30	12'163.35	13'002.15	13'002.20		13'841.00
		11	11'412.35	12'257.65	12'257.70	13'103.00	13'103.05		13'948.35
		12	11'500.20	12'352.05	12'352.10	13'203.90	13'203.95		14'055.75
		13	11'588.10	12'446.35	12'446.40	13'304.75	13'304.80		14'163.15
		14	11'675.95	12'540.75	12'540.80	13'405.65	13'405.70		14'270.50
		15	11'763.80	12'635.15	12'635.20	13'506.50	13'506.55		14'377.90
		16	11'822.35	12'698.05	12'698.10	13'573.75	13'573.80		14'449.50
		17	11'880.95	12'761.00	12'761.05	13'641.05	13'641.10		14'521.15
		18	11'939.50	12'823.90	12'823.95	13'708.30	13'708.35		14'592.65
		19	11'998.10	12'886.80	12'886.85	13'775.50	13'775.55		14'664.30
		20	12'056.65	12'949.65	12'949.70	13'842.80	13'842.85		14'735.90
		21	12'085.95	12'981.15	12'981.20	13'876.45	13'876.50		14'771.65
		22	12'115.25	13'012.60	13'012.65	13'910.05	13'910.10		14'807.45
		23	12'144.55	13'044.05	13'044.10	13'943.65	13'943.70		14'843.30
		24	12'173.80	13'075.50	13'075.55	13'977.30	13'977.35	14'879.05	
	25	12'203.10	13'107.00	13'107.05	14'010.90	14'010.95	14'914.80	= Maximum = Minimum	
	Stundenlöhne 100 % (= 1/2184 J-L)	0	58.11	62.41	62.42	66.71	66.72		71.02
		1	59.22	63.60	63.61	67.98	67.99		72.37
		2	60.32	64.78	64.79	69.25	69.26		73.72
		3	61.43	65.97	65.98	70.52	70.53		75.07
		4	62.53	67.15	67.16	71.78	71.79		76.42
		5	63.64	68.34	68.35	73.05	73.06		77.77
		6	64.39	69.15	69.16	73.92	73.93		78.69
		7	65.15	69.96	69.97	74.79	74.80		79.61
		8	65.90	70.77	70.78	75.65	75.66		80.54
		9	66.66	71.58	71.59	76.52	76.53		81.46
		10	67.41	72.40	72.41	77.39	77.40		82.38
		11	67.94	72.96	72.97	77.99	78.00		83.02
		12	68.46	73.52	73.53	78.59	78.60		83.66
		13	68.98	74.08	74.09	79.19	79.20		84.30
		14	69.50	74.64	74.65	79.79	79.80		84.94
		15	70.03	75.20	75.21	80.39	80.40		85.58
		16	70.38	75.58	75.59	80.79	80.80		86.00
		17	70.72	75.95	75.96	81.19	81.20		86.43
		18	71.07	76.33	76.34	81.59	81.60		86.86
		19	71.42	76.70	76.71	81.99	82.00		87.28
		20	71.77	77.08	77.09	82.39	82.40		87.71
		21	71.95	77.26	77.27	82.59	82.60		87.92
		22	72.12	77.45	77.46	82.79	82.80		88.13
		23	72.29	77.64	77.65	82.99	83.00		88.35
		24	72.47	77.83	77.84	83.19	83.20	88.56	
	25	72.64	78.01	78.02	83.39	83.40	88.77	= Maximum	

