

Städtisches Lohnsystem (SLS) Lohnskala Nr. 1 gültig ab 1. April 2022

Funktionsstufen 1 bis 18

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

Stadtratsbeschluss Nr 252 vom 23. März 2022: 0.5% Teuerungsausgleich gegenüber dem Stand 1.4.2012 (ausgeglichen damals: 99.8 Punkte (Basis Dezember 2010 = 100 Punkte))
Per 1.4.2022 sind 100.3 Punkte (Basis Dezember 2010) ausgeglichen resp. 102 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 2022 Fr. 245 983.– 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 2022 Fr. 54 928.00.– 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 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. 64'324.00 = Lage "mittel" und bei Fr. 64'324.01 = Lage "hoch"), es aber bei der Berechnung des Monatslohnbetrages in beiden Fällen durch die kaufmännische 5er-Rundung zum gleichen Monatslohn-Betrag von Fr. 4'948.00 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 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. 64'324.00 = Lage "mittel" und bei Fr. 64'324.01 = Lage "hoch"), es aber bei der Berechnung des Stundenlohnbetrages in beiden Fällen durch die kaufmännische 1 Rappen-Rundung zum gleichen Stundenlohn Betrag von Fr. 29.45 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	
Jahreslöhne 100 %	0	54'928.00	54'928.00	54'928.00	54'928.00	54'928.00	54'928.00
	1	54'928.00	54'928.00	54'928.00	54'928.00	54'928.00	54'928.00
	2	54'928.00	54'928.00	54'928.00	54'928.00	54'928.00	54'928.00
	3	54'928.00	54'928.00	54'928.00	54'928.00	54'928.00	54'928.00
	4	54'928.00	54'928.00	54'928.00	54'928.00	54'928.00	54'928.00
	5	54'928.00	54'928.00	54'928.00	54'928.00	54'928.00	55'158.00
	6	54'928.00	54'928.00	54'928.00	54'928.00	54'928.00	55'813.00
	7	54'928.00	54'928.00	54'928.00	54'928.00	54'928.00	56'468.00
	8	54'928.00	54'928.00	54'928.00	54'928.00	54'928.00	57'123.00
	9	54'928.00	54'928.00	54'928.00	54'928.00	54'928.00	57'777.00
	10	54'928.00	54'928.00	54'928.00	54'928.00	54'928.00	58'432.00
	11	54'928.00	54'928.00	54'928.00	55'317.00	55'317.01	58'886.00
	12	54'928.00	54'928.00	54'928.00	55'743.00	55'743.01	59'339.00
	13	54'928.00	54'928.00	54'928.00	56'169.00	56'169.01	59'792.00
	14	54'928.00	54'928.00	54'928.00	56'594.00	56'594.01	60'246.00
	15	54'928.00	54'928.00	54'928.00	57'020.00	57'020.01	60'699.00
	16	54'928.00	54'928.00	54'928.00	57'304.00	57'304.01	61'001.00
	17	54'928.00	54'928.00	54'928.00	57'588.00	57'588.01	61'304.00
	18	54'928.00	54'928.00	54'928.00	57'872.00	57'872.01	61'606.00
	19	54'928.00	54'928.00	54'928.00	58'156.00	58'156.01	61'908.00
	20	54'928.00	54'928.00	54'928.00	58'440.00	58'440.01	62'210.00
	21	54'928.00	54'928.00	54'928.00	58'582.00	58'582.01	62'361.00
	22	54'928.00	54'935.00	54'935.01	58'724.00	58'724.01	62'512.00
	23	54'928.00	55'068.00	55'068.01	58'866.00	58'866.01	62'664.00
	24	54'928.00	55'201.00	55'201.01	59'008.00	59'008.01	62'815.00
25	54'928.00	55'334.00	55'334.01	59'150.00	59'150.01	62'966.00	
Monatslöhne im 13tel 100 %	0	4'225.25	4'225.25	4'225.25	4'225.25	4'225.25	4'225.25
	1	4'225.25	4'225.25	4'225.25	4'225.25	4'225.25	4'225.25
	2	4'225.25	4'225.25	4'225.25	4'225.25	4'225.25	4'225.25
	3	4'225.25	4'225.25	4'225.25	4'225.25	4'225.25	4'225.25
	4	4'225.25	4'225.25	4'225.25	4'225.25	4'225.25	4'225.25
	5	4'225.25	4'225.25	4'225.25	4'225.25	4'225.25	4'242.90
	6	4'225.25	4'225.25	4'225.25	4'225.25	4'225.25	4'293.30
	7	4'225.25	4'225.25	4'225.25	4'225.25	4'225.25	4'343.65
	8	4'225.25	4'225.25	4'225.25	4'225.25	4'225.25	4'394.05
	9	4'225.25	4'225.25	4'225.25	4'225.25	4'225.25	4'444.35
	10	4'225.25	4'225.25	4'225.25	4'225.25	4'225.25	4'494.75
	11	4'225.25	4'225.25	4'225.25	4'255.15	4'255.20	4'529.65
	12	4'225.25	4'225.25	4'225.25	4'287.90	4'287.95	4'564.50
	13	4'225.25	4'225.25	4'225.25	4'320.65	4'320.70	4'599.35
	14	4'225.25	4'225.25	4'225.25	4'353.35	4'353.40	4'634.30
	15	4'225.25	4'225.25	4'225.25	4'386.15	4'386.20	4'669.15
	16	4'225.25	4'225.25	4'225.25	4'408.00	4'408.05	4'692.35
	17	4'225.25	4'225.25	4'225.25	4'429.80	4'429.85	4'715.65
	18	4'225.25	4'225.25	4'225.25	4'451.65	4'451.70	4'738.90
	19	4'225.25	4'225.25	4'225.25	4'473.50	4'473.55	4'762.15
	20	4'225.25	4'225.25	4'225.25	4'495.35	4'495.40	4'785.35
	21	4'225.25	4'225.25	4'225.25	4'506.30	4'506.35	4'797.00
	22	4'225.25	4'225.75	4'225.80	4'517.20	4'517.25	4'808.60
	23	4'225.25	4'236.00	4'236.05	4'528.15	4'528.20	4'820.30
	24	4'225.25	4'246.20	4'246.25	4'539.05	4'539.10	4'831.90
25	4'225.25	4'256.45	4'256.50	4'550.00	4'550.05	4'843.50	
Stundenlöhne 100 % (= 1/2184 J-L)	0	25.15	25.15	25.15	25.15	25.15	25.15
	1	25.15	25.15	25.15	25.15	25.15	25.15
	2	25.15	25.15	25.15	25.15	25.15	25.15
	3	25.15	25.15	25.15	25.15	25.15	25.15
	4	25.15	25.15	25.15	25.15	25.15	25.15
	5	25.15	25.15	25.15	25.15	25.15	25.25
	6	25.15	25.15	25.15	25.15	25.15	25.55
	7	25.15	25.15	25.15	25.15	25.15	25.85
	8	25.15	25.15	25.15	25.15	25.15	26.15
	9	25.15	25.15	25.15	25.15	25.15	26.45
	10	25.15	25.15	25.15	25.15	25.15	26.75
	11	25.15	25.15	25.15	25.32	25.33	26.96
	12	25.15	25.15	25.15	25.52	25.53	27.16
	13	25.15	25.15	25.15	25.71	25.72	27.37
	14	25.15	25.15	25.15	25.91	25.92	27.58
	15	25.15	25.15	25.15	26.10	26.11	27.79
	16	25.15	25.15	25.15	26.23	26.24	27.93
	17	25.15	25.15	25.15	26.36	26.37	28.06
	18	25.15	25.15	25.15	26.49	26.50	28.20
	19	25.15	25.15	25.15	26.62	26.63	28.34
	20	25.15	25.15	25.15	26.75	26.76	28.48
	21	25.15	25.15	25.15	26.82	26.83	28.55
	22	25.15	25.15	25.15	26.88	26.89	28.62
	23	25.15	25.21	25.22	26.95	26.96	28.69
	24	25.15	25.27	25.28	27.01	27.02	28.76
25	25.15	25.33	25.34	27.08	27.09	28.83	

Anmerkungen:

54'928.00 = Geltender Minimum-Lohn-Bereich

= Maximum

4'225.25 = Geltender Mindestlohn-Bereich

= Maximum

25.15 = Geltender Minimum-Lohn-Bereich

= Maximum

Stufe nutzbare Erfahrung	Bereiche						
	Tief		Mittel		Hoch		
	ab	bis	ab	bis	ab	bis	
Jahreslöhne 100 %	0	54'928.00	54'928.00	54'928.00	54'928.00	54'928.00	54'928.00
	1	54'928.00	54'928.00	54'928.00	54'928.00	54'928.00	54'975.00
	2	54'928.00	54'928.00	54'928.00	54'928.00	54'928.00	56'000.00
	3	54'928.00	54'928.00	54'928.00	54'928.00	54'928.00	57'025.00
	4	54'928.00	54'928.00	54'928.00	54'928.00	54'928.00	58'050.00
	5	54'928.00	54'928.00	54'928.00	55'495.00	55'495.01	59'075.00
	6	54'928.00	54'928.00	54'928.00	56'154.00	56'154.01	59'777.00
	7	54'928.00	54'928.00	54'928.00	56'813.00	56'813.01	60'478.00
	8	54'928.00	54'928.00	54'928.00	57'472.00	57'472.01	61'179.00
	9	54'928.00	54'928.00	54'928.00	58'130.00	58'130.01	61'881.00
	10	54'928.00	54'996.00	54'996.01	58'789.00	58'789.01	62'582.00
	11	54'928.00	55'423.00	55'423.01	59'245.00	59'245.01	63'068.00
	12	54'928.00	55'850.00	55'850.01	59'702.00	59'702.01	63'553.00
	13	54'928.00	56'277.00	56'277.01	60'158.00	60'158.01	64'039.00
	14	54'928.00	56'703.00	56'703.01	60'614.00	60'614.01	64'524.00
	15	54'928.00	57'130.00	57'130.01	61'070.00	61'070.01	65'010.00
	16	54'928.00	57'414.00	57'414.01	61'374.00	61'374.01	65'334.00
	17	54'928.00	57'699.00	57'699.01	61'678.00	61'678.01	65'657.00
	18	54'928.00	57'983.00	57'983.01	61'982.00	61'982.01	65'981.00
	19	54'928.00	58'268.00	58'268.01	62'286.00	62'286.01	66'305.00
	20	54'928.00	58'552.00	58'552.01	62'590.00	62'590.01	66'628.00
	21	54'928.00	58'694.00	58'694.01	62'742.00	62'742.01	66'790.00
	22	54'928.00	58'837.00	58'837.01	62'894.00	62'894.01	66'952.00
	23	54'928.00	58'979.00	58'979.01	63'046.00	63'046.01	67'114.00
	24	55'044.00	59'121.00	59'121.01	63'198.00	63'198.01	67'276.00
25	55'176.00	59'263.00	59'263.01	63'351.00	63'351.01	67'438.00	
Funktionsstufe 2 Monatslöhne im 13tel 100 %	0	4'225.25	4'225.25	4'225.25	4'225.25	4'225.25	4'225.25
	1	4'225.25	4'225.25	4'225.25	4'225.25	4'225.25	4'228.80
	2	4'225.25	4'225.25	4'225.25	4'225.25	4'225.25	4'307.65
	3	4'225.25	4'225.25	4'225.25	4'225.25	4'225.25	4'386.50
	4	4'225.25	4'225.25	4'225.25	4'225.25	4'225.25	4'465.35
	5	4'225.25	4'225.25	4'225.25	4'268.80	4'268.85	4'544.20
	6	4'225.25	4'225.25	4'225.25	4'319.50	4'319.55	4'598.20
	7	4'225.25	4'225.25	4'225.25	4'370.20	4'370.25	4'652.15
	8	4'225.25	4'225.25	4'225.25	4'420.90	4'420.95	4'706.05
	9	4'225.25	4'225.25	4'225.25	4'471.50	4'471.55	4'760.05
	10	4'225.25	4'230.45	4'230.50	4'522.20	4'522.25	4'814.00
	11	4'225.25	4'263.30	4'263.35	4'557.30	4'557.35	4'851.35
	12	4'225.25	4'296.15	4'296.20	4'592.45	4'592.50	4'888.65
	13	4'225.25	4'329.00	4'329.05	4'627.50	4'627.55	4'926.05
	14	4'225.25	4'361.75	4'361.80	4'662.60	4'662.65	4'963.35
	15	4'225.25	4'394.60	4'394.65	4'697.65	4'697.70	5'000.75
	16	4'225.25	4'416.45	4'416.50	4'721.05	4'721.10	5'025.65
	17	4'225.25	4'438.35	4'438.40	4'744.45	4'744.50	5'050.50
	18	4'225.25	4'460.20	4'460.25	4'767.80	4'767.85	5'075.45
	19	4'225.25	4'482.15	4'482.20	4'791.20	4'791.25	5'100.35
	20	4'225.25	4'504.00	4'504.05	4'814.60	4'814.65	5'125.20
	21	4'225.25	4'514.90	4'514.95	4'826.30	4'826.35	5'137.65
	22	4'225.25	4'525.90	4'525.95	4'838.00	4'838.05	5'150.15
	23	4'225.25	4'536.80	4'536.85	4'849.65	4'849.70	5'162.60
	24	4'234.20	4'547.75	4'547.80	4'861.35	4'861.40	5'175.05
25	4'244.35	4'558.65	4'558.70	4'873.15	4'873.20	5'187.50	
Stundenlöhne 100 % (= 1/2184 J-L)	0	25.15	25.15	25.15	25.15	25.15	25.15
	1	25.15	25.15	25.15	25.15	25.15	25.17
	2	25.15	25.15	25.15	25.15	25.15	25.64
	3	25.15	25.15	25.15	25.15	25.15	26.11
	4	25.15	25.15	25.15	25.15	25.15	26.57
	5	25.15	25.15	25.15	25.40	25.41	27.04
	6	25.15	25.15	25.15	25.71	25.72	27.37
	7	25.15	25.15	25.15	26.01	26.02	27.69
	8	25.15	25.15	25.15	26.31	26.32	28.01
	9	25.15	25.15	25.15	26.61	26.62	28.33
	10	25.15	25.18	25.19	26.91	26.92	28.65
	11	25.15	25.37	25.38	27.12	27.13	28.87
	12	25.15	25.57	25.58	27.33	27.34	29.09
	13	25.15	25.76	25.77	27.54	27.55	29.32
	14	25.15	25.96	25.97	27.75	27.76	29.54
	15	25.15	26.15	26.16	27.96	27.97	29.76
	16	25.15	26.28	26.29	28.10	28.11	29.91
	17	25.15	26.41	26.42	28.24	28.25	30.06
	18	25.15	26.54	26.55	28.38	28.39	30.21
	19	25.15	26.67	26.68	28.51	28.52	30.35
	20	25.15	26.80	26.81	28.65	28.66	30.50
	21	25.15	26.87	26.88	28.72	28.73	30.58
	22	25.15	26.94	26.95	28.79	28.80	30.65
	23	25.15	27.00	27.01	28.86	28.87	30.72
	24	25.21	27.07	27.08	28.93	28.94	30.80
25	25.27	27.13	27.14	29.00	29.01	30.87	

Anmerkungen:

