

Städtisches Lohnsystem (SLS) Lohnskala Nr. 1 gültig ab 1. April 2024

Funktionsstufen 1 bis 18
(Art. 57 und Anhang A der Ausführungsbestimmungen zum Personalrecht [AB PR])

Stadtratsbeschluss Nr 872 vom 13. März 2024: 1.2% Teuerungsausgleich gegenüber dem Stand 1.4.2023 (ausgeglichen damals: 102.8 Punkte (Basis Dezember 2010 = 100 Punkte))
Per 1.4.2024 sind 104.0 Punkte (Basis Dezember 2010) ausgeglichen resp. 105.8 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 2024 Fr. 255 159.– 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 2024 Fr. 56 977.00.– 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-Lohnsystem anhand eines beliebig wählbaren Jahreslohnbetrages innerhalb der Grenzbeträge der zutreffenden Funktionsstufe gemacht werden. Das kann dazu führen, dass bei zwei Anstellungen die Lage im Bereich sich zwar unterscheidet (z. B. Jahreslohn Fr. 64'459.00 = Lage "mittel" und bei Fr. 64'459.01 = Lage "hoch"), es aber bei der Berechnung des Monatslohnbetrages in beiden Fällen durch die kaufmännische 5er-Rundung zum gleichen Monatslohn-Betrag von Fr. 4'958.40 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-Lohnsystem anhand eines beliebig wählbaren Jahreslohnbetrages innerhalb der Grenzbeträge der zutreffenden Funktionsstufe gemacht werden. Das kann dazu führen, dass bei zwei Anstellungen die Lage im Bereich sich zwar unterscheidet (z. B. Jahreslohn Fr. 64'459.00 = Lage "mittel" und bei Fr. 64'459.01 = Lage "hoch"), es aber bei der Berechnung des Stundenlohnbetrages in beiden Fällen durch die kaufmännische 1 Rappen-Rundung zum gleichen Stundenlohn Betrag von Fr. 29.51 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		
Funktionsstufe 1	Jahreslöhne 100 %	0	56'977.00	56'977.00	56'977.00	56'977.00	56'977.00	56'977.00
		1	56'977.00	56'977.00	56'977.00	56'977.00	56'977.00	56'977.00
		2	56'977.00	56'977.00	56'977.00	56'977.00	56'977.00	56'977.00
		3	56'977.00	56'977.00	56'977.00	56'977.00	56'977.00	56'977.00
		4	56'977.00	56'977.00	56'977.00	56'977.00	56'977.00	56'977.00
		5	56'977.00	56'977.00	56'977.00	56'977.00	56'977.00	57'215.00
		6	56'977.00	56'977.00	56'977.00	56'977.00	56'977.00	57'894.00
		7	56'977.00	56'977.00	56'977.00	56'977.00	56'977.00	58'574.00
		8	56'977.00	56'977.00	56'977.00	56'977.00	56'977.00	59'253.00
		9	56'977.00	56'977.00	56'977.00	56'977.00	56'977.00	59'932.00
		10	56'977.00	56'977.00	56'977.00	56'977.00	56'977.00	60'611.00
		11	56'977.00	56'977.00	56'977.00	57'380.00	57'380.01	61'082.00
		12	56'977.00	56'977.00	56'977.00	57'822.00	57'822.01	61'552.00
		13	56'977.00	56'977.00	56'977.00	58'263.00	58'263.01	62'022.00
		14	56'977.00	56'977.00	56'977.00	58'705.00	58'705.01	62'492.00
		15	56'977.00	56'977.00	56'977.00	59'147.00	59'147.01	62'963.00
		16	56'977.00	56'977.00	56'977.00	59'441.00	59'441.01	63'276.00
		17	56'977.00	56'977.00	56'977.00	59'736.00	59'736.01	63'590.00
		18	56'977.00	56'977.00	56'977.00	60'030.00	60'030.01	63'903.00
		19	56'977.00	56'977.00	56'977.00	60'325.00	60'325.01	64'217.00
		20	56'977.00	56'977.00	56'977.00	60'619.00	60'619.01	64'530.00
		21	56'977.00	56'977.00	56'977.00	60'767.00	60'767.01	64'687.00
		22	56'977.00	56'984.00	56'984.01	60'914.00	60'914.01	64'844.00
		23	56'977.00	57'122.00	57'122.01	61'061.00	61'061.01	65'001.00
		24	56'977.00	57'259.00	57'259.01	61'208.00	61'208.01	65'157.00
25	56'977.00	57'397.00	57'397.01	61'356.00	61'356.01	65'314.00		
							= Maximum	
Funktionsstufe 1	Monatslöhne im 13tel 100 %	0	4'382.85	4'382.85	4'382.85	4'382.85	4'382.85	4'382.85
		1	4'382.85	4'382.85	4'382.85	4'382.85	4'382.85	4'382.85
		2	4'382.85	4'382.85	4'382.85	4'382.85	4'382.85	4'382.85
		3	4'382.85	4'382.85	4'382.85	4'382.85	4'382.85	4'382.85
		4	4'382.85	4'382.85	4'382.85	4'382.85	4'382.85	4'382.85
		5	4'382.85	4'382.85	4'382.85	4'382.85	4'382.85	4'401.15
		6	4'382.85	4'382.85	4'382.85	4'382.85	4'382.85	4'453.35
		7	4'382.85	4'382.85	4'382.85	4'382.85	4'382.85	4'505.65
		8	4'382.85	4'382.85	4'382.85	4'382.85	4'382.85	4'557.90
		9	4'382.85	4'382.85	4'382.85	4'382.85	4'382.85	4'610.15
		10	4'382.85	4'382.85	4'382.85	4'382.85	4'382.85	4'662.35
		11	4'382.85	4'382.85	4'382.85	4'413.80	4'413.85	4'698.60
		12	4'382.85	4'382.85	4'382.85	4'447.80	4'447.85	4'734.75
		13	4'382.85	4'382.85	4'382.85	4'481.75	4'481.80	4'770.90
		14	4'382.85	4'382.85	4'382.85	4'515.75	4'515.80	4'807.05
		15	4'382.85	4'382.85	4'382.85	4'549.75	4'549.80	4'843.30
		16	4'382.85	4'382.85	4'382.85	4'572.35	4'572.40	4'867.35
		17	4'382.85	4'382.85	4'382.85	4'595.05	4'595.10	4'891.50
		18	4'382.85	4'382.85	4'382.85	4'617.65	4'617.70	4'915.60
		19	4'382.85	4'382.85	4'382.85	4'640.35	4'640.40	4'939.75
		20	4'382.85	4'382.85	4'382.85	4'663.00	4'663.05	4'963.80
		21	4'382.85	4'382.85	4'382.85	4'674.35	4'674.40	4'975.90
		22	4'382.85	4'383.35	4'383.40	4'685.65	4'685.70	4'988.00
		23	4'382.85	4'394.00	4'394.05	4'697.00	4'697.05	5'000.05
		24	4'382.85	4'404.50	4'404.55	4'708.30	4'708.35	5'012.05
25	4'382.85	4'415.15	4'415.20	4'719.65	4'719.70	5'024.15		
							= Maximum	
Funktionsstufe 1	Stundenlöhne 100 % (= 1/2184 J-L)	0	26.09	26.09	26.09	26.09	26.09	26.09
		1	26.09	26.09	26.09	26.09	26.09	26.09
		2	26.09	26.09	26.09	26.09	26.09	26.09
		3	26.09	26.09	26.09	26.09	26.09	26.09
		4	26.09	26.09	26.09	26.09	26.09	26.09
		5	26.09	26.09	26.09	26.09	26.09	26.19
		6	26.09	26.09	26.09	26.09	26.09	26.50
		7	26.09	26.09	26.09	26.09	26.09	26.81
		8	26.09	26.09	26.09	26.09	26.09	27.13
		9	26.09	26.09	26.09	26.09	26.09	27.44
		10	26.09	26.09	26.09	26.09	26.09	27.75
		11	26.09	26.09	26.09	26.27	26.28	27.96
		12	26.09	26.09	26.09	26.47	26.48	28.18
		13	26.09	26.09	26.09	26.67	26.68	28.39
		14	26.09	26.09	26.09	26.87	26.88	28.61
		15	26.09	26.09	26.09	27.08	27.09	28.82
		16	26.09	26.09	26.09	27.21	27.22	28.97
		17	26.09	26.09	26.09	27.35	27.36	29.11
		18	26.09	26.09	26.09	27.48	27.49	29.25
		19	26.09	26.09	26.09	27.62	27.63	29.40
		20	26.09	26.09	26.09	27.75	27.76	29.54
		21	26.09	26.09	26.09	27.82	27.83	29.61
		22	26.09	26.09	26.10	27.89	27.90	29.69
		23	26.09	26.15	26.16	27.95	27.96	29.76
		24	26.09	26.21	26.22	28.02	28.03	29.83
25	26.09	26.28	26.29	28.09	28.10	29.90		
							= Maximum	

Anmerkungen:

56'977.00 = Geltender Mindestlohn-Bereich

= Maximum

4'382.85 = Geltender Mindestlohn-Bereich

= Maximum

26.09 = Geltender Mindestlohn-Bereich

= Maximum

Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 2	Jahreslöhne 100 %	0	56'977.00	56'977.00	56'977.00	56'977.00	56'977.00	56'977.00
		1	56'977.00	56'977.00	56'977.00	56'977.00	56'977.00	57'026.00
		2	56'977.00	56'977.00	56'977.00	56'977.00	56'977.00	58'090.00
		3	56'977.00	56'977.00	56'977.00	56'977.00	56'977.00	59'153.00
		4	56'977.00	56'977.00	56'977.00	56'977.00	56'977.00	60'216.00
		5	56'977.00	56'977.00	56'977.00	57'566.00	57'566.01	61'280.00
		6	56'977.00	56'977.00	56'977.00	58'249.00	58'249.01	62'007.00
		7	56'977.00	56'977.00	56'977.00	58'933.00	58'933.01	62'735.00
		8	56'977.00	56'977.00	56'977.00	59'616.00	59'616.01	63'462.00
		9	56'977.00	56'977.00	56'977.00	60'299.00	60'299.01	64'190.00
		10	56'977.00	57'048.00	57'048.01	60'983.00	60'983.01	64'917.00
		11	56'977.00	57'491.00	57'491.01	61'456.00	61'456.01	65'421.00
		12	56'977.00	57'934.00	57'934.01	61'929.00	61'929.01	65'925.00
		13	56'977.00	58'376.00	58'376.01	62'402.00	62'402.01	66'428.00
		14	56'977.00	58'819.00	58'819.01	62'875.00	62'875.01	66'932.00
		15	56'977.00	59'262.00	59'262.01	63'349.00	63'349.01	67'436.00
		16	56'977.00	59'557.00	59'557.01	63'664.00	63'664.01	67'771.00
		17	56'977.00	59'852.00	59'852.01	63'979.00	63'979.01	68'107.00
		18	56'977.00	60'147.00	60'147.01	64'295.00	64'295.01	68'443.00
		19	56'977.00	60'442.00	60'442.01	64'610.00	64'610.01	68'779.00
		20	56'977.00	60'737.00	60'737.01	64'926.00	64'926.01	69'114.00
		21	56'977.00	60'884.00	60'884.01	65'083.00	65'083.01	69'282.00
		22	56'977.00	61'032.00	61'032.01	65'241.00	65'241.01	69'450.00
		23	56'977.00	61'180.00	61'180.01	65'399.00	65'399.01	69'618.00
		24	57'098.00	61'327.00	61'327.01	65'557.00	65'557.01	69'786.00
25	57'235.00	61'475.00	61'475.01	65'714.00	65'714.01	69'954.00		
Funktionsstufe 2	Monatslöhne im 13tel 100 %	0	4'382.85	4'382.85	4'382.85	4'382.85	4'382.85	4'382.85
		1	4'382.85	4'382.85	4'382.85	4'382.85	4'382.85	4'386.60
		2	4'382.85	4'382.85	4'382.85	4'382.85	4'382.85	4'468.45
		3	4'382.85	4'382.85	4'382.85	4'382.85	4'382.85	4'550.20
		4	4'382.85	4'382.85	4'382.85	4'382.85	4'382.85	4'632.00
		5	4'382.85	4'382.85	4'382.85	4'428.15	4'428.20	4'713.80
		6	4'382.85	4'382.85	4'382.85	4'480.65	4'480.70	4'769.75
		7	4'382.85	4'382.85	4'382.85	4'533.30	4'533.35	4'825.75
		8	4'382.85	4'382.85	4'382.85	4'585.80	4'585.85	4'881.65
		9	4'382.85	4'382.85	4'382.85	4'638.35	4'638.40	4'937.65
		10	4'382.85	4'388.30	4'388.35	4'691.00	4'691.05	4'993.60
		11	4'382.85	4'422.35	4'422.40	4'727.35	4'727.40	5'032.35
		12	4'382.85	4'456.45	4'456.50	4'763.75	4'763.80	5'071.15
		13	4'382.85	4'490.45	4'490.50	4'800.15	4'800.20	5'109.80
		14	4'382.85	4'524.50	4'524.55	4'836.50	4'836.55	5'148.60
		15	4'382.85	4'558.60	4'558.65	4'873.00	4'873.05	5'187.35
		16	4'382.85	4'581.30	4'581.35	4'897.20	4'897.25	5'213.15
		17	4'382.85	4'604.00	4'604.05	4'921.45	4'921.50	5'239.00
		18	4'382.85	4'626.65	4'626.70	4'945.75	4'945.80	5'264.80
		19	4'382.85	4'649.35	4'649.40	4'970.00	4'970.05	5'290.65
		20	4'382.85	4'672.05	4'672.10	4'994.30	4'994.35	5'316.45
		21	4'382.85	4'683.35	4'683.40	5'006.35	5'006.40	5'329.35
		22	4'382.85	4'694.75	4'694.80	5'018.50	5'018.55	5'342.30
		23	4'382.85	4'706.15	4'706.20	5'030.65	5'030.70	5'355.20
		24	4'392.20	4'717.45	4'717.50	5'042.80	5'042.85	5'368.15
25	4'402.70	4'728.80	4'728.85	5'054.90	5'054.95	5'381.05		
Funktionsstufe 2	Stundenlöhne 100 % (= 1/2184 J-L)	0	26.09	26.09	26.09	26.09	26.09	26.09
		1	26.09	26.09	26.09	26.09	26.09	26.11
		2	26.09	26.09	26.09	26.09	26.09	26.59
		3	26.09	26.09	26.09	26.09	26.09	27.08
		4	26.09	26.09	26.09	26.09	26.09	27.57
		5	26.09	26.09	26.09	26.35	26.36	28.05
		6	26.09	26.09	26.09	26.67	26.68	28.39
		7	26.09	26.09	26.09	26.98	26.99	28.72
		8	26.09	26.09	26.09	27.29	27.30	29.05
		9	26.09	26.09	26.09	27.60	27.61	29.39
		10	26.09	26.12	26.13	27.92	27.93	29.72
		11	26.09	26.32	26.33	28.13	28.14	29.95
		12	26.09	26.52	26.53	28.35	28.36	30.18
		13	26.09	26.72	26.73	28.57	28.58	30.41
		14	26.09	26.93	26.94	28.78	28.79	30.64
		15	26.09	27.13	27.14	29.00	29.01	30.87
		16	26.09	27.26	27.27	29.15	29.16	31.03
		17	26.09	27.40	27.41	29.29	29.30	31.18
		18	26.09	27.53	27.54	29.43	29.44	31.33
		19	26.09	27.67	27.68	29.58	29.59	31.49
		20	26.09	27.80	27.81	29.72	29.73	31.64
		21	26.09	27.87	27.88	29.79	29.80	31.72
		22	26.09	27.94	27.95	29.87	29.88	31.79
		23	26.09	28.01	28.02	29.94	29.95	31.87
		24	26.15	28.08	28.09	30.01	30.02	31.95
25	26.21	28.14	28.15	30.08	30.09	32.03		

Anmerkungen:

56'977.00 = Geltender Mindestlohn-Bereich

= Maximum

4'382.85 = Geltender Mindestlohn-Bereich

= Maximum

26.09 = Geltender Mindestlohn-Bereich

= Maximum

Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 3	Jahreslöhne 100 %	0	56'977.00	56'977.00	56'977.00	56'977.00	56'977.00	60'570.00
		1	56'977.00	56'977.00	56'977.00	57'980.00	57'980.00	61'720.00
		2	56'977.00	56'977.00	56'977.00	59'061.00	59'061.01	62'871.00
		3	56'977.00	56'977.00	56'977.00	60'142.00	60'142.01	64'022.00
		4	56'977.00	57'273.00	57'273.01	61'223.00	61'223.01	65'173.00
		5	56'977.00	58'285.00	58'285.01	62'304.00	62'304.01	66'324.00
		6	56'977.00	58'977.00	58'977.01	63'044.00	63'044.01	67'111.00
		7	56'977.00	59'668.00	59'668.01	63'784.00	63'784.01	67'899.00
		8	56'977.00	60'360.00	60'360.01	64'523.00	64'523.01	68'686.00
		9	56'977.00	61'052.00	61'052.01	65'263.00	65'263.01	69'473.00
		10	57'486.00	61'744.00	61'744.01	66'003.00	66'003.01	70'261.00
		11	57'932.00	62'223.00	62'223.01	66'515.00	66'515.01	70'806.00
		12	58'378.00	62'702.00	62'702.01	67'027.00	67'027.01	71'351.00
		13	58'824.00	63'182.00	63'182.01	67'539.00	67'539.01	71'896.00
		14	59'270.00	63'661.00	63'661.01	68'051.00	68'051.01	72'441.00
		15	59'716.00	64'140.00	64'140.01	68'563.00	68'563.01	72'986.00
		16	60'014.00	64'459.00	64'459.01	68'904.00	68'904.01	73'350.00
		17	60'311.00	64'778.00	64'778.01	69'246.00	69'246.01	73'713.00
		18	60'608.00	65'098.00	65'098.01	69'587.00	69'587.01	74'077.00
		19	60'906.00	65'417.00	65'417.01	69'929.00	69'929.01	74'440.00
		20	61'203.00	65'736.00	65'736.01	70'270.00	70'270.01	74'804.00
		21	61'352.00	65'896.00	65'896.01	70'441.00	70'441.01	74'985.00
		22	61'500.00	66'056.00	66'056.01	70'611.00	70'611.01	75'167.00
		23	61'649.00	66'215.00	66'215.01	70'782.00	70'782.01	75'349.00
		24	61'798.00	66'375.00	66'375.01	70'953.00	70'953.01	75'530.00
25	61'946.00	66'535.00	66'535.01	71'123.00	71'123.01	75'712.00		
Funktionsstufe 3	Monatslöhne im 13tel 100 %	0	4'382.85	4'382.85	4'382.85	4'382.85	4'382.85	4'659.20
		1	4'382.85	4'382.85	4'382.85	4'460.00	4'460.05	4'747.65
		2	4'382.85	4'382.85	4'382.85	4'543.15	4'543.20	4'836.20
		3	4'382.85	4'382.85	4'382.85	4'626.30	4'626.35	4'924.75
		4	4'382.85	4'405.60	4'405.65	4'709.45	4'709.50	5'013.30
		5	4'382.85	4'483.45	4'483.50	4'792.60	4'792.65	5'101.80
		6	4'382.85	4'536.65	4'536.70	4'849.50	4'849.55	5'162.35
		7	4'382.85	4'589.80	4'589.85	4'906.45	4'906.50	5'223.00
		8	4'382.85	4'643.05	4'643.10	4'963.30	4'963.35	5'283.50
		9	4'382.85	4'696.30	4'696.35	5'020.20	5'020.25	5'344.05
		10	4'422.00	4'749.50	4'749.55	5'077.15	5'077.20	5'404.65
		11	4'456.35	4'786.35	4'786.40	5'116.50	5'116.55	5'446.60
		12	4'490.65	4'823.20	4'823.25	5'155.90	5'155.95	5'488.50
		13	4'524.95	4'860.15	4'860.20	5'195.30	5'195.35	5'530.45
		14	4'559.25	4'897.00	4'897.05	5'234.65	5'234.70	5'572.35
		15	4'593.55	4'933.80	4'933.85	5'274.05	5'274.10	5'614.30
		16	4'616.50	4'958.35	4'958.40	5'300.30	5'300.35	5'642.30
		17	4'639.35	4'982.90	4'982.95	5'326.60	5'326.65	5'670.20
		18	4'662.20	5'007.50	5'007.55	5'352.80	5'352.85	5'698.20
		19	4'685.10	5'032.05	5'032.10	5'379.15	5'379.20	5'726.15
		20	4'707.95	5'056.60	5'056.65	5'405.35	5'405.40	5'754.15
		21	4'719.40	5'068.90	5'068.95	5'418.50	5'418.55	5'768.05
		22	4'730.80	5'081.20	5'081.25	5'431.60	5'431.65	5'782.05
		23	4'742.25	5'093.45	5'093.50	5'444.75	5'444.80	5'796.05
		24	4'753.70	5'105.75	5'105.80	5'457.90	5'457.95	5'810.00
25	4'765.10	5'118.05	5'118.10	5'471.00	5'471.05	5'824.00		
Funktionsstufe 3	Stundenlöhne 100 % (= 1/2184 J-L)	0	26.09	26.09	26.09	26.09	26.09	27.73
		1	26.09	26.09	26.09	26.54	26.55	28.26
		2	26.09	26.09	26.09	27.04	27.05	28.78
		3	26.09	26.09	26.09	27.53	27.54	29.31
		4	26.09	26.22	26.23	28.03	28.04	29.84
		5	26.09	26.68	26.69	28.52	28.53	30.36
		6	26.09	27.00	27.01	28.86	28.87	30.72
		7	26.09	27.32	27.33	29.20	29.21	31.08
		8	26.09	27.63	27.64	29.54	29.55	31.44
		9	26.09	27.95	27.96	29.88	29.89	31.80
		10	26.33	28.27	28.28	30.22	30.23	32.17
		11	26.53	28.49	28.50	30.45	30.46	32.42
		12	26.73	28.70	28.71	30.69	30.70	32.66
		13	26.94	28.92	28.93	30.92	30.93	32.91
		14	27.14	29.14	29.15	31.15	31.16	33.16
		15	27.35	29.36	29.37	31.39	31.40	33.41
		16	27.48	29.51	29.52	31.54	31.55	33.58
		17	27.62	29.66	29.67	31.70	31.71	33.75
		18	27.76	29.80	29.81	31.86	31.87	33.91
		19	27.89	29.95	29.96	32.01	32.02	34.08
		20	28.03	30.09	30.10	32.17	32.18	34.25
		21	28.10	30.17	30.18	32.25	32.26	34.33
		22	28.16	30.24	30.25	32.33	32.34	34.41
		23	28.23	30.31	30.32	32.40	32.41	34.50
		24	28.30	30.39	30.40	32.48	32.49	34.58
25	28.37	30.46	30.47	32.56	32.57	34.66		

Anmerkungen:

56'977.00 = Geltender Mindestlohn-Bereich

= Maximum

4'382.85 = Geltender Mindestlohn-Bereich

= Maximum

26.09 = Geltender Mindestlohn-Bereich

= Maximum

Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 4	Jahreslöhne 100 %	0	56'977.00	58'010.00	58'010.01	62'010.00	62'010.01	66'011.00
		1	56'977.00	59'112.00	59'112.01	63'189.00	63'189.01	67'265.00
		2	56'977.00	60'214.00	60'214.01	64'367.00	64'367.01	68'519.00
		3	57'088.00	61'316.00	61'316.01	65'545.00	65'545.01	69'774.00
		4	58'114.00	62'418.00	62'418.01	66'723.00	66'723.01	71'028.00
		5	59'140.00	63'521.00	63'521.01	67'901.00	67'901.01	72'282.00
		6	59'842.00	64'275.00	64'275.01	68'707.00	68'707.01	73'140.00
		7	60'544.00	65'029.00	65'029.01	69'514.00	69'514.01	73'998.00
		8	61'246.00	65'783.00	65'783.01	70'320.00	70'320.01	74'856.00
		9	61'948.00	66'537.00	66'537.01	71'126.00	71'126.01	75'715.00
		10	62'650.00	67'291.00	67'291.01	71'932.00	71'932.01	76'573.00
		11	63'137.00	67'813.00	67'813.01	72'490.00	72'490.01	77'167.00
		12	63'623.00	68'335.00	68'335.01	73'048.00	73'048.01	77'761.00
		13	64'109.00	68'857.00	68'857.01	73'606.00	73'606.01	78'355.00
		14	64'595.00	69'380.00	69'380.01	74'164.00	74'164.01	78'949.00
		15	65'081.00	69'902.00	69'902.01	74'722.00	74'722.01	79'543.00
		16	65'405.00	70'250.00	70'250.01	75'095.00	75'095.01	79'939.00
		17	65'729.00	70'598.00	70'598.01	75'467.00	75'467.01	80'335.00
		18	66'053.00	70'946.00	70'946.01	75'839.00	75'839.01	80'731.00
		19	66'377.00	71'294.00	71'294.01	76'211.00	76'211.01	81'128.00
		20	66'701.00	71'642.00	71'642.01	76'583.00	76'583.01	81'524.00
		21	66'863.00	71'816.00	71'816.01	76'769.00	76'769.01	81'722.00
		22	67'025.00	71'990.00	71'990.01	76'955.00	76'955.01	81'920.00
		23	67'187.00	72'164.00	72'164.01	77'141.00	77'141.01	82'118.00
		24	67'349.00	72'338.00	72'338.01	77'327.00	77'327.01	82'316.00
25	67'511.00	72'512.00	72'512.01	77'513.00	77'513.01	82'514.00		
Funktionsstufe 4	Monatslöhne im 13tel 100 %	0	4'382.85	4'462.30	4'462.35	4'770.00	4'770.05	5'077.75
		1	4'382.85	4'547.05	4'547.10	4'860.65	4'860.70	5'174.20
		2	4'382.85	4'631.80	4'631.85	4'951.30	4'951.35	5'270.65
		3	4'391.40	4'716.60	4'716.65	5'041.90	5'041.95	5'367.20
		4	4'470.35	4'801.35	4'801.40	5'132.50	5'132.55	5'463.65
		5	4'549.25	4'886.20	4'886.25	5'223.15	5'223.20	5'560.15
		6	4'603.25	4'944.20	4'944.25	5'285.15	5'285.20	5'626.15
		7	4'657.25	5'002.20	5'002.25	5'347.20	5'347.25	5'692.15
		8	4'711.25	5'060.20	5'060.25	5'409.20	5'409.25	5'758.15
		9	4'765.25	5'118.20	5'118.25	5'471.20	5'471.25	5'824.20
		10	4'819.25	5'176.20	5'176.25	5'533.20	5'533.25	5'890.20
		11	4'856.70	5'216.35	5'216.40	5'576.15	5'576.20	5'935.90
		12	4'894.10	5'256.50	5'256.55	5'619.05	5'619.10	5'981.60
		13	4'931.50	5'296.65	5'296.70	5'662.00	5'662.05	6'027.30
		14	4'968.85	5'336.90	5'336.95	5'704.90	5'704.95	6'073.00
		15	5'006.25	5'377.05	5'377.10	5'747.80	5'747.85	6'118.65
		16	5'031.20	5'403.80	5'403.85	5'776.50	5'776.55	6'149.15
		17	5'056.10	5'430.60	5'430.65	5'805.15	5'805.20	6'179.60
		18	5'081.00	5'457.35	5'457.40	5'833.75	5'833.80	6'210.05
		19	5'105.95	5'484.15	5'484.20	5'862.35	5'862.40	6'240.60
		20	5'130.85	5'510.90	5'510.95	5'891.00	5'891.05	6'271.05
		21	5'143.35	5'524.30	5'524.35	5'905.30	5'905.35	6'286.30
		22	5'155.80	5'537.65	5'537.70	5'919.60	5'919.65	6'301.50
		23	5'168.25	5'551.05	5'551.10	5'933.90	5'933.95	6'316.75
		24	5'180.70	5'564.45	5'564.50	5'948.20	5'948.25	6'332.00
25	5'193.20	5'577.80	5'577.85	5'962.50	5'962.55	6'347.20		
Funktionsstufe 4	Stundenlöhne 100 % (= 1/2184 J-L)	0	26.09	26.56	26.57	28.39	28.40	30.22
		1	26.09	27.06	27.07	28.93	28.94	30.79
		2	26.09	27.57	27.58	29.47	29.48	31.37
		3	26.14	28.07	28.08	30.01	30.02	31.94
		4	26.61	28.57	28.58	30.55	30.56	32.52
		5	27.08	29.08	29.09	31.09	31.10	33.09
		6	27.41	29.42	29.43	31.45	31.46	33.48
		7	27.73	29.77	29.78	31.82	31.83	33.88
		8	28.05	30.12	30.13	32.19	32.20	34.27
		9	28.37	30.46	30.47	32.56	32.57	34.66
		10	28.69	30.81	30.82	32.93	32.94	35.06
		11	28.91	31.04	31.05	33.19	33.20	35.33
		12	29.14	31.28	31.29	33.44	33.45	35.60
		13	29.36	31.52	31.53	33.70	33.71	35.87
		14	29.58	31.76	31.77	33.95	33.96	36.14
		15	29.80	32.00	32.01	34.21	34.22	36.42
		16	29.95	32.16	32.17	34.38	34.39	36.60
		17	30.10	32.32	32.33	34.55	34.56	36.78
		18	30.25	32.48	32.49	34.72	34.73	36.96
		19	30.40	32.64	32.65	34.89	34.90	37.14
		20	30.55	32.80	32.81	35.06	35.07	37.32
		21	30.62	32.88	32.89	35.15	35.16	37.41
		22	30.69	32.96	32.97	35.23	35.24	37.50
		23	30.77	33.04	33.05	35.32	35.33	37.59
		24	30.84	33.12	33.13	35.40	35.41	37.69
25	30.92	33.20	33.21	35.49	35.50	37.78		

Anmerkungen:

56'977.00 = Geltender Mindestlohn-Bereich

= Maximum

4'382.85 = Geltender Mindestlohn-Bereich

= Maximum

26.09 = Geltender Mindestlohn-Bereich

= Maximum

Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 5	Jahreslöhne 100 %	0	59'118.00	63'497.00	63'497.01	67'876.00	67'876.01	72'255.00
		1	60'241.00	64'704.00	64'704.01	69'166.00	69'166.01	73'628.00
		2	61'364.00	65'910.00	65'910.01	70'456.00	70'456.01	75'001.00
		3	62'488.00	67'116.00	67'116.01	71'745.00	71'745.01	76'374.00
		4	63'611.00	68'323.00	68'323.01	73'035.00	73'035.01	77'747.00
		5	64'734.00	69'529.00	69'529.01	74'324.00	74'324.01	79'120.00
		6	65'503.00	70'355.00	70'355.01	75'207.00	75'207.01	80'059.00
		7	66'271.00	71'180.00	71'180.01	76'089.00	76'089.01	80'998.00
		8	67'040.00	72'006.00	72'006.01	76'972.00	76'972.01	81'938.00
		9	67'808.00	72'831.00	72'831.01	77'854.00	77'854.01	82'877.00
		10	68'577.00	73'657.00	73'657.01	78'736.00	78'736.01	83'816.00
		11	69'109.00	74'228.00	74'228.01	79'347.00	79'347.01	84'466.00
		12	69'641.00	74'800.00	74'800.01	79'958.00	79'958.01	85'117.00
		13	70'173.00	75'371.00	75'371.01	80'569.00	80'569.01	85'767.00
		14	70'705.00	75'943.00	75'943.01	81'180.00	81'180.01	86'417.00
		15	71'237.00	76'514.00	76'514.01	81'791.00	81'791.01	87'068.00
		16	71'592.00	76'895.00	76'895.01	82'198.00	82'198.01	87'501.00
		17	71'947.00	77'276.00	77'276.01	82'605.00	82'605.01	87'935.00
		18	72'301.00	77'657.00	77'657.01	83'013.00	83'013.01	88'368.00
		19	72'656.00	78'038.00	78'038.01	83'420.00	83'420.01	88'802.00
		20	73'011.00	78'419.00	78'419.01	83'827.00	83'827.01	89'235.00
		21	73'188.00	78'609.00	78'609.01	84'031.00	84'031.01	89'452.00
		22	73'365.00	78'800.00	78'800.01	84'234.00	84'234.01	89'669.00
		23	73'543.00	78'990.00	78'990.01	84'438.00	84'438.01	89'886.00
		24	73'720.00	79'181.00	79'181.01	84'642.00	84'642.01	90'102.00
25	73'898.00	79'371.00	79'371.01	84'845.00	84'845.01	90'319.00		
Funktionsstufe 5	Monatslöhne im 13tel 100 %	0	4'547.55	4'884.35	4'884.40	5'221.20	5'221.25	5'558.05
		1	4'633.95	4'977.20	4'977.25	5'320.45	5'320.50	5'663.65
		2	4'720.35	5'070.00	5'070.05	5'419.65	5'419.70	5'769.30
		3	4'806.80	5'162.75	5'162.80	5'518.80	5'518.85	5'874.90
		4	4'893.20	5'255.60	5'255.65	5'618.05	5'618.10	5'980.50
		5	4'979.55	5'348.35	5'348.40	5'717.20	5'717.25	6'086.15
		6	5'038.70	5'411.90	5'411.95	5'785.15	5'785.20	6'158.35
		7	5'097.80	5'475.35	5'475.40	5'853.00	5'853.05	6'230.60
		8	5'156.95	5'538.90	5'538.95	5'920.90	5'920.95	6'302.90
		9	5'216.00	5'602.35	5'602.40	5'988.75	5'988.80	6'375.15
		10	5'275.20	5'665.90	5'665.95	6'056.60	6'056.65	6'447.35
		11	5'316.10	5'709.80	5'709.85	6'103.60	6'103.65	6'497.35
		12	5'357.00	5'753.80	5'753.85	6'150.60	6'150.65	6'547.45
		13	5'397.95	5'797.75	5'797.80	6'197.60	6'197.65	6'597.45
		14	5'438.85	5'841.75	5'841.80	6'244.60	6'244.65	6'647.45
		15	5'479.80	5'885.65	5'885.70	6'291.60	6'291.65	6'697.50
		16	5'507.10	5'915.00	5'915.05	6'322.90	6'322.95	6'730.80
		17	5'534.40	5'944.30	5'944.35	6'354.20	6'354.25	6'764.20
		18	5'561.65	5'973.60	5'973.65	6'385.60	6'385.65	6'797.50
		19	5'588.95	6'002.90	6'002.95	6'416.90	6'416.95	6'830.90
		20	5'616.25	6'032.20	6'032.25	6'448.20	6'448.25	6'864.20
		21	5'629.85	6'046.80	6'046.85	6'463.90	6'463.95	6'880.90
		22	5'643.50	6'061.50	6'061.55	6'479.50	6'479.55	6'897.60
		23	5'657.20	6'076.15	6'076.20	6'495.20	6'495.25	6'914.30
		24	5'670.80	6'090.80	6'090.85	6'510.90	6'510.95	6'930.90
25	5'684.50	6'105.45	6'105.50	6'526.50	6'526.55	6'947.60		
Funktionsstufe 5	Stundenlöhne 100 % (= 1/2184 J-L)	0	27.07	29.07	29.08	31.07	31.08	33.08
		1	27.59	29.62	29.63	31.66	31.67	33.71
		2	28.10	30.17	30.18	32.26	32.27	34.34
		3	28.62	30.73	30.74	32.85	32.86	34.96
		4	29.13	31.28	31.29	33.44	33.45	35.59
		5	29.65	31.83	31.84	34.03	34.04	36.22
		6	30.00	32.21	32.22	34.43	34.44	36.65
		7	30.35	32.59	32.60	34.83	34.84	37.08
		8	30.70	32.96	32.97	35.24	35.25	37.51
		9	31.05	33.34	33.35	35.64	35.65	37.94
		10	31.40	33.72	33.73	36.05	36.06	38.37
		11	31.65	33.98	33.99	36.33	36.34	38.67
		12	31.89	34.24	34.25	36.61	36.62	38.97
		13	32.14	34.51	34.52	36.89	36.90	39.27
		14	32.38	34.77	34.78	37.17	37.18	39.56
		15	32.62	35.03	35.04	37.45	37.46	39.86
		16	32.79	35.20	35.21	37.63	37.64	40.06
		17	32.95	35.38	35.39	37.82	37.83	40.26
		18	33.11	35.55	35.56	38.00	38.01	40.46
		19	33.27	35.73	35.74	38.19	38.20	40.66
		20	33.43	35.90	35.91	38.38	38.39	40.85
		21	33.52	35.99	36.00	38.47	38.48	40.95
		22	33.60	36.08	36.09	38.56	38.57	41.05
		23	33.68	36.16	36.17	38.66	38.67	41.15
		24	33.76	36.25	36.26	38.75	38.76	41.25
25	33.84	36.34	36.35	38.84	38.85	41.35		

Anmerkungen:

= Minimum

= Maximum

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= Maximum

= Minimum

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Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 6	Jahreslöhne 100 %	0	64'868.00	69'673.00	69'673.01	74'478.00	74'478.01	79'283.00
		1	66'100.00	70'997.00	70'997.01	75'893.00	75'893.01	80'789.00
		2	67'333.00	72'321.00	72'321.01	77'308.00	77'308.01	82'296.00
		3	68'565.00	73'644.00	73'644.01	78'723.00	78'723.01	83'802.00
		4	69'798.00	74'968.00	74'968.01	80'138.00	80'138.01	85'309.00
		5	71'030.00	76'292.00	76'292.01	81'553.00	81'553.01	86'815.00
		6	71'874.00	77'198.00	77'198.01	82'522.00	82'522.01	87'846.00
		7	72'717.00	78'103.00	78'103.01	83'490.00	83'490.01	88'876.00
		8	73'560.00	79'009.00	79'009.01	84'458.00	84'458.01	89'907.00
		9	74'404.00	79'915.00	79'915.01	85'426.00	85'426.01	90'938.00
		10	75'247.00	80'821.00	80'821.01	86'395.00	86'395.01	91'968.00
		11	75'831.00	81'448.00	81'448.01	87'065.00	87'065.01	92'682.00
		12	76'415.00	82'075.00	82'075.01	87'735.00	87'735.01	93'396.00
		13	76'998.00	82'702.00	82'702.01	88'405.00	88'405.01	94'109.00
		14	77'582.00	83'329.00	83'329.01	89'076.00	89'076.01	94'823.00
		15	78'166.00	83'956.00	83'956.01	89'746.00	89'746.01	95'536.00
		16	78'555.00	84'374.00	84'374.01	90'193.00	90'193.01	96'012.00
		17	78'944.00	84'792.00	84'792.01	90'640.00	90'640.01	96'488.00
		18	79'334.00	85'210.00	85'210.01	91'087.00	91'087.01	96'963.00
		19	79'723.00	85'628.00	85'628.01	91'534.00	91'534.01	97'439.00
		20	80'112.00	86'046.00	86'046.01	91'980.00	91'980.01	97'915.00
		21	80'307.00	86'255.00	86'255.01	92'204.00	92'204.01	98'152.00
		22	80'501.00	86'464.00	86'464.01	92'427.00	92'427.01	98'390.00
		23	80'696.00	86'673.00	86'673.01	92'651.00	92'651.01	98'628.00
		24	80'890.00	86'882.00	86'882.01	92'874.00	92'874.01	98'866.00
25	81'085.00	87'091.00	87'091.01	93'098.00	93'098.01	99'104.00		
Funktionsstufe 6	Monatslöhne im 13tel 100 %	0	4'989.85	5'359.45	5'359.50	5'729.05	5'729.10	6'098.65
		1	5'084.65	5'461.30	5'461.35	5'837.90	5'837.95	6'214.50
		2	5'179.50	5'563.15	5'563.20	5'946.75	5'946.80	6'330.45
		3	5'274.25	5'664.90	5'664.95	6'055.60	6'055.65	6'446.30
		4	5'369.10	5'766.75	5'766.80	6'164.45	6'164.50	6'562.20
		5	5'463.85	5'868.60	5'868.65	6'273.30	6'273.35	6'678.05
		6	5'528.80	5'938.30	5'938.35	6'347.80	6'347.85	6'757.35
		7	5'593.65	6'007.90	6'007.95	6'422.30	6'422.35	6'836.60
		8	5'658.50	6'077.60	6'077.65	6'496.75	6'496.80	6'915.90
		9	5'723.40	6'147.30	6'147.35	6'571.20	6'571.25	6'995.20
		10	5'788.25	6'217.00	6'217.05	6'645.75	6'645.80	7'074.45
		11	5'833.20	6'265.20	6'265.25	6'697.30	6'697.35	7'129.35
		12	5'878.10	6'313.45	6'313.50	6'748.80	6'748.85	7'184.30
		13	5'922.95	6'361.65	6'361.70	6'800.35	6'800.40	7'239.15
		14	5'967.85	6'409.90	6'409.95	6'852.00	6'852.05	7'294.05
		15	6'012.80	6'458.15	6'458.20	6'903.50	6'903.55	7'348.90
		16	6'042.70	6'490.30	6'490.35	6'937.90	6'937.95	7'385.50
		17	6'072.65	6'522.45	6'522.50	6'972.30	6'972.35	7'422.15
		18	6'102.65	6'554.60	6'554.65	7'006.65	7'006.70	7'458.65
		19	6'132.55	6'586.75	6'586.80	7'041.05	7'041.10	7'495.30
		20	6'162.50	6'618.90	6'618.95	7'075.35	7'075.40	7'531.90
		21	6'177.50	6'635.00	6'635.05	7'092.60	7'092.65	7'550.15
		22	6'192.40	6'651.05	6'651.10	7'109.75	7'109.80	7'568.45
		23	6'207.40	6'667.15	6'667.20	7'127.00	7'127.05	7'586.75
		24	6'222.35	6'683.20	6'683.25	7'144.15	7'144.20	7'605.05
25	6'237.35	6'699.30	6'699.35	7'161.35	7'161.40	7'623.35		
Funktionsstufe 6	Stundenlöhne 100 % (= 1/2184 J-L)	0	29.71	31.90	31.91	34.10	34.11	36.30
		1	30.27	32.50	32.51	34.74	34.75	36.99
		2	30.84	33.11	33.12	35.39	35.40	37.68
		3	31.40	33.71	33.72	36.04	36.05	38.37
		4	31.96	34.32	34.33	36.69	36.70	39.06
		5	32.53	34.93	34.94	37.34	37.35	39.75
		6	32.91	35.34	35.35	37.78	37.79	40.22
		7	33.30	35.76	35.77	38.22	38.23	40.69
		8	33.69	36.17	36.18	38.67	38.68	41.16
		9	34.07	36.59	36.60	39.11	39.12	41.63
		10	34.46	37.00	37.01	39.55	39.56	42.10
		11	34.73	37.29	37.30	39.86	39.87	42.43
		12	34.99	37.58	37.59	40.17	40.18	42.76
		13	35.26	37.86	37.87	40.47	40.48	43.09
		14	35.53	38.15	38.16	40.78	40.79	43.41
		15	35.80	38.44	38.45	41.09	41.10	43.74
		16	35.97	38.63	38.64	41.29	41.30	43.96
		17	36.15	38.82	38.83	41.50	41.51	44.17
		18	36.33	39.01	39.02	41.70	41.71	44.39
		19	36.51	39.20	39.21	41.91	41.92	44.61
		20	36.69	39.39	39.40	42.11	42.12	44.83
		21	36.78	39.49	39.50	42.21	42.22	44.94
		22	36.86	39.58	39.59	42.32	42.33	45.05
		23	36.95	39.68	39.69	42.42	42.43	45.15
		24	37.04	39.78	39.79	42.52	42.53	45.26
25	37.13	39.87	39.88	42.62	42.63	45.37		

Anmerkungen:

= Minimum

= Maximum

= Minimum

= Maximum

= Minimum

= Maximum

Stufe nutzbare Erfahrung	Bereiche						
	Tief		Mittel		Hoch		
	ab	bis	ab	bis	ab	bis	
Jahreslöhne 100 %	0	71'372.00	76'659.00	76'659.01	81'946.00	81'946.01	87'232.00
	1	72'728.00	78'115.00	78'115.01	83'503.00	83'503.01	88'890.00
	2	74'084.00	79'572.00	79'572.01	85'060.00	85'060.01	90'547.00
	3	75'440.00	81'028.00	81'028.01	86'617.00	86'617.01	92'205.00
	4	76'796.00	82'485.00	82'485.01	88'173.00	88'173.01	93'862.00
	5	78'152.00	83'941.00	83'941.01	89'730.00	89'730.01	95'520.00
	6	79'080.00	84'938.00	84'938.01	90'796.00	90'796.01	96'654.00
	7	80'008.00	85'935.00	85'935.01	91'861.00	91'861.01	97'788.00
	8	80'936.00	86'931.00	86'931.01	92'926.00	92'926.01	98'922.00
	9	81'864.00	87'928.00	87'928.01	93'992.00	93'992.01	100'056.00
	10	82'792.00	88'924.00	88'924.01	95'057.00	95'057.01	101'190.00
	11	83'434.00	89'614.00	89'614.01	95'794.00	95'794.01	101'975.00
	12	84'076.00	90'304.00	90'304.01	96'532.00	96'532.01	102'760.00
	13	84'719.00	90'994.00	90'994.01	97'269.00	97'269.01	103'545.00
	14	85'361.00	91'684.00	91'684.01	98'007.00	98'007.01	104'330.00
	15	86'003.00	92'374.00	92'374.01	98'744.00	98'744.01	105'115.00
	16	86'431.00	92'834.00	92'834.01	99'236.00	99'236.01	105'638.00
	17	86'860.00	93'294.00	93'294.01	99'728.00	99'728.01	106'162.00
	18	87'288.00	93'754.00	93'754.01	100'220.00	100'220.01	106'685.00
	19	87'716.00	94'214.00	94'214.01	100'711.00	100'711.01	107'209.00
	20	88'144.00	94'674.00	94'674.01	101'203.00	101'203.01	107'732.00
	21	88'359.00	94'904.00	94'904.01	101'449.00	101'449.01	107'994.00
	22	88'573.00	95'134.00	95'134.01	101'695.00	101'695.01	108'255.00
	23	88'787.00	95'364.00	95'364.01	101'940.00	101'940.01	108'517.00
	24	89'001.00	95'594.00	95'594.01	102'186.00	102'186.01	108'779.00
25	89'215.00	95'824.00	95'824.01	102'432.00	102'432.01	109'041.00	
Monatslöhne im 13tel 100 %	0	5'490.20	5'896.80	5'896.85	6'303.50	6'303.55	6'710.15
	1	5'594.50	6'008.80	6'008.85	6'423.30	6'423.35	6'837.65
	2	5'698.80	6'120.90	6'120.95	6'543.05	6'543.10	6'965.15
	3	5'803.10	6'232.90	6'232.95	6'662.80	6'662.85	7'092.65
	4	5'907.40	6'345.00	6'345.05	6'782.50	6'782.55	7'220.15
	5	6'011.70	6'457.00	6'457.05	6'902.30	6'902.35	7'347.65
	6	6'083.10	6'533.65	6'533.70	6'984.30	6'984.35	7'434.90
	7	6'154.50	6'610.35	6'610.40	7'066.20	7'066.25	7'522.15
	8	6'225.85	6'687.00	6'687.05	7'148.15	7'148.20	7'609.35
	9	6'297.25	6'763.65	6'763.70	7'230.15	7'230.20	7'696.60
	10	6'368.65	6'840.30	6'840.35	7'312.05	7'312.10	7'783.80
	11	6'418.00	6'893.35	6'893.40	7'368.75	7'368.80	7'844.20
	12	6'467.40	6'946.45	6'946.50	7'425.50	7'425.55	7'904.60
	13	6'516.85	6'999.50	6'999.55	7'482.20	7'482.25	7'965.00
	14	6'566.25	7'052.60	7'052.65	7'539.00	7'539.05	8'025.35
	15	6'615.65	7'105.65	7'105.70	7'595.65	7'595.70	8'085.75
	16	6'648.55	7'141.05	7'141.10	7'633.50	7'633.55	8'126.00
	17	6'681.55	7'176.45	7'176.50	7'671.35	7'671.40	8'166.30
	18	6'714.50	7'211.80	7'211.85	7'709.20	7'709.25	8'206.50
	19	6'747.40	7'247.20	7'247.25	7'747.00	7'747.05	8'246.80
	20	6'780.35	7'282.60	7'282.65	7'784.80	7'784.85	8'287.05
	21	6'796.85	7'300.30	7'300.35	7'803.75	7'803.80	8'307.20
	22	6'813.35	7'318.00	7'318.05	7'822.65	7'822.70	8'327.30
	23	6'829.80	7'335.65	7'335.70	7'841.50	7'841.55	8'347.45
	24	6'846.25	7'353.35	7'353.40	7'860.45	7'860.50	8'367.60
25	6'862.70	7'371.05	7'371.10	7'879.35	7'879.40	8'387.75	
Stundenlöhne 100 % (= 1/2184 J-L)	0	32.68	35.10	35.11	37.52	37.53	39.94
	1	33.31	35.76	35.77	38.23	38.24	40.70
	2	33.93	36.43	36.44	38.94	38.95	41.45
	3	34.55	37.10	37.11	39.65	39.66	42.21
	4	35.17	37.76	37.77	40.37	40.38	42.97
	5	35.79	38.43	38.44	41.08	41.09	43.73
	6	36.21	38.89	38.90	41.57	41.58	44.25
	7	36.64	39.34	39.35	42.06	42.07	44.77
	8	37.06	39.80	39.81	42.54	42.55	45.29
	9	37.49	40.26	40.27	43.03	43.04	45.81
	10	37.91	40.71	40.72	43.52	43.53	46.33
	11	38.21	41.03	41.04	43.86	43.87	46.69
	12	38.50	41.34	41.35	44.19	44.20	47.05
	13	38.80	41.66	41.67	44.53	44.54	47.41
	14	39.09	41.97	41.98	44.87	44.88	47.77
	15	39.38	42.29	42.30	45.21	45.22	48.12
	16	39.58	42.50	42.51	45.43	45.44	48.36
	17	39.78	42.71	42.72	45.66	45.67	48.60
	18	39.97	42.92	42.93	45.88	45.89	48.84
	19	40.17	43.13	43.14	46.11	46.12	49.08
	20	40.36	43.34	43.35	46.33	46.34	49.32
	21	40.46	43.45	43.46	46.45	46.46	49.44
	22	40.56	43.55	43.56	46.56	46.57	49.56
	23	40.66	43.66	43.67	46.67	46.68	49.68
	24	40.76	43.77	43.78	46.78	46.79	49.80
25	40.85	43.87	43.88	46.90	46.91	49.92	