		Stufe nutzbare Erfahrung	Bereiche						Anmerkungen:
			Tief		Mittel		Hoch		
			ab	bis	ab	bis	ab	bis	
Funktionsstufe 14	Jahreslöhne 100 %	0	138'776.00	149'056.00	149'056.01	159'335.00	159'335.01	169'615.00	= Minimum
		1	141'413.00	151'888.00	151'888.01	162'363.00	162'363.01	172'838.00	
		2	144'049.00	154'720.00	154'720.01	165'390.00	165'390.01	176'060.00	
		3	146'686.00	157'552.00	157'552.01	168'418.00	168'418.01	179'283.00	
		4	149'323.00	160'384.00	160'384.01	171'445.00	171'445.01	182'506.00	
		5	151'960.00	163'216.00	163'216.01	174'472.00	174'472.01	185'729.00	
		6	153'764.00	165'154.00	165'154.01	176'544.00	176'544.01	187'934.00	
		7	155'568.00	167'091.00	167'091.01	178'615.00	178'615.01	190'139.00	
		8	157'372.00	169'029.00	169'029.01	180'686.00	180'686.01	192'344.00	
		9	159'176.00	170'967.00	170'967.01	182'758.00	182'758.01	194'549.00	
		10	160'980.00	172'905.00	172'905.01	184'829.00	184'829.01	196'754.00	
		11	162'229.00	174'246.00	174'246.01	186'263.00	186'263.01	198'280.00	
		12	163'478.00	175'588.00	175'588.01	187'697.00	187'697.01	199'807.00	
		13	164'727.00	176'929.00	176'929.01	189'131.00	189'131.01	201'333.00	
		14	165'976.00	178'271.00	178'271.01	190'565.00	190'565.01	202'860.00	
		15	167'225.00	179'612.00	179'612.01	191'999.00	191'999.01	204'386.00	
		16	168'058.00	180'506.00	180'506.01	192'955.00	192'955.01	205'404.00	
		17	168'890.00	181'401.00	181'401.01	193'911.00	193'911.01	206'422.00	
		18	169'723.00	182'295.00	182'295.01	194'867.00	194'867.01	207'439.00	
		19	170'556.00	183'189.00	183'189.01	195'823.00	195'823.01	208'457.00	
		20	171'388.00	184'084.00	184'084.01	196'779.00	196'779.01	209'475.00	
		21	171'805.00	184'531.00	184'531.01	197'257.00	197'257.01	209'984.00	
		22	172'221.00	184'978.00	184'978.01	197'735.00	197'735.01	210'492.00	
		23	172'637.00	185'425.00	185'425.01	198'213.00	198'213.01	211'001.00	
		24	173'054.00	185'872.00	185'872.01	198'691.00	198'691.01	211'510.00	
	25	173'470.00	186'320.00	186'320.01	199'169.00	199'169.01	212'019.00		
	Monatslöhne im 13tel 100 %	0	10'675.10	11'465.80	11'465.85	12'256.50	12'256.55	13'047.30	= Maximum = Minimum
		1	10'877.95	11'683.65	11'683.70	12'489.45	12'489.50	13'295.20	
		2	11'080.70	11'901.50	11'901.55	12'722.30	12'722.35	13'543.05	
		3	11'283.55	12'119.35	12'119.40	12'955.20	12'955.25	13'791.00	
		4	11'486.40	12'337.20	12'337.25	13'188.05	13'188.10	14'038.90	
		5	11'689.25	12'555.05	12'555.10	13'420.90	13'420.95	14'286.80	
		6	11'828.00	12'704.15	12'704.20	13'580.30	13'580.35	14'456.45	
		7	11'966.80	12'853.15	12'853.20	13'739.60	13'739.65	14'626.05	
		8	12'105.55	13'002.20	13'002.25	13'898.90	13'898.95	14'795.65	
		9	12'244.35	13'151.30	13'151.35	14'058.30	14'058.35	14'965.30	
		10	12'383.10	13'300.35	13'300.40	14'217.60	14'217.65	15'134.90	
		11	12'479.20	13'403.50	13'403.55	14'327.90	14'327.95	15'252.30	
		12	12'575.25	13'506.75	13'506.80	14'438.20	14'438.25	15'369.75	
		13	12'671.35	13'609.90	13'609.95	14'548.50	14'548.55	15'487.15	
		14	12'767.40	13'713.15	13'713.20	14'658.80	14'658.85	15'604.60	
		15	12'863.50	13'816.30	13'816.35	14'769.15	14'769.20	15'722.00	
		16	12'927.55	13'885.05	13'885.10	14'842.65	14'842.70	15'800.30	
		17	12'991.55	13'953.90	13'953.95	14'916.20	14'916.25	15'878.60	
		18	13'055.65	14'022.65	14'022.70	14'989.75	14'989.80	15'956.80	
		19	13'119.70	14'091.45	14'091.50	15'063.30	15'063.35	16'035.15	
		20	13'183.70	14'160.30	14'160.35	15'136.80	15'136.85	16'113.45	
		21	13'215.80	14'194.65	14'194.70	15'173.60	15'173.65	16'152.60	
		22	13'247.80	14'229.05	14'229.10	15'210.35	15'210.40	16'191.65	
		23	13'279.80	14'263.45	14'263.50	15'247.15	15'247.20	16'230.80	
		24	13'311.85	14'297.80	14'297.85	15'283.90	15'283.95	16'270.00	
	25	13'343.85	14'332.30	14'332.35	15'320.65	15'320.70	16'309.15		
	Stundenlöhne 100 % (= 1/2184 J-L)	0	63.55	68.24	68.25	72.95	72.96	77.66	= Maximum = Minimum
		1	64.75	69.54	69.55	74.34	74.35	79.13	
		2	65.96	70.84	70.85	75.72	75.73	80.61	
		3	67.17	72.13	72.14	77.11	77.12	82.08	
		4	68.38	73.43	73.44	78.50	78.51	83.56	
		5	69.58	74.73	74.74	79.88	79.89	85.04	
		6	70.41	75.61	75.62	80.83	80.84	86.05	
		7	71.24	76.50	76.51	81.78	81.79	87.05	
		8	72.06	77.39	77.40	82.73	82.74	88.06	
		9	72.89	78.28	78.29	83.68	83.69	89.07	
		10	73.71	79.16	79.17	84.62	84.63	90.08	
		11	74.29	79.78	79.79	85.28	85.29	90.78	
		12	74.86	80.39	80.40	85.94	85.95	91.48	
		13	75.43	81.01	81.02	86.59	86.60	92.18	
		14	76.00	81.62	81.63	87.25	87.26	92.88	
		15	76.57	82.23	82.24	87.91	87.92	93.58	
		16	76.95	82.64	82.65	88.34	88.35	94.04	
		17	77.34	83.05	83.06	88.78	88.79	94.51	
		18	77.72	83.46	83.47	89.22	89.23	94.98	
		19	78.10	83.87	83.88	89.66	89.67	95.44	
		20	78.48	84.28	84.29	90.10	90.11	95.91	
		21	78.67	84.49	84.50	90.31	90.32	96.14	
		22	78.86	84.69	84.70	90.53	90.54	96.37	
		23	79.05	84.90	84.91	90.75	90.76	96.61	
		24	79.24	85.10	85.11	90.97	90.98	96.84	
	25	79.43	85.31	85.32	91.19	91.20	97.07		

