



# LOHNSKALEN

**Stadt Bern**

**2026**

Indexstand der Löhne (Index Dezember 2010 = 100 Punkte) ab 1. Januar 2026:

**106.20 Punkte**

| Index              | Basis 100 Pte | 106.20 Pte    |
|--------------------|---------------|---------------|
| <b>Minimallohn</b> | 48'500        | <b>51'507</b> |

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| Klasse | Minimum | Maximum    | Stufenbetrag | Klasse                 |
|--------|---------|------------|--------------|------------------------|
| 03     | 51'507  | 64'423.00  | 1'012.00     | 03/Start bei Stufe 02+ |
| 04     | 51'507  | 65'994.00  | 1'035.00     | 04/Start bei Stufe 01+ |
| 05     | 51'864  | 67'914.00  | 1'070.00     | 05                     |
| 06     | 53'318  | 69'893.00  | 1'105.00     | 06                     |
| 07     | 54'856  | 72'046.00  | 1'146.00     | 07                     |
| 08     | 56'569  | 74'374.00  | 1'187.00     | 08                     |
| 09     | 58'472  | 76'877.00  | 1'227.00     | 09                     |
| 10     | 60'518  | 79'553.00  | 1'269.00     | 10                     |
| 11     | 62'680  | 82'405.00  | 1'315.00     | 11                     |
| 12     | 65'002  | 85'432.00  | 1'362.00     | 12                     |
| 13     | 67'332  | 88'632.00  | 1'420.00     | 13                     |
| 14     | 69'837  | 92'007.00  | 1'478.00     | 14                     |
| 15     | 72'533  | 95'558.00  | 1'535.00     | 15                     |
| 16     | 75'372  | 99'282.00  | 1'594.00     | 16                     |
| 17     | 78'168  | 103'473.00 | 1'687.00     | 17                     |
| 18     | 81'413  | 108'128.00 | 1'781.00     | 18                     |
| 19     | 85'206  | 113'481.00 | 1'885.00     | 19                     |
| 20     | 89'975  | 119'825.00 | 1'990.00     | 20                     |
| 21     | 95'494  | 127'099.00 | 2'107.00     | 21                     |
| 22     | 102'019 | 135'364.00 | 2'223.00     | 22                     |
| 23     | 109'546 | 144'616.00 | 2'338.00     | 23                     |
| 24     | 118'092 | 154'917.00 | 2'455.00     | 24                     |
| 25     | 127'802 | 166'382.00 | 2'572.00     | 25                     |
| 26     | 138'676 | 179'011.00 | 2'689.00     | 26                     |
| 27     | 150'568 | 192'628.00 | 2'804.00     | 27                     |
| 28     | 163'310 | 206'945.00 | 2'909.00     | 28                     |
| 29     | 176'565 | 221'610.00 | 3'003.00     | 29                     |

| Klasse | Stufe | Jahresbetrag<br>mit 13.<br>Monatslohn | Monatsbetrag<br>ohne 13.<br>Monatslohn | Stundenlohn<br>mit 13.<br>Monatslohn | Stundenlohn<br>ohne 13.<br>Monatslohn | Stundenlohn Stufenbetrag |
|--------|-------|---------------------------------------|----------------------------------------|--------------------------------------|---------------------------------------|--------------------------|
| 03     | -4    | 45'195.00                             | 3'476.55                               | 21.65                                | 19.98                                 | 1'012.00                 |
| 03     | -3    | 46'207.00                             | 3'554.40                               | 22.13                                | 20.43                                 | 1'012.00                 |
| 03     | -2    | 47'219.00                             | 3'632.25                               | 22.61                                | 20.87                                 | 1'012.00                 |
| 03     | -1    | 48'231.00                             | 3'710.10                               | 23.10                                | 21.32                                 | 1'012.00                 |
| 03     | 00    | 49'243.00                             | 3'787.90                               | 23.58                                | 21.77                                 | 1'012.00                 |
| 03     | 01    | 50'255.00                             | 3'865.75                               | 24.07                                | 22.22                                 | 1'012.00                 |
| 03     | 02    | 51'267.00                             | 3'943.60                               | 24.55                                | 22.66                                 | 1'012.00                 |
| 03     | 03    | 52'279.00                             | 4'021.45                               | 25.04                                | 23.11                                 | 1'012.00                 |
| 03     | 04    | 53'291.00                             | 4'099.30                               | 25.52                                | 23.56                                 | 1'012.00                 |
| 03     | 05    | 54'303.00                             | 4'177.15                               | 26.01                                | 24.01                                 | 1'012.00                 |
| 03     | 06    | 55'315.00                             | 4'255.00                               | 26.49                                | 24.45                                 | 1'012.00                 |
| 03     | 07    | 56'327.00                             | 4'332.85                               | 26.98                                | 24.90                                 | 1'012.00                 |
| 03     | 08    | 57'339.00                             | 4'410.70                               | 27.46                                | 25.35                                 | 1'012.00                 |
| 03     | 09    | 58'351.00                             | 4'488.55                               | 27.95                                | 25.80                                 | 1'012.00                 |
| 03     | 10    | 59'363.00                             | 4'566.40                               | 28.43                                | 26.24                                 | 1'012.00                 |
| 03     | 11    | 60'375.00                             | 4'644.25                               | 28.92                                | 26.69                                 | 1'012.00                 |
| 03     | 12    | 61'387.00                             | 4'722.10                               | 29.40                                | 27.14                                 | 1'012.00                 |
| 03     | 13    | 62'399.00                             | 4'799.90                               | 29.88                                | 27.59                                 | 1'012.00                 |
| 03     | 14    | 63'411.00                             | 4'877.75                               | 30.37                                | 28.03                                 | 1'012.00                 |
| 03     | 15    | 64'423.00                             | 4'955.60                               | 30.85                                | 28.48                                 | 1'012.00                 |
| 03     | 16    | 65'435.00                             | 5'033.45                               | 31.34                                | 28.93                                 | 1'012.00                 |
| 03     | 17    | 66'447.00                             | 5'111.30                               | 31.82                                | 29.38                                 | 1'012.00                 |
| 03     | 18    | 67'459.00                             | 5'189.15                               | 32.31                                | 29.82                                 | 1'012.00                 |
| 03     | 19    | 68'471.00                             | 5'267.00                               | 32.79                                | 30.27                                 | 1'012.00                 |
| 03     | 20    | 69'483.00                             | 5'344.85                               | 33.28                                | 30.72                                 | 1'012.00                 |