Anmerkungen:

= Minimum

= Maximum

= Minimum

= Maximum

= Minimum

= Maximum

Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 8	Jahreslöhne 100 %	0	78'642.00	84'467.00	84'467.01	90'293.00	90'293.01	96'118.00
		1	80'136.00	86'072.00	86'072.01	92'008.00	92'008.01	97'944.00
		2	81'630.00	87'677.00	87'677.01	93'724.00	93'724.01	99'770.00
		3	83'125.00	89'282.00	89'282.01	95'439.00	95'439.01	101'597.00
		4	84'619.00	90'887.00	90'887.01	97'155.00	97'155.01	103'423.00
		5	86'113.00	92'492.00	92'492.01	98'870.00	98'870.01	105'249.00
		6	87'135.00	93'590.00	93'590.01	100'044.00	100'044.01	106'499.00
		7	88'158.00	94'688.00	94'688.01	101'218.00	101'218.01	107'748.00
		8	89'180.00	95'786.00	95'786.01	102'392.00	102'392.01	108'998.00
		9	90'202.00	96'884.00	96'884.01	103'566.00	103'566.01	110'247.00
		10	91'225.00	97'982.00	97'982.01	104'739.00	104'739.01	111'497.00
		11	91'932.00	98'742.00	98'742.01	105'552.00	105'552.01	112'362.00
		12	92'640.00	99'503.00	99'503.01	106'365.00	106'365.01	113'227.00
		13	93'348.00	100'263.00	100'263.01	107'177.00	107'177.01	114'092.00
		14	94'056.00	101'023.00	101'023.01	107'990.00	107'990.01	114'957.00
		15	94'764.00	101'783.00	101'783.01	108'803.00	108'803.01	115'822.00
		16	95'235.00	102'290.00	102'290.01	109'344.00	109'344.01	116'399.00
		17	95'707.00	102'797.00	102'797.01	109'886.00	109'886.01	116'976.00
		18	96'179.00	103'304.00	103'304.01	110'428.00	110'428.01	117'552.00
		19	96'651.00	103'810.00	103'810.01	110'970.00	110'970.01	118'129.00
		20	97'123.00	104'317.00	104'317.01	111'511.00	111'511.01	118'706.00
		21	97'359.00	104'571.00	104'571.01	111'782.00	111'782.01	118'994.00
		22	97'595.00	104'824.00	104'824.01	112'053.00	112'053.01	119'282.00
		23	97'831.00	105'077.00	105'077.01	112'324.00	112'324.01	119'571.00
		24	98'067.00	105'331.00	105'331.01	112'595.00	112'595.01	119'859.00
25	98'303.00	105'584.00	105'584.01	112'866.00	112'866.01	120'148.00		
Funktionsstufe 8	Monatslöhne im 13tel 100 %	0	6'049.40	6'497.45	6'497.50	6'945.60	6'945.65	7'393.65
		1	6'164.35	6'620.90	6'620.95	7'077.50	7'077.55	7'534.15
		2	6'279.25	6'744.35	6'744.40	7'209.50	7'209.55	7'674.60
		3	6'394.25	6'867.80	6'867.85	7'341.45	7'341.50	7'815.15
		4	6'509.20	6'991.30	6'991.35	7'473.45	7'473.50	7'955.60
		5	6'624.10	7'114.75	7'114.80	7'605.35	7'605.40	8'096.05
		6	6'702.70	7'199.20	7'199.25	7'695.65	7'695.70	8'192.20
		7	6'781.40	7'283.65	7'283.70	7'786.00	7'786.05	8'288.30
		8	6'860.00	7'368.15	7'368.20	7'876.30	7'876.35	8'384.45
		9	6'938.65	7'452.60	7'452.65	7'966.60	7'966.65	8'480.50
		10	7'017.35	7'537.05	7'537.10	8'056.80	8'056.85	8'576.65
		11	7'071.70	7'595.50	7'595.55	8'119.35	8'119.40	8'643.20
		12	7'126.20	7'654.05	7'654.10	8'181.90	8'181.95	8'709.75
		13	7'180.65	7'712.50	7'712.55	8'244.35	8'244.40	8'776.30
		14	7'235.10	7'771.00	7'771.05	8'306.90	8'306.95	8'842.80
		15	7'289.55	7'829.45	7'829.50	8'369.45	8'369.50	8'909.35
		16	7'325.80	7'868.45	7'868.50	8'411.05	8'411.10	8'953.75
		17	7'362.10	7'907.45	7'907.50	8'452.75	8'452.80	8'998.15
		18	7'398.40	7'946.45	7'946.50	8'494.45	8'494.50	9'042.45
		19	7'434.70	7'985.35	7'985.40	8'536.15	8'536.20	9'086.80
		20	7'471.00	8'024.35	8'024.40	8'577.75	8'577.80	9'131.20
		21	7'489.20	8'043.90	8'043.95	8'598.60	8'598.65	9'153.35
		22	7'507.35	8'063.35	8'063.40	8'619.45	8'619.50	9'175.50
		23	7'525.50	8'082.80	8'082.85	8'640.30	8'640.35	9'197.75
		24	7'543.65	8'102.35	8'102.40	8'661.15	8'661.20	9'219.90
25	7'561.80	8'121.80	8'121.85	8'682.00	8'682.05	9'242.15		
Funktionsstufe 8	Stundenlöhne 100 % (= 1/2184 J-L)	0	36.01	38.67	38.68	41.34	41.35	44.01
		1	36.70	39.41	39.42	42.12	42.13	44.84
		2	37.38	40.14	40.15	42.91	42.92	45.68
		3	38.07	40.88	40.89	43.69	43.70	46.51
		4	38.75	41.61	41.62	44.48	44.49	47.35
		5	39.43	42.34	42.35	45.27	45.28	48.19
		6	39.90	42.85	42.86	45.80	45.81	48.76
		7	40.37	43.35	43.36	46.34	46.35	49.33
		8	40.84	43.85	43.86	46.88	46.89	49.90
		9	41.31	44.36	44.37	47.42	47.43	50.47
		10	41.77	44.86	44.87	47.95	47.96	51.05
		11	42.10	45.21	45.22	48.32	48.33	51.44
		12	42.42	45.55	45.56	48.70	48.71	51.84
		13	42.75	45.90	45.91	49.07	49.08	52.23
		14	43.07	46.25	46.26	49.44	49.45	52.63
		15	43.40	46.60	46.61	49.81	49.82	53.03
		16	43.61	46.83	46.84	50.06	50.07	53.29
		17	43.83	47.06	47.07	50.31	50.32	53.56
		18	44.04	47.30	47.31	50.56	50.57	53.82
		19	44.26	47.53	47.54	50.81	50.82	54.08
		20	44.48	47.76	47.77	51.05	51.06	54.35
		21	44.58	47.88	47.89	51.18	51.19	54.48
		22	44.69	47.99	48.00	51.30	51.31	54.61
		23	44.80	48.11	48.12	51.43	51.44	54.74
		24	44.91	48.22	48.23	51.55	51.56	54.88
25	45.02	48.34	48.35	51.67	51.68	55.01		

Anmerkungen:

= Minimum

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= Maximum
 = Minimum

= Maximum

Stufe nutzbare Erfahrung	Bereiche						
	Tief		Mittel		Hoch		
	ab	bis	ab	bis	ab	bis	
Jahreslöhne 100 %	0	86'586.00	93'000.00	93'000.01	99'414.00	99'414.01	105'827.00
	1	88'231.00	94'767.00	94'767.01	101'302.00	101'302.01	107'838.00
	2	89'876.00	96'534.00	96'534.01	103'191.00	103'191.01	109'849.00
	3	91'521.00	98'301.00	98'301.01	105'080.00	105'080.01	111'859.00
	4	93'167.00	100'068.00	100'068.01	106'969.00	106'969.01	113'870.00
	5	94'812.00	101'835.00	101'835.01	108'858.00	108'858.01	115'881.00
	6	95'937.00	103'044.00	103'044.01	110'150.00	110'150.01	117'257.00
	7	97'063.00	104'253.00	104'253.01	111'443.00	111'443.01	118'632.00
	8	98'189.00	105'462.00	105'462.01	112'735.00	112'735.01	120'008.00
	9	99'314.00	106'671.00	106'671.01	114'027.00	114'027.01	121'384.00
	10	100'440.00	107'880.00	107'880.01	115'320.00	115'320.01	122'760.00
	11	101'219.00	108'717.00	108'717.01	116'214.00	116'214.01	123'712.00
	12	101'998.00	109'554.00	109'554.01	117'109.00	117'109.01	124'665.00
	13	102'778.00	110'391.00	110'391.01	118'004.00	118'004.01	125'617.00
	14	103'557.00	111'228.00	111'228.01	118'899.00	118'899.01	126'569.00
	15	104'336.00	112'065.00	112'065.01	119'793.00	119'793.01	127'522.00
	16	104'856.00	112'623.00	112'623.01	120'390.00	120'390.01	128'157.00
	17	105'375.00	113'181.00	113'181.01	120'986.00	120'986.01	128'792.00
	18	105'895.00	113'739.00	113'739.01	121'583.00	121'583.01	129'427.00
	19	106'414.00	114'297.00	114'297.01	122'179.00	122'179.01	130'062.00
	20	106'934.00	114'855.00	114'855.01	122'776.00	122'776.01	130'697.00
	21	107'193.00	115'134.00	115'134.01	123'074.00	123'074.01	131'014.00
	22	107'453.00	115'413.00	115'413.01	123'372.00	123'372.01	131'332.00
	23	107'713.00	115'692.00	115'692.01	123'670.00	123'670.01	131'649.00
	24	107'973.00	115'971.00	115'971.01	123'969.00	123'969.01	131'967.00
25	108'233.00	116'250.00	116'250.01	124'267.00	124'267.01	132'284.00	
Monatslöhne im 13tel 100 %	0	6'660.50	7'153.80	7'153.85	7'647.20	7'647.25	8'140.50
	1	6'787.00	7'289.75	7'289.80	7'792.45	7'792.50	8'295.20
	2	6'913.55	7'425.65	7'425.70	7'937.75	7'937.80	8'449.90
	3	7'040.10	7'561.60	7'561.65	8'083.05	8'083.10	8'604.50
	4	7'166.70	7'697.50	7'697.55	8'228.35	8'228.40	8'759.20
	5	7'293.25	7'833.45	7'833.50	8'373.65	8'373.70	8'913.90
	6	7'379.80	7'926.45	7'926.50	8'473.05	8'473.10	9'019.75
	7	7'466.40	8'019.45	8'019.50	8'572.50	8'572.55	9'125.50
	8	7'553.00	8'112.45	8'112.50	8'671.90	8'671.95	9'231.35
	9	7'639.55	8'205.45	8'205.50	8'771.30	8'771.35	9'337.20
	10	7'726.20	8'298.45	8'298.50	8'870.75	8'870.80	9'443.05
	11	7'786.10	8'362.80	8'362.85	8'939.50	8'939.55	9'516.30
	12	7'846.00	8'427.20	8'427.25	9'008.35	9'008.40	9'589.60
	13	7'906.00	8'491.60	8'491.65	9'077.20	9'077.25	9'662.80
	14	7'965.95	8'556.00	8'556.05	9'146.05	9'146.10	9'736.05
	15	8'025.85	8'620.35	8'620.40	9'214.80	9'214.85	9'809.35
	16	8'065.85	8'663.30	8'663.35	9'260.75	9'260.80	9'858.20
	17	8'105.80	8'706.20	8'706.25	9'306.60	9'306.65	9'907.05
	18	8'145.80	8'749.15	8'749.20	9'352.50	9'352.55	9'955.90
	19	8'185.70	8'792.05	8'792.10	9'398.35	9'398.40	10'004.75
	20	8'225.70	8'835.00	8'835.05	9'444.30	9'444.35	10'053.60
	21	8'245.65	8'856.45	8'856.50	9'467.20	9'467.25	10'078.00
	22	8'265.65	8'877.90	8'877.95	9'490.15	9'490.20	10'102.45
	23	8'285.65	8'899.35	8'899.40	9'513.05	9'513.10	10'126.80
	24	8'305.65	8'920.80	8'920.85	9'536.05	9'536.10	10'151.30
25	8'325.65	8'942.30	8'942.35	9'559.00	9'559.05	10'175.65	
Stundenlöhne 100 % (= 1/2184 J-L)	0	39.65	42.58	42.59	45.51	45.52	48.45
	1	40.40	43.39	43.40	46.38	46.39	49.37
	2	41.16	44.20	44.21	47.24	47.25	50.29
	3	41.91	45.00	45.01	48.11	48.12	51.21
	4	42.66	45.81	45.82	48.97	48.98	52.13
	5	43.42	46.62	46.63	49.84	49.85	53.05
	6	43.93	47.18	47.19	50.43	50.44	53.68
	7	44.45	47.73	47.74	51.02	51.03	54.31
	8	44.96	48.28	48.29	51.61	51.62	54.94
	9	45.48	48.84	48.85	52.21	52.22	55.57
	10	45.99	49.39	49.40	52.80	52.81	56.20
	11	46.35	49.77	49.78	53.21	53.22	56.64
	12	46.71	50.16	50.17	53.62	53.63	57.08
	13	47.06	50.54	50.55	54.03	54.04	57.51
	14	47.42	50.92	50.93	54.44	54.45	57.95
	15	47.78	51.31	51.32	54.85	54.86	58.38
	16	48.02	51.56	51.57	55.12	55.13	58.67
	17	48.25	51.82	51.83	55.39	55.40	58.97
	18	48.49	52.07	52.08	55.66	55.67	59.26
	19	48.73	52.33	52.34	55.94	55.95	59.55
	20	48.97	52.58	52.59	56.21	56.22	59.84
	21	49.09	52.71	52.72	56.35	56.36	59.98
	22	49.21	52.84	52.85	56.48	56.49	60.13
	23	49.32	52.97	52.98	56.62	56.63	60.27
	24	49.44	53.10	53.11	56.76	56.77	60.42
25	49.56	53.22	53.23	56.89	56.90	60.56	