		Stufe nutzbare Erfahrung	Bereiche						Anmerkungen:
			Tief		Mittel		Hoch		
			ab	bis	ab	bis	ab	bis	
Funktionsstufe 15	Jahreslöhne 100 %	0	151'372.00	162'585.00	162'585.01	173'797.00	173'797.01	185'010.00	= Minimum
		1	154'248.00	165'674.00	165'674.01	177'100.00	177'100.01	188'525.00	
		2	157'124.00	168'763.00	168'763.01	180'402.00	180'402.01	192'041.00	
		3	160'000.00	171'852.00	171'852.01	183'704.00	183'704.01	195'556.00	
		4	162'876.00	174'941.00	174'941.01	187'006.00	187'006.01	199'071.00	
		5	165'752.00	178'030.00	178'030.01	190'308.00	190'308.01	202'586.00	
		6	167'720.00	180'144.00	180'144.01	192'568.00	192'568.01	204'991.00	
		7	169'688.00	182'257.00	182'257.01	194'827.00	194'827.01	207'396.00	
		8	171'656.00	184'371.00	184'371.01	197'086.00	197'086.01	209'802.00	
		9	173'624.00	186'485.00	186'485.01	199'346.00	199'346.01	212'207.00	
		10	175'592.00	188'598.00	188'598.01	201'605.00	201'605.01	214'612.00	
		11	176'954.00	190'062.00	190'062.01	203'169.00	203'169.01	216'277.00	
		12	178'316.00	191'525.00	191'525.01	204'733.00	204'733.01	217'942.00	
		13	179'679.00	192'988.00	192'988.01	206'298.00	206'298.01	219'607.00	
		14	181'041.00	194'451.00	194'451.01	207'862.00	207'862.01	221'272.00	
		15	182'403.00	195'915.00	195'915.01	209'426.00	209'426.01	222'937.00	
		16	183'311.00	196'890.00	196'890.01	210'469.00	210'469.01	224'047.00	
		17	184'220.00	197'866.00	197'866.01	211'512.00	211'512.01	225'157.00	
		18	185'128.00	198'841.00	198'841.01	212'554.00	212'554.01	226'268.00	
		19	186'036.00	199'817.00	199'817.01	213'597.00	213'597.01	227'378.00	
		20	186'944.00	200'792.00	200'792.01	214'640.00	214'640.01	228'488.00	
		21	187'399.00	201'280.00	201'280.01	215'161.00	215'161.01	229'043.00	
		22	187'853.00	201'768.00	201'768.01	215'683.00	215'683.01	229'598.00	
		23	188'307.00	202'255.00	202'255.01	216'204.00	216'204.01	230'153.00	
		24	188'761.00	202'743.00	202'743.01	216'725.00	216'725.01	230'708.00	
	25	189'215.00	203'231.00	203'231.01	217'247.00	217'247.01	231'263.00	= Maximum	
	Monatslöhne im 13tel 100 %	0	11'644.00	12'506.50	12'506.55	13'369.00	13'369.05	14'231.50	= Minimum
		1	11'865.25	12'744.15	12'744.20	13'623.05	13'623.10	14'501.90	
		2	12'086.50	12'981.75	12'981.80	13'877.05	13'877.10	14'772.35	
		3	12'307.70	13'219.35	13'219.40	14'131.05	14'131.10	15'042.75	
		4	12'528.95	13'457.00	13'457.05	14'385.05	14'385.10	15'313.15	
		5	12'750.20	13'694.60	13'694.65	14'639.05	14'639.10	15'583.50	