|    |    |           |          |       |       |          |
|----|----|-----------|----------|-------|-------|----------|
| 04 | -4 | 46'329.00 | 3'563.75 | 22.19 | 20.48 | 1'035.00 |
| 04 | -3 | 47'364.00 | 3'643.40 | 22.68 | 20.94 | 1'035.00 |
| 04 | -2 | 48'399.00 | 3'723.00 | 23.18 | 21.40 | 1'035.00 |
| 04 | -1 | 49'434.00 | 3'802.60 | 23.68 | 21.85 | 1'035.00 |
| 04 | 00 | 50'469.00 | 3'882.25 | 24.17 | 22.31 | 1'035.00 |
| 04 | 01 | 51'504.00 | 3'961.85 | 24.67 | 22.77 | 1'035.00 |
| 04 | 02 | 52'539.00 | 4'041.45 | 25.16 | 23.23 | 1'035.00 |
| 04 | 03 | 53'574.00 | 4'121.10 | 25.66 | 23.68 | 1'035.00 |
| 04 | 04 | 54'609.00 | 4'200.70 | 26.15 | 24.14 | 1'035.00 |
| 04 | 05 | 55'644.00 | 4'280.30 | 26.65 | 24.60 | 1'035.00 |
| 04 | 06 | 56'679.00 | 4'359.90 | 27.15 | 25.06 | 1'035.00 |
| 04 | 07 | 57'714.00 | 4'439.55 | 27.64 | 25.51 | 1'035.00 |
| 04 | 08 | 58'749.00 | 4'519.15 | 28.14 | 25.97 | 1'035.00 |
| 04 | 09 | 59'784.00 | 4'598.75 | 28.63 | 26.43 | 1'035.00 |
| 04 | 10 | 60'819.00 | 4'678.40 | 29.13 | 26.89 | 1'035.00 |
| 04 | 11 | 61'854.00 | 4'758.00 | 29.62 | 27.34 | 1'035.00 |
| 04 | 12 | 62'889.00 | 4'837.60 | 30.12 | 27.80 | 1'035.00 |
| 04 | 13 | 63'924.00 | 4'917.25 | 30.61 | 28.26 | 1'035.00 |
| 04 | 14 | 64'959.00 | 4'996.85 | 31.11 | 28.72 | 1'035.00 |
| 04 | 15 | 65'994.00 | 5'076.45 | 31.61 | 29.18 | 1'035.00 |
| 04 | 16 | 67'029.00 | 5'156.10 | 32.10 | 29.63 | 1'035.00 |
| 04 | 17 | 68'064.00 | 5'235.70 | 32.60 | 30.09 | 1'035.00 |
| 04 | 18 | 69'099.00 | 5'315.30 | 33.09 | 30.55 | 1'035.00 |
| 04 | 19 | 70'134.00 | 5'394.90 | 33.59 | 31.01 | 1'035.00 |
| 04 | 20 | 71'169.00 | 5'474.55 | 34.08 | 31.46 | 1'035.00 |

**Achtung:** Bei persönlichen Einreihungen in den grau schraffierten Lohnstufen darf der Minimallohn von CHF 51'507.00 bzw. CHF 24.67 / 22.77 nicht unterschritten werden!

| Klasse | Stufe | Jahresbetrag<br>mit 13.<br>Monatslohn | Monatsbetrag<br>ohne 13.<br>Monatslohn | Stundenlohn<br>mit 13.<br>Monatslohn | Stundenlohn<br>ohne 13.<br>Monatslohn | Stufenbetrag |
|--------|-------|---------------------------------------|----------------------------------------|--------------------------------------|---------------------------------------|--------------|
| 05     | -4    | 47'584.00                             | 3'660.30                               | 22.79                                | 21.04                                 | 1'070.00     |
| 05     | -3    | 48'654.00                             | 3'742.60                               | 23.30                                | 21.51                                 | 1'070.00     |
| 05     | -2    | 49'724.00                             | 3'824.90                               | 23.81                                | 21.98                                 | 1'070.00     |
| 05     | -1    | 50'794.00                             | 3'907.25                               | 24.33                                | 22.46                                 | 1'070.00     |
| 05     | 00    | 51'864.00                             | 3'989.55                               | 24.84                                | 22.93                                 | 1'070.00     |
| 05     | 01    | 52'934.00                             | 4'071.85                               | 25.35                                | 23.40                                 | 1'070.00     |
| 05     | 02    | 54'004.00                             | 4'154.15                               | 25.86                                | 23.87                                 | 1'070.00     |
| 05     | 03    | 55'074.00                             | 4'236.45                               | 26.38                                | 24.35                                 | 1'070.00     |
| 05     | 04    | 56'144.00                             | 4'318.75                               | 26.89                                | 24.82                                 | 1'070.00     |
| 05     | 05    | 57'214.00                             | 4'401.10                               | 27.40                                | 25.29                                 | 1'070.00     |
| 05     | 06    | 58'284.00                             | 4'483.40                               | 27.91                                | 25.77                                 | 1'070.00     |
| 05     | 07    | 59'354.00                             | 4'565.70                               | 28.43                                | 26.24                                 | 1'070.00     |
| 05     | 08    | 60'424.00                             | 4'648.00                               | 28.94                                | 26.71                                 | 1'070.00     |
| 05     | 09    | 61'494.00                             | 4'730.30                               | 29.45                                | 27.19                                 | 1'070.00     |
| 05     | 10    | 62'564.00                             | 4'812.60                               | 29.96                                | 27.66                                 | 1'070.00     |
| 05     | 11    | 63'634.00                             | 4'894.90                               | 30.48                                | 28.13                                 | 1'070.00     |
| 05     | 12    | 64'704.00                             | 4'977.25                               | 30.99                                | 28.60                                 | 1'070.00     |
| 05     | 13    | 65'774.00                             | 5'059.55                               | 31.50                                | 29.08                                 | 1'070.00     |
| 05     | 14    | 66'844.00                             | 5'141.85                               | 32.01                                | 29.55                                 | 1'070.00     |
| 05     | 15    | 67'914.00                             | 5'224.15                               | 32.53                                | 30.02                                 | 1'070.00     |
| 05     | 16    | 68'984.00                             | 5'306.45                               | 33.04                                | 30.50                                 | 1'070.00     |
| 05     | 17    | 70'054.00                             | 5'388.75                               | 33.55                                | 30.97                                 | 1'070.00     |
| 05     | 18    | 71'124.00                             | 5'471.10                               | 34.06                                | 31.44                                 | 1'070.00     |
| 05     | 19    | 72'194.00                             | 5'553.40                               | 34.58                                | 31.92                                 | 1'070.00     |
| 05     | 20    | 73'264.00                             | 5'635.70                               | 35.09                                | 32.39                                 | 1'070.00     |