Anmerkungen:

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Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 10	Jahreslöhne 100 %	0	95'210.00	102'263.00	102'263.01	109'315.00	109'315.01	116'368.00
		1	97'019.00	104'206.00	104'206.01	111'392.00	111'392.01	118'579.00
		2	98'828.00	106'149.00	106'149.01	113'469.00	113'469.01	120'790.00
		3	100'637.00	108'092.00	108'092.01	115'546.00	115'546.01	123'001.00
		4	102'446.00	110'035.00	110'035.01	117'623.00	117'623.01	125'212.00
		5	104'255.00	111'978.00	111'978.01	119'700.00	119'700.01	127'423.00
		6	105'493.00	113'307.00	113'307.01	121'121.00	121'121.01	128'935.00
		7	106'730.00	114'636.00	114'636.01	122'542.00	122'542.01	130'448.00
		8	107'968.00	115'966.00	115'966.01	123'963.00	123'963.01	131'961.00
		9	109'206.00	117'295.00	117'295.01	125'385.00	125'385.01	133'474.00
		10	110'444.00	118'625.00	118'625.01	126'806.00	126'806.01	134'987.00
		11	111'300.00	119'545.00	119'545.01	127'789.00	127'789.01	136'034.00
		12	112'157.00	120'465.00	120'465.01	128'773.00	128'773.01	137'081.00
		13	113'014.00	121'386.00	121'386.01	129'757.00	129'757.01	138'129.00
		14	113'871.00	122'306.00	122'306.01	130'741.00	130'741.01	139'176.00
		15	114'728.00	123'226.00	123'226.01	131'725.00	131'725.01	140'223.00
		16	115'299.00	123'840.00	123'840.01	132'381.00	132'381.01	140'921.00
		17	115'871.00	124'454.00	124'454.01	133'037.00	133'037.01	141'620.00
		18	116'442.00	125'067.00	125'067.01	133'692.00	133'692.01	142'318.00
		19	117'013.00	125'681.00	125'681.01	134'348.00	134'348.01	143'016.00
		20	117'584.00	126'294.00	126'294.01	135'004.00	135'004.01	143'714.00
		21	117'870.00	126'601.00	126'601.01	135'332.00	135'332.01	144'063.00
		22	118'156.00	126'908.00	126'908.01	135'660.00	135'660.01	144'412.00
		23	118'441.00	127'215.00	127'215.01	135'988.00	135'988.01	144'762.00
		24	118'727.00	127'521.00	127'521.01	136'316.00	136'316.01	145'111.00
25	119'013.00	127'828.00	127'828.01	136'644.00	136'644.01	145'460.00		
Funktionsstufe 10	Monatslöhne im 13tel 100 %	0	7'323.85	7'866.35	7'866.40	8'408.80	8'408.85	8'951.35
		1	7'463.00	8'015.80	8'015.85	8'568.60	8'568.65	9'121.45
		2	7'602.20	8'165.30	8'165.35	8'728.35	8'728.40	9'291.50
		3	7'741.35	8'314.75	8'314.80	8'888.15	8'888.20	9'461.60
		4	7'880.50	8'464.20	8'464.25	9'047.90	9'047.95	9'631.65
		5	8'019.65	8'613.65	8'613.70	9'207.65	9'207.70	9'801.75
		6	8'114.85	8'715.90	8'715.95	9'317.00	9'317.05	9'918.05
		7	8'210.00	8'818.15	8'818.20	9'426.30	9'426.35	10'034.45
		8	8'305.25	8'920.45	8'920.50	9'535.60	9'535.65	10'150.80
		9	8'400.50	9'022.65	9'022.70	9'645.00	9'645.05	10'267.20
		10	8'495.70	9'125.00	9'125.05	9'754.30	9'754.35	10'383.60
		11	8'561.55	9'195.75	9'195.80	9'829.90	9'829.95	10'464.15
		12	8'627.50	9'266.50	9'266.55	9'905.60	9'905.65	10'544.65
		13	8'693.40	9'337.35	9'337.40	9'981.30	9'981.35	10'625.30
		14	8'759.35	9'408.15	9'408.20	10'057.00	10'057.05	10'705.80
		15	8'825.25	9'478.90	9'478.95	10'132.65	10'132.70	10'786.35
		16	8'869.20	9'526.15	9'526.20	10'183.15	10'183.20	10'840.05
		17	8'913.20	9'573.35	9'573.40	10'233.60	10'233.65	10'893.80
		18	8'957.10	9'620.50	9'620.55	10'284.00	10'284.05	10'947.50
		19	9'001.00	9'667.75	9'667.80	10'334.45	10'334.50	11'001.20
		20	9'044.95	9'714.90	9'714.95	10'384.90	10'384.95	11'054.90
		21	9'066.95	9'738.50	9'738.55	10'410.15	10'410.20	11'081.75
		22	9'088.95	9'762.15	9'762.20	10'435.35	10'435.40	11'108.60
		23	9'110.85	9'785.75	9'785.80	10'460.60	10'460.65	11'135.50
		24	9'132.85	9'809.30	9'809.35	10'485.80	10'485.85	11'162.35
25	9'154.85	9'832.90	9'832.95	10'511.05	10'511.10	11'189.20		
Funktionsstufe 10	Stundenlöhne 100 % (= 1/2184 J-L)	0	43.60	46.82	46.83	50.05	50.06	53.28
		1	44.43	47.71	47.72	51.00	51.01	54.29
		2	45.26	48.60	48.61	51.95	51.96	55.30
		3	46.08	49.49	49.50	52.90	52.91	56.31
		4	46.91	50.38	50.39	53.85	53.86	57.33
		5	47.74	51.27	51.28	54.80	54.81	58.34
		6	48.31	51.88	51.89	55.45	55.46	59.03
		7	48.87	52.48	52.49	56.10	56.11	59.72
		8	49.44	53.09	53.10	56.75	56.76	60.42
		9	50.01	53.70	53.71	57.41	57.42	61.11
		10	50.57	54.31	54.32	58.06	58.07	61.80
		11	50.97	54.73	54.74	58.51	58.52	62.28
		12	51.36	55.15	55.16	58.96	58.97	62.76
		13	51.75	55.57	55.58	59.41	59.42	63.24
		14	52.14	56.00	56.01	59.86	59.87	63.72
		15	52.54	56.42	56.43	60.31	60.32	64.20
		16	52.80	56.70	56.71	60.61	60.62	64.52
		17	53.06	56.98	56.99	60.91	60.92	64.84
		18	53.32	57.26	57.27	61.21	61.22	65.16
		19	53.58	57.54	57.55	61.51	61.52	65.48
		20	53.84	57.82	57.83	61.81	61.82	65.80
		21	53.97	57.96	57.97	61.96	61.97	65.96
		22	54.11	58.10	58.11	62.11	62.12	66.12
		23	54.24	58.24	58.25	62.26	62.27	66.28
		24	54.37	58.38	58.39	62.41	62.42	66.44
25	54.50	58.52	58.53	62.56	62.57	66.60		


Anmerkungen:


 = Minimum

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 = Maximum

Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 11	Jahreslöhne 100 %	0	104'626.00	112'376.00	112'376.01	120'126.00	120'126.01	127'876.00
		1	106'614.00	114'511.00	114'511.01	122'409.00	122'409.01	130'306.00
		2	108'602.00	116'646.00	116'646.01	124'691.00	124'691.01	132'736.00
		3	110'590.00	118'782.00	118'782.01	126'973.00	126'973.01	135'165.00
		4	112'578.00	120'917.00	120'917.01	129'256.00	129'256.01	137'595.00
		5	114'565.00	123'052.00	123'052.01	131'538.00	131'538.01	140'024.00
		6	115'926.00	124'513.00	124'513.01	133'100.00	133'100.01	141'687.00
		7	117'286.00	125'974.00	125'974.01	134'661.00	134'661.01	143'349.00
		8	118'646.00	127'434.00	127'434.01	136'223.00	136'223.01	145'012.00
		9	120'006.00	128'895.00	128'895.01	137'785.00	137'785.01	146'674.00
		10	121'366.00	130'356.00	130'356.01	139'346.00	139'346.01	148'336.00
		11	122'308.00	131'368.00	131'368.01	140'427.00	140'427.01	149'487.00
		12	123'249.00	132'379.00	132'379.01	141'509.00	141'509.01	150'638.00
		13	124'191.00	133'390.00	133'390.01	142'590.00	142'590.01	151'789.00
		14	125'133.00	134'402.00	134'402.01	143'671.00	143'671.01	152'940.00
		15	126'074.00	135'413.00	135'413.01	144'752.00	144'752.01	154'091.00
		16	126'702.00	136'087.00	136'087.01	145'473.00	145'473.01	154'858.00
		17	127'330.00	136'762.00	136'762.01	146'194.00	146'194.01	155'625.00
		18	127'958.00	137'436.00	137'436.01	146'914.00	146'914.01	156'393.00
		19	128'585.00	138'110.00	138'110.01	147'635.00	147'635.01	157'160.00
		20	129'213.00	138'784.00	138'784.01	148'356.00	148'356.01	157'927.00
		21	129'527.00	139'122.00	139'122.01	148'716.00	148'716.01	158'311.00
		22	129'841.00	139'459.00	139'459.01	149'077.00	149'077.01	158'694.00
		23	130'155.00	139'796.00	139'796.01	149'437.00	149'437.01	159'078.00
		24	130'469.00	140'133.00	140'133.01	149'797.00	149'797.01	159'462.00
25	130'783.00	140'470.00	140'470.01	150'158.00	150'158.01	159'845.00		
Funktionsstufe 11	Monatslöhne im 13tel 100 %	0	8'048.20	8'644.30	8'644.35	9'240.45	9'240.50	9'836.60
		1	8'201.10	8'808.50	8'808.55	9'416.05	9'416.10	10'023.50
		2	8'354.00	8'972.75	8'972.80	9'591.60	9'591.65	10'210.45
		3	8'506.95	9'137.05	9'137.10	9'767.15	9'767.20	10'397.30
		4	8'659.85	9'301.30	9'301.35	9'942.75	9'942.80	10'584.20
		5	8'812.70	9'465.50	9'465.55	10'118.30	10'118.35	10'771.05
		6	8'917.40	9'577.90	9'577.95	10'238.45	10'238.50	10'899.00
		7	9'022.00	9'690.30	9'690.35	10'358.50	10'358.55	11'026.80
		8	9'126.65	9'802.60	9'802.65	10'478.65	10'478.70	11'154.75
		9	9'231.25	9'915.00	9'915.05	10'598.80	10'598.85	11'282.60
		10	9'335.85	10'027.35	10'027.40	10'718.90	10'718.95	11'410.45
		11	9'408.35	10'105.20	10'105.25	10'802.05	10'802.10	11'499.00
		12	9'480.70	10'183.00	10'183.05	10'885.30	10'885.35	11'587.50
		13	9'553.20	10'260.75	10'260.80	10'968.45	10'968.50	11'676.05
		14	9'625.65	10'338.60	10'338.65	11'051.60	11'051.65	11'764.60
		15	9'698.00	10'416.35	10'416.40	11'134.75	11'134.80	11'853.15
		16	9'746.35	10'468.20	10'468.25	11'190.20	11'190.25	11'912.15
		17	9'794.65	10'520.15	10'520.20	11'245.65	11'245.70	11'971.15
		18	9'842.95	10'572.00	10'572.05	11'301.05	11'301.10	12'030.20
		19	9'891.20	10'623.80	10'623.85	11'356.50	11'356.55	12'089.20
		20	9'939.50	10'675.65	10'675.70	11'412.00	11'412.05	12'148.20
		21	9'963.65	10'701.65	10'701.70	11'439.65	11'439.70	12'177.75
		22	9'987.80	10'727.60	10'727.65	11'467.45	11'467.50	12'207.20
		23	10'011.95	10'753.50	10'753.55	11'495.15	11'495.20	12'236.75
		24	10'036.10	10'779.45	10'779.50	11'522.80	11'522.85	12'266.30
25	10'060.25	10'805.35	10'805.40	11'550.60	11'550.65	12'295.75		
Funktionsstufe 11	Stundenlöhne 100 % (= 1/2184 J-L)	0	47.91	51.45	51.46	55.00	55.01	58.55
		1	48.82	52.43	52.44	56.04	56.05	59.66
		2	49.73	53.40	53.41	57.09	57.10	60.77
		3	50.64	54.38	54.39	58.13	58.14	61.88
		4	51.55	55.36	55.37	59.18	59.19	63.00
		5	52.46	56.34	56.35	60.22	60.23	64.11
		6	53.08	57.01	57.02	60.94	60.95	64.87
		7	53.71	57.68	57.69	61.65	61.66	65.63
		8	54.33	58.34	58.35	62.37	62.38	66.39
		9	54.95	59.01	59.02	63.08	63.09	67.15
		10	55.58	59.68	59.69	63.80	63.81	67.91
		11	56.01	60.15	60.16	64.29	64.30	68.44
		12	56.44	60.61	60.62	64.79	64.80	68.97
		13	56.87	61.07	61.08	65.28	65.29	69.50
		14	57.30	61.53	61.54	65.78	65.79	70.02
		15	57.73	62.00	62.01	66.27	66.28	70.55
		16	58.02	62.31	62.32	66.60	66.61	70.90
		17	58.31	62.61	62.62	66.93	66.94	71.25
		18	58.59	62.92	62.93	67.26	67.27	71.60
		19	58.88	63.23	63.24	67.59	67.60	71.95
		20	59.17	63.54	63.55	67.92	67.93	72.31
		21	59.31	63.70	63.71	68.09	68.10	72.48
		22	59.46	63.85	63.86	68.25	68.26	72.66
		23	59.60	64.00	64.01	68.42	68.43	72.83
		24	59.74	64.16	64.17	68.58	68.59	73.01
25	59.89	64.31	64.32	68.75	68.76	73.18		

Anmerkungen:

= Minimum

= Maximum

= Minimum

= Maximum

= Minimum

= Maximum

Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 12	Jahreslöhne 100 %	0	114'848.00	123'355.00	123'355.01	131'863.00	131'863.01	140'370.00
		1	117'030.00	125'699.00	125'699.01	134'368.00	134'368.01	143'037.00
		2	119'212.00	128'043.00	128'043.01	136'873.00	136'873.01	145'704.00
		3	121'394.00	130'387.00	130'387.01	139'379.00	139'379.01	148'371.00
		4	123'576.00	132'730.00	132'730.01	141'884.00	141'884.01	151'038.00
		5	125'759.00	135'074.00	135'074.01	144'389.00	144'389.01	153'705.00
		6	127'252.00	136'678.00	136'678.01	146'104.00	146'104.01	155'530.00
		7	128'745.00	138'281.00	138'281.01	147'818.00	147'818.01	157'355.00
		8	130'238.00	139'885.00	139'885.01	149'532.00	149'532.01	159'179.00
		9	131'731.00	141'488.00	141'488.01	151'246.00	151'246.01	161'004.00
		10	133'224.00	143'092.00	143'092.01	152'961.00	152'961.01	162'829.00
		11	134'257.00	144'202.00	144'202.01	154'147.00	154'147.01	164'092.00
		12	135'291.00	145'312.00	145'312.01	155'334.00	155'334.01	165'356.00
		13	136'325.00	146'423.00	146'423.01	156'521.00	156'521.01	166'619.00
		14	137'358.00	147'533.00	147'533.01	157'708.00	157'708.01	167'882.00
		15	138'392.00	148'643.00	148'643.01	158'894.00	158'894.01	169'146.00
		16	139'081.00	149'383.00	149'383.01	159'686.00	159'686.01	169'988.00
		17	139'770.00	150'123.00	150'123.01	160'477.00	160'477.01	170'830.00
		18	140'459.00	150'863.00	150'863.01	161'268.00	161'268.01	171'672.00
		19	141'148.00	151'604.00	151'604.01	162'059.00	162'059.01	172'514.00
		20	141'837.00	152'344.00	152'344.01	162'850.00	162'850.01	173'357.00
		21	142'182.00	152'714.00	152'714.01	163'246.00	163'246.01	173'778.00
		22	142'526.00	153'084.00	153'084.01	163'641.00	163'641.01	174'199.00
		23	142'871.00	153'454.00	153'454.01	164'037.00	164'037.01	174'620.00
		24	143'215.00	153'824.00	153'824.01	164'433.00	164'433.01	175'041.00
25	143'560.00	154'194.00	154'194.01	164'828.00	164'828.01	175'462.00		
Funktionsstufe 12	Monatslöhne im 13tel 100 %	0	8'834.50	9'488.80	9'488.85	10'143.30	10'143.35	10'797.65
		1	9'002.35	9'669.15	9'669.20	10'336.00	10'336.05	11'002.80
		2	9'170.20	9'849.45	9'849.50	10'528.65	10'528.70	11'208.00
		3	9'338.00	10'029.75	10'029.80	10'721.45	10'721.50	11'413.15
		4	9'505.85	10'210.00	10'210.05	10'914.15	10'914.20	11'618.30
		5	9'673.80	10'390.30	10'390.35	11'106.80	11'106.85	11'823.45
		6	9'788.65	10'513.65	10'513.70	11'238.75	11'238.80	11'963.80
		7	9'903.50	10'637.00	10'637.05	11'370.60	11'370.65	12'104.20
		8	10'018.35	10'760.35	10'760.40	11'502.45	11'502.50	12'244.50
		9	10'133.20	10'883.65	10'883.70	11'634.30	11'634.35	12'384.90
		10	10'248.00	11'007.05	11'007.10	11'766.20	11'766.25	12'525.30
		11	10'327.50	11'092.45	11'092.50	11'857.45	11'857.50	12'622.45
		12	10'407.00	11'177.80	11'177.85	11'948.75	11'948.80	12'719.65
		13	10'486.55	11'263.30	11'263.35	12'040.05	12'040.10	12'816.80
		14	10'566.00	11'348.65	11'348.70	12'131.35	12'131.40	12'914.00
		15	10'645.55	11'434.05	11'434.10	12'222.60	12'222.65	13'011.20
		16	10'698.55	11'491.00	11'491.05	12'283.50	12'283.55	13'076.00
		17	10'751.55	11'547.90	11'547.95	12'344.35	12'344.40	13'140.75
		18	10'804.55	11'604.80	11'604.85	12'405.20	12'405.25	13'205.50
		19	10'857.55	11'661.80	11'661.85	12'466.05	12'466.10	13'270.30
		20	10'910.55	11'718.75	11'718.80	12'526.90	12'526.95	13'335.15
		21	10'937.10	11'747.20	11'747.25	12'557.35	12'557.40	13'367.50
		22	10'963.55	11'775.65	11'775.70	12'587.75	12'587.80	13'399.90
		23	10'990.10	11'804.15	11'804.20	12'618.20	12'618.25	13'432.30
		24	11'016.55	11'832.60	11'832.65	12'648.65	12'648.70	13'464.65
25	11'043.10	11'861.05	11'861.10	12'679.05	12'679.10	13'497.05		
Funktionsstufe 12	Stundenlöhne 100 % (= 1/2184 J-L)	0	52.59	56.48	56.49	60.37	60.38	64.27
		1	53.59	57.55	57.56	61.52	61.53	65.49
		2	54.59	58.62	58.63	62.67	62.68	66.71
		3	55.59	59.70	59.71	63.81	63.82	67.93
		4	56.59	60.77	60.78	64.96	64.97	69.15
		5	57.59	61.84	61.85	66.11	66.12	70.37
		6	58.27	62.58	62.59	66.89	66.90	71.21
		7	58.95	63.31	63.32	67.68	67.69	72.04
		8	59.64	64.04	64.05	68.46	68.47	72.88
		9	60.32	64.78	64.79	69.25	69.26	73.71
		10	61.00	65.51	65.52	70.03	70.04	74.55
		11	61.48	66.02	66.03	70.58	70.59	75.13
		12	61.95	66.53	66.54	71.12	71.13	75.71
		13	62.42	67.04	67.05	71.66	71.67	76.29
		14	62.90	67.55	67.56	72.21	72.22	76.86
		15	63.37	68.05	68.06	72.75	72.76	77.44
		16	63.69	68.39	68.40	73.11	73.12	77.83
		17	64.00	68.73	68.74	73.47	73.48	78.21
		18	64.32	69.07	69.08	73.84	73.85	78.60
		19	64.63	69.41	69.42	74.20	74.21	78.98
		20	64.95	69.75	69.76	74.56	74.57	79.37
		21	65.11	69.92	69.93	74.74	74.75	79.56
		22	65.26	70.09	70.10	74.92	74.93	79.76
		23	65.42	70.26	70.27	75.10	75.11	79.95
		24	65.58	70.43	70.44	75.28	75.29	80.14
25	65.74	70.60	70.61	75.47	75.48	80.33		

Anmerkungen:

= Minimum

= Maximum

= Minimum

= Maximum

= Minimum

= Maximum

Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 13	Jahreslöhne 100 %	0	125'779.00	135'096.00	135'096.01	144'413.00	144'413.01	153'730.00
		1	128'169.00	137'663.00	137'663.01	147'157.00	147'157.01	156'651.00
		2	130'559.00	140'230.00	140'230.01	149'901.00	149'901.01	159'572.00
		3	132'948.00	142'796.00	142'796.01	152'644.00	152'644.01	162'492.00
		4	135'338.00	145'363.00	145'363.01	155'388.00	155'388.01	165'413.00
		5	137'728.00	147'930.00	147'930.01	158'132.00	158'132.01	168'334.00
		6	139'363.00	149'686.00	149'686.01	160'010.00	160'010.01	170'333.00
		7	140'998.00	151'443.00	151'443.01	161'887.00	161'887.01	172'331.00
		8	142'633.00	153'199.00	153'199.01	163'764.00	163'764.01	174'330.00
		9	144'269.00	154'955.00	154'955.01	165'642.00	165'642.01	176'328.00
		10	145'904.00	156'711.00	156'711.01	167'519.00	167'519.01	178'327.00
		11	147'036.00	157'927.00	157'927.01	168'819.00	168'819.01	179'710.00
		12	148'168.00	159'143.00	159'143.01	170'118.00	170'118.01	181'094.00
		13	149'300.00	160'359.00	160'359.01	171'418.00	171'418.01	182'477.00
		14	150'432.00	161'575.00	161'575.01	172'718.00	172'718.01	183'861.00
		15	151'564.00	162'791.00	162'791.01	174'018.00	174'018.01	185'245.00
		16	152'318.00	163'601.00	163'601.01	174'884.00	174'884.01	186'167.00
		17	153'073.00	164'412.00	164'412.01	175'751.00	175'751.01	187'089.00
		18	153'828.00	165'222.00	165'222.01	176'617.00	176'617.01	188'012.00
		19	154'582.00	166'033.00	166'033.01	177'483.00	177'483.01	188'934.00
		20	155'337.00	166'844.00	166'844.01	178'350.00	178'350.01	189'856.00
		21	155'714.00	167'249.00	167'249.01	178'783.00	178'783.01	190'318.00
		22	156'092.00	167'654.00	167'654.01	179'216.00	179'216.01	190'779.00
		23	156'469.00	168'059.00	168'059.01	179'650.00	179'650.01	191'240.00
		24	156'846.00	168'465.00	168'465.01	180'083.00	180'083.01	191'701.00
25	157'224.00	168'870.00	168'870.01	180'516.00	180'516.01	192'162.00		
Funktionsstufe 13	Monatslöhne im 13tel 100 %	0	9'675.35	10'392.00	10'392.05	11'108.65	11'108.70	11'825.35
		1	9'859.20	10'589.45	10'589.50	11'319.75	11'319.80	12'050.05
		2	10'043.00	10'786.90	10'786.95	11'530.80	11'530.85	12'274.75
		3	10'226.80	10'984.30	10'984.35	11'741.80	11'741.85	12'499.35
		4	10'410.65	11'181.75	11'181.80	11'952.90	11'952.95	12'724.05
		5	10'594.50	11'379.20	11'379.25	12'164.00	12'164.05	12'948.75
		6	10'720.25	11'514.30	11'514.35	12'308.45	12'308.50	13'102.50
		7	10'846.00	11'649.45	11'649.50	12'452.80	12'452.85	13'256.20
		8	10'971.80	11'784.50	11'784.55	12'597.20	12'597.25	13'410.00
		9	11'097.65	11'919.60	11'919.65	12'741.65	12'741.70	13'563.65
		10	11'223.40	12'054.65	12'054.70	12'886.05	12'886.10	13'717.45
		11	11'310.50	12'148.20	12'148.25	12'986.05	12'986.10	13'823.80
		12	11'397.55	12'241.75	12'241.80	13'086.00	13'086.05	13'930.30
		13	11'484.65	12'335.30	12'335.35	13'186.00	13'186.05	14'036.65
		14	11'571.70	12'428.80	12'428.85	13'286.00	13'286.05	14'143.15
		15	11'658.80	12'522.35	12'522.40	13'386.00	13'386.05	14'249.60
		16	11'716.80	12'584.65	12'584.70	13'452.60	13'452.65	14'320.50
		17	11'774.85	12'647.05	12'647.10	13'519.30	13'519.35	14'391.45
		18	11'832.95	12'709.35	12'709.40	13'585.90	13'585.95	14'462.45
		19	11'890.95	12'771.75	12'771.80	13'652.50	13'652.55	14'533.35
		20	11'949.00	12'834.15	12'834.20	13'719.20	13'719.25	14'604.30
		21	11'978.00	12'865.30	12'865.35	13'752.50	13'752.55	14'639.80
		22	12'007.10	12'896.45	12'896.50	13'785.80	13'785.85	14'675.30
		23	12'036.10	12'927.60	12'927.65	13'819.20	13'819.25	14'710.75
		24	12'065.10	12'958.80	12'958.85	13'852.50	13'852.55	14'746.20
25	12'094.20	12'990.00	12'990.05	13'885.80	13'885.85	14'781.65		
Funktionsstufe 13	Stundenlöhne 100 % (= 1/2184 J-L)	0	57.60	61.85	61.86	66.12	66.13	70.38
		1	58.69	63.03	63.04	67.37	67.38	71.72
		2	59.78	64.20	64.21	68.63	68.64	73.06
		3	60.88	65.38	65.39	69.89	69.90	74.40
		4	61.97	66.55	66.56	71.14	71.15	75.73
		5	63.07	67.73	67.74	72.40	72.41	77.07
		6	63.82	68.53	68.54	73.26	73.27	77.99
		7	64.56	69.34	69.35	74.12	74.13	78.90
		8	65.31	70.14	70.15	74.98	74.99	79.82
		9	66.06	70.95	70.96	75.84	75.85	80.73
		10	66.81	71.75	71.76	76.70	76.71	81.65
		11	67.33	72.31	72.32	77.29	77.30	82.28
		12	67.85	72.86	72.87	77.89	77.90	82.91
		13	68.37	73.42	73.43	78.48	78.49	83.55
		14	68.88	73.98	73.99	79.08	79.09	84.18
		15	69.40	74.53	74.54	79.67	79.68	84.81
		16	69.75	74.90	74.91	80.07	80.08	85.24
		17	70.09	75.28	75.29	80.47	80.48	85.66
		18	70.44	75.65	75.66	80.86	80.87	86.08
		19	70.78	76.02	76.03	81.26	81.27	86.50
		20	71.13	76.39	76.40	81.66	81.67	86.93
		21	71.30	76.57	76.58	81.86	81.87	87.14
		22	71.48	76.76	76.77	82.05	82.06	87.35
		23	71.65	76.95	76.96	82.25	82.26	87.56
		24	71.82	77.13	77.14	82.45	82.46	87.77
25	71.99	77.32	77.33	82.65	82.66	87.98		

Anmerkungen:

= Minimum

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Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 14	Jahreslöhne 100 %	0	137'537.00	147'725.00	147'725.01	157'913.00	157'913.01	168'101.00
		1	140'150.00	150'532.00	150'532.01	160'913.00	160'913.01	171'295.00
		2	142'763.00	153'338.00	153'338.01	163'914.00	163'914.01	174'489.00
		3	145'377.00	156'145.00	156'145.01	166'914.00	166'914.01	177'683.00
		4	147'990.00	158'952.00	158'952.01	169'914.00	169'914.01	180'876.00
		5	150'603.00	161'759.00	161'759.01	172'915.00	172'915.01	184'070.00
		6	152'391.00	163'679.00	163'679.01	174'967.00	174'967.01	186'256.00
		7	154'179.00	165'600.00	165'600.01	177'020.00	177'020.01	188'441.00
		8	155'967.00	167'520.00	167'520.01	179'073.00	179'073.01	190'626.00
		9	157'755.00	169'440.00	169'440.01	181'126.00	181'126.01	192'812.00
		10	159'543.00	171'361.00	171'361.01	183'179.00	183'179.01	194'997.00
		11	160'781.00	172'690.00	172'690.01	184'600.00	184'600.01	196'510.00
		12	162'019.00	174'020.00	174'020.01	186'021.00	186'021.01	198'023.00
		13	163'256.00	175'349.00	175'349.01	187'443.00	187'443.01	199'536.00
		14	164'494.00	176'679.00	176'679.01	188'864.00	188'864.01	201'049.00
		15	165'732.00	178'009.00	178'009.01	190'285.00	190'285.01	202'561.00
		16	166'557.00	178'895.00	178'895.01	191'232.00	191'232.01	203'570.00
		17	167'383.00	179'781.00	179'781.01	192'180.00	192'180.01	204'579.00
		18	168'208.00	180'668.00	180'668.01	193'127.00	193'127.01	205'587.00
		19	169'033.00	181'554.00	181'554.01	194'075.00	194'075.01	206'596.00
		20	169'858.00	182'440.00	182'440.01	195'022.00	195'022.01	207'604.00
		21	170'271.00	182'883.00	182'883.01	195'496.00	195'496.01	208'109.00
		22	170'683.00	183'327.00	183'327.01	195'970.00	195'970.01	208'613.00
		23	171'096.00	183'770.00	183'770.01	196'444.00	196'444.01	209'117.00
		24	171'509.00	184'213.00	184'213.01	196'917.00	196'917.01	209'622.00
25	171'921.00	184'656.00	184'656.01	197'391.00	197'391.01	210'126.00		
Funktionsstufe 14	Monatslöhne im 13tel 100 %	0	10'579.80	11'363.45	11'363.50	12'147.15	12'147.20	12'930.80
		1	10'780.80	11'579.35	11'579.40	12'377.90	12'377.95	13'176.50
		2	10'981.80	11'795.20	11'795.25	12'608.75	12'608.80	13'422.20
		3	11'182.85	12'011.15	12'011.20	12'839.50	12'839.55	13'667.90
		4	11'383.85	12'227.05	12'227.10	13'070.30	13'070.35	13'913.50
		5	11'584.85	12'443.00	12'443.05	13'301.15	13'301.20	14'159.20
		6	11'722.40	12'590.65	12'590.70	13'459.00	13'459.05	14'327.35
		7	11'859.95	12'738.45	12'738.50	13'616.90	13'616.95	14'495.45
		8	11'997.50	12'886.15	12'886.20	13'774.80	13'774.85	14'663.50
		9	12'135.00	13'033.80	13'033.85	13'932.75	13'932.80	14'831.65
		10	12'272.55	13'181.60	13'181.65	14'090.65	14'090.70	14'999.75
		11	12'367.80	13'283.80	13'283.85	14'200.00	14'200.05	15'116.15
		12	12'463.00	13'386.15	13'386.20	14'309.30	14'309.35	15'232.50
		13	12'558.20	13'488.35	13'488.40	14'418.65	14'418.70	15'348.90
		14	12'653.40	13'590.65	13'590.70	14'528.00	14'528.05	15'465.30
		15	12'748.65	13'693.00	13'693.05	14'637.30	14'637.35	15'581.60
		16	12'812.10	13'761.15	13'761.20	14'710.15	14'710.20	15'659.20
		17	12'875.65	13'829.30	13'829.35	14'783.05	14'783.10	15'736.80
		18	12'939.10	13'897.50	13'897.55	14'855.90	14'855.95	15'814.35
		19	13'002.55	13'965.65	13'965.70	14'928.80	14'928.85	15'892.00
		20	13'066.00	14'033.80	14'033.85	15'001.65	15'001.70	15'969.50
		21	13'097.80	14'067.90	14'067.95	15'038.15	15'038.20	16'008.35
		22	13'129.50	14'102.05	14'102.10	15'074.60	15'074.65	16'047.15
		23	13'161.25	14'136.15	14'136.20	15'111.05	15'111.10	16'085.90
		24	13'193.00	14'170.20	14'170.25	15'147.45	15'147.50	16'124.75
25	13'224.70	14'204.30	14'204.35	15'183.90	15'183.95	16'163.50		
Funktionsstufe 14	Stundenlöhne 100 % (= 1/2184 J-L)	0	62.98	67.63	67.64	72.30	72.31	76.96
		1	64.18	68.92	68.93	73.67	73.68	78.43
		2	65.37	70.20	70.21	75.05	75.06	79.89
		3	66.57	71.49	71.50	76.42	76.43	81.35
		4	67.77	72.78	72.79	77.79	77.80	82.81
		5	68.96	74.06	74.07	79.17	79.18	84.28
		6	69.78	74.94	74.95	80.11	80.12	85.28
		7	70.60	75.82	75.83	81.05	81.06	86.28
		8	71.42	76.70	76.71	81.99	82.00	87.28
		9	72.24	77.58	77.59	82.93	82.94	88.28
		10	73.06	78.46	78.47	83.87	83.88	89.28
		11	73.62	79.07	79.08	84.52	84.53	89.97
		12	74.19	79.67	79.68	85.17	85.18	90.66
		13	74.76	80.28	80.29	85.82	85.83	91.36
		14	75.32	80.89	80.90	86.47	86.48	92.05
		15	75.89	81.50	81.51	87.12	87.13	92.74
		16	76.27	81.91	81.92	87.56	87.57	93.20
		17	76.65	82.31	82.32	87.99	88.00	93.67
		18	77.02	82.72	82.73	88.42	88.43	94.13
		19	77.40	83.12	83.13	88.86	88.87	94.59
		20	77.78	83.53	83.54	89.29	89.30	95.05
		21	77.97	83.73	83.74	89.51	89.52	95.28
		22	78.16	83.94	83.95	89.72	89.73	95.51
		23	78.35	84.14	84.15	89.94	89.95	95.74
		24	78.53	84.34	84.35	90.16	90.17	95.98
25	78.72	84.54	84.55	90.38	90.39	96.21		

Anmerkungen:

= Minimum

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Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 15	Jahreslöhne 100 %	0	150'021.00	161'134.00	161'134.01	172'246.00	172'246.01	183'359.00
		1	152'871.00	164'195.00	164'195.01	175'519.00	175'519.01	186'843.00
		2	155'722.00	167'257.00	167'257.01	178'792.00	178'792.01	190'327.00
		3	158'572.00	170'318.00	170'318.01	182'064.00	182'064.01	193'810.00
		4	161'423.00	173'380.00	173'380.01	185'337.00	185'337.01	197'294.00
		5	164'273.00	176'441.00	176'441.01	188'610.00	188'610.01	200'778.00
		6	166'223.00	178'536.00	178'536.01	190'849.00	190'849.01	203'162.00
		7	168'174.00	180'631.00	180'631.01	193'088.00	193'088.01	205'545.00
		8	170'124.00	182'726.00	182'726.01	195'327.00	195'327.01	207'929.00
		9	172'074.00	184'820.00	184'820.01	197'567.00	197'567.01	210'313.00
		10	174'024.00	186'915.00	186'915.01	199'806.00	199'806.01	212'696.00
		11	175'375.00	188'365.00	188'365.01	201'356.00	201'356.01	214'347.00
		12	176'725.00	189'815.00	189'815.01	202'906.00	202'906.01	215'997.00
		13	178'075.00	191'266.00	191'266.01	204'456.00	204'456.01	217'647.00
		14	179'425.00	192'716.00	192'716.01	206'007.00	206'007.01	219'297.00
		15	180'775.00	194'166.00	194'166.01	207'557.00	207'557.01	220'948.00
		16	181'675.00	195'133.00	195'133.01	208'590.00	208'590.01	222'048.00
		17	182'576.00	196'100.00	196'100.01	209'624.00	209'624.01	223'148.00
		18	183'476.00	197'066.00	197'066.01	210'657.00	210'657.01	224'248.00
		19	184'376.00	198'033.00	198'033.01	211'691.00	211'691.01	225'348.00
		20	185'276.00	199'000.00	199'000.01	212'724.00	212'724.01	226'448.00
		21	185'726.00	199'483.00	199'483.01	213'241.00	213'241.01	226'998.00
		22	186'176.00	199'967.00	199'967.01	213'758.00	213'758.01	227'549.00
		23	186'626.00	200'450.00	200'450.01	214'274.00	214'274.01	228'099.00
		24	187'076.00	200'934.00	200'934.01	214'791.00	214'791.01	228'649.00
25	187'526.00	201'417.00	201'417.01	215'308.00	215'308.01	229'199.00		
Funktionsstufe 15	Monatslöhne im 13tel 100 %	0	11'540.10	12'394.90	12'394.95	13'249.65	13'249.70	14'104.50
		1	11'759.35	12'630.35	12'630.40	13'501.45	13'501.50	14'372.50
		2	11'978.65	12'865.90	12'865.95	13'753.20	13'753.25	14'640.50
		3	12'197.85	13'101.35	13'101.40	14'004.90	14'004.95	14'908.45
		4	12'417.20	13'336.90	13'336.95	14'256.65	14'256.70	15'176.45
		5	12'636.40	13'572.35	13'572.40	14'508.45	14'508.50	15'444.45
		6	12'786.40	13'733.50	13'733.55	14'680.65	14'680.70	15'627.80
		7	12'936.50	13'894.65	13'894.70	14'852.90	14'852.95	15'811.15
		8	13'086.50	14'055.80	14'055.85	15'025.15	15'025.20	15'994.50
		9	13'236.50	14'216.90	14'216.95	15'197.45	15'197.50	16'177.90
		10	13'386.50	14'378.05	14'378.10	15'369.65	15'369.70	16'361.20
		11	13'490.40	14'489.60	14'489.65	15'488.90	15'488.95	16'488.20
		12	13'594.25	14'601.15	14'601.20	15'608.15	15'608.20	16'615.15
		13	13'698.10	14'712.75	14'712.80	15'727.35	15'727.40	16'742.05
		14	13'801.95	14'824.30	14'824.35	15'846.65	15'846.70	16'869.00
		15	13'905.80	14'935.80	14'935.85	15'965.90	15'965.95	16'996.00
		16	13'975.00	15'010.20	15'010.25	16'045.35	16'045.40	17'080.60
		17	14'044.35	15'084.60	15'084.65	16'124.90	16'124.95	17'165.20
		18	14'113.55	15'158.90	15'158.95	16'204.35	16'204.40	17'249.80
		19	14'182.80	15'233.30	15'233.35	16'283.90	16'283.95	17'334.45
		20	14'252.00	15'307.65	15'307.70	16'363.35	16'363.40	17'419.05
		21	14'286.65	15'344.80	15'344.85	16'403.15	16'403.20	17'461.35
		22	14'321.25	15'382.05	15'382.10	16'442.90	16'442.95	17'503.75
		23	14'355.85	15'419.20	15'419.25	16'482.60	16'482.65	17'546.05
		24	14'390.50	15'456.45	15'456.50	16'522.35	16'522.40	17'588.35
25	14'425.10	15'493.60	15'493.65	16'562.15	16'562.20	17'630.65		
Funktionsstufe 15	Stundenlöhne 100 % (= 1/2184 J-L)	0	68.70	73.77	73.78	78.86	78.87	83.95
		1	70.00	75.18	75.19	80.36	80.37	85.55
		2	71.31	76.58	76.59	81.86	81.87	87.14
		3	72.61	77.98	77.99	83.36	83.37	88.74
		4	73.92	79.38	79.39	84.86	84.87	90.33
		5	75.22	80.78	80.79	86.35	86.36	91.93
		6	76.11	81.74	81.75	87.38	87.39	93.02
		7	77.01	82.70	82.71	88.41	88.42	94.11
		8	77.90	83.66	83.67	89.43	89.44	95.20
		9	78.79	84.62	84.63	90.46	90.47	96.29
		10	79.69	85.58	85.59	91.48	91.49	97.38
		11	80.30	86.24	86.25	92.19	92.20	98.14
		12	80.92	86.91	86.92	92.90	92.91	98.89
		13	81.54	87.57	87.58	93.61	93.62	99.65
		14	82.16	88.23	88.24	94.32	94.33	100.41
		15	82.78	88.90	88.91	95.03	95.04	101.16
		16	83.19	89.34	89.35	95.50	95.51	101.67
		17	83.60	89.78	89.79	95.98	95.99	102.17
		18	84.01	90.23	90.24	96.45	96.46	102.67
		19	84.43	90.67	90.68	96.92	96.93	103.18
		20	84.84	91.11	91.12	97.40	97.41	103.68
		21	85.04	91.33	91.34	97.63	97.64	103.93
		22	85.25	91.55	91.56	97.87	97.88	104.18
		23	85.46	91.78	91.79	98.11	98.12	104.44
		24	85.66	92.00	92.01	98.34	98.35	104.69
25	85.87	92.22	92.23	98.58	98.59	104.94		

Anmerkungen:

= Minimum

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Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 16	Jahreslöhne 100 %	0	163'349.00	175'449.00	175'449.01	187'549.00	187'549.01	199'649.00
		1	166'453.00	178'782.00	178'782.01	191'112.00	191'112.01	203'442.00
		2	169'556.00	182'116.00	182'116.01	194'676.00	194'676.01	207'235.00
		3	172'660.00	185'450.00	185'450.01	198'239.00	198'239.01	211'029.00
		4	175'764.00	188'783.00	188'783.01	201'803.00	201'803.01	214'822.00
		5	178'867.00	192'117.00	192'117.01	205'366.00	205'366.01	218'615.00
		6	180'991.00	194'397.00	194'397.01	207'804.00	207'804.01	221'211.00
		7	183'114.00	196'678.00	196'678.01	210'242.00	210'242.01	223'806.00
		8	185'238.00	198'959.00	198'959.01	212'680.00	212'680.01	226'402.00
		9	187'361.00	201'240.00	201'240.01	215'119.00	215'119.01	228'997.00
		10	189'485.00	203'521.00	203'521.01	217'557.00	217'557.01	231'593.00
		11	190'955.00	205'100.00	205'100.01	219'245.00	219'245.01	233'389.00
		12	192'425.00	206'679.00	206'679.01	220'933.00	220'933.01	235'186.00
		13	193'895.00	208'258.00	208'258.01	222'620.00	222'620.01	236'983.00
		14	195'365.00	209'837.00	209'837.01	224'308.00	224'308.01	238'780.00
		15	196'836.00	211'416.00	211'416.01	225'996.00	225'996.01	240'577.00
		16	197'816.00	212'469.00	212'469.01	227'122.00	227'122.01	241'775.00
		17	198'796.00	213'521.00	213'521.01	228'247.00	228'247.01	242'973.00
		18	199'776.00	214'574.00	214'574.01	229'372.00	229'372.01	244'170.00
		19	200'756.00	215'627.00	215'627.01	230'498.00	230'498.01	245'368.00
		20	201'736.00	216'679.00	216'679.01	231'623.00	231'623.01	246'566.00
		21	202'226.00	217'206.00	217'206.01	232'185.00	232'185.01	247'165.00
		22	202'716.00	217'732.00	217'732.01	232'748.00	232'748.01	247'764.00
		23	203'206.00	218'258.00	218'258.01	233'311.00	233'311.01	248'363.00
		24	203'696.00	218'785.00	218'785.01	233'873.00	233'873.01	248'962.00
25	204'186.00	219'311.00	219'311.01	234'436.00	234'436.01	249'561.00		
Funktionsstufe 16	Monatslöhne im 13tel 100 %	0	12'565.35	13'496.05	13'496.10	14'426.80	14'426.85	15'357.60
		1	12'804.10	13'752.45	13'752.50	14'700.90	14'700.95	15'649.35
		2	13'042.80	14'008.90	14'008.95	14'975.05	14'975.10	15'941.15
		3	13'281.55	14'265.35	14'265.40	15'249.15	15'249.20	16'233.00
		4	13'520.35	14'521.75	14'521.80	15'523.30	15'523.35	16'524.75
		5	13'759.00	14'778.20	14'778.25	15'797.35	15'797.40	16'816.50
		6	13'922.40	14'953.60	14'953.65	15'984.90	15'984.95	17'016.20
		7	14'085.70	15'129.05	15'129.10	16'172.45	16'172.50	17'215.80
		8	14'249.10	15'304.50	15'304.55	16'360.00	16'360.05	17'415.50
		9	14'412.40	15'480.00	15'480.05	16'547.60	16'547.65	17'615.15
		10	14'575.80	15'655.45	15'655.50	16'735.15	16'735.20	17'814.80
		11	14'688.85	15'776.90	15'776.95	16'865.00	16'865.05	17'953.00
		12	14'801.95	15'898.35	15'898.40	16'994.80	16'994.85	18'091.20
		13	14'915.00	16'019.80	16'019.85	17'124.60	17'124.65	18'229.45
		14	15'028.10	16'141.30	16'141.35	17'254.45	17'254.50	18'367.65
		15	15'141.25	16'262.75	16'262.80	17'384.30	17'384.35	18'505.90
		16	15'216.65	16'343.75	16'343.80	17'470.90	17'470.95	18'598.05
		17	15'292.00	16'424.65	16'424.70	17'557.45	17'557.50	18'690.20
		18	15'367.40	16'505.65	16'505.70	17'644.00	17'644.05	18'782.30
		19	15'442.80	16'586.65	16'586.70	17'730.60	17'730.65	18'874.45
		20	15'518.20	16'667.60	16'667.65	17'817.15	17'817.20	18'966.60
		21	15'555.85	16'708.15	16'708.20	17'860.35	17'860.40	19'012.65
		22	15'593.55	16'748.60	16'748.65	17'903.65	17'903.70	19'058.75
		23	15'631.25	16'789.05	16'789.10	17'947.00	17'947.05	19'104.80
		24	15'668.95	16'829.60	16'829.65	17'990.20	17'990.25	19'150.90
25	15'706.65	16'870.05	16'870.10	18'033.50	18'033.55	19'197.00		
Funktionsstufe 16	Stundenlöhne 100 % (= 1/2184 J-L)	0	74.80	80.33	80.34	85.87	85.88	91.41
		1	76.22	81.85	81.86	87.50	87.51	93.15
		2	77.64	83.38	83.39	89.13	89.14	94.88
		3	79.06	84.91	84.92	90.76	90.77	96.62
		4	80.48	86.43	86.44	92.40	92.41	98.36
		5	81.90	87.96	87.97	94.03	94.04	100.09
		6	82.88	89.00	89.01	95.14	95.15	101.28
		7	83.85	90.05	90.06	96.26	96.27	102.47
		8	84.82	91.09	91.10	97.38	97.39	103.66
		9	85.79	92.14	92.15	98.49	98.50	104.85
		10	86.77	93.18	93.19	99.61	99.62	106.04
		11	87.44	93.91	93.92	100.38	100.39	106.86
		12	88.11	94.63	94.64	101.15	101.16	107.68
		13	88.78	95.35	95.36	101.93	101.94	108.50
		14	89.46	96.07	96.08	102.70	102.71	109.33
		15	90.13	96.80	96.81	103.47	103.48	110.15
		16	90.58	97.28	97.29	103.99	104.00	110.70
		17	91.03	97.76	97.77	104.50	104.51	111.25
		18	91.48	98.24	98.25	105.02	105.03	111.79
		19	91.93	98.73	98.74	105.53	105.54	112.34
		20	92.37	99.21	99.22	106.05	106.06	112.89
		21	92.60	99.45	99.46	106.31	106.32	113.17
		22	92.82	99.69	99.70	106.56	106.57	113.44
		23	93.05	99.93	99.94	106.82	106.83	113.71
		24	93.27	100.17	100.18	107.08	107.09	113.99
25	93.50	100.41	100.42	107.34	107.35	114.26		