		6	12'901.55	13'857.20	13'857.25	14'812.90	14'812.95	15'768.50	
		7	13'052.95	14'019.75	14'019.80	14'986.65	14'986.70	15'953.50	
		8	13'204.35	14'182.35	14'182.40	15'160.45	15'160.50	16'138.60	
		9	13'355.70	14'345.00	14'345.05	15'334.30	15'334.35	16'323.60	
		10	13'507.10	14'507.50	14'507.55	15'508.05	15'508.10	16'508.60	
		11	13'611.85	14'620.15	14'620.20	15'628.35	15'628.40	16'636.65	
		12	13'716.65	14'732.65	14'732.70	15'748.65	15'748.70	16'764.75	
		13	13'821.50	14'845.20	14'845.25	15'869.05	15'869.10	16'892.80	
		14	13'926.25	14'957.75	14'957.80	15'989.35	15'989.40	17'020.90	
		15	14'031.00	15'070.35	15'070.40	16'109.65	16'109.70	17'149.00	
		16	14'100.85	15'145.35	15'145.40	16'189.90	16'189.95	17'234.35	
		17	14'170.80	15'220.45	15'220.50	16'270.15	16'270.20	17'319.75	
		18	14'240.65	15'295.45	15'295.50	16'350.30	16'350.35	17'405.20	
		19	14'310.50	15'370.50	15'370.55	16'430.50	16'430.55	17'490.60	
		20	14'380.35	15'445.50	15'445.55	16'510.75	16'510.80	17'576.00	
		21	14'415.35	15'483.05	15'483.10	16'550.80	16'550.85	17'618.65	
		22	14'450.25	15'520.60	15'520.65	16'591.00	16'591.05	17'661.35	
		23	14'485.20	15'558.05	15'558.10	16'631.05	16'631.10	17'704.05	
		24	14'520.10	15'595.60	15'595.65	16'671.15	16'671.20	17'746.75	
	25	14'555.00	15'633.15	15'633.20	16'711.30	16'711.35	17'789.45	= Maximum	
	Stundenlöhne 100 % (= 1/2184 J-L)	0	69.31	74.44	74.45	79.57	79.58	84.71	= Minimum
		1	70.63	75.85	75.86	81.08	81.09	86.32	
		2	71.95	77.27	77.28	82.60	82.61	87.93	
		3	73.27	78.68	78.69	84.11	84.12	89.54	
		4	74.58	80.10	80.11	85.62	85.63	91.14	
		5	75.90	81.51	81.52	87.13	87.14	92.75	
		6	76.80	82.48	82.49	88.17	88.18	93.86	
		7	77.70	83.45	83.46	89.20	89.21	94.96	
		8	78.60	84.41	84.42	90.24	90.25	96.06	
		9	79.50	85.38	85.39	91.27	91.28	97.16	
		10	80.40	86.35	86.36	92.30	92.31	98.26	
		11	81.03	87.02	87.03	93.02	93.03	99.02	
		12	81.65	87.69	87.70	93.74	93.75	99.79	
		13	82.28	88.36	88.37	94.45	94.46	100.55	
		14	82.90	89.03	89.04	95.17	95.18	101.31	
		15	83.52	89.70	89.71	95.89	95.90	102.07	
		16	83.94	90.15	90.16	96.36	96.37	102.58	
		17	84.35	90.59	90.60	96.84	96.85	103.09	
		18	84.77	91.04	91.05	97.32	97.33	103.60	
		19	85.19	91.49	91.50	97.80	97.81	104.11	
		20	85.60	91.93	91.94	98.27	98.28	104.61	
		21	85.81	92.16	92.17	98.51	98.52	104.87	
		22	86.02	92.38	92.39	98.75	98.76	105.12	
		23	86.23	92.60	92.61	98.99	99.00	105.38	
		24	86.43	92.83	92.84	99.23	99.24	105.63	
	25	86.64	93.05	93.06	99.47	99.48	105.88	= Maximum	