|    |    |           |          |       |       |          |
|----|----|-----------|----------|-------|-------|----------|
| 06 | -4 | 48'898.00 | 3'761.40 | 23.42 | 21.62 | 1'105.00 |
| 06 | -3 | 50'003.00 | 3'846.40 | 23.95 | 22.11 | 1'105.00 |
| 06 | -2 | 51'108.00 | 3'931.40 | 24.48 | 22.59 | 1'105.00 |
| 06 | -1 | 52'213.00 | 4'016.40 | 25.01 | 23.08 | 1'105.00 |
| 06 | 00 | 53'318.00 | 4'101.40 | 25.54 | 23.57 | 1'105.00 |
| 06 | 01 | 54'423.00 | 4'186.40 | 26.06 | 24.06 | 1'105.00 |
| 06 | 02 | 55'528.00 | 4'271.40 | 26.59 | 24.55 | 1'105.00 |
| 06 | 03 | 56'633.00 | 4'356.40 | 27.12 | 25.04 | 1'105.00 |
| 06 | 04 | 57'738.00 | 4'441.40 | 27.65 | 25.53 | 1'105.00 |
| 06 | 05 | 58'843.00 | 4'526.40 | 28.18 | 26.01 | 1'105.00 |
| 06 | 06 | 59'948.00 | 4'611.40 | 28.71 | 26.50 | 1'105.00 |
| 06 | 07 | 61'053.00 | 4'696.40 | 29.24 | 26.99 | 1'105.00 |
| 06 | 08 | 62'158.00 | 4'781.40 | 29.77 | 27.48 | 1'105.00 |
| 06 | 09 | 63'263.00 | 4'866.40 | 30.30 | 27.97 | 1'105.00 |
| 06 | 10 | 64'368.00 | 4'951.40 | 30.83 | 28.46 | 1'105.00 |
| 06 | 11 | 65'473.00 | 5'036.40 | 31.36 | 28.94 | 1'105.00 |
| 06 | 12 | 66'578.00 | 5'121.40 | 31.89 | 29.43 | 1'105.00 |
| 06 | 13 | 67'683.00 | 5'206.40 | 32.42 | 29.92 | 1'105.00 |
| 06 | 14 | 68'788.00 | 5'291.40 | 32.94 | 30.41 | 1'105.00 |
| 06 | 15 | 69'893.00 | 5'376.40 | 33.47 | 30.90 | 1'105.00 |
| 06 | 16 | 70'998.00 | 5'461.40 | 34.00 | 31.39 | 1'105.00 |
| 06 | 17 | 72'103.00 | 5'546.40 | 34.53 | 31.88 | 1'105.00 |
| 06 | 18 | 73'208.00 | 5'631.40 | 35.06 | 32.36 | 1'105.00 |
| 06 | 19 | 74'313.00 | 5'716.40 | 35.59 | 32.85 | 1'105.00 |
| 06 | 20 | 75'418.00 | 5'801.40 | 36.12 | 33.34 | 1'105.00 |

| Klasse | Stufe | Jahresbetrag<br>mit 13.<br>Monatslohn | Monatsbetrag<br>ohne 13.<br>Monatslohn | Stundenlohn<br>mit 13.<br>Monatslohn | Stundenlohn<br>ohne 13.<br>Monatslohn | Stufenbetrag |
|--------|-------|---------------------------------------|----------------------------------------|--------------------------------------|---------------------------------------|--------------|
| 07     | -4    | 50'272.00                             | 3'867.10                               | 24.08                                | 22.22                                 | 1'146.00     |
| 07     | -3    | 51'418.00                             | 3'955.25                               | 24.63                                | 22.73                                 | 1'146.00     |
| 07     | -2    | 52'564.00                             | 4'043.40                               | 25.17                                | 23.24                                 | 1'146.00     |
| 07     | -1    | 53'710.00                             | 4'131.55                               | 25.72                                | 23.74                                 | 1'146.00     |
| 07     | 00    | 54'856.00                             | 4'219.70                               | 26.27                                | 24.25                                 | 1'146.00     |
| 07     | 01    | 56'002.00                             | 4'307.85                               | 26.82                                | 24.76                                 | 1'146.00     |
| 07     | 02    | 57'148.00                             | 4'396.00                               | 27.37                                | 25.26                                 | 1'146.00     |
| 07     | 03    | 58'294.00                             | 4'484.15                               | 27.92                                | 25.77                                 | 1'146.00     |
| 07     | 04    | 59'440.00                             | 4'572.30                               | 28.47                                | 26.28                                 | 1'146.00     |
| 07     | 05    | 60'586.00                             | 4'660.45                               | 29.02                                | 26.78                                 | 1'146.00     |
| 07     | 06    | 61'732.00                             | 4'748.60                               | 29.57                                | 27.29                                 | 1'146.00     |
| 07     | 07    | 62'878.00                             | 4'836.75                               | 30.11                                | 27.80                                 | 1'146.00     |
| 07     | 08    | 64'024.00                             | 4'924.90                               | 30.66                                | 28.30                                 | 1'146.00     |
| 07     | 09    | 65'170.00                             | 5'013.10                               | 31.21                                | 28.81                                 | 1'146.00     |
| 07     | 10    | 66'316.00                             | 5'101.25                               | 31.76                                | 29.32                                 | 1'146.00     |
| 07     | 11    | 67'462.00                             | 5'189.40                               | 32.31                                | 29.82                                 | 1'146.00     |
| 07     | 12    | 68'608.00                             | 5'277.55                               | 32.86                                | 30.33                                 | 1'146.00     |
| 07     | 13    | 69'754.00                             | 5'365.70                               | 33.41                                | 30.84                                 | 1'146.00     |
| 07     | 14    | 70'900.00                             | 5'453.85                               | 33.96                                | 31.34                                 | 1'146.00     |
| 07     | 15    | 72'046.00                             | 5'542.00                               | 34.50                                | 31.85                                 | 1'146.00     |
| 07     | 16    | 73'192.00                             | 5'630.15                               | 35.05                                | 32.36                                 | 1'146.00     |
| 07     | 17    | 74'338.00                             | 5'718.30                               | 35.60                                | 32.86                                 | 1'146.00     |
| 07     | 18    | 75'484.00                             | 5'806.45                               | 36.15                                | 33.37                                 | 1'146.00     |
| 07     | 19    | 76'630.00                             | 5'894.60                               | 36.70                                | 33.88                                 | 1'146.00     |
| 07     | 20    | 77'776.00                             | 5'982.75                               | 37.25                                | 34.38                                 | 1'146.00     |