54'928.00 = Geltender Mindestlohn-Bereich

67'438.00 = Maximum

4'225.25 = Geltender Mindestlohn-Bereich

5'187.50 = Maximum

25.15 = Geltender Minimum-Lohn-Bereich

30.87 = Maximum

Stufe nutzbare Erfahrung	Bereiche						Anmerkungen:	
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Jahreslöhne 100 %	0	54'928.00	54'928.00	54'928.00	54'928.00	54'928.00	58'392.00	
	1	54'928.00	54'928.00	54'928.00	55'895.00	55'895.00	59'501.00	54'928.00 = Geltender Mindestlohn-Bereich
	2	54'928.00	54'928.00	54'928.00	56'937.00	56'937.00	60'611.00	
	3	54'928.00	54'928.00	54'928.00	57'979.00	57'979.00	61'720.00	
	4	54'928.00	55'214.00	55'214.00	59'022.00	59'022.00	62'829.00	
	5	54'928.00	56'189.00	56'189.00	60'064.00	60'064.00	63'939.00	
	6	54'928.00	56'856.00	56'856.00	60'777.00	60'777.00	64'698.00	
	7	54'928.00	57'523.00	57'523.00	61'490.00	61'490.00	65'457.00	
	8	54'928.00	58'190.00	58'190.00	62'203.00	62'203.00	66'216.00	
	9	54'928.00	58'857.00	58'857.00	62'916.00	62'916.00	66'975.00	
	10	55'419.00	59'524.00	59'524.00	63'629.00	63'629.00	67'734.00	
	11	55'849.00	59'986.00	59'986.00	64'123.00	64'123.00	68'260.00	
	12	56'279.00	60'448.00	60'448.00	64'617.00	64'617.00	68'785.00	
	13	56'709.00	60'910.00	60'910.00	65'110.00	65'110.00	69'311.00	
	14	57'139.00	61'371.00	61'371.00	65'604.00	65'604.00	69'836.00	
	15	57'569.00	61'833.00	61'833.00	66'098.00	66'098.00	70'362.00	
	16	57'856.00	62'141.00	62'141.00	66'427.00	66'427.00	70'712.00	
	17	58'142.00	62'449.00	62'449.00	66'756.00	66'756.00	71'063.00	
	18	58'429.00	62'757.00	62'757.00	67'085.00	67'085.00	71'413.00	
	19	58'715.00	63'065.00	63'065.00	67'414.00	67'414.00	71'763.00	
	20	59'002.00	63'373.00	63'373.00	67'743.00	67'743.00	72'114.00	
	21	59'145.00	63'527.00	63'527.00	67'908.00	67'908.00	72'289.00	
	22	59'289.00	63'681.00	63'681.00	68'072.00	68'072.00	72'464.00	
	23	59'432.00	63'834.00	63'834.00	68'237.00	68'237.00	72'639.00	
	24	59'575.00	63'988.00	63'988.00	68'401.00	68'401.00	72'814.00	
25	59'719.00	64'142.00	64'142.00	68'566.00	68'566.00	72'990.00	= Maximum	
Monatslöhne im 13tel 100 %	0	4'225.25	4'225.25	4'225.25	4'225.25	4'225.25	4'491.65	
	1	4'225.25	4'225.25	4'225.25	4'299.60	4'299.65	4'577.00	4'225.25 = Geltender Mindestlohn-Bereich
	2	4'225.25	4'225.25	4'225.25	4'379.75	4'379.80	4'662.35	
	3	4'225.25	4'225.25	4'225.25	4'459.90	4'459.95	4'747.65	
	4	4'225.25	4'247.20	4'247.25	4'540.15	4'540.20	4'833.00	
	5	4'225.25	4'322.20	4'322.25	4'620.30	4'620.35	4'918.35	
	6	4'225.25	4'373.50	4'373.55	4'675.15	4'675.20	4'976.75	
	7	4'225.25	4'424.80	4'424.85	4'730.00	4'730.05	5'035.15	
	8	4'225.25	4'476.15	4'476.20	4'784.80	4'784.85	5'093.50	
	9	4'225.25	4'527.45	4'527.50	4'839.65	4'839.70	5'151.90	
	10	4'263.00	4'578.75	4'578.80	4'894.50	4'894.55	5'210.30	
	11	4'296.10	4'614.30	4'614.35	4'932.50	4'932.55	5'250.75	
	12	4'329.20	4'649.80	4'649.85	4'970.50	4'970.55	5'291.15	
	13	4'362.25	4'685.35	4'685.40	5'008.45	5'008.50	5'331.60	
	14	4'395.35	4'720.80	4'720.85	5'046.45	5'046.50	5'372.00	
	15	4'428.40	4'756.35	4'756.40	5'084.45	5'084.50	5'412.45	
	16	4'450.50	4'780.05	4'780.10	5'109.75	5'109.80	5'439.35	
	17	4'472.50	4'803.75	4'803.80	5'135.05	5'135.10	5'466.35	
	18	4'494.55	4'827.45	4'827.50	5'160.35	5'160.40	5'493.30	
	19	4'516.55	4'851.15	4'851.20	5'185.65	5'185.70	5'520.20	
	20	4'538.65	4'874.80	4'874.85	5'211.00	5'211.05	5'547.20	
	21	4'549.65	4'886.65	4'886.70	5'223.65	5'223.70	5'560.65	
	22	4'560.70	4'898.50	4'898.55	5'236.30	5'236.35	5'574.15	
	23	4'571.70	4'910.30	4'910.35	5'249.00	5'249.05	5'587.60	
	24	4'582.70	4'922.15	4'922.20	5'261.60	5'261.65	5'601.05	
25	4'593.80	4'934.00	4'934.05	5'274.30	5'274.35	5'614.60	= Maximum	
Stundenlöhne 100 % (= 1/2184 J-L)	0	25.15	25.15	25.15	25.15	25.15	26.73	
	1	25.15	25.15	25.15	25.59	25.60	27.24	25.15 = Geltender Minimum-Lohn-Bereich
	2	25.15	25.15	25.15	26.07	26.08	27.75	
	3	25.15	25.15	25.15	26.54	26.55	28.26	
	4	25.15	25.28	25.29	27.02	27.03	28.76	
	5	25.15	25.72	25.73	27.50	27.51	29.27	
	6	25.15	26.03	26.04	27.82	27.83	29.62	
	7	25.15	26.33	26.34	28.15	28.16	29.97	
	8	25.15	26.64	26.65	28.48	28.49	30.31	
	9	25.15	26.94	26.95	28.80	28.81	30.66	
	10	25.38	27.25	27.26	29.13	29.14	31.01	
	11	25.58	27.46	27.47	29.36	29.37	31.25	
	12	25.77	27.67	27.68	29.58	29.59	31.49	
	13	25.97	27.88	27.89	29.81	29.82	31.73	
	14	26.17	28.10	28.11	30.03	30.04	31.97	
	15	26.36	28.31	28.32	30.26	30.27	32.21	
	16	26.50	28.45	28.46	30.41	30.42	32.37	
	17	26.63	28.59	28.60	30.56	30.57	32.53	
	18	26.76	28.73	28.74	30.71	30.72	32.69	
	19	26.89	28.87	28.88	30.86	30.87	32.85	
	20	27.02	29.01	29.02	31.01	31.02	33.01	
	21	27.09	29.08	29.09	31.09	31.10	33.09	
	22	27.15	29.15	29.16	31.16	31.17	33.17	
	23	27.22	29.22	29.23	31.24	31.25	33.25	
	24	27.28	29.29	29.30	31.31	31.32	33.33	
25	27.35	29.36	29.37	31.39	31.40	33.42	= Maximum	

Funktionsstufe 4	Stufe nutzbare Erfahrung	Bereiche						Anmerkungen:
		Tief		Mittel		Hoch		
		ab	bis	ab	bis	ab	bis	
Jahreslöhne 100 %	0	54'928.00	55'924.00	55'924.01	59'781.00	59'781.01	63'637.00	
	1	54'928.00	56'986.00	56'986.01	60'916.00	60'916.01	64'847.00	
	2	54'928.00	58'049.00	58'049.01	62'052.00	62'052.01	66'056.00	54'928.00 = Geltender Mindestlohn-Bereich
	3	55'035.00	59'111.00	59'111.01	63'188.00	63'188.01	67'265.00	
	4	56'024.00	60'174.00	60'174.01	64'324.00	64'324.01	68'474.00	
	5	57'013.00	61'237.00	61'237.01	65'460.00	65'460.01	69'683.00	
	6	57'690.00	61'964.00	61'964.01	66'237.00	66'237.01	70'510.00	
	7	58'367.00	62'691.00	62'691.01	67'014.00	67'014.01	71'338.00	
	8	59'044.00	63'418.00	63'418.01	67'791.00	67'791.01	72'165.00	
	9	59'721.00	64'145.00	64'145.01	68'568.00	68'568.01	72'992.00	
	10	60'398.00	64'872.00	64'872.01	69'346.00	69'346.01	73'819.00	
	11	60'866.00	65'375.00	65'375.01	69'884.00	69'884.01	74'392.00	
	12	61'335.00	65'878.00	65'878.01	70'422.00	70'422.01	74'965.00	
	13	61'804.00	66'382.00	66'382.01	70'960.00	70'960.01	75'538.00	
	14	62'272.00	66'885.00	66'885.01	71'498.00	71'498.01	76'110.00	
	15	62'741.00	67'388.00	67'388.01	72'036.00	72'036.01	76'683.00	
	16	63'053.00	67'724.00	67'724.01	72'394.00	72'394.01	77'065.00	
	17	63'366.00	68'059.00	68'059.01	72'753.00	72'753.01	77'447.00	
	18	63'678.00	68'395.00	68'395.01	73'112.00	73'112.01	77'829.00	
	19	63'990.00	68'730.00	68'730.01	73'470.00	73'470.01	78'210.00	
	20	64'303.00	69'066.00	69'066.01	73'829.00	73'829.01	78'592.00	
	21	64'459.00	69'234.00	69'234.01	74'008.00	74'008.01	78'783.00	
	22	64'615.00	69'401.00	69'401.01	74'188.00	74'188.01	78'974.00	
	23	64'771.00	69'569.00	69'569.01	74'367.00	74'367.01	79'165.00	
	24	64'928.00	69'737.00	69'737.01	74'546.00	74'546.01	79'356.00	
25	65'084.00	69'905.00	69'905.01	74'726.00	74'726.01	79'547.00	= Maximum	
Monatslöhne im 13tel 100 %	0	4'225.25	4'301.80	4'301.85	4'598.50	4'598.55	4'895.15	
	1	4'225.25	4'383.50	4'383.55	4'685.80	4'685.85	4'988.20	
	2	4'225.25	4'465.30	4'465.35	4'773.20	4'773.25	5'081.20	4'225.25 = Geltender Mindestlohn-Bereich
	3	4'233.50	4'547.00	4'547.05	4'860.60	4'860.65	5'174.20	
	4	4'309.55	4'628.75	4'628.80	4'948.00	4'948.05	5'267.20	
	5	4'385.65	4'710.50	4'710.55	5'035.35	5'035.40	5'360.20	
	6	4'437.70	4'766.45	4'766.50	5'095.15	5'095.20	5'423.80	
	7	4'489.80	4'822.35	4'822.40	5'154.90	5'154.95	5'487.50	
	8	4'541.85	4'878.30	4'878.35	5'214.65	5'214.70	5'551.15	
	9	4'593.95	4'934.20	4'934.25	5'274.45	5'274.50	5'614.75	
	10	4'646.00	4'990.15	4'990.20	5'334.30	5'334.35	5'678.35	
	11	4'682.00	5'028.80	5'028.85	5'375.65	5'375.70	5'722.45	
	12	4'718.10	5'067.50	5'067.55	5'417.05	5'417.10	5'766.50	
	13	4'754.20	5'106.30	5'106.35	5'458.45	5'458.50	5'810.60	
	14	4'790.20	5'145.00	5'145.05	5'499.80	5'499.85	5'854.60	
	15	4'826.25	5'183.65	5'183.70	5'541.20	5'541.25	5'898.65	
	16	4'850.25	5'209.50	5'209.55	5'568.75	5'568.80	5'928.05	
	17	4'874.35	5'235.30	5'235.35	5'596.35	5'596.40	5'957.45	
	18	4'898.35	5'261.15	5'261.20	5'624.00	5'624.05	5'986.80	
	19	4'922.35	5'286.90	5'286.95	5'651.50	5'651.55	6'016.15	
	20	4'946.40	5'312.75	5'312.80	5'679.15	5'679.20	6'045.50	
	21	4'958.40	5'325.65	5'325.70	5'692.90	5'692.95	6'060.20	
	22	4'970.40	5'338.50	5'338.55	5'706.75	5'706.80	6'074.90	
	23	4'982.40	5'351.45	5'351.50	5'720.50	5'720.55	6'089.60	
	24	4'994.50	5'364.35	5'364.40	5'734.30	5'734.35	6'104.30	
25	5'006.50	5'377.30	5'377.35	5'748.15	5'748.20	6'119.00	= Maximum	
Stundenlöhne 100 % (= 1/2184 J-L)	0	25.15	25.60	25.61	27.37	27.38	29.13	
	1	25.15	26.09	26.10	27.89	27.90	29.69	
	2	25.15	26.57	26.58	28.41	28.42	30.24	25.15 = Geltender Minimum-Lohn-Bereich
	3	25.20	27.06	27.07	28.93	28.94	30.79	
	4	25.66	27.55	27.56	29.45	29.46	31.35	
	5	26.11	28.03	28.04	29.97	29.98	31.90	
	6	26.42	28.37	28.38	30.32	30.33	32.28	
	7	26.73	28.70	28.71	30.68	30.69	32.66	
	8	27.04	29.03	29.04	31.03	31.04	33.04	
	9	27.35	29.37	29.38	31.39	31.40	33.42	
	10	27.66	29.70	29.71	31.75	31.76	33.79	
	11	27.87	29.93	29.94	31.99	32.00	34.06	
	12	28.09	30.16	30.17	32.24	32.25	34.32	
	13	28.30	30.39	30.40	32.49	32.50	34.58	
	14	28.52	30.62	30.63	32.73	32.74	34.84	
	15	28.73	30.85	30.86	32.98	32.99	35.11	
	16	28.88	31.00	31.01	33.14	33.15	35.28	
	17	29.02	31.16	31.17	33.31	33.32	35.46	
	18	29.16	31.31	31.32	33.47	33.48	35.63	
	19	29.30	31.46	31.47	33.64	33.65	35.81	
	20	29.45	31.62	31.63	33.80	33.81	35.98	
	21	29.52	31.70	31.71	33.88	33.89	36.07	
	22	29.59	31.77	31.78	33.96	33.97	36.16	
	23	29.66	31.85	31.86	34.05	34.06	36.24	
	24	29.73	31.93	31.94	34.13	34.14	36.33	
25	29.81	32.00	32.01	34.21	34.22	36.42	= Maximum	