		Stufe nutzbare Erfahrung	Bereiche						Anmerkungen:
			Tief		Mittel		Hoch		
			ab	bis	ab	bis	ab	bis	
Funktionsstufe 16	Jahreslöhne 100 %	0	164'821.00	177'030.00	177'030.01	189'239.00	189'239.01	201'448.00	= Minimum
		1	167'953.00	180'394.00	180'394.01	192'834.00	192'834.01	205'275.00	
		2	171'084.00	183'757.00	183'757.01	196'430.00	196'430.01	209'103.00	
		3	174'216.00	187'121.00	187'121.01	200'026.00	200'026.01	212'930.00	
		4	177'347.00	190'484.00	190'484.01	203'621.00	203'621.01	216'758.00	
		5	180'479.00	193'848.00	193'848.01	207'217.00	207'217.01	220'585.00	
		6	182'622.00	196'149.00	196'149.01	209'677.00	209'677.01	223'204.00	
		7	184'764.00	198'451.00	198'451.01	212'137.00	212'137.01	225'823.00	
		8	186'907.00	200'752.00	200'752.01	214'597.00	214'597.01	228'442.00	
		9	189'050.00	203'053.00	203'053.01	217'057.00	217'057.01	231'061.00	
		10	191'192.00	205'355.00	205'355.01	219'517.00	219'517.01	233'680.00	
		11	192'676.00	206'948.00	206'948.01	221'220.00	221'220.01	235'493.00	
		12	194'159.00	208'541.00	208'541.01	222'923.00	222'923.01	237'306.00	
		13	195'643.00	210'135.00	210'135.01	224'627.00	224'627.01	239'119.00	
		14	197'126.00	211'728.00	211'728.01	226'330.00	226'330.01	240'932.00	
		15	198'609.00	213'321.00	213'321.01	228'033.00	228'033.01	242'745.00	
		16	199'598.00	214'383.00	214'383.01	229'168.00	229'168.01	243'953.00	
		17	200'587.00	215'445.00	215'445.01	230'304.00	230'304.01	245'162.00	
		18	201'576.00	216'508.00	216'508.01	231'439.00	231'439.01	246'371.00	
		19	202'565.00	217'570.00	217'570.01	232'575.00	232'575.01	247'579.00	
		20	203'554.00	218'632.00	218'632.01	233'710.00	233'710.01	248'788.00	
		21	204'048.00	219'163.00	219'163.01	234'278.00	234'278.01	249'392.00	
		22	204'543.00	219'694.00	219'694.01	234'846.00	234'846.01	249'997.00	
		23	205'037.00	220'225.00	220'225.01	235'413.00	235'413.01	250'601.00	
		24	205'532.00	220'756.00	220'756.01	235'981.00	235'981.01	251'206.00	
		25	206'026.00	221'287.00	221'287.01	236'549.00	236'549.01	251'810.00	
	Monatslöhne im 13tel 100 %	0	12'678.55	13'617.65	13'617.70	14'556.80	14'556.85	15'496.00	
		1	12'919.50	13'876.45	13'876.50	14'833.35	14'833.40	15'790.35	
		2	13'160.35	14'135.15	14'135.20	15'110.00	15'110.05	16'084.80	
		3	13'401.25	14'393.90	14'393.95	15'386.60	15'386.65	16'379.20	
		4	13'642.10	14'652.60	14'652.65	15'663.15	15'663.20	16'673.65	
		5	13'883.00	14'911.35	14'911.40	15'939.75	15'939.80	16'968.05	
		6	14'047.85	15'088.35	15'088.40	16'129.00	16'129.05	17'169.50	
		7	14'212.65	15'265.45	15'265.50	16'318.20	16'318.25	17'371.00	
		8	14'377.50	15'442.45	15'442.50	16'507.45	16'507.50	17'572.45	
		9	14'542.35	15'619.45	15'619.50	16'696.65	16'696.70	17'773.90	
		10	14'707.10	15'796.50	15'796.55	16'885.90	16'885.95	17'975.35	
		11	14'821.25	15'919.05	15'919.10	17'016.90	17'016.95	18'114.80	
		12	14'935.35	16'041.60	16'041.65	17'147.90	17'147.95	18'254.30	
		13	15'049.50	16'164.20	16'164.25	17'279.00	17'279.05	18'393.75	
		14	15'163.55	16'286.75	16'286.80	17'410.00	17'410.05	18'533.20	
		15	15'277.65	16'409.30	16'409.35	17'541.00	17'541.05	18'672.65	
		16	15'353.70	16'491.00	16'491.05	17'628.30	17'628.35	18'765.60	
		17	15'429.80	16'572.65	16'572.70	17'715.65	17'715.70	18'858.60	
		18	15'505.85	16'654.45	16'654.50	17'803.00	17'803.05	18'951.60	
		19	15'581.95	16'736.15	16'736.20	17'890.35	17'890.40	19'044.50	
		20	15'658.00	16'817.80	16'817.85	17'977.65	17'977.70	19'137.50	
		21	15'696.00	16'858.65	16'858.70	18'021.35	18'021.40	19'184.00	
		22	15'734.10	16'899.50	16'899.55	18'065.05	18'065.10	19'230.50	
		23	15'772.10	16'940.35	16'940.40	18'108.65	18'108.70	19'277.00	
		24	15'810.20	16'981.20	16'981.25	18'152.35	18'152.40	19'323.50	
		25	15'848.20	17'022.05	17'022.10	18'196.05	18'196.10	19'370.00	= Maximum = Minimum
	Stundenlöhne 100 % (= 1/2184 J-L)	0	75.47	81.05	81.06	86.64	86.65	92.23	
		1	76.91	82.59	82.60	88.29	88.30	93.99	
		2	78.34	84.13	84.14	89.94	89.95	95.74	
		3	79.77	85.67	85.68	91.58	91.59	97.49	
		4	81.21	87.21	87.22	93.23	93.24	99.24	
		5	82.64	88.75	88.76	94.87	94.88	101.00	
		6	83.62	89.81	89.82	96.00	96.01	102.19	
		7	84.60	90.86	90.87	97.13	97.14	103.39	
		8	85.59	91.91	91.92	98.25	98.26	104.59	
		9	86.57	92.97	92.98	99.38	99.39	105.79	
		10	87.55	94.02	94.03	100.51	100.52	106.99	
		11	88.23	94.75	94.76	101.29	101.30	107.82	
		12	88.91	95.48	95.49	102.07	102.08	108.65	
		13	89.59	96.21	96.22	102.85	102.86	109.48	
		14	90.26	96.94	96.95	103.63	103.64	110.31	
		15	90.94	97.67	97.68	104.41	104.42	111.14	
		16	91.40	98.16	98.17	104.93	104.94	111.70	
		17	91.85	98.64	98.65	105.45	105.46	112.25	
		18	92.30	99.13	99.14	105.97	105.98	112.80	
		19	92.75	99.61	99.62	106.49	106.50	113.36	
		20	93.21	100.10	100.11	107.01	107.02	113.91	
		21	93.43	100.34	100.35	107.27	107.28	114.19	
		22	93.66	100.59	100.60	107.53	107.54	114.46	
		23	93.89	100.83	100.84	107.78	107.79	114.74	
		24	94.11	101.07	101.08	108.04	108.05	115.02	
		25	94.34	101.32	101.33	108.30	108.31	115.29	= Maximum