|    |    |           |          |       |       |          |
|----|----|-----------|----------|-------|-------|----------|
| 08 | -4 | 51'821.00 | 3'986.25 | 24.82 | 22.91 | 1'187.00 |
| 08 | -3 | 53'008.00 | 4'077.55 | 25.39 | 23.43 | 1'187.00 |
| 08 | -2 | 54'195.00 | 4'168.85 | 25.96 | 23.96 | 1'187.00 |
| 08 | -1 | 55'382.00 | 4'260.15 | 26.52 | 24.48 | 1'187.00 |
| 08 | 00 | 56'569.00 | 4'351.45 | 27.09 | 25.01 | 1'187.00 |
| 08 | 01 | 57'756.00 | 4'442.75 | 27.66 | 25.53 | 1'187.00 |
| 08 | 02 | 58'943.00 | 4'534.10 | 28.23 | 26.06 | 1'187.00 |
| 08 | 03 | 60'130.00 | 4'625.40 | 28.80 | 26.58 | 1'187.00 |
| 08 | 04 | 61'317.00 | 4'716.70 | 29.37 | 27.11 | 1'187.00 |
| 08 | 05 | 62'504.00 | 4'808.00 | 29.93 | 27.63 | 1'187.00 |
| 08 | 06 | 63'691.00 | 4'899.30 | 30.50 | 28.16 | 1'187.00 |
| 08 | 07 | 64'878.00 | 4'990.60 | 31.07 | 28.68 | 1'187.00 |
| 08 | 08 | 66'065.00 | 5'081.90 | 31.64 | 29.21 | 1'187.00 |
| 08 | 09 | 67'252.00 | 5'173.25 | 32.21 | 29.73 | 1'187.00 |
| 08 | 10 | 68'439.00 | 5'264.55 | 32.78 | 30.26 | 1'187.00 |
| 08 | 11 | 69'626.00 | 5'355.85 | 33.35 | 30.78 | 1'187.00 |
| 08 | 12 | 70'813.00 | 5'447.15 | 33.91 | 31.31 | 1'187.00 |
| 08 | 13 | 72'000.00 | 5'538.45 | 34.48 | 31.83 | 1'187.00 |
| 08 | 14 | 73'187.00 | 5'629.75 | 35.05 | 32.35 | 1'187.00 |
| 08 | 15 | 74'374.00 | 5'721.10 | 35.62 | 32.88 | 1'187.00 |
| 08 | 16 | 75'561.00 | 5'812.40 | 36.19 | 33.40 | 1'187.00 |
| 08 | 17 | 76'748.00 | 5'903.70 | 36.76 | 33.93 | 1'187.00 |
| 08 | 18 | 77'935.00 | 5'995.00 | 37.33 | 34.45 | 1'187.00 |
| 08 | 19 | 79'122.00 | 6'086.30 | 37.89 | 34.98 | 1'187.00 |
| 08 | 20 | 80'309.00 | 6'177.60 | 38.46 | 35.50 | 1'187.00 |

| Klasse | Stufe | Jahresbetrag<br>mit 13.<br>Monatslohn | Monatsbetrag<br>ohne 13.<br>Monatslohn | Stundenlohn<br>mit 13.<br>Monatslohn | Stundenlohn<br>ohne 13.<br>Monatslohn | Stufenbetrag |
|--------|-------|---------------------------------------|----------------------------------------|--------------------------------------|---------------------------------------|--------------|
| 09     | -4    | 53'564.00                             | 4'120.30                               | 25.65                                | 23.68                                 | 1'227.00     |
| 09     | -3    | 54'791.00                             | 4'214.70                               | 26.24                                | 24.22                                 | 1'227.00     |
| 09     | -2    | 56'018.00                             | 4'309.10                               | 26.83                                | 24.76                                 | 1'227.00     |
| 09     | -1    | 57'245.00                             | 4'403.45                               | 27.42                                | 25.31                                 | 1'227.00     |
| 09     | 00    | 58'472.00                             | 4'497.85                               | 28.00                                | 25.85                                 | 1'227.00     |
| 09     | 01    | 59'699.00                             | 4'592.25                               | 28.59                                | 26.39                                 | 1'227.00     |
| 09     | 02    | 60'926.00                             | 4'686.60                               | 29.18                                | 26.93                                 | 1'227.00     |
| 09     | 03    | 62'153.00                             | 4'781.00                               | 29.77                                | 27.48                                 | 1'227.00     |
| 09     | 04    | 63'380.00                             | 4'875.40                               | 30.35                                | 28.02                                 | 1'227.00     |
| 09     | 05    | 64'607.00                             | 4'969.75                               | 30.94                                | 28.56                                 | 1'227.00     |
| 09     | 06    | 65'834.00                             | 5'064.15                               | 31.53                                | 29.10                                 | 1'227.00     |
| 09     | 07    | 67'061.00                             | 5'158.55                               | 32.12                                | 29.65                                 | 1'227.00     |
| 09     | 08    | 68'288.00                             | 5'252.90                               | 32.70                                | 30.19                                 | 1'227.00     |
| 09     | 09    | 69'515.00                             | 5'347.30                               | 33.29                                | 30.73                                 | 1'227.00     |
| 09     | 10    | 70'742.00                             | 5'441.70                               | 33.88                                | 31.27                                 | 1'227.00     |
| 09     | 11    | 71'969.00                             | 5'536.10                               | 34.47                                | 31.82                                 | 1'227.00     |
| 09     | 12    | 73'196.00                             | 5'630.45                               | 35.06                                | 32.36                                 | 1'227.00     |
| 09     | 13    | 74'423.00                             | 5'724.85                               | 35.64                                | 32.90                                 | 1'227.00     |
| 09     | 14    | 75'650.00                             | 5'819.25                               | 36.23                                | 33.44                                 | 1'227.00     |
| 09     | 15    | 76'877.00                             | 5'913.60                               | 36.82                                | 33.99                                 | 1'227.00     |
| 09     | 16    | 78'104.00                             | 6'008.00                               | 37.41                                | 34.53                                 | 1'227.00     |
| 09     | 17    | 79'331.00                             | 6'102.40                               | 37.99                                | 35.07                                 | 1'227.00     |
| 09     | 18    | 80'558.00                             | 6'196.75                               | 38.58                                | 35.61                                 | 1'227.00     |
| 09     | 19    | 81'785.00                             | 6'291.15                               | 39.17                                | 36.16                                 | 1'227.00     |
| 09     | 20    | 83'012.00                             | 6'385.55                               | 39.76                                | 36.70                                 | 1'227.00     |