Stufe nutzbare Erfahrung	Bereiche								
	Tief		Mittel		Hoch				
	ab	bis	ab	bis	ab	bis			
Funktionsstufe 5	Jahreslöhne 100 %	0	56'992.00	61'214.00	61'214.01	65'435.00	65'435.01	69'657.00	Anmerkungen: = Minimum = Maximum = Minimum = Maximum = Minimum = Maximum = Minimum = Maximum
		1	58'075.00	62'377.00	62'377.01	66'679.00	66'679.01	70'980.00	
		2	59'158.00	63'540.00	63'540.01	67'922.00	67'922.01	72'304.00	
		3	60'241.00	64'703.00	64'703.01	69'165.00	69'165.01	73'627.00	
		4	61'323.00	65'866.00	65'866.01	70'408.00	70'408.01	74'951.00	
		5	62'406.00	67'029.00	67'029.01	71'652.00	71'652.01	76'274.00	
		6	63'147.00	67'825.00	67'825.01	72'502.00	72'502.01	77'180.00	
		7	63'888.00	68'620.00	68'620.01	73'353.00	73'353.01	78'085.00	
		8	64'629.00	69'416.00	69'416.01	74'204.00	74'204.01	78'991.00	
		9	65'370.00	70'212.00	70'212.01	75'054.00	75'054.01	79'896.00	
		10	66'111.00	71'008.00	71'008.01	75'905.00	75'905.01	80'802.00	
		11	66'624.00	71'559.00	71'559.01	76'494.00	76'494.01	81'429.00	
		12	67'137.00	72'110.00	72'110.01	77'083.00	77'083.01	82'056.00	
		13	67'650.00	72'661.00	72'661.01	77'672.00	77'672.01	82'683.00	
		14	68'162.00	73'212.00	73'212.01	78'261.00	78'261.01	83'310.00	
		15	68'675.00	73'762.00	73'762.01	78'849.00	78'849.01	83'937.00	
		16	69'017.00	74'130.00	74'130.01	79'242.00	79'242.01	84'354.00	
		17	69'359.00	74'497.00	74'497.01	79'635.00	79'635.01	84'772.00	
		18	69'701.00	74'864.00	74'864.01	80'027.00	80'027.01	85'190.00	
		19	70'043.00	75'232.00	75'232.01	80'420.00	80'420.01	85'608.00	
		20	70'385.00	75'599.00	75'599.01	80'813.00	80'813.01	86'026.00	
		21	70'556.00	75'782.00	75'782.01	81'009.00	81'009.01	86'235.00	
		22	70'727.00	75'966.00	75'966.01	81'205.00	81'205.01	86'444.00	
		23	70'898.00	76'150.00	76'150.01	81'401.00	81'401.01	86'653.00	
		24	71'069.00	76'333.00	76'333.01	81'598.00	81'598.01	86'862.00	
25	71'240.00	76'517.00	76'517.01	81'794.00	81'794.01	87'071.00			
Funktionsstufe 5	Monatslöhne im 13tel 100 %	0	4'384.00	4'708.75	4'708.80	5'033.45	5'033.50	5'358.20	
		1	4'467.35	4'798.20	4'798.25	5'129.15	5'129.20	5'460.00	
		2	4'550.65	4'887.65	4'887.70	5'224.75	5'224.80	5'561.80	
		3	4'633.95	4'977.15	4'977.20	5'320.35	5'320.40	5'663.60	
		4	4'717.20	5'066.60	5'066.65	5'416.00	5'416.05	5'765.45	
		5	4'800.50	5'156.05	5'156.10	5'511.65	5'511.70	5'867.20	
		6	4'857.50	5'217.30	5'217.35	5'577.05	5'577.10	5'936.90	
		7	4'914.50	5'278.45	5'278.50	5'642.50	5'642.55	6'006.50	
		8	4'971.50	5'339.65	5'339.70	5'708.00	5'708.05	6'076.20	
		9	5'028.50	5'400.90	5'400.95	5'773.35	5'773.40	6'145.80	
		10	5'085.50	5'462.15	5'462.20	5'838.80	5'838.85	6'215.50	
		11	5'124.95	5'504.50	5'504.55	5'884.15	5'884.20	6'263.75	
		12	5'164.40	5'546.90	5'546.95	5'929.45	5'929.50	6'312.00	
		13	5'203.85	5'589.30	5'589.35	5'974.75	5'974.80	6'360.20	
		14	5'243.25	5'631.65	5'631.70	6'020.05	6'020.10	6'408.45	
		15	5'282.70	5'674.00	5'674.05	6'065.30	6'065.35	6'456.65	
		16	5'309.00	5'702.30	5'702.35	6'095.50	6'095.55	6'488.75	
		17	5'335.35	5'730.50	5'730.55	6'125.75	6'125.80	6'520.90	
		18	5'361.65	5'758.75	5'758.80	6'155.90	6'155.95	6'553.05	
		19	5'387.95	5'787.05	5'787.10	6'186.15	6'186.20	6'585.20	
		20	5'414.25	5'815.30	5'815.35	6'216.35	6'216.40	6'617.35	
		21	5'427.40	5'829.35	5'829.40	6'231.45	6'231.50	6'633.45	
		22	5'440.55	5'843.50	5'843.55	6'246.50	6'246.55	6'649.50	
		23	5'453.70	5'857.65	5'857.70	6'261.60	6'261.65	6'665.60	
		24	5'466.85	5'871.75	5'871.80	6'276.75	6'276.80	6'681.65	
25	5'480.00	5'885.90	5'885.95	6'291.80	6'291.85	6'697.75			
Funktionsstufe 5	Stundenlöhne 100 % (= 1/2184 J-L)	0	26.10	28.02	28.03	29.96	29.97	31.89	
		1	26.60	28.56	28.57	30.53	30.54	32.50	
		2	27.09	29.09	29.10	31.09	31.10	33.10	
		3	27.59	29.62	29.63	31.66	31.67	33.71	
		4	28.08	30.15	30.16	32.23	32.24	34.31	
		5	28.58	30.69	30.70	32.80	32.81	34.92	
		6	28.92	31.05	31.06	33.19	33.20	35.33	
		7	29.26	31.41	31.42	33.58	33.59	35.75	
		8	29.60	31.78	31.79	33.97	33.98	36.16	
		9	29.94	32.14	32.15	34.36	34.37	36.58	
		10	30.28	32.51	32.52	34.75	34.76	36.99	
		11	30.51	32.76	32.77	35.02	35.03	37.28	
		12	30.75	33.01	33.02	35.29	35.30	37.57	
		13	30.98	33.26	33.27	35.56	35.57	37.85	
		14	31.21	33.52	33.53	35.83	35.84	38.14	
		15	31.45	33.77	33.78	36.10	36.11	38.43	
		16	31.61	33.94	33.95	36.28	36.29	38.62	
		17	31.76	34.11	34.12	36.46	36.47	38.81	
		18	31.92	34.27	34.28	36.64	36.65	39.00	
		19	32.08	34.44	34.45	36.82	36.83	39.19	
		20	32.23	34.61	34.62	37.00	37.01	39.38	
		21	32.31	34.69	34.70	37.09	37.10	39.48	
		22	32.39	34.78	34.79	37.18	37.19	39.58	
		23	32.47	34.86	34.87	37.27	37.28	39.67	
		24	32.55	34.95	34.96	37.36	37.37	39.77	
25	32.62	35.03	35.04	37.45	37.46	39.86			

Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 6	Jahreslöhne 100 %	0	62'536.00	67'168.00	67'168.01	71'801.00	71'801.01	76'433.00
		1	63'724.00	68'444.00	68'444.01	73'165.00	73'165.01	77'885.00
		2	64'912.00	69'721.00	69'721.01	74'529.00	74'529.01	79'337.00
		3	66'101.00	70'997.00	70'997.01	75'893.00	75'893.01	80'790.00
		4	67'289.00	72'273.00	72'273.01	77'257.00	77'257.01	82'242.00
		5	68'477.00	73'549.00	73'549.01	78'622.00	78'622.01	83'694.00
		6	69'290.00	74'422.00	74'422.01	79'555.00	79'555.01	84'688.00
		7	70'103.00	75'296.00	75'296.01	80'488.00	80'488.01	85'681.00
		8	70'916.00	76'169.00	76'169.01	81'422.00	81'422.01	86'675.00
		9	71'729.00	77'042.00	77'042.01	82'355.00	82'355.01	87'669.00
		10	72'542.00	77'915.00	77'915.01	83'289.00	83'289.01	88'662.00
		11	73'105.00	78'520.00	78'520.01	83'935.00	83'935.01	89'350.00
		12	73'667.00	79'124.00	79'124.01	84'581.00	84'581.01	90'038.00
		13	74'230.00	79'729.00	79'729.01	85'227.00	85'227.01	90'726.00
		14	74'793.00	80'333.00	80'333.01	85'874.00	85'874.01	91'414.00
		15	75'356.00	80'938.00	80'938.01	86'520.00	86'520.01	92'102.00
		16	75'731.00	81'341.00	81'341.01	86'951.00	86'951.01	92'560.00
		17	76'106.00	81'744.00	81'744.01	87'381.00	87'381.01	93'019.00
		18	76'482.00	82'147.00	82'147.01	87'812.00	87'812.01	93'477.00
		19	76'857.00	82'550.00	82'550.01	88'243.00	88'243.01	93'936.00
		20	77'232.00	82'953.00	82'953.01	88'674.00	88'674.01	94'395.00
		21	77'420.00	83'154.00	83'154.01	88'889.00	88'889.01	94'624.00
		22	77'607.00	83'356.00	83'356.01	89'105.00	89'105.01	94'853.00
		23	77'795.00	83'557.00	83'557.01	89'320.00	89'320.01	95'083.00
		24	77'982.00	83'759.00	83'759.01	89'535.00	89'535.01	95'312.00
25	78'170.00	83'960.00	83'960.01	89'751.00	89'751.01	95'541.00		
Funktionsstufe 6	Monatslöhne im 13tel 100 %	0	4'810.50	5'166.75	5'166.80	5'523.15	5'523.20	5'879.45
		1	4'901.85	5'264.90	5'264.95	5'628.05	5'628.10	5'991.15
		2	4'993.25	5'363.15	5'363.20	5'733.00	5'733.05	6'102.80
		3	5'084.70	5'461.30	5'461.35	5'837.90	5'837.95	6'214.60
		4	5'176.10	5'559.45	5'559.50	5'942.80	5'942.85	6'326.30
		5	5'267.50	5'657.60	5'657.65	6'047.80	6'047.85	6'438.00
		6	5'330.00	5'724.75	5'724.80	6'119.60	6'119.65	6'514.45
		7	5'392.55	5'792.00	5'792.05	6'191.35	6'191.40	6'590.80
		8	5'455.10	5'859.15	5'859.20	6'263.20	6'263.25	6'667.30
		9	5'517.65	5'926.30	5'926.35	6'335.00	6'335.05	6'743.75
		10	5'580.20	5'993.45	5'993.50	6'406.80	6'406.85	6'820.15
		11	5'623.50	6'040.00	6'040.05	6'456.50	6'456.55	6'873.05
		12	5'666.70	6'086.45	6'086.50	6'506.20	6'506.25	6'926.00
		13	5'710.00	6'133.00	6'133.05	6'555.90	6'555.95	6'978.90
		14	5'753.35	6'179.45	6'179.50	6'605.65	6'605.70	7'031.80
		15	5'796.65	6'226.00	6'226.05	6'655.35	6'655.40	7'084.75
		16	5'825.50	6'257.00	6'257.05	6'688.50	6'688.55	7'120.00
		17	5'854.35	6'288.00	6'288.05	6'721.60	6'721.65	7'155.30
		18	5'883.25	6'319.00	6'319.05	6'754.75	6'754.80	7'190.50
		19	5'912.10	6'350.00	6'350.05	6'787.90	6'787.95	7'225.80
		20	5'940.95	6'381.00	6'381.05	6'821.05	6'821.10	7'261.15
		21	5'955.40	6'396.45	6'396.50	6'837.60	6'837.65	7'278.75
		22	5'969.80	6'412.00	6'412.05	6'854.20	6'854.25	7'296.35
		23	5'984.25	6'427.45	6'427.50	6'870.75	6'870.80	7'314.05
		24	5'998.65	6'443.00	6'443.05	6'887.30	6'887.35	7'331.65
25	6'013.10	6'458.45	6'458.50	6'903.90	6'903.95	7'349.30		
Funktionsstufe 6	Stundenlöhne 100 % (= 1/2184 J-L)	0	28.64	30.75	30.76	32.87	32.88	34.99
		1	29.18	31.33	31.34	33.50	33.51	35.66
		2	29.73	31.92	31.93	34.12	34.13	36.32
		3	30.27	32.50	32.51	34.74	34.75	36.99
		4	30.81	33.09	33.10	35.37	35.38	37.65
		5	31.36	33.67	33.68	35.99	36.00	38.32
		6	31.73	34.07	34.08	36.42	36.43	38.77
		7	32.10	34.47	34.48	36.85	36.86	39.23
		8	32.48	34.87	34.88	37.28	37.29	39.68
		9	32.85	35.27	35.28	37.70	37.71	40.14
		10	33.22	35.67	35.68	38.13	38.14	40.59
		11	33.48	35.95	35.96	38.43	38.44	40.91
		12	33.74	36.22	36.23	38.72	38.73	41.22
		13	33.99	36.50	36.51	39.02	39.03	41.54
		14	34.25	36.78	36.79	39.31	39.32	41.85
		15	34.51	37.05	37.06	39.61	39.62	42.17
		16	34.68	37.24	37.25	39.81	39.82	42.38
		17	34.85	37.42	37.43	40.00	40.01	42.59
		18	35.02	37.61	37.62	40.20	40.21	42.80
		19	35.20	37.79	37.80	40.40	40.41	43.01
		20	35.37	37.98	37.99	40.60	40.61	43.22
		21	35.45	38.07	38.08	40.70	40.71	43.32
		22	35.54	38.16	38.17	40.79	40.80	43.43
		23	35.63	38.25	38.26	40.89	40.90	43.53
		24	35.71	38.35	38.36	40.99	41.00	43.64
25	35.80	38.44	38.45	41.09	41.10	43.74		

Anmerkungen:

 = Minimum

 = Maximum

 = Minimum

 = Maximum

 = Minimum

 = Maximum

Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 7	Jahreslöhne 100 %	0	68'806.00	73'903.00	73'903.01	78'999.00	78'999.01	84'096.00
		1	70'113.00	75'307.00	75'307.01	80'500.00	80'500.01	85'694.00
		2	71'421.00	76'711.00	76'711.01	82'001.00	82'001.01	87'292.00
		3	72'728.00	78'115.00	78'115.01	83'502.00	83'502.01	88'890.00
		4	74'035.00	79'519.00	79'519.01	85'003.00	85'003.01	90'488.00
		5	75'343.00	80'924.00	80'924.01	86'504.00	86'504.01	92'085.00
		6	76'237.00	81'884.00	81'884.01	87'531.00	87'531.01	93'179.00
		7	77'132.00	82'845.00	82'845.01	88'558.00	88'558.01	94'272.00
		8	78'026.00	83'806.00	83'806.01	89'585.00	89'585.01	95'365.00
		9	78'920.00	84'766.00	84'766.01	90'612.00	90'612.01	96'458.00
		10	79'815.00	85'727.00	85'727.01	91'639.00	91'639.01	97'552.00
		11	80'434.00	86'392.00	86'392.01	92'350.00	92'350.01	98'308.00
		12	81'053.00	87'057.00	87'057.01	93'061.00	93'061.01	99'065.00
		13	81'673.00	87'723.00	87'723.01	93'772.00	93'772.01	99'822.00
		14	82'292.00	88'388.00	88'388.01	94'483.00	94'483.01	100'579.00
		15	82'911.00	89'053.00	89'053.01	95'194.00	95'194.01	101'336.00
		16	83'324.00	89'496.00	89'496.01	95'668.00	95'668.01	101'841.00
		17	83'737.00	89'940.00	89'940.01	96'142.00	96'142.01	102'345.00
		18	84'150.00	90'383.00	90'383.01	96'616.00	96'616.01	102'850.00
		19	84'563.00	90'826.00	90'826.01	97'090.00	97'090.01	103'354.00
		20	84'975.00	91'270.00	91'270.01	97'564.00	97'564.01	103'859.00
		21	85'182.00	91'492.00	91'492.01	97'801.00	97'801.01	104'111.00
		22	85'388.00	91'713.00	91'713.01	98'038.00	98'038.01	104'363.00
		23	85'595.00	91'935.00	91'935.01	98'275.00	98'275.01	104'616.00
		24	85'801.00	92'157.00	92'157.01	98'512.00	98'512.01	104'868.00
25	86'008.00	92'378.00	92'378.01	98'749.00	98'749.01	105'120.00		
Funktionsstufe 7	Monatslöhne im 13tel 100 %	0	5'292.80	5'684.80	5'684.85	6'076.80	6'076.85	6'468.90
		1	5'393.35	5'792.80	5'792.85	6'192.30	6'192.35	6'591.80
		2	5'493.95	5'900.80	5'900.85	6'307.75	6'307.80	6'714.75
		3	5'594.50	6'008.80	6'008.85	6'423.20	6'423.25	6'837.65
		4	5'695.00	6'116.80	6'116.85	6'538.65	6'538.70	6'960.60
		5	5'795.65	6'224.90	6'224.95	6'654.15	6'654.20	7'083.45
		6	5'864.40	6'298.75	6'298.80	6'733.15	6'733.20	7'167.60
		7	5'933.25	6'372.65	6'372.70	6'812.15	6'812.20	7'251.65
		8	6'002.00	6'446.60	6'446.65	6'891.15	6'891.20	7'335.75
		9	6'070.80	6'520.45	6'520.50	6'970.15	6'970.20	7'419.80
		10	6'139.65	6'594.35	6'594.40	7'049.15	7'049.20	7'504.00
		11	6'187.25	6'645.50	6'645.55	7'103.80	7'103.85	7'562.15
		12	6'234.85	6'696.65	6'696.70	7'158.50	7'158.55	7'620.35
		13	6'282.55	6'747.90	6'747.95	7'213.20	7'213.25	7'678.60
		14	6'330.20	6'799.05	6'799.10	7'267.90	7'267.95	7'736.80
		15	6'377.80	6'850.20	6'850.25	7'322.60	7'322.65	7'795.05
		16	6'409.55	6'884.30	6'884.35	7'359.05	7'359.10	7'833.90
		17	6'441.35	6'918.45	6'918.50	7'395.50	7'395.55	7'872.65
		18	6'473.10	6'952.50	6'952.55	7'432.00	7'432.05	7'911.50
		19	6'504.85	6'986.60	6'986.65	7'468.45	7'468.50	7'950.30
		20	6'536.55	7'020.75	7'020.80	7'504.90	7'504.95	7'989.15
		21	6'552.50	7'037.80	7'037.85	7'523.15	7'523.20	8'008.50
		22	6'568.35	7'054.80	7'054.85	7'541.35	7'541.40	8'027.90
		23	6'584.25	7'071.90	7'071.95	7'559.60	7'559.65	8'047.35
		24	6'600.10	7'089.00	7'089.05	7'577.80	7'577.85	8'066.75
25	6'616.00	7'106.00	7'106.05	7'596.05	7'596.10	8'086.15		
Funktionsstufe 7	Stundenlöhne 100 % (= 1/2184 J-L)	0	31.51	33.83	33.84	36.17	36.18	38.50
		1	32.11	34.48	34.49	36.85	36.86	39.23
		2	32.71	35.12	35.13	37.54	37.55	39.96
		3	33.31	35.76	35.77	38.23	38.24	40.70
		4	33.90	36.40	36.41	38.92	38.93	41.43
		5	34.50	37.05	37.06	39.60	39.61	42.16
		6	34.91	37.49	37.50	40.07	40.08	42.66
		7	35.32	37.93	37.94	40.54	40.55	43.16
		8	35.73	38.37	38.38	41.01	41.02	43.66
		9	36.14	38.81	38.82	41.48	41.49	44.16
		10	36.55	39.25	39.26	41.95	41.96	44.66
		11	36.83	39.55	39.56	42.28	42.29	45.01
		12	37.12	39.86	39.87	42.61	42.62	45.35
		13	37.40	40.16	40.17	42.93	42.94	45.70
		14	37.68	40.47	40.48	43.26	43.27	46.05
		15	37.97	40.77	40.78	43.58	43.59	46.39
		16	38.16	40.97	40.98	43.80	43.81	46.63
		17	38.35	41.18	41.19	44.02	44.03	46.86
		18	38.54	41.38	41.39	44.23	44.24	47.09
		19	38.72	41.58	41.59	44.45	44.46	47.32
		20	38.91	41.79	41.80	44.67	44.68	47.55
		21	39.01	41.89	41.90	44.78	44.79	47.66
		22	39.10	41.99	42.00	44.88	44.89	47.78
		23	39.20	42.09	42.10	44.99	45.00	47.90
		24	39.29	42.19	42.20	45.10	45.11	48.01
25	39.39	42.29	42.30	45.21	45.22	48.13		