Funktionsstufe 17	Stufe nutzbare Erfahrung	Bereiche					
		Tief		Mittel		Hoch	
		ab	bis	ab	bis	ab	bis
Jahreslöhne 100 %	0	179'025.00	192'286.00	192'286.01	205'547.00	205'547.01	218'808.00
	1	182'426.00	195'940.00	195'940.01	209'453.00	209'453.01	222'966.00
	2	185'828.00	199'593.00	199'593.01	213'358.00	213'358.01	227'123.00
	3	189'229.00	203'246.00	203'246.01	217'263.00	217'263.01	231'280.00
	4	192'631.00	206'900.00	206'900.01	221'169.00	221'169.01	235'438.00
	5	196'032.00	210'553.00	210'553.01	225'074.00	225'074.01	239'595.00
	6	198'360.00	213'053.00	213'053.01	227'746.00	227'746.01	242'440.00
	7	200'687.00	215'553.00	215'553.01	230'418.00	230'418.01	245'284.00
	8	203'014.00	218'052.00	218'052.01	233'091.00	233'091.01	248'129.00
	9	205'342.00	220'552.00	220'552.01	235'763.00	235'763.01	250'973.00
	10	207'669.00	223'052.00	223'052.01	238'435.00	238'435.01	253'818.00
	11	209'280.00	224'782.00	224'782.01	240'285.00	240'285.01	255'787.00
	12	210'891.00	226'513.00	226'513.01	242'135.00	242'135.01	257'457.00
	13	212'503.00	228'244.00	228'244.01	243'985.00	243'985.01	257'457.00
	14	214'114.00	229'974.00	229'974.01	245'834.00	245'834.01	257'457.00
	15	215'725.00	231'705.00	231'705.01	247'684.00	247'684.01	257'457.00
	16	216'799.00	232'858.00	232'858.01	248'918.00	248'918.01	257'457.00
	17	217'873.00	234'012.00	234'012.01	250'151.00	250'151.01	257'457.00
	18	218'948.00	235'166.00	235'166.01	251'384.00	251'384.01	257'457.00
	19	220'022.00	236'320.00	236'320.01	252'618.00	252'618.01	257'457.00
	20	221'096.00	237'473.00	237'473.01	253'851.00	253'851.01	257'457.00
	21	221'633.00	238'050.00	238'050.01	254'467.00	254'467.01	257'457.00
	22	222'170.00	238'627.00	238'627.01	255'084.00	255'084.01	257'457.00
	23	222'707.00	239'204.00	239'204.01	255'701.00	255'701.01	257'457.00
	24	223'244.00	239'781.00	239'781.01	256'317.00	256'317.01	257'457.00
	25	223'781.00	240'358.00	240'358.01	256'934.00	256'934.01	257'457.00
Monatslöhne im 13tel 100 %	0	13'771.20	14'791.20	14'791.25	15'811.30	15'811.35	16'831.35
	1	14'032.80	15'072.30	15'072.35	16'111.75	16'111.80	17'151.20
	2	14'294.50	15'353.30	15'353.35	16'412.15	16'412.20	17'471.00
	3	14'556.10	15'634.30	15'634.35	16'712.50	16'712.55	17'790.75
	4	14'817.80	15'915.35	15'915.40	17'013.00	17'013.05	18'110.60
	5	15'079.40	16'196.35	16'196.40	17'313.35	17'313.40	18'430.35
	6	15'258.50	16'388.65	16'388.70	17'518.90	17'518.95	18'649.20
	7	15'437.50	16'581.00	16'581.05	17'724.45	17'724.50	18'868.00
	8	15'616.50	16'773.20	16'773.25	17'930.05	17'930.10	19'086.80
	9	15'795.55	16'965.50	16'965.55	18'135.60	18'135.65	19'305.60
	10	15'974.55	17'157.80	17'157.85	18'341.15	18'341.20	19'524.45
	11	16'098.50	17'290.90	17'290.95	18'483.45	18'483.50	19'675.90
	12	16'222.40	17'424.05	17'424.10	18'625.75	18'625.80	19'804.40
	13	16'346.40	17'557.20	17'557.25	18'768.05	18'768.10	19'804.40
	14	16'470.35	17'690.30	17'690.35	18'910.30	18'910.35	19'804.40
	15	16'594.25	17'823.45	17'823.50	19'052.60	19'052.65	19'804.40
	16	16'676.85	17'912.15	17'912.20	19'147.50	19'147.55	19'804.40
	17	16'759.50	18'000.90	18'000.95	19'242.35	19'242.40	19'804.40
	18	16'842.20	18'089.65	18'089.70	19'337.20	19'337.25	19'804.40
	19	16'924.80	18'178.45	18'178.50	19'432.15	19'432.20	19'804.40
	20	17'007.40	18'267.15	18'267.20	19'527.00	19'527.05	19'804.40
	21	17'048.70	18'311.50	18'311.55	19'574.35	19'574.40	19'804.40
	22	17'090.00	18'355.90	18'355.95	19'621.80	19'621.85	19'804.40
	23	17'131.35	18'400.30	18'400.35	19'669.30	19'669.35	19'804.40
	24	17'172.65	18'444.65	18'444.70	19'716.65	19'716.70	19'804.40
	25	17'213.95	18'489.05	18'489.10	19'764.15	19'764.20	19'804.40
Stundenlöhne 100 % (= 1/2184 J-L)	0	81.98	88.04	88.05	94.11	94.12	100.18
	1	83.53	89.71	89.72	95.90	95.91	102.09
	2	85.09	91.38	91.39	97.69	97.70	103.99
	3	86.65	93.06	93.07	99.47	99.48	105.89
	4	88.21	94.73	94.74	101.26	101.27	107.80
	5	89.76	96.40	96.41	103.05	103.06	109.70
	6	90.83	97.55	97.56	104.27	104.28	111.00
	7	91.89	98.69	98.70	105.50	105.51	112.30
	8	92.96	99.84	99.85	106.72	106.73	113.61
	9	94.03	100.98	100.99	107.95	107.96	114.91
	10	95.09	102.13	102.14	109.17	109.18	116.21
	11	95.83	102.92	102.93	110.02	110.03	117.11
	12	96.57	103.71	103.72	110.86	110.87	117.88
	13	97.30	104.50	104.51	111.71	111.72	117.88
	14	98.04	105.29	105.30	112.56	112.57	117.88
	15	98.78	106.09	106.10	113.40	113.41	117.88
	16	99.27	106.61	106.62	113.97	113.98	117.88
	17	99.76	107.14	107.15	114.53	114.54	117.88
	18	100.26	107.67	107.68	115.10	115.11	117.88
	19	100.75	108.20	108.21	115.66	115.67	117.88
	20	101.24	108.73	108.74	116.23	116.24	117.88
	21	101.49	108.99	109.00	116.51	116.52	117.88
	22	101.73	109.26	109.27	116.79	116.80	117.88
	23	101.98	109.52	109.53	117.07	117.08	117.88
	24	102.22	109.78	109.79	117.36	117.37	117.88
	25	102.47	110.05	110.06	117.64	117.65	117.88