|    |    |           |          |       |       |          |
|----|----|-----------|----------|-------|-------|----------|
| 10 | -4 | 55'442.00 | 4'264.75 | 26.55 | 24.51 | 1'269.00 |
| 10 | -3 | 56'711.00 | 4'362.40 | 27.16 | 25.07 | 1'269.00 |
| 10 | -2 | 57'980.00 | 4'460.00 | 27.77 | 25.63 | 1'269.00 |
| 10 | -1 | 59'249.00 | 4'557.60 | 28.38 | 26.19 | 1'269.00 |
| 10 | 00 | 60'518.00 | 4'655.25 | 28.98 | 26.75 | 1'269.00 |
| 10 | 01 | 61'787.00 | 4'752.85 | 29.59 | 27.32 | 1'269.00 |
| 10 | 02 | 63'056.00 | 4'850.45 | 30.20 | 27.88 | 1'269.00 |
| 10 | 03 | 64'325.00 | 4'948.10 | 30.81 | 28.44 | 1'269.00 |
| 10 | 04 | 65'594.00 | 5'045.70 | 31.41 | 29.00 | 1'269.00 |
| 10 | 05 | 66'863.00 | 5'143.30 | 32.02 | 29.56 | 1'269.00 |
| 10 | 06 | 68'132.00 | 5'240.90 | 32.63 | 30.12 | 1'269.00 |
| 10 | 07 | 69'401.00 | 5'338.55 | 33.24 | 30.68 | 1'269.00 |
| 10 | 08 | 70'670.00 | 5'436.15 | 33.85 | 31.24 | 1'269.00 |
| 10 | 09 | 71'939.00 | 5'533.75 | 34.45 | 31.80 | 1'269.00 |
| 10 | 10 | 73'208.00 | 5'631.40 | 35.06 | 32.36 | 1'269.00 |
| 10 | 11 | 74'477.00 | 5'729.00 | 35.67 | 32.93 | 1'269.00 |
| 10 | 12 | 75'746.00 | 5'826.60 | 36.28 | 33.49 | 1'269.00 |
| 10 | 13 | 77'015.00 | 5'924.25 | 36.88 | 34.05 | 1'269.00 |
| 10 | 14 | 78'284.00 | 6'021.85 | 37.49 | 34.61 | 1'269.00 |
| 10 | 15 | 79'553.00 | 6'119.45 | 38.10 | 35.17 | 1'269.00 |
| 10 | 16 | 80'822.00 | 6'217.10 | 38.71 | 35.73 | 1'269.00 |
| 10 | 17 | 82'091.00 | 6'314.70 | 39.32 | 36.29 | 1'269.00 |
| 10 | 18 | 83'360.00 | 6'412.30 | 39.92 | 36.85 | 1'269.00 |
| 10 | 19 | 84'629.00 | 6'509.90 | 40.53 | 37.41 | 1'269.00 |
| 10 | 20 | 85'898.00 | 6'607.55 | 41.14 | 37.97 | 1'269.00 |

| Klasse | Stufe | Jahresbetrag<br>mit 13.<br>Monatslohn | Monatsbetrag<br>ohne 13.<br>Monatslohn | Stundenlohn<br>mit 13.<br>Monatslohn | Stundenlohn<br>ohne 13.<br>Monatslohn | Stufenbetrag |
|--------|-------|---------------------------------------|----------------------------------------|--------------------------------------|---------------------------------------|--------------|
| 11     | -4    | 57'420.00                             | 4'416.90                               | 27.50                                | 25.38                                 | 1'315.00     |
| 11     | -3    | 58'735.00                             | 4'518.10                               | 28.13                                | 25.97                                 | 1'315.00     |
| 11     | -2    | 60'050.00                             | 4'619.25                               | 28.76                                | 26.55                                 | 1'315.00     |
| 11     | -1    | 61'365.00                             | 4'720.40                               | 29.39                                | 27.13                                 | 1'315.00     |
| 11     | 00    | 62'680.00                             | 4'821.55                               | 30.02                                | 27.71                                 | 1'315.00     |
| 11     | 01    | 63'995.00                             | 4'922.70                               | 30.65                                | 28.29                                 | 1'315.00     |
| 11     | 02    | 65'310.00                             | 5'023.85                               | 31.28                                | 28.87                                 | 1'315.00     |
| 11     | 03    | 66'625.00                             | 5'125.00                               | 31.91                                | 29.45                                 | 1'315.00     |
| 11     | 04    | 67'940.00                             | 5'226.15                               | 32.54                                | 30.04                                 | 1'315.00     |
| 11     | 05    | 69'255.00                             | 5'327.30                               | 33.17                                | 30.62                                 | 1'315.00     |
| 11     | 06    | 70'570.00                             | 5'428.45                               | 33.80                                | 31.20                                 | 1'315.00     |
| 11     | 07    | 71'885.00                             | 5'529.60                               | 34.43                                | 31.78                                 | 1'315.00     |
| 11     | 08    | 73'200.00                             | 5'630.75                               | 35.06                                | 32.36                                 | 1'315.00     |
| 11     | 09    | 74'515.00                             | 5'731.90                               | 35.69                                | 32.94                                 | 1'315.00     |
| 11     | 10    | 75'830.00                             | 5'833.10                               | 36.32                                | 33.52                                 | 1'315.00     |
| 11     | 11    | 77'145.00                             | 5'934.25                               | 36.95                                | 34.10                                 | 1'315.00     |
| 11     | 12    | 78'460.00                             | 6'035.40                               | 37.58                                | 34.69                                 | 1'315.00     |
| 11     | 13    | 79'775.00                             | 6'136.55                               | 38.21                                | 35.27                                 | 1'315.00     |
| 11     | 14    | 81'090.00                             | 6'237.70                               | 38.84                                | 35.85                                 | 1'315.00     |
| 11     | 15    | 82'405.00                             | 6'338.85                               | 39.47                                | 36.43                                 | 1'315.00     |
| 11     | 16    | 83'720.00                             | 6'440.00                               | 40.10                                | 37.01                                 | 1'315.00     |
| 11     | 17    | 85'035.00                             | 6'541.15                               | 40.73                                | 37.59                                 | 1'315.00     |
| 11     | 18    | 86'350.00                             | 6'642.30                               | 41.36                                | 38.17                                 | 1'315.00     |
| 11     | 19    | 87'665.00                             | 6'743.45                               | 41.99                                | 38.76                                 | 1'315.00     |
| 11     | 20    | 88'980.00                             | 6'844.60                               | 42.61                                | 39.34                                 | 1'315.00     |