Anmerkungen:

= Minimum

= Maximum
 = Minimum

= Maximum
 = Minimum

= Maximum

Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 17	Jahreslöhne 100 %	0	177'427.00	190'570.00	190'570.01	203'712.00	203'712.01	216'855.00
		1	180'798.00	194'191.00	194'191.01	207'583.00	207'583.01	220'975.00
		2	184'169.00	197'811.00	197'811.01	211'454.00	211'454.01	225'096.00
		3	187'540.00	201'432.00	201'432.01	215'324.00	215'324.01	229'216.00
		4	190'911.00	205'053.00	205'053.01	219'195.00	219'195.01	233'336.00
		5	194'283.00	208'674.00	208'674.01	223'065.00	223'065.01	237'456.00
		6	196'589.00	211'151.00	211'151.01	225'713.00	225'713.01	240'276.00
		7	198'896.00	213'629.00	213'629.01	228'362.00	228'362.01	243'095.00
		8	201'202.00	216'106.00	216'106.01	231'010.00	231'010.01	245'914.00
		9	203'509.00	218'583.00	218'583.01	233'658.00	233'658.01	248'733.00
		10	205'815.00	221'061.00	221'061.01	236'306.00	236'306.01	251'552.00
		11	207'412.00	222'776.00	222'776.01	238'140.00	238'140.01	253'504.00
		12	209'009.00	224'491.00	224'491.01	239'973.00	239'973.01	255'159.00
		13	210'606.00	226'206.00	226'206.01	241'807.00	241'807.01	255'159.00
		14	212'203.00	227'921.00	227'921.01	243'640.00	243'640.01	255'159.00
		15	213'800.00	229'637.00	229'637.01	245'474.00	245'474.01	255'159.00
		16	214'864.00	230'780.00	230'780.01	246'696.00	246'696.01	255'159.00
		17	215'929.00	231'923.00	231'923.01	247'918.00	247'918.01	255'159.00
		18	216'993.00	233'067.00	233'067.01	249'140.00	249'140.01	255'159.00
		19	218'058.00	234'210.00	234'210.01	250'363.00	250'363.01	255'159.00
		20	219'122.00	235'354.00	235'354.01	251'585.00	251'585.01	255'159.00
		21	219'655.00	235'925.00	235'925.01	252'196.00	252'196.01	255'159.00
		22	220'187.00	236'497.00	236'497.01	252'807.00	252'807.01	255'159.00
		23	220'719.00	237'069.00	237'069.01	253'418.00	253'418.01	255'159.00
		24	221'251.00	237'640.00	237'640.01	254'029.00	254'029.01	255'159.00
25	221'784.00	238'212.00	238'212.01	254'641.00	254'641.01	255'159.00		
Funktionsstufe 17	Monatslöhne im 13tel 100 %	0	13'648.25	14'659.20	14'659.25	15'670.15	15'670.20	16'681.15
		1	13'907.55	14'937.75	14'937.80	15'967.90	15'967.95	16'998.05
		2	14'166.85	15'216.20	15'216.25	16'265.65	16'265.70	17'315.05
		3	14'426.20	15'494.75	15'494.80	16'563.35	16'563.40	17'632.00
		4	14'685.50	15'773.30	15'773.35	16'861.15	16'861.20	17'948.90
		5	14'944.85	16'051.80	16'051.85	17'158.80	17'158.85	18'265.80
		6	15'122.25	16'242.35	16'242.40	17'362.50	17'362.55	18'482.75
		7	15'299.70	16'433.00	16'433.05	17'566.30	17'566.35	18'699.60
		8	15'477.10	16'623.50	16'623.55	17'770.00	17'770.05	18'916.45
		9	15'654.55	16'814.05	16'814.10	17'973.65	17'973.70	19'133.30
		10	15'831.95	17'004.65	17'004.70	18'177.35	18'177.40	19'350.15
		11	15'954.80	17'136.60	17'136.65	18'318.45	18'318.50	19'500.30
		12	16'077.65	17'268.50	17'268.55	18'459.45	18'459.50	19'627.60
		13	16'200.50	17'400.45	17'400.50	18'600.50	18'600.55	19'627.60
		14	16'323.35	17'532.35	17'532.40	18'741.50	18'741.55	19'627.60
		15	16'446.20	17'664.35	17'664.40	18'882.60	18'882.65	19'627.60
		16	16'528.00	17'752.30	17'752.35	18'976.60	18'976.65	19'627.60
		17	16'609.95	17'840.20	17'840.25	19'070.60	19'070.65	19'627.60
		18	16'691.80	17'928.20	17'928.25	19'164.60	19'164.65	19'627.60
		19	16'773.70	18'016.15	18'016.20	19'258.65	19'258.70	19'627.60
		20	16'855.55	18'104.15	18'104.20	19'352.65	19'352.70	19'627.60
		21	16'896.55	18'148.05	18'148.10	19'399.65	19'399.70	19'627.60
		22	16'937.50	18'192.05	18'192.10	19'446.65	19'446.70	19'627.60
		23	16'978.40	18'236.05	18'236.10	19'493.65	19'493.70	19'627.60
		24	17'019.35	18'280.00	18'280.05	19'540.65	19'540.70	19'627.60
25	17'060.35	18'324.00	18'324.05	19'587.75	19'587.80	19'627.60		
Funktionsstufe 17	Stundenlöhne 100 % (= 1/2184 J-L)	0	81.24	87.25	87.26	93.27	93.28	99.29
		1	82.79	88.91	88.92	95.04	95.05	101.17
		2	84.33	90.57	90.58	96.81	96.82	103.06
		3	85.87	92.23	92.24	98.59	98.60	104.95
		4	87.42	93.88	93.89	100.36	100.37	106.83
		5	88.96	95.54	95.55	102.13	102.14	108.72
		6	90.02	96.68	96.69	103.34	103.35	110.01
		7	91.07	97.81	97.82	104.56	104.57	111.30
		8	92.13	98.94	98.95	105.77	105.78	112.59
		9	93.19	100.08	100.09	106.98	106.99	113.88
		10	94.24	101.21	101.22	108.19	108.20	115.17
		11	94.97	102.00	102.01	109.03	109.04	116.07
		12	95.71	102.78	102.79	109.87	109.88	116.83
		13	96.44	103.57	103.58	110.71	110.72	116.83
		14	97.17	104.35	104.36	111.55	111.56	116.83
		15	97.90	105.14	105.15	112.39	112.40	116.83
		16	98.39	105.66	105.67	112.95	112.96	116.83
		17	98.87	106.19	106.20	113.51	113.52	116.83
		18	99.36	106.71	106.72	114.07	114.08	116.83
		19	99.85	107.23	107.24	114.63	114.64	116.83
		20	100.34	107.76	107.77	115.19	115.20	116.83
		21	100.58	108.02	108.03	115.47	115.48	116.83
		22	100.82	108.28	108.29	115.75	115.76	116.83
		23	101.07	108.54	108.55	116.03	116.04	116.83
		24	101.31	108.80	108.81	116.31	116.32	116.83
25	101.55	109.07	109.08	116.59	116.60	116.83		

Anmerkungen:

 = Minimum

 = Geltender Maximum-Lohn-Bereich

 = Minimum

 = Geltender Maximum-Lohn-Bereich

 = Minimum

 = Geltender Maximum-Lohn-Bereich

Stufe nutzbare Erfahrung	Bereiche							
	Tief		Mittel		Hoch			
	ab	bis	ab	bis	ab	bis		
Funktionsstufe 18	Jahreslöhne 100 %	0	192'369.00	206'619.00	206'619.01	220'868.00	220'868.01	235'118.00
		1	196'024.00	210'544.00	210'544.01	225'065.00	225'065.01	239'585.00
		2	199'679.00	214'470.00	214'470.01	229'261.00	229'261.01	244'052.00
		3	203'334.00	218'396.00	218'396.01	233'458.00	233'458.01	248'519.00
		4	206'989.00	222'322.00	222'322.01	237'654.00	237'654.01	252'987.00
		5	210'644.00	226'247.00	226'247.01	241'851.00	241'851.01	255'159.00
		6	213'145.00	228'933.00	228'933.01	244'722.00	244'722.01	255'159.00
		7	215'646.00	231'619.00	231'619.01	247'593.00	247'593.01	255'159.00
		8	218'146.00	234'305.00	234'305.01	250'464.00	250'464.01	255'159.00
		9	220'647.00	236'991.00	236'991.01	253'336.00	253'336.01	255'159.00
		10	223'148.00	239'678.00	239'678.01	255'159.00	255'159.00	255'159.00
		11	224'879.00	241'537.00	241'537.01	255'159.00	255'159.00	255'159.00
		12	226'611.00	243'397.00	243'397.01	255'159.00	255'159.00	255'159.00
		13	228'342.00	245'256.00	245'256.01	255'159.00	255'159.00	255'159.00
		14	230'073.00	247'116.00	247'116.01	255'159.00	255'159.00	255'159.00
		15	231'805.00	248'975.00	248'975.01	255'159.00	255'159.00	255'159.00
		16	232'959.00	250'215.00	250'215.01	255'159.00	255'159.00	255'159.00
		17	234'113.00	251'455.00	251'455.01	255'159.00	255'159.00	255'159.00
		18	235'267.00	252'694.00	252'694.01	255'159.00	255'159.00	255'159.00
		19	236'422.00	253'934.00	253'934.01	255'159.00	255'159.00	255'159.00
		20	237'576.00	255'159.00	255'159.00	255'159.00	255'159.00	255'159.00
		21	238'153.00	255'159.00	255'159.00	255'159.00	255'159.00	255'159.00
		22	238'730.00	255'159.00	255'159.00	255'159.00	255'159.00	255'159.00
		23	239'307.00	255'159.00	255'159.00	255'159.00	255'159.00	255'159.00
		24	239'884.00	255'159.00	255'159.00	255'159.00	255'159.00	255'159.00
25	240'461.00	255'159.00	255'159.00	255'159.00	255'159.00	255'159.00		
Funktionsstufe 18	Monatslöhne im 13tel 100 %	0	14'797.65	15'893.75	15'893.80	16'989.80	16'989.85	18'086.00
		1	15'078.80	16'195.65	16'195.70	17'312.65	17'312.70	18'429.60
		2	15'359.95	16'497.65	16'497.70	17'635.45	17'635.50	18'773.20
		3	15'641.10	16'799.65	16'799.70	17'958.30	17'958.35	19'116.80
		4	15'922.25	17'101.65	17'101.70	18'281.05	18'281.10	19'460.50
		5	16'203.40	17'403.60	17'403.65	18'603.90	18'603.95	19'627.60
		6	16'395.80	17'610.20	17'610.25	18'824.75	18'824.80	19'627.60
		7	16'588.20	17'816.80	17'816.85	19'045.60	19'045.65	19'627.60
		8	16'780.50	18'023.45	18'023.50	19'266.45	19'266.50	19'627.60
		9	16'972.85	18'230.05	18'230.10	19'487.35	19'487.40	19'627.60
		10	17'165.25	18'436.75	18'436.80	19'627.60	19'627.60	19'627.60
		11	17'298.40	18'579.75	18'579.80	19'627.60	19'627.60	19'627.60
		12	17'431.65	18'722.80	18'722.85	19'627.60	19'627.60	19'627.60
		13	17'564.80	18'865.80	18'865.85	19'627.60	19'627.60	19'627.60
		14	17'697.95	19'008.90	19'008.95	19'627.60	19'627.60	19'627.60
		15	17'831.20	19'151.90	19'151.95	19'627.60	19'627.60	19'627.60
		16	17'919.95	19'247.30	19'247.35	19'627.60	19'627.60	19'627.60
		17	18'008.70	19'342.65	19'342.70	19'627.60	19'627.60	19'627.60
		18	18'097.50	19'438.00	19'438.05	19'627.60	19'627.60	19'627.60
		19	18'186.35	19'533.35	19'533.40	19'627.60	19'627.60	19'627.60
		20	18'275.10	19'627.60	19'627.60	19'627.60	19'627.60	19'627.60
		21	18'319.50	19'627.60	19'627.60	19'627.60	19'627.60	19'627.60
		22	18'363.85	19'627.60	19'627.60	19'627.60	19'627.60	19'627.60
		23	18'408.25	19'627.60	19'627.60	19'627.60	19'627.60	19'627.60
		24	18'452.65	19'627.60	19'627.60	19'627.60	19'627.60	19'627.60
25	18'497.00	19'627.60	19'627.60	19'627.60	19'627.60	19'627.60		
Funktionsstufe 18	Stundenlöhne 100 % (= 1/2184 J-L)	0	88.09	94.60	94.61	101.13	101.14	107.65
		1	89.76	96.40	96.41	103.05	103.06	109.70
		2	91.43	98.20	98.21	104.97	104.98	111.74
		3	93.11	99.99	100.00	106.89	106.90	113.79
		4	94.78	101.79	101.80	108.81	108.82	115.83
		5	96.45	103.59	103.60	110.73	110.74	116.83
		6	97.60	104.82	104.83	112.05	112.06	116.83
		7	98.74	106.05	106.06	113.36	113.37	116.83
		8	99.89	107.28	107.29	114.68	114.69	116.83
		9	101.03	108.51	108.52	115.99	116.00	116.83
		10	102.18	109.74	109.75	116.83	116.83	116.83
		11	102.97	110.59	110.60	116.83	116.83	116.83
		12	103.76	111.44	111.45	116.83	116.83	116.83
		13	104.56	112.29	112.30	116.83	116.83	116.83
		14	105.35	113.14	113.15	116.83	116.83	116.83
		15	106.14	113.99	114.00	116.83	116.83	116.83
		16	106.67	114.56	114.57	116.83	116.83	116.83
		17	107.20	115.13	115.14	116.83	116.83	116.83
		18	107.73	115.70	115.71	116.83	116.83	116.83
		19	108.26	116.27	116.28	116.83	116.83	116.83
		20	108.79	116.83	116.83	116.83	116.83	116.83
		21	109.05	116.83	116.83	116.83	116.83	116.83
		22	109.31	116.83	116.83	116.83	116.83	116.83
		23	109.58	116.83	116.83	116.83	116.83	116.83
		24	109.84	116.83	116.83	116.83	116.83	116.83
25	110.11	116.83	116.83	116.83	116.83	116.83		

Anmerkungen:

 = Minimum

 = Geltender Maximum-Lohn-Bereich

 = Minimum

 = Geltender Maximum-Lohn-Bereich

 = Minimum

 = Geltender Maximum-Lohn-Bereich