Anmerkungen:

179'025.00 = Minimum

257'457.00 = Geltende Lohnobergrenze

13'771.20 = Minimum

19'804.40 = Geltende Lohnobergrenze

81.98 = Minimum

117.88 = Geltende Lohnobergrenze

Funktionsstufe 18	Stufe nutzbare Erfahrung	Bereiche					
		Tief		Mittel		Hoch	
		ab	bis	ab	bis	ab	bis
Jahreslöhne 100 %	0	194'102.00	208'480.00	208'480.01	222'858.00	222'858.01	237'236.00
	1	197'790.00	212'441.00	212'441.01	227'092.00	227'092.01	241'743.00
	2	201'478.00	216'402.00	216'402.01	231'326.00	231'326.01	246'251.00
	3	205'166.00	220'363.00	220'363.01	235'561.00	235'561.01	250'758.00
	4	208'854.00	224'324.00	224'324.01	239'795.00	239'795.01	255'266.00
	5	212'542.00	228'286.00	228'286.01	244'029.00	244'029.01	257'457.00
	6	215'065.00	230'996.00	230'996.01	246'926.00	246'926.01	257'457.00
	7	217'588.00	233'706.00	233'706.01	249'824.00	249'824.01	257'457.00
	8	220'112.00	236'416.00	236'416.01	252'721.00	252'721.01	257'457.00
	9	222'635.00	239'126.00	239'126.01	255'618.00	255'618.01	257'457.00
	10	225'158.00	241'837.00	241'837.01	257'457.00	257'457.00	257'457.00
	11	226'905.00	243'713.00	243'713.01	257'457.00	257'457.00	257'457.00
	12	228'652.00	245'589.00	245'589.01	257'457.00	257'457.00	257'457.00
	13	230'399.00	247'466.00	247'466.01	257'457.00	257'457.00	257'457.00
	14	232'146.00	249'342.00	249'342.01	257'457.00	257'457.00	257'457.00
	15	233'893.00	251'218.00	251'218.01	257'457.00	257'457.00	257'457.00
	16	235'058.00	252'469.00	252'469.01	257'457.00	257'457.00	257'457.00
	17	236'222.00	253'720.00	253'720.01	257'457.00	257'457.00	257'457.00
	18	237'387.00	254'971.00	254'971.01	257'457.00	257'457.00	257'457.00
	19	238'551.00	256'222.00	256'222.01	257'457.00	257'457.00	257'457.00
	20	239'716.00	257'457.00	257'457.00	257'457.00	257'457.00	257'457.00
	21	240'298.00	257'457.00	257'457.00	257'457.00	257'457.00	257'457.00
	22	240'881.00	257'457.00	257'457.00	257'457.00	257'457.00	257'457.00
	23	241'463.00	257'457.00	257'457.00	257'457.00	257'457.00	257'457.00
	24	242'045.00	257'457.00	257'457.00	257'457.00	257'457.00	257'457.00
	25	242'628.00	257'457.00	257'457.00	257'457.00	257'457.00	257'457.00
Monatslöhne im 13tel 100 %	0	14'930.95	16'036.90	16'036.95	17'142.90	17'142.95	18'248.90
	1	15'214.65	16'341.60	16'341.65	17'468.60	17'468.65	18'595.60
	2	15'498.35	16'646.30	16'646.35	17'794.30	17'794.35	18'942.35
	3	15'782.00	16'951.00	16'951.05	18'120.05	18'120.10	19'289.05
	4	16'065.70	17'255.65	17'255.70	18'445.75	18'445.80	19'635.80
	5	16'349.40	17'560.45	17'560.50	18'771.45	18'771.50	19'804.40
	6	16'543.50	17'768.90	17'768.95	18'994.30	18'994.35	19'804.40