|    |    |           |          |       |       |          |
|----|----|-----------|----------|-------|-------|----------|
| 12 | -4 | 59'554.00 | 4'581.10 | 28.52 | 26.33 | 1'362.00 |
| 12 | -3 | 60'916.00 | 4'685.85 | 29.17 | 26.93 | 1'362.00 |
| 12 | -2 | 62'278.00 | 4'790.60 | 29.83 | 27.53 | 1'362.00 |
| 12 | -1 | 63'640.00 | 4'895.40 | 30.48 | 28.13 | 1'362.00 |
| 12 | 00 | 65'002.00 | 5'000.15 | 31.13 | 28.74 | 1'362.00 |
| 12 | 01 | 66'364.00 | 5'104.90 | 31.78 | 29.34 | 1'362.00 |
| 12 | 02 | 67'726.00 | 5'209.70 | 32.44 | 29.94 | 1'362.00 |
| 12 | 03 | 69'088.00 | 5'314.45 | 33.09 | 30.54 | 1'362.00 |
| 12 | 04 | 70'450.00 | 5'419.25 | 33.74 | 31.15 | 1'362.00 |
| 12 | 05 | 71'812.00 | 5'524.00 | 34.39 | 31.75 | 1'362.00 |
| 12 | 06 | 73'174.00 | 5'628.75 | 35.05 | 32.35 | 1'362.00 |
| 12 | 07 | 74'536.00 | 5'733.55 | 35.70 | 32.95 | 1'362.00 |
| 12 | 08 | 75'898.00 | 5'838.30 | 36.35 | 33.55 | 1'362.00 |
| 12 | 09 | 77'260.00 | 5'943.10 | 37.00 | 34.16 | 1'362.00 |
| 12 | 10 | 78'622.00 | 6'047.85 | 37.65 | 34.76 | 1'362.00 |
| 12 | 11 | 79'984.00 | 6'152.60 | 38.31 | 35.36 | 1'362.00 |
| 12 | 12 | 81'346.00 | 6'257.40 | 38.96 | 35.96 | 1'362.00 |
| 12 | 13 | 82'708.00 | 6'362.15 | 39.61 | 36.56 | 1'362.00 |
| 12 | 14 | 84'070.00 | 6'466.90 | 40.26 | 37.17 | 1'362.00 |
| 12 | 15 | 85'432.00 | 6'571.70 | 40.92 | 37.77 | 1'362.00 |
| 12 | 16 | 86'794.00 | 6'676.45 | 41.57 | 38.37 | 1'362.00 |
| 12 | 17 | 88'156.00 | 6'781.25 | 42.22 | 38.97 | 1'362.00 |
| 12 | 18 | 89'518.00 | 6'886.00 | 42.87 | 39.57 | 1'362.00 |
| 12 | 19 | 90'880.00 | 6'990.75 | 43.52 | 40.18 | 1'362.00 |
| 12 | 20 | 92'242.00 | 7'095.55 | 44.18 | 40.78 | 1'362.00 |

| Klasse | Stufe | Jahresbetrag<br>mit 13.<br>Monatslohn | Monatsbetrag<br>ohne 13.<br>Monatslohn | Stundenlohn<br>mit 13.<br>Monatslohn | Stundenlohn<br>ohne 13.<br>Monatslohn | Stufenbetrag |
|--------|-------|---------------------------------------|----------------------------------------|--------------------------------------|---------------------------------------|--------------|
| 13     | -4    | 61'652.00                             | 4'742.45                               | 29.53                                | 27.26                                 | 1'420.00     |
| 13     | -3    | 63'072.00                             | 4'851.70                               | 30.21                                | 27.88                                 | 1'420.00     |
| 13     | -2    | 64'492.00                             | 4'960.90                               | 30.89                                | 28.51                                 | 1'420.00     |
| 13     | -1    | 65'912.00                             | 5'070.15                               | 31.57                                | 29.14                                 | 1'420.00     |
| 13     | 00    | 67'332.00                             | 5'179.40                               | 32.25                                | 29.77                                 | 1'420.00     |
| 13     | 01    | 68'752.00                             | 5'288.60                               | 32.93                                | 30.39                                 | 1'420.00     |
| 13     | 02    | 70'172.00                             | 5'397.85                               | 33.61                                | 31.02                                 | 1'420.00     |
| 13     | 03    | 71'592.00                             | 5'507.10                               | 34.29                                | 31.65                                 | 1'420.00     |
| 13     | 04    | 73'012.00                             | 5'616.30                               | 34.97                                | 32.28                                 | 1'420.00     |
| 13     | 05    | 74'432.00                             | 5'725.55                               | 35.65                                | 32.91                                 | 1'420.00     |
| 13     | 06    | 75'852.00                             | 5'834.75                               | 36.33                                | 33.53                                 | 1'420.00     |
| 13     | 07    | 77'272.00                             | 5'944.00                               | 37.01                                | 34.16                                 | 1'420.00     |
| 13     | 08    | 78'692.00                             | 6'053.25                               | 37.69                                | 34.79                                 | 1'420.00     |
| 13     | 09    | 80'112.00                             | 6'162.45                               | 38.37                                | 35.42                                 | 1'420.00     |
| 13     | 10    | 81'532.00                             | 6'271.70                               | 39.05                                | 36.04                                 | 1'420.00     |
| 13     | 11    | 82'952.00                             | 6'380.90                               | 39.73                                | 36.67                                 | 1'420.00     |
| 13     | 12    | 84'372.00                             | 6'490.15                               | 40.41                                | 37.30                                 | 1'420.00     |
| 13     | 13    | 85'792.00                             | 6'599.40                               | 41.09                                | 37.93                                 | 1'420.00     |
| 13     | 14    | 87'212.00                             | 6'708.60                               | 41.77                                | 38.56                                 | 1'420.00     |
| 13     | 15    | 88'632.00                             | 6'817.85                               | 42.45                                | 39.18                                 | 1'420.00     |
| 13     | 16    | 90'052.00                             | 6'927.10                               | 43.13                                | 39.81                                 | 1'420.00     |
| 13     | 17    | 91'472.00                             | 7'036.30                               | 43.81                                | 40.44                                 | 1'420.00     |
| 13     | 18    | 92'892.00                             | 7'145.55                               | 44.49                                | 41.07                                 | 1'420.00     |
| 13     | 19    | 94'312.00                             | 7'254.75                               | 45.17                                | 41.69                                 | 1'420.00     |
| 13     | 20    | 95'732.00                             | 7'364.00                               | 45.85                                | 42.32                                 | 1'420.00     |