Anmerkungen:

 = Minimum

 = Maximum

 = Minimum

 = Maximum

 = Minimum

 = Maximum

Stufe nutzbare Erfahrung		Bereiche						Anmerkungen:	
		Tief		Mittel		Hoch			
		ab	bis	ab	bis	ab	bis		
Funktionsstufe 8	Jahreslöhne 100 %	0	75'814.00	81'430.00	81'430.01	87'046.00	87'046.01	92'662.00	= Minimum
		1	77'254.00	82'977.00	82'977.01	88'700.00	88'700.01	94'422.00	
		2	78'695.00	84'524.00	84'524.01	90'353.00	90'353.01	96'183.00	
		3	80'135.00	86'071.00	86'071.01	92'007.00	92'007.01	97'943.00	
		4	81'576.00	87'619.00	87'619.01	93'661.00	93'661.01	99'704.00	
		5	83'016.00	89'166.00	89'166.01	95'315.00	95'315.01	101'464.00	
		6	84'002.00	90'224.00	90'224.01	96'447.00	96'447.01	102'669.00	
		7	84'987.00	91'283.00	91'283.01	97'578.00	97'578.01	103'874.00	
		8	85'973.00	92'341.00	92'341.01	98'710.00	98'710.01	105'078.00	
		9	86'959.00	93'400.00	93'400.01	99'841.00	99'841.01	106'283.00	
		10	87'944.00	94'459.00	94'459.01	100'973.00	100'973.01	107'487.00	
		11	88'627.00	95'191.00	95'191.01	101'756.00	101'756.01	108'321.00	
		12	89'309.00	95'924.00	95'924.01	102'540.00	102'540.01	109'155.00	
		13	89'991.00	96'657.00	96'657.01	103'323.00	103'323.01	109'989.00	
		14	90'674.00	97'390.00	97'390.01	104'107.00	104'107.01	110'823.00	
		15	91'356.00	98'123.00	98'123.01	104'890.00	104'890.01	111'657.00	
		16	91'811.00	98'612.00	98'612.01	105'412.00	105'412.01	112'213.00	
		17	92'266.00	99'100.00	99'100.01	105'935.00	105'935.01	112'769.00	
		18	92'721.00	99'589.00	99'589.01	106'457.00	106'457.01	113'325.00	
		19	93'175.00	100'077.00	100'077.01	106'979.00	106'979.01	113'881.00	
		20	93'630.00	100'566.00	100'566.01	107'501.00	107'501.01	114'437.00	
		21	93'858.00	100'810.00	100'810.01	107'763.00	107'763.01	114'715.00	
		22	94'085.00	101'054.00	101'054.01	108'024.00	108'024.01	114'993.00	
		23	94'313.00	101'299.00	101'299.01	108'285.00	108'285.01	115'271.00	
		24	94'540.00	101'543.00	101'543.01	108'546.00	108'546.01	115'549.00	
25	94'768.00	101'787.00	101'787.01	108'807.00	108'807.01	115'827.00	= Maximum		
Funktionsstufe 8	Monatslöhne im 13tel 100 %	0	5'831.85	6'263.80	6'263.85	6'695.80	6'695.85	7'127.80	= Minimum
		1	5'942.65	6'382.80	6'382.85	6'823.05	6'823.10	7'263.20	
		2	6'053.50	6'501.80	6'501.85	6'950.20	6'950.25	7'398.65	
		3	6'164.25	6'620.80	6'620.85	7'077.45	7'077.50	7'534.05	
		4	6'275.10	6'739.90	6'739.95	7'204.65	7'204.70	7'669.50	
		5	6'385.85	6'858.90	6'858.95	7'331.90	7'331.95	7'804.90	
		6	6'461.70	6'940.30	6'940.35	7'419.00	7'419.05	7'897.60	
		7	6'537.50	7'021.75	7'021.80	7'506.00	7'506.05	7'990.30	
		8	6'613.35	7'103.15	7'103.20	7'593.05	7'593.10	8'082.90	
		9	6'689.20	7'184.60	7'184.65	7'680.05	7'680.10	8'175.60	
		10	6'764.95	7'266.05	7'266.10	7'767.15	7'767.20	8'268.20	
		11	6'817.50	7'322.35	7'322.40	7'827.35	7'827.40	8'332.35	
		12	6'869.95	7'378.75	7'378.80	7'887.65	7'887.70	8'396.50	
		13	6'922.40	7'435.15	7'435.20	7'947.90	7'947.95	8'460.65	
		14	6'974.95	7'491.50	7'491.55	8'008.20	8'008.25	8'524.80	
		15	7'027.40	7'547.90	7'547.95	8'068.45	8'068.50	8'589.00	
		16	7'062.40	7'585.50	7'585.55	8'108.60	8'108.65	8'631.75	
		17	7'097.40	7'623.05	7'623.10	8'148.80	8'148.85	8'674.50	
		18	7'132.40	7'660.65	7'660.70	8'189.00	8'189.05	8'717.30	
		19	7'167.35	7'698.20	7'698.25	8'229.15	8'229.20	8'760.05	
		20	7'202.35	7'735.80	7'735.85	8'269.30	8'269.35	8'802.80	
		21	7'219.85	7'754.60	7'754.65	8'289.45	8'289.50	8'824.20	
		22	7'237.35	7'773.35	7'773.40	8'309.50	8'309.55	8'845.60	
		23	7'254.85	7'792.20	7'792.25	8'329.60	8'329.65	8'867.00	
		24	7'272.35	7'811.00	7'811.05	8'349.65	8'349.70	8'888.35	
25	7'289.85	7'829.75	7'829.80	8'369.75	8'369.80	8'909.75	= Maximum		
Funktionsstufe 8	Stundenlöhne 100 % (= 1/2184 J-L)	0	34.72	37.28	37.29	39.85	39.86	42.42	= Minimum
		1	35.38	37.99	38.00	40.61	40.62	43.23	
		2	36.04	38.70	38.71	41.37	41.38	44.03	
		3	36.70	39.40	39.41	42.12	42.13	44.84	
		4	37.36	40.11	40.12	42.88	42.89	45.65	
		5	38.02	40.82	40.83	43.64	43.65	46.45	
		6	38.47	41.31	41.32	44.16	44.17	47.00	
		7	38.92	41.79	41.80	44.67	44.68	47.56	
		8	39.37	42.28	42.29	45.19	45.20	48.11	
		9	39.82	42.76	42.77	45.71	45.72	48.66	
		10	40.27	43.25	43.26	46.23	46.24	49.21	
		11	40.59	43.58	43.59	46.59	46.60	49.59	
		12	40.90	43.92	43.93	46.95	46.96	49.97	
		13	41.21	44.25	44.26	47.30	47.31	50.36	
		14	41.52	44.59	44.60	47.66	47.67	50.74	
		15	41.83	44.92	44.93	48.02	48.03	51.12	
		16	42.04	45.15	45.16	48.26	48.27	51.37	
		17	42.25	45.37	45.38	48.50	48.51	51.63	
		18	42.46	45.59	45.60	48.74	48.75	51.88	
		19	42.67	45.82	45.83	48.98	48.99	52.14	
		20	42.88	46.04	46.05	49.22	49.23	52.39	
		21	42.98	46.15	46.16	49.34	49.35	52.52	
		22	43.08	46.27	46.28	49.46	49.47	52.65	
		23	43.19	46.38	46.39	49.58	49.59	52.77	
		24	43.29	46.49	46.50	49.70	49.71	52.90	
25	43.40	46.60	46.61	49.82	49.83	53.03	= Maximum		

	Stufe nutzbare Erfahrung	Bereiche						
		Tief		Mittel		Hoch		
		ab	bis	ab	bis	ab	bis	
Funktionsstufe 9	Jahreslöhne 100 %	0	83'472.00	89'655.00	89'655.01	95'838.00	95'838.01	102'021.00
		1	85'058.00	91'359.00	91'359.01	97'659.00	97'659.01	103'960.00
		2	86'644.00	93'062.00	93'062.01	99'480.00	99'480.01	105'898.00
		3	88'230.00	94'765.00	94'765.01	101'301.00	101'301.01	107'837.00
		4	89'816.00	96'469.00	96'469.01	103'122.00	103'122.01	109'775.00
		5	91'402.00	98'172.00	98'172.01	104'943.00	104'943.01	111'713.00
		6	92'487.00	99'338.00	99'338.01	106'189.00	106'189.01	113'040.00
		7	93'572.00	100'503.00	100'503.01	107'435.00	107'435.01	114'366.00
		8	94'657.00	101'669.00	101'669.01	108'681.00	108'681.01	115'692.00
		9	95'742.00	102'834.00	102'834.01	109'926.00	109'926.01	117'018.00
		10	96'828.00	104'000.00	104'000.01	111'172.00	111'172.01	118'345.00
		11	97'579.00	104'807.00	104'807.01	112'035.00	112'035.01	119'263.00
		12	98'330.00	105'614.00	105'614.01	112'897.00	112'897.01	120'181.00
		13	99'081.00	106'421.00	106'421.01	113'760.00	113'760.01	121'099.00
		14	99'833.00	107'228.00	107'228.01	114'623.00	114'623.01	122'018.00
		15	100'584.00	108'034.00	108'034.01	115'485.00	115'485.01	122'936.00
		16	101'085.00	108'572.00	108'572.01	116'060.00	116'060.01	123'548.00
		17	101'585.00	109'110.00	109'110.01	116'635.00	116'635.01	124'160.00
		18	102'086.00	109'648.00	109'648.01	117'210.00	117'210.01	124'772.00
		19	102'587.00	110'186.00	110'186.01	117'785.00	117'785.01	125'384.00
		20	103'088.00	110'724.00	110'724.01	118'360.00	118'360.01	125'996.00
		21	103'338.00	110'993.00	110'993.01	118'648.00	118'648.01	126'302.00
		22	103'589.00	111'262.00	111'262.01	118'935.00	118'935.01	126'608.00
		23	103'839.00	111'531.00	111'531.01	119'223.00	119'223.01	126'915.00
		24	104'090.00	111'800.00	111'800.01	119'510.00	119'510.01	127'221.00
25	104'340.00	112'069.00	112'069.01	119'798.00	119'798.01	127'527.00		
Funktionsstufe 9	Monatslöhne im 13tel 100 %	0	6'420.95	6'896.50	6'896.55	7'372.15	7'372.20	7'847.75
		1	6'542.95	7'027.60	7'027.65	7'512.20	7'512.25	7'996.90
		2	6'664.95	7'158.60	7'158.65	7'652.30	7'652.35	8'146.00
		3	6'786.95	7'289.60	7'289.65	7'792.35	7'792.40	8'295.15
		4	6'908.95	7'420.65	7'420.70	7'932.45	7'932.50	8'444.20
		5	7'030.95	7'551.65	7'551.70	8'072.50	8'072.55	8'593.30
		6	7'114.40	7'641.35	7'641.40	8'168.35	8'168.40	8'695.35
		7	7'197.85	7'731.00	7'731.05	8'264.20	8'264.25	8'797.35
		8	7'281.35	7'820.65	7'820.70	8'360.05	8'360.10	8'899.35
		9	7'364.80	7'910.30	7'910.35	8'455.80	8'455.85	9'001.35
		10	7'448.35	8'000.00	8'000.05	8'551.65	8'551.70	9'103.45
		11	7'506.10	8'062.05	8'062.10	8'618.05	8'618.10	9'174.05
		12	7'563.85	8'124.15	8'124.20	8'684.35	8'684.40	9'244.65
		13	7'621.65	8'186.20	8'186.25	8'750.75	8'750.80	9'315.30
		14	7'679.50	8'248.30	8'248.35	8'817.15	8'817.20	9'386.00
		15	7'737.25	8'310.30	8'310.35	8'883.45	8'883.50	9'456.60
		16	7'775.80	8'351.65	8'351.70	8'927.65	8'927.70	9'503.65
		17	7'814.25	8'393.05	8'393.10	8'971.90	8'971.95	9'550.75
		18	7'852.80	8'434.45	8'434.50	9'016.15	9'016.20	9'597.80
		19	7'891.35	8'475.80	8'475.85	9'060.35	9'060.40	9'644.90
		20	7'929.85	8'517.20	8'517.25	9'104.60	9'104.65	9'692.00
		21	7'949.10	8'537.90	8'537.95	9'126.75	9'126.80	9'715.50
		22	7'968.40	8'558.60	8'558.65	9'148.80	9'148.85	9'739.05
		23	7'987.65	8'579.30	8'579.35	9'171.00	9'171.05	9'762.65
		24	8'006.95	8'600.00	8'600.05	9'193.05	9'193.10	9'786.20
25	8'026.20	8'620.65	8'620.70	9'215.20	9'215.25	9'809.75		
Funktionsstufe 9	Stundenlöhne 100 % (= 1/2184 J-L)	0	38.22	41.05	41.06	43.88	43.89	46.71
		1	38.95	41.83	41.84	44.71	44.72	47.60
		2	39.68	42.61	42.62	45.54	45.55	48.48
		3	40.40	43.39	43.40	46.38	46.39	49.37
		4	41.13	44.17	44.18	47.21	47.22	50.26
		5	41.86	44.95	44.96	48.05	48.06	51.15
		6	42.35	45.48	45.49	48.62	48.63	51.75
		7	42.85	46.01	46.02	49.19	49.20	52.36
		8	43.35	46.55	46.56	49.76	49.77	52.97
		9	43.84	47.08	47.09	50.33	50.34	53.57
		10	44.34	47.61	47.62	50.90	50.91	54.18
		11	44.68	47.98	47.99	51.29	51.30	54.60
		12	45.03	48.35	48.36	51.69	51.70	55.02
		13	45.37	48.72	48.73	52.08	52.09	55.44
		14	45.72	49.09	49.10	52.48	52.49	55.86
		15	46.06	49.46	49.47	52.87	52.88	56.28
		16	46.29	49.71	49.72	53.14	53.15	56.56
		17	46.52	49.95	49.96	53.40	53.41	56.84
		18	46.75	50.20	50.21	53.66	53.67	57.13
		19	46.98	50.45	50.46	53.93	53.94	57.41
		20	47.21	50.69	50.70	54.19	54.20	57.69
		21	47.32	50.82	50.83	54.32	54.33	57.83
		22	47.44	50.94	50.95	54.45	54.46	57.97
		23	47.55	51.06	51.07	54.58	54.59	58.11
		24	47.67	51.19	51.20	54.72	54.73	58.25
25	47.78	51.31	51.32	54.85	54.86	58.39		