	7	16'737.55	17'977.35	17'977.40	19'217.20	19'217.25	19'804.40
	8	16'931.70	18'185.80	18'185.85	19'440.05	19'440.10	19'804.40
	9	17'125.80	18'394.30	18'394.35	19'662.90	19'662.95	19'804.40
	10	17'319.85	18'602.80	18'602.85	19'804.40	19'804.40	19'804.40
	11	17'454.25	18'747.15	18'747.20	19'804.40	19'804.40	19'804.40
	12	17'588.65	18'891.45	18'891.50	19'804.40	19'804.40	19'804.40
	13	17'723.00	19'035.80	19'035.85	19'804.40	19'804.40	19'804.40
	14	17'857.40	19'180.15	19'180.20	19'804.40	19'804.40	19'804.40
	15	17'991.80	19'324.45	19'324.50	19'804.40	19'804.40	19'804.40
	16	18'081.40	19'420.65	19'420.70	19'804.40	19'804.40	19'804.40
	17	18'170.95	19'516.90	19'516.95	19'804.40	19'804.40	19'804.40
	18	18'260.55	19'613.15	19'613.20	19'804.40	19'804.40	19'804.40
	19	18'350.10	19'709.35	19'709.40	19'804.40	19'804.40	19'804.40
	20	18'439.70	19'804.40	19'804.40	19'804.40	19'804.40	19'804.40
	21	18'484.50	19'804.40	19'804.40	19'804.40	19'804.40	19'804.40
	22	18'529.35	19'804.40	19'804.40	19'804.40	19'804.40	19'804.40
	23	18'574.10	19'804.40	19'804.40	19'804.40	19'804.40	19'804.40
	24	18'618.85	19'804.40	19'804.40	19'804.40	19'804.40	19'804.40
	25	18'663.70	19'804.40	19'804.40	19'804.40	19'804.40	19'804.40
Stundenlöhne 100 % (= 1/2184 J-L)	0	88.88	95.45	95.46	102.04	102.05	108.62
	1	90.57	97.27	97.28	103.97	103.98	110.68
	2	92.26	99.08	99.09	105.91	105.92	112.75
	3	93.95	100.89	100.90	107.85	107.86	114.81
	4	95.63	102.71	102.72	109.79	109.80	116.88
	5	97.32	104.52	104.53	111.73	111.74	117.88
	6	98.48	105.76	105.77	113.06	113.07	117.88
	7	99.63	107.00	107.01	114.38	114.39	117.88
	8	100.79	108.24	108.25	115.71	115.72	117.88
	9	101.94	109.48	109.49	117.04	117.05	117.88
	10	103.10	110.73	110.74	117.88	117.88	117.88
	11	103.90	111.59	111.60	117.88	117.88	117.88
	12	104.70	112.44	112.45	117.88	117.88	117.88
	13	105.50	113.30	113.31	117.88	117.88	117.88
	14	106.30	114.16	114.17	117.88	117.88	117.88
	15	107.10	115.02	115.03	117.88	117.88	117.88
	16	107.63	115.59	115.60	117.88	117.88	117.88
	17	108.17	116.17	116.18	117.88	117.88	117.88
	18	108.70	116.74	116.75	117.88	117.88	117.88
	19	109.23	117.31	117.32	117.88	117.88	117.88
	20	109.77	117.88	117.88	117.88	117.88	117.88
	21	110.03	117.88	117.88	117.88	117.88	117.88
	22	110.30	117.88	117.88	117.88	117.88	117.88
	23	110.56	117.88	117.88	117.88	117.88	117.88
	24	110.83	117.88	117.88	117.88	117.88	117.88
	25	111.10	117.88	117.88	117.88	117.88	117.88

Anmerkungen:

194'102.00 = Minimum

257'457.00 = Geltende Lohnobergrenze

14'930.95 = Minimum

19'804.40 = Geltende Lohnobergrenze

88.88 = Minimum

117.88 = Geltende Lohnobergrenze