|    |    |           |          |       |       |          |
|----|----|-----------|----------|-------|-------|----------|
| 14 | -4 | 63'925.00 | 4'917.30 | 30.62 | 28.26 | 1'478.00 |
| 14 | -3 | 65'403.00 | 5'031.00 | 31.32 | 28.91 | 1'478.00 |
| 14 | -2 | 66'881.00 | 5'144.70 | 32.03 | 29.57 | 1'478.00 |
| 14 | -1 | 68'359.00 | 5'258.40 | 32.74 | 30.22 | 1'478.00 |
| 14 | 00 | 69'837.00 | 5'372.10 | 33.45 | 30.87 | 1'478.00 |
| 14 | 01 | 71'315.00 | 5'485.75 | 34.15 | 31.53 | 1'478.00 |
| 14 | 02 | 72'793.00 | 5'599.45 | 34.86 | 32.18 | 1'478.00 |
| 14 | 03 | 74'271.00 | 5'713.15 | 35.57 | 32.83 | 1'478.00 |
| 14 | 04 | 75'749.00 | 5'826.85 | 36.28 | 33.49 | 1'478.00 |
| 14 | 05 | 77'227.00 | 5'940.55 | 36.99 | 34.14 | 1'478.00 |
| 14 | 06 | 78'705.00 | 6'054.25 | 37.69 | 34.79 | 1'478.00 |
| 14 | 07 | 80'183.00 | 6'167.90 | 38.40 | 35.45 | 1'478.00 |
| 14 | 08 | 81'661.00 | 6'281.60 | 39.11 | 36.10 | 1'478.00 |
| 14 | 09 | 83'139.00 | 6'395.30 | 39.82 | 36.75 | 1'478.00 |
| 14 | 10 | 84'617.00 | 6'509.00 | 40.53 | 37.41 | 1'478.00 |
| 14 | 11 | 86'095.00 | 6'622.70 | 41.23 | 38.06 | 1'478.00 |
| 14 | 12 | 87'573.00 | 6'736.40 | 41.94 | 38.71 | 1'478.00 |
| 14 | 13 | 89'051.00 | 6'850.10 | 42.65 | 39.37 | 1'478.00 |
| 14 | 14 | 90'529.00 | 6'963.75 | 43.36 | 40.02 | 1'478.00 |
| 14 | 15 | 92'007.00 | 7'077.45 | 44.06 | 40.68 | 1'478.00 |
| 14 | 16 | 93'485.00 | 7'191.15 | 44.77 | 41.33 | 1'478.00 |
| 14 | 17 | 94'963.00 | 7'304.85 | 45.48 | 41.98 | 1'478.00 |
| 14 | 18 | 96'441.00 | 7'418.55 | 46.19 | 42.64 | 1'478.00 |
| 14 | 19 | 97'919.00 | 7'532.25 | 46.90 | 43.29 | 1'478.00 |
| 14 | 20 | 99'397.00 | 7'645.90 | 47.60 | 43.94 | 1'478.00 |

| Klasse | Stufe | Jahresbetrag<br>mit 13.<br>Monatslohn | Monatsbetrag<br>ohne 13.<br>Monatslohn | Stundenlohn<br>mit 13.<br>Monatslohn | Stundenlohn<br>ohne 13.<br>Monatslohn | Stufenbetrag |
|--------|-------|---------------------------------------|----------------------------------------|--------------------------------------|---------------------------------------|--------------|
| 15     | -4    | 66'393.00                             | 5'107.15                               | 31.80                                | 29.35                                 | 1'535.00     |
| 15     | -3    | 67'928.00                             | 5'225.25                               | 32.53                                | 30.03                                 | 1'535.00     |
| 15     | -2    | 69'463.00                             | 5'343.30                               | 33.27                                | 30.71                                 | 1'535.00     |
| 15     | -1    | 70'998.00                             | 5'461.40                               | 34.00                                | 31.39                                 | 1'535.00     |
| 15     | 00    | 72'533.00                             | 5'579.45                               | 34.74                                | 32.07                                 | 1'535.00     |
| 15     | 01    | 74'068.00                             | 5'697.55                               | 35.47                                | 32.74                                 | 1'535.00     |
| 15     | 02    | 75'603.00                             | 5'815.60                               | 36.21                                | 33.42                                 | 1'535.00     |
| 15     | 03    | 77'138.00                             | 5'933.70                               | 36.94                                | 34.10                                 | 1'535.00     |
| 15     | 04    | 78'673.00                             | 6'051.75                               | 37.68                                | 34.78                                 | 1'535.00     |
| 15     | 05    | 80'208.00                             | 6'169.85                               | 38.41                                | 35.46                                 | 1'535.00     |
| 15     | 06    | 81'743.00                             | 6'287.90                               | 39.15                                | 36.14                                 | 1'535.00     |
| 15     | 07    | 83'278.00                             | 6'406.00                               | 39.88                                | 36.82                                 | 1'535.00     |
| 15     | 08    | 84'813.00                             | 6'524.10                               | 40.62                                | 37.49                                 | 1'535.00     |
| 15     | 09    | 86'348.00                             | 6'642.15                               | 41.35                                | 38.17                                 | 1'535.00     |
| 15     | 10    | 87'883.00                             | 6'760.25                               | 42.09                                | 38.85                                 | 1'535.00     |
| 15     | 11    | 89'418.00                             | 6'878.30                               | 42.82                                | 39.53                                 | 1'535.00     |
| 15     | 12    | 90'953.00                             | 6'996.40                               | 43.56                                | 40.21                                 | 1'535.00     |
| 15     | 13    | 92'488.00                             | 7'114.45                               | 44.30                                | 40.89                                 | 1'535.00     |
| 15     | 14    | 94'023.00                             | 7'232.55                               | 45.03                                | 41.57                                 | 1'535.00     |
| 15     | 15    | 95'558.00                             | 7'350.60                               | 45.77                                | 42.24                                 | 1'535.00     |
| 15     | 16    | 97'093.00                             | 7'468.70                               | 46.50                                | 42.92                                 | 1'535.00     |
| 15     | 17    | 98'628.00                             | 7'586.75                               | 47.24                                | 43.60                                 | 1'535.00     |
| 15     | 18    | 100'163.00                            | 7'704.85                               | 47.97                                | 44.28                                 | 1'535.00     |
| 15     | 19    | 101'698.00                            | 7'822.90                               | 48.71                                | 44.96                                 | 1'535.00     |
| 15     | 20    | 103'233.00                            | 7'941.00                               | 49.44                                | 45.64                                 | 1'535.00     |