Anmerkungen:

	= Minimum
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	= Maximum
	= Minimum

	= Maximum
	= Minimum

	= Maximum
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Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 10	Jahreslöhne 100 %	0	91'786.00	98'585.00	98'585.01	105'384.00	105'384.01	112'183.00
		1	93'530.00	100'458.00	100'458.01	107'386.00	107'386.01	114'314.00
		2	95'274.00	102'331.00	102'331.01	109'389.00	109'389.01	116'446.00
		3	97'018.00	104'204.00	104'204.01	111'391.00	111'391.01	118'577.00
		4	98'762.00	106'077.00	106'077.01	113'393.00	113'393.01	120'709.00
		5	100'506.00	107'951.00	107'951.01	115'395.00	115'395.01	122'840.00
		6	101'699.00	109'232.00	109'232.01	116'765.00	116'765.01	124'299.00
		7	102'892.00	110'514.00	110'514.01	118'135.00	118'135.01	125'757.00
		8	104'085.00	111'795.00	111'795.01	119'505.00	119'505.01	127'215.00
		9	105'279.00	113'077.00	113'077.01	120'875.00	120'875.01	128'674.00
		10	106'472.00	114'359.00	114'359.01	122'245.00	122'245.01	130'132.00
		11	107'298.00	115'246.00	115'246.01	123'194.00	123'194.01	131'142.00
		12	108'124.00	116'133.00	116'133.01	124'142.00	124'142.01	132'151.00
		13	108'950.00	117'020.00	117'020.01	125'091.00	125'091.01	133'161.00
		14	109'776.00	117'908.00	117'908.01	126'039.00	126'039.01	134'171.00
		15	110'602.00	118'795.00	118'795.01	126'988.00	126'988.01	135'180.00
		16	111'153.00	119'386.00	119'386.01	127'620.00	127'620.01	135'853.00
		17	111'704.00	119'978.00	119'978.01	128'252.00	128'252.01	136'527.00
		18	112'254.00	120'569.00	120'569.01	128'885.00	128'885.01	137'200.00
		19	112'805.00	121'161.00	121'161.01	129'517.00	129'517.01	137'873.00
		20	113'356.00	121'752.00	121'752.01	130'149.00	130'149.01	138'546.00
		21	113'631.00	122'048.00	122'048.01	130'465.00	130'465.01	138'882.00
		22	113'906.00	122'344.00	122'344.01	130'781.00	130'781.01	139'219.00
		23	114'182.00	122'640.00	122'640.01	131'098.00	131'098.01	139'556.00
		24	114'457.00	122'935.00	122'935.01	131'414.00	131'414.01	139'892.00
25	114'733.00	123'231.00	123'231.01	131'730.00	131'730.01	140'229.00		
							= Maximum	
							= Minimum	
Funktionsstufe 10	Monatslöhne im 13tel 100 %	0	7'060.50	7'583.45	7'583.50	8'106.45	8'106.50	8'629.45
		1	7'194.65	7'727.50	7'727.55	8'260.45	8'260.50	8'793.35
		2	7'328.80	7'871.60	7'871.65	8'414.50	8'414.55	8'957.35
		3	7'462.95	8'015.65	8'015.70	8'568.50	8'568.55	9'121.30
		4	7'597.10	8'159.75	8'159.80	8'722.50	8'722.55	9'285.30
		5	7'731.25	8'303.90	8'303.95	8'876.50	8'876.55	9'449.20
		6	7'823.00	8'402.45	8'402.50	8'981.90	8'981.95	9'561.45
		7	7'914.80	8'501.05	8'501.10	9'087.30	9'087.35	9'673.60
		8	8'006.55	8'599.60	8'599.65	9'192.65	9'192.70	9'785.75
		9	8'098.40	8'698.20	8'698.25	9'298.05	9'298.10	9'898.00
		10	8'190.20	8'796.80	8'796.85	9'403.45	9'403.50	10'010.15
		11	8'253.70	8'865.05	8'865.10	9'476.45	9'476.50	10'087.80
		12	8'317.25	8'933.30	8'933.35	9'549.35	9'549.40	10'165.45
		13	8'380.80	9'001.50	9'001.55	9'622.35	9'622.40	10'243.15
		14	8'444.35	9'069.80	9'069.85	9'695.30	9'695.35	10'320.80
		15	8'507.85	9'138.05	9'138.10	9'768.30	9'768.35	10'398.45
		16	8'550.25	9'183.50	9'183.55	9'816.90	9'816.95	10'450.20
		17	8'592.65	9'229.05	9'229.10	9'865.50	9'865.55	10'502.05
		18	8'634.95	9'274.50	9'274.55	9'914.20	9'914.25	10'553.80
		19	8'677.35	9'320.05	9'320.10	9'962.80	9'962.85	10'605.60
		20	8'719.70	9'365.50	9'365.55	10'011.45	10'011.50	10'657.35
		21	8'740.85	9'388.30	9'388.35	10'035.75	10'035.80	10'683.20
		22	8'762.00	9'411.05	9'411.10	10'060.05	10'060.10	10'709.15
		23	8'783.25	9'433.80	9'433.85	10'084.45	10'084.50	10'735.05
		24	8'804.40	9'456.50	9'456.55	10'108.75	10'108.80	10'760.90
25	8'825.65	9'479.30	9'479.35	10'133.05	10'133.10	10'786.80		
							= Maximum	
							= Minimum	
Funktionsstufe 10	Stundenlöhne 100 % (= 1/2184 J-L)	0	42.03	45.13	45.14	48.25	48.26	51.36
		1	42.83	45.99	46.00	49.16	49.17	52.34
		2	43.63	46.85	46.86	50.08	50.09	53.31
		3	44.43	47.71	47.72	51.00	51.01	54.29
		4	45.23	48.57	48.58	51.91	51.92	55.26
		5	46.02	49.42	49.43	52.83	52.84	56.24
		6	46.57	50.01	50.02	53.46	53.47	56.91
		7	47.12	50.60	50.61	54.09	54.10	57.58
		8	47.66	51.18	51.19	54.71	54.72	58.24
		9	48.21	51.77	51.78	55.34	55.35	58.91
		10	48.76	52.36	52.37	55.97	55.98	59.58
		11	49.13	52.76	52.77	56.40	56.41	60.04
		12	49.51	53.17	53.18	56.84	56.85	60.50
		13	49.89	53.58	53.59	57.27	57.28	60.97
		14	50.27	53.98	53.99	57.71	57.72	61.43
		15	50.65	54.39	54.40	58.14	58.15	61.89
		16	50.90	54.66	54.67	58.43	58.44	62.20
		17	51.15	54.93	54.94	58.72	58.73	62.51
		18	51.40	55.20	55.21	59.01	59.02	62.82
		19	51.66	55.47	55.48	59.30	59.31	63.12
		20	51.91	55.74	55.75	59.59	59.60	63.43
		21	52.03	55.88	55.89	59.73	59.74	63.59
		22	52.16	56.01	56.02	59.88	59.89	63.74
		23	52.29	56.15	56.16	60.02	60.03	63.89
		24	52.41	56.28	56.29	60.17	60.18	64.05
25	52.54	56.42	56.43	60.31	60.32	64.20		
							= Maximum	

Anmerkungen:

= Minimum

= Maximum

= Minimum

= Maximum

= Minimum

= Maximum

Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 11	Jahreslöhne 100 %	0	100'863.00	108'334.00	108'334.01	115'806.00	115'806.01	123'277.00
		1	102'779.00	110'393.00	110'393.01	118'006.00	118'006.01	125'619.00
		2	104'696.00	112'451.00	112'451.01	120'206.00	120'206.01	127'962.00
		3	106'612.00	114'509.00	114'509.01	122'407.00	122'407.01	130'304.00
		4	108'529.00	116'568.00	116'568.01	124'607.00	124'607.01	132'646.00
		5	110'445.00	118'626.00	118'626.01	126'807.00	126'807.01	134'988.00
		6	111'756.00	120'034.00	120'034.01	128'313.00	128'313.01	136'591.00
		7	113'067.00	121'443.00	121'443.01	129'818.00	129'818.01	138'194.00
		8	114'379.00	122'851.00	122'851.01	131'324.00	131'324.01	139'796.00
		9	115'690.00	124'259.00	124'259.01	132'829.00	132'829.01	141'399.00
		10	117'001.00	125'668.00	125'668.01	134'335.00	134'335.01	143'001.00
		11	117'909.00	126'643.00	126'643.01	135'377.00	135'377.01	144'111.00
		12	118'817.00	127'618.00	127'618.01	136'419.00	136'419.01	145'220.00
		13	119'724.00	128'593.00	128'593.01	137'461.00	137'461.01	146'330.00
		14	120'632.00	129'568.00	129'568.01	138'504.00	138'504.01	147'439.00
		15	121'540.00	130'543.00	130'543.01	139'546.00	139'546.01	148'549.00
		16	122'145.00	131'193.00	131'193.01	140'241.00	140'241.01	149'288.00
		17	122'750.00	131'843.00	131'843.01	140'935.00	140'935.01	150'028.00
		18	123'355.00	132'493.00	132'493.01	141'630.00	141'630.01	150'768.00
		19	123'961.00	133'143.00	133'143.01	142'325.00	142'325.01	151'507.00
		20	124'566.00	133'793.00	133'793.01	143'020.00	143'020.01	152'247.00
		21	124'868.00	134'118.00	134'118.01	143'367.00	143'367.01	152'617.00
		22	125'171.00	134'443.00	134'443.01	143'715.00	143'715.01	152'987.00
		23	125'474.00	134'768.00	134'768.01	144'062.00	144'062.01	153'357.00
		24	125'776.00	135'093.00	135'093.01	144'410.00	144'410.01	153'726.00
25	126'079.00	135'418.00	135'418.01	144'757.00	144'757.01	154'096.00		
Funktionsstufe 11	Monatslöhne im 13tel 100 %	0	7'758.70	8'333.35	8'333.40	8'908.15	8'908.20	9'482.80
		1	7'906.10	8'491.75	8'491.80	9'077.35	9'077.40	9'663.00
		2	8'053.55	8'650.05	8'650.10	9'246.60	9'246.65	9'843.20
		3	8'200.95	8'808.35	8'808.40	9'415.90	9'415.95	10'023.35
		4	8'348.40	8'966.75	8'966.80	9'585.15	9'585.20	10'203.50
		5	8'495.80	9'125.05	9'125.10	9'754.35	9'754.40	10'383.65
		6	8'596.65	9'233.35	9'233.40	9'870.20	9'870.25	10'507.00
		7	8'697.50	9'341.75	9'341.80	9'986.00	9'986.05	10'630.30
		8	8'798.40	9'450.05	9'450.10	10'101.80	10'101.85	10'753.50
		9	8'899.25	9'558.35	9'558.40	10'217.60	10'217.65	10'876.80
		10	9'000.10	9'666.75	9'666.80	10'333.45	10'333.50	11'000.05
		11	9'069.95	9'741.75	9'741.80	10'413.60	10'413.65	11'085.45
		12	9'139.80	9'816.75	9'816.80	10'493.75	10'493.80	11'170.75
		13	9'209.55	9'891.75	9'891.80	10'573.90	10'573.95	11'256.15
		14	9'279.40	9'966.75	9'966.80	10'654.15	10'654.20	11'341.45
		15	9'349.25	10'041.75	10'041.80	10'734.30	10'734.35	11'426.80
		16	9'395.80	10'091.75	10'091.80	10'787.75	10'787.80	11'483.65
		17	9'442.35	10'141.75	10'141.80	10'841.15	10'841.20	11'540.60
		18	9'488.85	10'191.75	10'191.80	10'894.60	10'894.65	11'597.50
		19	9'535.50	10'241.75	10'241.80	10'948.05	10'948.10	11'654.35
		20	9'582.00	10'291.75	10'291.80	11'001.50	11'001.55	11'711.30
		21	9'605.25	10'316.75	10'316.80	11'028.20	11'028.25	11'739.75
		22	9'628.55	10'341.75	10'341.80	11'055.00	11'055.05	11'768.20
		23	9'651.85	10'366.75	10'366.80	11'081.65	11'081.70	11'796.65
		24	9'675.10	10'391.75	10'391.80	11'108.45	11'108.50	11'825.05
25	9'698.40	10'416.75	10'416.80	11'135.15	11'135.20	11'853.50		
Funktionsstufe 11	Stundenlöhne 100 % (= 1/2184 J-L)	0	46.19	49.60	49.61	53.02	53.03	56.44
		1	47.06	50.54	50.55	54.03	54.04	57.51
		2	47.94	51.48	51.49	55.03	55.04	58.59
		3	48.82	52.43	52.44	56.04	56.05	59.66
		4	49.70	53.37	53.38	57.05	57.06	60.73
		5	50.58	54.31	54.32	58.06	58.07	61.80
		6	51.18	54.96	54.97	58.75	58.76	62.54
		7	51.78	55.60	55.61	59.44	59.45	63.27
		8	52.38	56.25	56.26	60.13	60.14	64.00
		9	52.98	56.89	56.90	60.81	60.82	64.74
		10	53.58	57.54	57.55	61.50	61.51	65.47
		11	53.99	57.98	57.99	61.98	61.99	65.98
		12	54.41	58.43	58.44	62.46	62.47	66.49
		13	54.82	58.87	58.88	62.94	62.95	67.00
		14	55.24	59.32	59.33	63.41	63.42	67.50
		15	55.66	59.77	59.78	63.89	63.90	68.01
		16	55.93	60.07	60.08	64.21	64.22	68.35
		17	56.21	60.36	60.37	64.53	64.54	68.69
		18	56.49	60.66	60.67	64.84	64.85	69.03
		19	56.76	60.96	60.97	65.16	65.17	69.37
		20	57.04	61.26	61.27	65.48	65.49	69.71
		21	57.18	61.40	61.41	65.64	65.65	69.87
		22	57.32	61.55	61.56	65.80	65.81	70.04
		23	57.46	61.70	61.71	65.96	65.97	70.21
		24	57.59	61.85	61.86	66.12	66.13	70.38
25	57.73	62.00	62.01	66.28	66.29	70.55		

Anmerkungen:

 = Minimum

 = Maximum

 = Minimum

 = Maximum

 = Minimum

 = Maximum

Funktionsstufe 12	Stufe nutzbare Erfahrung	Bereiche						Anmerkungen:
		Tief		Mittel		Hoch		
		ab	bis	ab	bis	ab	bis	
Jahreslöhne 100 %	0	110'718.00	118'919.00	118'919.01	127'121.00	127'121.01	135'322.00	= Minimum
	1	112'822.00	121'179.00	121'179.01	129'536.00	129'536.01	137'893.00	
	2	114'925.00	123'438.00	123'438.01	131'951.00	131'951.01	140'464.00	
	3	117'029.00	125'698.00	125'698.01	134'367.00	134'367.01	143'035.00	
	4	119'133.00	127'957.00	127'957.01	136'782.00	136'782.01	145'606.00	
	5	121'236.00	130'217.00	130'217.01	139'197.00	139'197.01	148'178.00	
	6	122'676.00	131'763.00	131'763.01	140'850.00	140'850.01	149'937.00	
	7	124'115.00	133'309.00	133'309.01	142'502.00	142'502.01	151'696.00	
	8	125'554.00	134'855.00	134'855.01	144'155.00	144'155.01	153'455.00	
	9	126'994.00	136'400.00	136'400.01	145'807.00	145'807.01	155'214.00	
	10	128'433.00	137'946.00	137'946.01	147'460.00	147'460.01	156'974.00	
	11	129'429.00	139'017.00	139'017.01	148'604.00	148'604.01	158'191.00	
	12	130'426.00	140'087.00	140'087.01	149'748.00	149'748.01	159'409.00	
	13	131'422.00	141'157.00	141'157.01	150'892.00	150'892.01	160'627.00	
	14	132'419.00	142'228.00	142'228.01	152'036.00	152'036.01	161'845.00	
	15	133'415.00	143'298.00	143'298.01	153'180.00	153'180.01	163'063.00	
	16	134'079.00	144'011.00	144'011.01	153'943.00	153'943.01	163'875.00	
	17	134'744.00	144'725.00	144'725.01	154'706.00	154'706.01	164'687.00	
	18	135'408.00	145'438.00	145'438.01	155'469.00	155'469.01	165'499.00	
	19	136'072.00	146'152.00	146'152.01	156'231.00	156'231.01	166'311.00	
	20	136'737.00	146'865.00	146'865.01	156'994.00	156'994.01	167'123.00	
	21	137'069.00	147'222.00	147'222.01	157'375.00	157'375.01	167'529.00	
	22	137'401.00	147'579.00	147'579.01	157'757.00	157'757.01	167'935.00	
	23	137'733.00	147'936.00	147'936.01	158'138.00	158'138.01	168'341.00	
	24	138'065.00	148'292.00	148'292.01	158'519.00	158'519.01	168'747.00	
25	138'398.00	148'649.00	148'649.01	158'901.00	158'901.01	169'153.00	= Maximum	
Monatslöhne im 13tel 100 %	0	8'516.80	9'147.60	9'147.65	9'778.50	9'778.55	10'409.35	= Minimum
	1	8'678.65	9'321.45	9'321.50	9'964.30	9'964.35	10'607.15	
	2	8'840.40	9'495.20	9'495.25	10'150.05	10'150.10	10'804.90	
	3	9'002.25	9'669.05	9'669.10	10'335.90	10'335.95	11'002.65	
	4	9'164.10	9'842.80	9'842.85	10'521.65	10'521.70	11'200.45	
	5	9'325.85	10'016.65	10'016.70	10'707.45	10'707.50	11'398.30	
	6	9'436.65	10'135.60	10'135.65	10'834.60	10'834.65	11'533.60	
	7	9'547.35	10'254.50	10'254.55	10'961.65	10'961.70	11'668.90	
	8	9'658.00	10'373.45	10'373.50	11'088.80	11'088.85	11'804.20	
	9	9'768.80	10'492.30	10'492.35	11'215.90	11'215.95	11'939.50	
	10	9'879.50	10'611.20	10'611.25	11'343.05	11'343.10	12'074.90	
	11	9'956.10	10'693.60	10'693.65	11'431.05	11'431.10	12'168.50	
	12	10'032.80	10'775.90	10'775.95	11'519.05	11'519.10	12'262.20	
	13	10'109.40	10'858.20	10'858.25	11'607.05	11'607.10	12'355.90	
	14	10'186.10	10'940.60	10'940.65	11'695.05	11'695.10	12'449.60	
	15	10'262.70	11'022.90	11'022.95	11'783.05	11'783.10	12'543.30	
	16	10'313.80	11'077.75	11'077.80	11'841.75	11'841.80	12'605.75	
	17	10'364.95	11'132.65	11'132.70	11'900.45	11'900.50	12'668.20	
	18	10'416.00	11'187.50	11'187.55	11'959.15	11'959.20	12'730.65	
	19	10'467.10	11'242.45	11'242.50	12'017.75	12'017.80	12'793.15	
	20	10'518.25	11'297.30	11'297.35	12'076.45	12'076.50	12'855.60	
	21	10'543.80	11'324.75	11'324.80	12'105.75	12'105.80	12'886.80	
	22	10'569.35	11'352.20	11'352.25	12'135.15	12'135.20	12'918.05	
	23	10'594.85	11'379.65	11'379.70	12'164.45	12'164.50	12'949.30	
	24	10'620.40	11'407.05	11'407.10	12'193.75	12'193.80	12'980.50	
25	10'646.00	11'434.50	11'434.55	12'223.15	12'223.20	13'011.75	= Maximum	
Stundenlöhne 100 % (= 1/2184 J-L)	0	50.70	54.45	54.46	58.20	58.21	61.96	= Minimum
	1	51.66	55.48	55.49	59.31	59.32	63.13	
	2	52.63	56.51	56.52	60.41	60.42	64.31	
	3	53.59	57.55	57.56	61.52	61.53	65.49	
	4	54.55	58.58	58.59	62.62	62.63	66.66	
	5	55.52	59.62	59.63	63.73	63.74	67.84	
	6	56.18	60.33	60.34	64.49	64.50	68.65	
	7	56.83	61.03	61.04	65.24	65.25	69.45	
	8	57.49	61.74	61.75	66.00	66.01	70.26	
	9	58.15	62.45	62.46	66.76	66.77	71.06	
	10	58.81	63.16	63.17	67.51	67.52	71.87	
	11	59.27	63.65	63.66	68.04	68.05	72.43	
	12	59.72	64.14	64.15	68.56	68.57	72.98	
	13	60.18	64.63	64.64	69.08	69.09	73.54	
	14	60.64	65.12	65.13	69.61	69.62	74.10	
	15	61.09	65.61	65.62	70.13	70.14	74.66	
	16	61.40	65.93	65.94	70.48	70.49	75.03	
	17	61.70	66.26	66.27	70.83	70.84	75.40	
	18	62.00	66.59	66.60	71.18	71.19	75.77	
	19	62.31	66.91	66.92	71.53	71.54	76.14	
	20	62.61	67.24	67.25	71.88	71.89	76.52	
	21	62.77	67.40	67.41	72.05	72.06	76.70	
	22	62.92	67.57	67.58	72.23	72.24	76.89	
	23	63.07	67.73	67.74	72.40	72.41	77.07	
	24	63.22	67.89	67.90	72.58	72.59	77.26	
25	63.37	68.06	68.07	72.75	72.76	77.45	= Maximum	

Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 13	Jahreslöhne 100 %	0	121'257.00	130'239.00	130'239.01	139'221.00	139'221.01	148'203.00
		1	123'561.00	132'714.00	132'714.01	141'866.00	141'866.01	151'019.00
		2	125'865.00	135'188.00	135'188.01	144'511.00	144'511.01	153'835.00
		3	128'169.00	137'663.00	137'663.01	147'157.00	147'157.01	156'651.00
		4	130'473.00	140'137.00	140'137.01	149'802.00	149'802.01	159'466.00
		5	132'776.00	142'612.00	142'612.01	152'447.00	152'447.01	162'282.00
		6	134'353.00	144'305.00	144'305.01	154'257.00	154'257.01	164'209.00
		7	135'929.00	145'998.00	145'998.01	156'067.00	156'067.01	166'136.00
		8	137'505.00	147'691.00	147'691.01	157'877.00	157'877.01	168'062.00
		9	139'082.00	149'384.00	149'384.01	159'686.00	159'686.01	169'989.00
		10	140'658.00	151'077.00	151'077.01	161'496.00	161'496.01	171'915.00
		11	141'749.00	152'249.00	152'249.01	162'749.00	162'749.01	173'249.00
		12	142'841.00	153'422.00	153'422.01	164'002.00	164'002.01	174'583.00
		13	143'932.00	154'594.00	154'594.01	165'255.00	165'255.01	175'917.00
		14	145'023.00	155'766.00	155'766.01	166'508.00	166'508.01	177'251.00
		15	146'115.00	156'938.00	156'938.01	167'761.00	167'761.01	178'585.00
		16	146'842.00	157'719.00	157'719.01	168'597.00	168'597.01	179'474.00
		17	147'570.00	158'501.00	158'501.01	169'432.00	169'432.01	180'363.00
		18	148'297.00	159'282.00	159'282.01	170'267.00	170'267.01	181'252.00
		19	149'025.00	160'064.00	160'064.01	171'103.00	171'103.01	182'141.00
		20	149'752.00	160'845.00	160'845.01	171'938.00	171'938.01	183'031.00
		21	150'116.00	161'236.00	161'236.01	172'356.00	172'356.01	183'475.00
		22	150'480.00	161'627.00	161'627.01	172'773.00	172'773.01	183'920.00
		23	150'844.00	162'017.00	162'017.01	173'191.00	173'191.01	184'365.00
		24	151'207.00	162'408.00	162'408.01	173'609.00	173'609.01	184'809.00
25	151'571.00	162'799.00	162'799.01	174'026.00	174'026.01	185'254.00		
Funktionsstufe 13	Monatslöhne im 13tel 100 %	0	9'327.50	10'018.35	10'018.40	10'709.30	10'709.35	11'400.20
		1	9'504.70	10'208.75	10'208.80	10'912.75	10'912.80	11'616.80
		2	9'681.95	10'399.05	10'399.10	11'116.20	11'116.25	11'833.45
		3	9'859.20	10'589.45	10'589.50	11'319.75	11'319.80	12'050.05
		4	10'036.40	10'779.75	10'779.80	11'523.20	11'523.25	12'266.60
		5	10'213.55	10'970.15	10'970.20	11'726.65	11'726.70	12'483.20
		6	10'334.85	11'100.35	11'100.40	11'865.90	11'865.95	12'631.45
		7	10'456.10	11'230.60	11'230.65	12'005.15	12'005.20	12'779.65
		8	10'577.35	11'360.80	11'360.85	12'144.35	12'144.40	12'927.80
		9	10'698.65	11'491.05	11'491.10	12'283.50	12'283.55	13'076.05
		10	10'819.85	11'621.30	11'621.35	12'422.75	12'422.80	13'224.20
		11	10'903.80	11'711.45	11'711.50	12'519.15	12'519.20	13'326.80
		12	10'987.80	11'801.65	11'801.70	12'615.50	12'615.55	13'429.45
		13	11'071.70	11'891.80	11'891.85	12'711.90	12'711.95	13'532.05
		14	11'155.65	11'982.00	11'982.05	12'808.30	12'808.35	13'634.65
		15	11'239.65	12'072.15	12'072.20	12'904.65	12'904.70	13'737.30
		16	11'295.55	12'132.20	12'132.25	12'969.00	12'969.05	13'805.65
		17	11'351.55	12'192.35	12'192.40	13'033.20	13'033.25	13'874.05
		18	11'407.50	12'252.45	12'252.50	13'097.45	13'097.50	13'942.45
		19	11'463.50	12'312.60	12'312.65	13'161.75	13'161.80	14'010.80
		20	11'519.40	12'372.65	12'372.70	13'226.00	13'226.05	14'079.30
		21	11'547.40	12'402.75	12'402.80	13'258.15	13'258.20	14'113.45
		22	11'575.40	12'432.80	12'432.85	13'290.20	13'290.25	14'147.65
		23	11'603.40	12'462.80	12'462.85	13'322.35	13'322.40	14'181.90
		24	11'631.35	12'492.90	12'492.95	13'354.50	13'354.55	14'216.05
25	11'659.35	12'523.00	12'523.05	13'386.60	13'386.65	14'250.30		
Funktionsstufe 13	Stundenlöhne 100 % (= 1/2184 J-L)	0	55.53	59.63	59.64	63.74	63.75	67.85
		1	56.58	60.76	60.77	64.95	64.96	69.14
		2	57.64	61.89	61.90	66.16	66.17	70.43
		3	58.69	63.03	63.04	67.37	67.38	71.72
		4	59.75	64.16	64.17	68.59	68.60	73.01
		5	60.80	65.29	65.30	69.80	69.81	74.30
		6	61.52	66.07	66.08	70.63	70.64	75.18
		7	62.24	66.84	66.85	71.45	71.46	76.06
		8	62.97	67.62	67.63	72.28	72.29	76.95
		9	63.69	68.39	68.40	73.11	73.12	77.83
		10	64.41	69.17	69.18	73.94	73.95	78.71
		11	64.91	69.71	69.72	74.51	74.52	79.32
		12	65.41	70.24	70.25	75.09	75.10	79.93
		13	65.91	70.78	70.79	75.66	75.67	80.54
		14	66.41	71.32	71.33	76.23	76.24	81.15
		15	66.91	71.85	71.86	76.81	76.82	81.76
		16	67.24	72.21	72.22	77.19	77.20	82.17
		17	67.57	72.57	72.58	77.57	77.58	82.58
		18	67.91	72.93	72.94	77.96	77.97	82.99
		19	68.24	73.28	73.29	78.34	78.35	83.39
		20	68.57	73.64	73.65	78.72	78.73	83.80
		21	68.74	73.82	73.83	78.91	78.92	84.00
		22	68.91	74.00	74.01	79.10	79.11	84.21
		23	69.07	74.18	74.19	79.29	79.30	84.41
		24	69.24	74.36	74.37	79.49	79.50	84.61
25	69.41	74.54	74.55	79.68	79.69	84.82		

Anmerkungen:

 = Minimum

 = Maximum
 = Minimum

 = Maximum
 = Minimum

 = Maximum

Funktionsstufe 14	Stufe nutzbare Erfahrung	Bereiche						Anmerkungen:
		Tief		Mittel		Hoch		
		ab	bis	ab	bis	ab	bis	
Jahreslöhne 100 %	0	132'591.00	142'413.00	142'413.01	152'234.00	152'234.01	162'056.00	= Minimum
	1	135'110.00	145'118.00	145'118.01	155'127.00	155'127.01	165'135.00	
	2	137'629.00	147'824.00	147'824.01	158'019.00	158'019.01	168'214.00	
	3	140'149.00	150'530.00	150'530.01	160'911.00	160'911.01	171'293.00	
	4	142'668.00	153'236.00	153'236.01	163'804.00	163'804.01	174'372.00	
	5	145'187.00	155'942.00	155'942.01	166'696.00	166'696.01	177'451.00	
	6	146'911.00	157'793.00	157'793.01	168'675.00	168'675.01	179'558.00	
	7	148'635.00	159'644.00	159'644.01	170'654.00	170'654.01	181'664.00	
	8	150'358.00	161'496.00	161'496.01	172'633.00	172'633.01	183'771.00	
	9	152'082.00	163'347.00	163'347.01	174'613.00	174'613.01	185'878.00	
	10	153'806.00	165'199.00	165'199.01	176'592.00	176'592.01	187'985.00	
	11	154'999.00	166'480.00	166'480.01	177'962.00	177'962.01	189'443.00	
	12	156'192.00	167'762.00	167'762.01	179'332.00	179'332.01	190'902.00	
	13	157'386.00	169'044.00	169'044.01	180'702.00	180'702.01	192'360.00	
	14	158'579.00	170'325.00	170'325.01	182'072.00	182'072.01	193'819.00	
	15	159'772.00	171'607.00	171'607.01	183'442.00	183'442.01	195'277.00	
	16	160'568.00	172'462.00	172'462.01	184'356.00	184'356.01	196'249.00	
	17	161'363.00	173'316.00	173'316.01	185'269.00	185'269.01	197'222.00	
	18	162'159.00	174'171.00	174'171.01	186'182.00	186'182.01	198'194.00	
	19	162'954.00	175'025.00	175'025.01	187'096.00	187'096.01	199'166.00	
	20	163'750.00	175'880.00	175'880.01	188'009.00	188'009.01	200'139.00	
	21	164'148.00	176'307.00	176'307.01	188'466.00	188'466.01	200'625.00	
	22	164'545.00	176'734.00	176'734.01	188'923.00	188'923.01	201'111.00	
	23	164'943.00	177'161.00	177'161.01	189'379.00	189'379.01	201'597.00	
	24	165'341.00	177'588.00	177'588.01	189'836.00	189'836.01	202'083.00	
25	165'739.00	178'016.00	178'016.01	190'293.00	190'293.01	202'570.00		
Monatslöhne im 13tel 100 %	0	10'199.35	10'954.80	10'954.85	11'710.30	11'710.35	12'465.80	= Maximum = Minimum
	1	10'393.10	11'162.90	11'162.95	11'932.80	11'932.85	12'702.65	
	2	10'586.85	11'371.05	11'371.10	12'155.30	12'155.35	12'939.50	
	3	10'780.70	11'579.20	11'579.25	12'377.75	12'377.80	13'176.35	
	4	10'974.50	11'787.35	11'787.40	12'600.30	12'600.35	13'413.20	
	5	11'168.25	11'995.50	11'995.55	12'822.75	12'822.80	13'650.05	
	6	11'300.85	12'137.90	12'137.95	12'975.00	12'975.05	13'812.15	
	7	11'433.50	12'280.30	12'280.35	13'127.20	13'127.25	13'974.15	
	8	11'566.00	12'422.75	12'422.80	13'279.45	13'279.50	14'136.20	
	9	11'698.65	12'565.15	12'565.20	13'431.75	13'431.80	14'298.30	
	10	11'831.25	12'707.60	12'707.65	13'584.00	13'584.05	14'460.35	
	11	11'923.00	12'806.15	12'806.20	13'689.35	13'689.40	14'572.50	
	12	12'014.80	12'904.75	12'904.80	13'794.75	13'794.80	14'684.75	
	13	12'106.65	13'003.35	13'003.40	13'900.15	13'900.20	14'796.90	
	14	12'198.40	13'101.90	13'101.95	14'005.50	14'005.55	14'909.15	
	15	12'290.20	13'200.50	13'200.55	14'110.90	14'110.95	15'021.30	
	16	12'351.40	13'266.30	13'266.35	14'181.20	14'181.25	15'096.05	
	17	12'412.55	13'332.00	13'332.05	14'251.45	14'251.50	15'170.90	
	18	12'473.80	13'397.75	13'397.80	14'321.65	14'321.70	15'245.65	
	19	12'534.95	13'463.45	13'463.50	14'392.00	14'392.05	15'320.45	
	20	12'596.20	13'529.20	13'529.25	14'462.20	14'462.25	15'395.30	
	21	12'626.80	13'562.05	13'562.10	14'497.35	14'497.40	15'432.65	
	22	12'657.35	13'594.90	13'594.95	14'532.50	14'532.55	15'470.05	
	23	12'687.95	13'627.75	13'627.80	14'567.60	14'567.65	15'507.45	
	24	12'718.55	13'660.60	13'660.65	14'602.75	14'602.80	15'544.80	
25	12'749.20	13'693.50	13'693.55	14'637.90	14'637.95	15'582.30		
Stundenlöhne 100 % (= 1/2184 J-L)	0	60.72	65.20	65.21	69.70	69.71	74.20	= Maximum = Minimum
	1	61.87	66.44	66.45	71.02	71.03	75.61	
	2	63.02	67.68	67.69	72.35	72.36	77.02	
	3	64.18	68.92	68.93	73.67	73.68	78.43	
	4	65.33	70.16	70.17	75.00	75.01	79.84	
	5	66.48	71.40	71.41	76.32	76.33	81.25	
	6	67.27	72.24	72.25	77.23	77.24	82.21	
	7	68.06	73.09	73.10	78.13	78.14	83.17	
	8	68.85	73.94	73.95	79.04	79.05	84.14	
	9	69.64	74.79	74.80	79.95	79.96	85.10	
	10	70.43	75.64	75.65	80.85	80.86	86.07	
	11	70.98	76.22	76.23	81.48	81.49	86.74	
	12	71.52	76.81	76.82	82.11	82.12	87.40	
	13	72.07	77.40	77.41	82.73	82.74	88.07	
	14	72.61	77.98	77.99	83.36	83.37	88.74	
	15	73.16	78.57	78.58	83.99	84.00	89.41	
	16	73.53	78.96	78.97	84.41	84.42	89.85	
	17	73.89	79.35	79.36	84.83	84.84	90.30	
	18	74.25	79.74	79.75	85.24	85.25	90.74	
	19	74.62	80.13	80.14	85.66	85.67	91.19	
	20	74.98	80.53	80.54	86.08	86.09	91.63	
	21	75.16	80.72	80.73	86.29	86.30	91.86	
	22	75.35	80.92	80.93	86.50	86.51	92.08	
	23	75.53	81.11	81.12	86.71	86.72	92.30	
	24	75.71	81.31	81.32	86.92	86.93	92.52	
25	75.89	81.50	81.51	87.13	87.14	92.75		
							= Maximum	

Funktionsstufe 15	Stufe nutzbare Erfahrung	Bereiche						Anmerkungen:
		Tief		Mittel		Hoch		
		ab	bis	ab	bis	ab	bis	
Jahreslöhne 100 %	0	144'626.00	155'339.00	155'339.01	166'052.00	166'052.01	176'765.00	= Minimum
	1	147'374.00	158'290.00	158'290.01	169'207.00	169'207.01	180'124.00	
	2	150'122.00	161'242.00	161'242.01	172'362.00	172'362.01	183'482.00	
	3	152'870.00	164'193.00	164'193.01	175'517.00	175'517.01	186'841.00	
	4	155'618.00	167'145.00	167'145.01	178'672.00	178'672.01	190'199.00	
	5	158'365.00	170'096.00	170'096.01	181'827.00	181'827.01	193'558.00	
	6	160'246.00	172'116.00	172'116.01	183'986.00	183'986.01	195'856.00	
	7	162'126.00	174'135.00	174'135.01	186'144.00	186'144.01	198'154.00	
	8	164'006.00	176'154.00	176'154.01	188'303.00	188'303.01	200'452.00	
	9	165'886.00	178'174.00	178'174.01	190'462.00	190'462.01	202'750.00	
	10	167'766.00	180'193.00	180'193.01	192'620.00	192'620.01	205'048.00	
	11	169'068.00	181'591.00	181'591.01	194'115.00	194'115.01	206'638.00	
	12	170'369.00	182'989.00	182'989.01	195'609.00	195'609.01	208'229.00	
	13	171'671.00	184'387.00	184'387.01	197'104.00	197'104.01	209'820.00	
	14	172'973.00	185'785.00	185'785.01	198'598.00	198'598.01	211'411.00	
	15	174'274.00	187'184.00	187'184.01	200'093.00	200'093.01	213'002.00	
	16	175'576.00	188'582.00	188'582.01	201'598.00	201'598.01	214'593.00	
	17	176'877.00	189'980.00	189'980.01	203'103.00	203'103.01	216'184.00	
	18	178'178.00	191'378.00	191'378.01	204'608.00	204'608.01	217'775.00	
	19	179'479.00	192'776.00	192'776.01	206'113.00	206'113.01	219'366.00	
	20	180'780.00	194'174.00	194'174.01	207'618.00	207'618.01	220'957.00	
	21	182'081.00	195'572.00	195'572.01	209'123.00	209'123.01	222'548.00	
	22	183'382.00	197'020.00	197'020.01	210'628.00	210'628.01	224'139.00	
	23	184'683.00	198'468.00	198'468.01	212'133.00	212'133.01	225'730.00	
	24	185'984.00	199'916.00	199'916.01	213'638.00	213'638.01	227'321.00	
25	187'285.00	201'364.00	201'364.01	215'143.00	215'143.01	228'912.00		
Monatslöhne im 13tel 100 %	0	11'125.10	11'949.15	11'949.20	12'773.20	12'773.25	13'597.30	= Minimum
	1	11'336.50	12'176.15	12'176.20	13'015.90	13'015.95	13'855.65	
	2	11'547.85	12'403.20	12'403.25	13'258.60	13'258.65	14'114.00	
	3	11'759.25	12'630.20	12'630.25	13'501.30	13'501.35	14'372.35	
	4	11'970.65	12'857.30	12'857.35	13'744.00	13'744.05	14'630.65	
	5	12'181.95	13'084.30	13'084.35	13'986.65	13'986.70	14'889.05	
	6	12'326.65	13'239.65	13'239.70	14'152.75	14'152.80	15'065.80	
	7	12'471.25	13'395.00	13'395.05	14'318.75	14'318.80	15'242.60	
	8	12'615.85	13'550.30	13'550.35	14'484.80	14'484.85	15'419.35	
	9	12'760.50	13'705.65	13'705.70	14'650.90	14'650.95	15'596.15	
	10	12'905.10	13'861.00	13'861.05	14'816.90	14'816.95	15'772.90	
	11	13'005.25	13'968.50	13'968.55	14'931.90	14'931.95	15'895.20	
	12	13'105.35	14'076.05	14'076.10	15'046.80	15'046.85	16'017.60	
	13	13'205.50	14'183.60	14'183.65	15'161.80	15'161.85	16'140.00	
	14	13'305.65	14'291.15	14'291.20	15'276.75	15'276.80	16'262.35	
	15	13'405.70	14'398.75	14'398.80	15'391.75	15'391.80	16'384.75	
	16	13'472.50	14'470.45	14'470.50	15'468.35	15'468.40	16'466.35	
	17	13'539.25	14'542.15	14'542.20	15'545.00	15'545.05	16'547.90	
	18	13'606.00	14'613.80	14'613.85	15'621.65	15'621.70	16'629.50	
	19	13'672.70	14'685.50	14'685.55	15'698.30	15'698.35	16'711.05	
	20	13'739.50	14'757.20	14'757.25	15'774.90	15'774.95	16'792.65	
	21	13'772.85	14'793.05	14'793.10	15'813.20	15'813.25	16'833.45	
	22	13'806.25	14'828.90	14'828.95	15'851.60	15'851.65	16'874.30	
	23	13'839.65	14'864.75	14'864.80	15'889.90	15'889.95	16'915.05	
	24	13'873.00	14'900.60	14'900.65	15'928.20	15'928.25	16'955.80	
25	13'906.40	14'936.45	14'936.50	15'966.50	15'966.55	16'996.60		
Stundenlöhne 100 % (= 1/2184 J-L)	0	66.23	71.12	71.13	76.03	76.04	80.93	= Minimum
	1	67.48	72.47	72.48	77.47	77.48	82.47	
	2	68.74	73.82	73.83	78.92	78.93	84.01	
	3	70.00	75.17	75.18	80.36	80.37	85.54	
	4	71.26	76.53	76.54	81.80	81.81	87.08	
	5	72.52	77.88	77.89	83.25	83.26	88.62	
	6	73.38	78.80	78.81	84.24	84.25	89.67	
	7	74.24	79.73	79.74	85.23	85.24	90.72	
	8	75.10	80.65	80.66	86.21	86.22	91.78	
	9	75.96	81.58	81.59	87.20	87.21	92.83	
	10	76.82	82.50	82.51	88.19	88.20	93.88	
	11	77.42	83.14	83.15	88.88	88.89	94.61	
	12	78.01	83.78	83.79	89.56	89.57	95.34	
	13	78.61	84.42	84.43	90.24	90.25	96.07	
	14	79.21	85.06	85.07	90.93	90.94	96.79	
	15	79.80	85.70	85.71	91.61	91.62	97.52	
	16	80.20	86.13	86.14	92.07	92.08	98.01	
	17	80.60	86.56	86.57	92.52	92.53	98.49	
	18	80.99	86.98	86.99	92.98	92.99	98.98	
	19	81.39	87.41	87.42	93.44	93.45	99.47	
	20	81.79	87.84	87.85	93.89	93.90	99.95	
	21	81.99	88.05	88.06	94.12	94.13	100.19	
	22	82.18	88.26	88.27	94.35	94.36	100.44	
	23	82.38	88.48	88.49	94.58	94.59	100.68	
	24	82.58	88.69	88.70	94.81	94.82	100.92	
25	82.78	88.90	88.91	95.03	95.04	101.17		
								= Maximum

Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 16	Jahreslöhne 100 %	0	157'475.00	169'140.00	169'140.01	180'805.00	180'805.01	192'469.00
		1	160'467.00	172'353.00	172'353.01	184'240.00	184'240.01	196'126.00
		2	163'459.00	175'567.00	175'567.01	187'675.00	187'675.01	199'783.00
		3	166'451.00	178'781.00	178'781.01	191'110.00	191'110.01	203'440.00
		4	169'443.00	181'994.00	181'994.01	194'546.00	194'546.01	207'097.00
		5	172'435.00	185'208.00	185'208.01	197'981.00	197'981.01	210'754.00
		6	174'482.00	187'407.00	187'407.01	200'332.00	200'332.01	213'256.00
		7	176'529.00	189'606.00	189'606.01	202'682.00	202'682.01	215'758.00
		8	178'577.00	191'805.00	191'805.01	205'032.00	205'032.01	218'260.00
		9	180'624.00	194'003.00	194'003.01	207'383.00	207'383.01	220'762.00
		10	182'671.00	196'202.00	196'202.01	209'733.00	209'733.01	223'265.00
		11	184'088.00	197'724.00	197'724.01	211'361.00	211'361.01	224'997.00
		12	185'506.00	199'247.00	199'247.01	212'988.00	212'988.01	226'729.00
		13	186'923.00	200'769.00	200'769.01	214'615.00	214'615.01	228'461.00
		14	188'340.00	202'291.00	202'291.01	216'242.00	216'242.01	230'193.00
		15	189'757.00	203'813.00	203'813.01	217'870.00	217'870.01	231'926.00
		16	190'702.00	204'828.00	204'828.01	218'954.00	218'954.01	233'080.00
		17	191'647.00	205'843.00	205'843.01	220'039.00	220'039.01	234'235.00
		18	192'592.00	206'858.00	206'858.01	221'124.00	221'124.01	235'390.00
		19	193'537.00	207'873.00	207'873.01	222'209.00	222'209.01	236'545.00
		20	194'482.00	208'888.00	208'888.01	223'294.00	223'294.01	237'700.00
		21	194'954.00	209'395.00	209'395.01	223'836.00	223'836.01	238'277.00
		22	195'426.00	209'903.00	209'903.01	224'379.00	224'379.01	238'855.00
		23	195'899.00	210'410.00	210'410.01	224'921.00	224'921.01	239'432.00
		24	196'371.00	210'917.00	210'917.01	225'463.00	225'463.01	240'009.00
25	196'844.00	211'425.00	211'425.01	226'006.00	226'006.01	240'587.00		
							= Minimum	
							= Maximum	
							= Minimum	
Funktionsstufe 16	Monatslöhne im 13tel 100 %	0	12'113.50	13'010.75	13'010.80	13'908.05	13'908.10	14'805.30
		1	12'343.65	13'257.90	13'257.95	14'172.30	14'172.35	15'086.60
		2	12'573.80	13'505.15	13'505.20	14'436.50	14'436.55	15'367.90
		3	12'803.95	13'752.35	13'752.40	14'700.75	14'700.80	15'649.20
		4	13'034.10	13'999.50	13'999.55	14'965.05	14'965.10	15'930.50
		5	13'264.25	14'246.75	14'246.80	15'229.30	15'229.35	16'211.80
		6	13'421.70	14'415.90	14'415.95	15'410.15	15'410.20	16'404.30
		7	13'579.20	14'585.05	14'585.10	15'590.90	15'590.95	16'596.75
		8	13'736.70	14'754.20	14'754.25	15'771.65	15'771.70	16'789.20
		9	13'894.20	14'923.30	14'923.35	15'952.50	15'952.55	16'981.65
		10	14'051.65	15'092.45	15'092.50	16'133.30	16'133.35	17'174.20
		11	14'160.65	15'209.50	15'209.55	16'258.50	16'258.55	17'307.45
		12	14'269.70	15'326.65	15'326.70	16'383.65	16'383.70	17'440.65
		13	14'378.70	15'443.75	15'443.80	16'508.80	16'508.85	17'573.90
		14	14'487.70	15'560.80	15'560.85	16'634.00	16'634.05	17'707.15
		15	14'596.70	15'677.90	15'677.95	16'759.20	16'759.25	17'840.45
		16	14'669.40	15'756.00	15'756.05	16'842.60	16'842.65	17'929.20
		17	14'742.10	15'834.05	15'834.10	16'926.05	16'926.10	18'018.05
		18	14'814.80	15'912.15	15'912.20	17'009.50	17'009.55	18'106.90
		19	14'887.50	15'990.20	15'990.25	17'093.00	17'093.05	18'195.75
		20	14'960.20	16'068.30	16'068.35	17'176.45	17'176.50	18'284.60
		21	14'996.50	16'107.30	16'107.35	17'218.15	17'218.20	18'329.00
		22	15'032.80	16'146.35	16'146.40	17'259.90	17'259.95	18'373.45
		23	15'069.20	16'185.35	16'185.40	17'301.60	17'301.65	18'417.80
		24	15'105.50	16'224.35	16'224.40	17'343.30	17'343.35	18'462.20
25	15'141.85	16'263.45	16'263.50	17'385.05	17'385.10	18'506.65		
							= Maximum	
							= Minimum	
							= Maximum	
Funktionsstufe 16	Stundenlöhne 100 % (= 1/2184 J-L)	0	72.11	77.44	77.45	82.78	82.79	88.12
		1	73.48	78.91	78.92	84.35	84.36	89.80
		2	74.85	80.38	80.39	85.93	85.94	91.47
		3	76.22	81.85	81.86	87.50	87.51	93.15
		4	77.59	83.33	83.34	89.07	89.08	94.82
		5	78.96	84.80	84.81	90.65	90.66	96.49
		6	79.90	85.80	85.81	91.72	91.73	97.64
		7	80.83	86.81	86.82	92.80	92.81	98.79
		8	81.77	87.82	87.83	93.87	93.88	99.93
		9	82.71	88.82	88.83	94.95	94.96	101.08
		10	83.65	89.83	89.84	96.03	96.04	102.22
		11	84.29	90.53	90.54	96.77	96.78	103.02
		12	84.94	91.23	91.24	97.52	97.53	103.81
		13	85.59	91.92	91.93	98.26	98.27	104.60
		14	86.24	92.62	92.63	99.01	99.02	105.39
		15	86.89	93.32	93.33	99.75	99.76	106.19
		16	87.32	93.78	93.79	100.25	100.26	106.72
		17	87.76	94.25	94.26	100.75	100.76	107.25
		18	88.19	94.71	94.72	101.24	101.25	107.77
		19	88.62	95.17	95.18	101.74	101.75	108.30
		20	89.05	95.64	95.65	102.24	102.25	108.83
		21	89.27	95.87	95.88	102.48	102.49	109.10
		22	89.49	96.10	96.11	102.73	102.74	109.36
		23	89.70	96.34	96.35	102.98	102.99	109.63
		24	89.92	96.57	96.58	103.23	103.24	109.89
25	90.14	96.80	96.81	103.48	103.49	110.15		
							= Maximum	

Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 17	Jahreslöhne 100 %	0	171'047.00	183'717.00	183'717.01	196'387.00	196'387.01	209'057.00
		1	174'297.00	187'208.00	187'208.01	200'119.00	200'119.01	213'030.00
		2	177'547.00	190'698.00	190'698.01	203'850.00	203'850.01	217'002.00
		3	180'797.00	194'189.00	194'189.01	207'581.00	207'581.01	220'974.00
		4	184'047.00	197'680.00	197'680.01	211'313.00	211'313.01	224'946.00
		5	187'297.00	201'170.00	201'170.01	215'044.00	215'044.01	228'918.00
		6	189'520.00	203'559.00	203'559.01	217'597.00	217'597.01	231'636.00
		7	191'744.00	205'947.00	205'947.01	220'150.00	220'150.01	234'353.00
		8	193'967.00	208'335.00	208'335.01	222'703.00	222'703.01	237'071.00
		9	196'191.00	210'724.00	210'724.01	225'256.00	225'256.01	239'789.00
		10	198'415.00	213'112.00	213'112.01	227'809.00	227'809.01	242'507.00
		11	199'954.00	214'765.00	214'765.01	229'577.00	229'577.01	244'388.00
		12	201'493.00	216'419.00	216'419.01	231'344.00	231'344.01	245'983.00
		13	203'033.00	218'072.00	218'072.01	233'112.00	233'112.01	245'983.00
		14	204'572.00	219'726.00	219'726.01	234'879.00	234'879.01	245'983.00
		15	206'112.00	221'379.00	221'379.01	236'647.00	236'647.01	245'983.00
		16	207'138.00	222'481.00	222'481.01	237'825.00	237'825.01	245'983.00
		17	208'164.00	223'584.00	223'584.01	239'003.00	239'003.01	245'983.00
		18	209'190.00	224'686.00	224'686.01	240'182.00	240'182.01	245'983.00
		19	210'217.00	225'788.00	225'788.01	241'360.00	241'360.01	245'983.00
		20	211'243.00	226'891.00	226'891.01	242'538.00	242'538.01	245'983.00
		21	211'756.00	227'442.00	227'442.01	243'127.00	243'127.01	245'983.00
		22	212'269.00	227'993.00	227'993.01	243'717.00	243'717.01	245'983.00
		23	212'782.00	228'544.00	228'544.01	244'306.00	244'306.01	245'983.00
		24	213'296.00	229'095.00	229'095.01	244'895.00	244'895.01	245'983.00
25	213'809.00	229'646.00	229'646.01	245'484.00	245'484.01	245'983.00		
Funktionsstufe 17	Monatslöhne im 13tel 100 %	0	13'157.50	14'132.05	14'132.10	15'106.65	15'106.70	16'081.30
		1	13'407.50	14'400.60	14'400.65	15'393.75	15'393.80	16'386.90
		2	13'657.50	14'669.05	14'669.10	15'680.75	15'680.80	16'692.45
		3	13'907.50	14'937.60	14'937.65	15'967.75	15'967.80	16'998.00
		4	14'157.50	15'206.15	15'206.20	16'254.80	16'254.85	17'303.50
		5	14'407.40	15'474.60	15'474.65	16'541.80	16'541.85	17'609.05
		6	14'578.50	15'658.35	15'658.40	16'738.20	16'738.25	17'818.15
		7	14'749.55	15'842.05	15'842.10	16'934.60	16'934.65	18'027.15
		8	14'920.55	16'025.75	16'025.80	17'131.00	17'131.05	18'236.20
		9	15'091.65	16'209.50	16'209.55	17'327.35	17'327.40	18'445.30
		10	15'262.70	16'393.20	16'393.25	17'523.75	17'523.80	18'654.35
		11	15'381.10	16'520.35	16'520.40	17'659.75	17'659.80	18'799.05
		12	15'499.50	16'647.60	16'647.65	17'795.65	17'795.70	18'921.75
		13	15'617.95	16'774.75	16'774.80	17'931.65	17'931.70	18'921.75
		14	15'736.35	16'902.00	16'902.05	18'067.60	18'067.65	18'921.75
		15	15'854.80	17'029.15	17'029.20	18'203.60	18'203.65	18'921.75
		16	15'933.70	17'113.90	17'113.95	18'294.20	18'294.25	18'921.75
		17	16'012.65	17'198.75	17'198.80	18'384.80	18'384.85	18'921.75
		18	16'091.55	17'283.50	17'283.55	18'475.50	18'475.55	18'921.75
		19	16'170.55	17'368.30	17'368.35	18'566.15	18'566.20	18'921.75
		20	16'249.50	17'453.15	17'453.20	18'656.75	18'656.80	18'921.75
		21	16'288.95	17'495.50	17'495.55	18'702.05	18'702.10	18'921.75
		22	16'328.40	17'537.90	17'537.95	18'747.45	18'747.50	18'921.75
		23	16'367.85	17'580.30	17'580.35	18'792.75	18'792.80	18'921.75
		24	16'407.40	17'622.65	17'622.70	18'838.05	18'838.10	18'921.75
25	16'446.85	17'665.05	17'665.10	18'883.35	18'883.40	18'921.75		
Funktionsstufe 17	Stundenlöhne 100 % (= 1/2184 J-L)	0	78.32	84.11	84.12	89.92	89.93	95.72
		1	79.81	85.71	85.72	91.62	91.63	97.54
		2	81.30	87.31	87.32	93.33	93.34	99.35
		3	82.79	88.91	88.92	95.04	95.05	101.17
		4	84.28	90.51	90.52	96.75	96.76	102.99
		5	85.76	92.11	92.12	98.46	98.47	104.81
		6	86.78	93.20	93.21	99.63	99.64	106.06
		7	87.80	94.29	94.30	100.80	100.81	107.30
		8	88.82	95.39	95.40	101.97	101.98	108.54
		9	89.84	96.48	96.49	103.13	103.14	109.79
		10	90.85	97.57	97.58	104.30	104.31	111.03
		11	91.56	98.33	98.34	105.11	105.12	111.89
		12	92.26	99.09	99.10	105.92	105.93	112.62
		13	92.97	99.84	99.85	106.73	106.74	112.62
		14	93.67	100.60	100.61	107.54	107.55	112.62
		15	94.38	101.36	101.37	108.35	108.36	112.62
		16	94.85	101.86	101.87	108.89	108.90	112.62
		17	95.32	102.37	102.38	109.43	109.44	112.62
		18	95.79	102.87	102.88	109.97	109.98	112.62
		19	96.26	103.38	103.39	110.51	110.52	112.62
		20	96.73	103.88	103.89	111.05	111.06	112.62
		21	96.96	104.14	104.15	111.32	111.33	112.62
		22	97.20	104.39	104.40	111.59	111.60	112.62
		23	97.43	104.64	104.65	111.86	111.87	112.62
		24	97.67	104.89	104.90	112.13	112.14	112.62
25	97.90	105.14	105.15	112.40	112.41	112.62		

Anmerkungen:

 = Minimum

 = Geltender Maximum-Lohn-Bereich

 = Minimum

 = Geltender Maximum-Lohn-Bereich

 = Minimum

 = Geltender Maximum-Lohn-Bereich

Funktionsstufe 18	Stufe nutzbare Erfahrung	Bereiche					
		Tief		Mittel		Hoch	
		ab	bis	ab	bis	ab	bis
Jahreslöhne 100 %	0	185'452.00	199'189.00	199'189.01	212'926.00	212'926.01	226'664.00
	1	188'976.00	202'974.00	202'974.01	216'972.00	216'972.01	230'970.00
	2	192'499.00	206'758.00	206'758.01	221'018.00	221'018.01	235'277.00
	3	196'023.00	210'543.00	210'543.01	225'063.00	225'063.01	239'583.00
	4	199'546.00	214'328.00	214'328.01	229'109.00	229'109.01	243'890.00
	5	203'070.00	218'112.00	218'112.01	233'154.00	233'154.01	245'983.00
	6	205'481.00	220'702.00	220'702.01	235'922.00	235'922.01	245'983.00
	7	207'892.00	223'291.00	223'291.01	238'690.00	238'690.01	245'983.00
	8	210'303.00	225'881.00	225'881.01	241'459.00	241'459.01	245'983.00
	9	212'713.00	228'470.00	228'470.01	244'227.00	244'227.01	245'983.00
	10	215'124.00	231'059.00	231'059.01	245'983.00	245'983.00	245'983.00
	11	216'793.00	232'852.00	232'852.01	245'983.00	245'983.00	245'983.00
	12	218'462.00	234'645.00	234'645.01	245'983.00	245'983.00	245'983.00
	13	220'132.00	236'438.00	236'438.01	245'983.00	245'983.00	245'983.00
	14	221'801.00	238'230.00	238'230.01	245'983.00	245'983.00	245'983.00
	15	223'470.00	240'023.00	240'023.01	245'983.00	245'983.00	245'983.00
	16	224'582.00	241'218.00	241'218.01	245'983.00	245'983.00	245'983.00
	17	225'695.00	242'413.00	242'413.01	245'983.00	245'983.00	245'983.00
	18	226'808.00	243'608.00	243'608.01	245'983.00	245'983.00	245'983.00
	19	227'921.00	244'804.00	244'804.01	245'983.00	245'983.00	245'983.00
	20	229'033.00	245'983.00	245'983.00	245'983.00	245'983.00	245'983.00
	21	229'590.00	245'983.00	245'983.00	245'983.00	245'983.00	245'983.00
	22	230'146.00	245'983.00	245'983.00	245'983.00	245'983.00	245'983.00
	23	230'702.00	245'983.00	245'983.00	245'983.00	245'983.00	245'983.00
	24	231'259.00	245'983.00	245'983.00	245'983.00	245'983.00	245'983.00
25	231'815.00	245'983.00	245'983.00	245'983.00	245'983.00	245'983.00	
Monatslöhne im 13tel 100 %	0	14'265.55	15'322.20	15'322.25	16'378.90	16'378.95	17'435.65
	1	14'536.65	15'613.35	15'613.40	16'690.15	16'690.20	17'766.90
	2	14'807.65	15'904.45	15'904.50	17'001.35	17'001.40	18'098.20
	3	15'078.70	16'195.60	16'195.65	17'312.50	17'312.55	18'429.45
	4	15'349.70	16'486.75	16'486.80	17'623.75	17'623.80	18'760.75
	5	15'620.80	16'777.80	16'777.85	17'934.90	17'934.95	18'921.75
	6	15'806.25	16'977.05	16'977.10	18'147.80	18'147.85	18'921.75
	7	15'991.70	17'176.20	17'176.25	18'360.75	18'360.80	18'921.75
	8	16'177.20	17'375.45	17'375.50	18'573.75	18'573.80	18'921.75
	9	16'362.55	17'574.60	17'574.65	18'786.65	18'786.70	18'921.75
	10	16'548.00	17'773.75	17'773.80	18'921.75	18'921.75	18'921.75
	11	16'676.40	17'911.65	17'911.70	18'921.75	18'921.75	18'921.75
	12	16'804.80	18'049.60	18'049.65	18'921.75	18'921.75	18'921.75
	13	16'933.25	18'187.50	18'187.55	18'921.75	18'921.75	18'921.75
	14	17'061.65	18'325.35	18'325.40	18'921.75	18'921.75	18'921.75
	15	17'190.00	18'463.30	18'463.35	18'921.75	18'921.75	18'921.75
	16	17'275.55	18'555.20	18'555.25	18'921.75	18'921.75	18'921.75
	17	17'361.20	18'647.15	18'647.20	18'921.75	18'921.75	18'921.75
	18	17'446.80	18'739.05	18'739.10	18'921.75	18'921.75	18'921.75
	19	17'532.40	18'831.05	18'831.10	18'921.75	18'921.75	18'921.75
	20	17'617.95	18'921.75	18'921.75	18'921.75	18'921.75	18'921.75
	21	17'660.80	18'921.75	18'921.75	18'921.75	18'921.75	18'921.75
	22	17'703.55	18'921.75	18'921.75	18'921.75	18'921.75	18'921.75
	23	17'746.35	18'921.75	18'921.75	18'921.75	18'921.75	18'921.75
	24	17'789.20	18'921.75	18'921.75	18'921.75	18'921.75	18'921.75
25	17'831.95	18'921.75	18'921.75	18'921.75	18'921.75	18'921.75	
Stundenlöhne 100 % (= 1/2184 J-L)	0	84.92	91.20	91.21	97.49	97.50	103.78
	1	86.53	92.93	92.94	99.34	99.35	105.75
	2	88.15	94.66	94.67	101.19	101.20	107.72
	3	89.76	96.40	96.41	103.05	103.06	109.69
	4	91.37	98.13	98.14	104.90	104.91	111.67
	5	92.99	99.86	99.87	106.75	106.76	112.62
	6	94.09	101.05	101.06	108.02	108.03	112.62
	7	95.19	102.23	102.24	109.29	109.30	112.62
	8	96.30	103.42	103.43	110.55	110.56	112.62
	9	97.40	104.61	104.62	111.82	111.83	112.62
	10	98.50	105.79	105.80	112.62	112.62	112.62
	11	99.27	106.61	106.62	112.62	112.62	112.62
	12	100.03	107.43	107.44	112.62	112.62	112.62
	13	100.80	108.25	108.26	112.62	112.62	112.62
	14	101.56	109.07	109.08	112.62	112.62	112.62
	15	102.33	109.90	109.91	112.62	112.62	112.62
	16	102.84	110.44	110.45	112.62	112.62	112.62
	17	103.35	110.99	111.00	112.62	112.62	112.62
	18	103.85	111.54	111.55	112.62	112.62	112.62
	19	104.36	112.08	112.09	112.62	112.62	112.62
	20	104.87	112.62	112.62	112.62	112.62	112.62
	21	105.13	112.62	112.62	112.62	112.62	112.62
	22	105.38	112.62	112.62	112.62	112.62	112.62
	23	105.64	112.62	112.62	112.62	112.62	112.62
	24	105.89	112.62	112.62	112.62	112.62	112.62
25	106.15	112.62	112.62	112.62	112.62	112.62	

Anmerkungen:

 = Minimum

 = Geltender Maximum-Lohn-Bereich

 = Minimum

 = Geltender Maximum-Lohn-Bereich

 = Minimum

 = Geltender Maximum-Lohn-Bereich