|    |    |            |          |       |       |          |
|----|----|------------|----------|-------|-------|----------|
| 16 | -4 | 68'996.00  | 5'307.40 | 33.04 | 30.50 | 1'594.00 |
| 16 | -3 | 70'590.00  | 5'430.00 | 33.81 | 31.21 | 1'594.00 |
| 16 | -2 | 72'184.00  | 5'552.60 | 34.57 | 31.91 | 1'594.00 |
| 16 | -1 | 73'778.00  | 5'675.25 | 35.33 | 32.62 | 1'594.00 |
| 16 | 00 | 75'372.00  | 5'797.85 | 36.10 | 33.32 | 1'594.00 |
| 16 | 01 | 76'966.00  | 5'920.45 | 36.86 | 34.03 | 1'594.00 |
| 16 | 02 | 78'560.00  | 6'043.10 | 37.62 | 34.73 | 1'594.00 |
| 16 | 03 | 80'154.00  | 6'165.70 | 38.39 | 35.44 | 1'594.00 |
| 16 | 04 | 81'748.00  | 6'288.30 | 39.15 | 36.14 | 1'594.00 |
| 16 | 05 | 83'342.00  | 6'410.90 | 39.91 | 36.84 | 1'594.00 |
| 16 | 06 | 84'936.00  | 6'533.55 | 40.68 | 37.55 | 1'594.00 |
| 16 | 07 | 86'530.00  | 6'656.15 | 41.44 | 38.25 | 1'594.00 |
| 16 | 08 | 88'124.00  | 6'778.75 | 42.20 | 38.96 | 1'594.00 |
| 16 | 09 | 89'718.00  | 6'901.40 | 42.97 | 39.66 | 1'594.00 |
| 16 | 10 | 91'312.00  | 7'024.00 | 43.73 | 40.37 | 1'594.00 |
| 16 | 11 | 92'906.00  | 7'146.60 | 44.50 | 41.07 | 1'594.00 |
| 16 | 12 | 94'500.00  | 7'269.25 | 45.26 | 41.78 | 1'594.00 |
| 16 | 13 | 96'094.00  | 7'391.85 | 46.02 | 42.48 | 1'594.00 |
| 16 | 14 | 97'688.00  | 7'514.45 | 46.79 | 43.19 | 1'594.00 |
| 16 | 15 | 99'282.00  | 7'637.10 | 47.55 | 43.89 | 1'594.00 |
| 16 | 16 | 100'876.00 | 7'759.70 | 48.31 | 44.60 | 1'594.00 |
| 16 | 17 | 102'470.00 | 7'882.30 | 49.08 | 45.30 | 1'594.00 |
| 16 | 18 | 104'064.00 | 8'004.90 | 49.84 | 46.01 | 1'594.00 |
| 16 | 19 | 105'658.00 | 8'127.55 | 50.60 | 46.71 | 1'594.00 |
| 16 | 20 | 107'252.00 | 8'250.15 | 51.37 | 47.41 | 1'594.00 |

| Klasse | Stufe | Jahresbetrag<br>mit 13.<br>Monatslohn | Monatsbetrag<br>ohne 13.<br>Monatslohn | Stundenlohn<br>mit 13.<br>Monatslohn | Stundenlohn<br>ohne 13.<br>Monatslohn | Stufenbetrag |
|--------|-------|---------------------------------------|----------------------------------------|--------------------------------------|---------------------------------------|--------------|
| 17     | -4    | 71'420.00                             | 5'493.85                               | 34.20                                | 31.57                                 | 1'687.00     |
| 17     | -3    | 73'107.00                             | 5'623.60                               | 35.01                                | 32.32                                 | 1'687.00     |
| 17     | -2    | 74'794.00                             | 5'753.40                               | 35.82                                | 33.07                                 | 1'687.00     |
| 17     | -1    | 76'481.00                             | 5'883.15                               | 36.63                                | 33.81                                 | 1'687.00     |
| 17     | 00    | 78'168.00                             | 6'012.90                               | 37.44                                | 34.56                                 | 1'687.00     |
| 17     | 01    | 79'855.00                             | 6'142.70                               | 38.24                                | 35.30                                 | 1'687.00     |
| 17     | 02    | 81'542.00                             | 6'272.45                               | 39.05                                | 36.05                                 | 1'687.00     |
| 17     | 03    | 83'229.00                             | 6'402.25                               | 39.86                                | 36.79                                 | 1'687.00     |
| 17     | 04    | 84'916.00                             | 6'532.00                               | 40.67                                | 37.54                                 | 1'687.00     |
| 17     | 05    | 86'603.00                             | 6'661.75                               | 41.48                                | 38.29                                 | 1'687.00     |
| 17     | 06    | 88'290.00                             | 6'791.55                               | 42.28                                | 39.03                                 | 1'687.00     |
| 17     | 07    | 89'977.00                             | 6'921.30                               | 43.09                                | 39.78                                 | 1'687.00     |
| 17     | 08    | 91'664.00                             | 7'051.10                               | 43.90                                | 40.52                                 | 1'687.00     |
| 17     | 09    | 93'351.00                             | 7'180.85                               | 44.71                                | 41.27                                 | 1'687.00     |
| 17     | 10    | 95'038.00                             | 7'310.60                               | 45.52                                | 42.02                                 | 1'687.00     |
| 17     | 11    | 96'725.00                             | 7'440.40                               | 46.32                                | 42.76                                 | 1'687.00     |
| 17     | 12    | 98'412.00                             | 7'570.15                               | 47.13                                | 43.51                                 | 1'687.00     |
| 17     | 13    | 100'099.00                            | 7'699.90                               | 47.94                                | 44.25                                 | 1'687.00     |
| 17     | 14    | 101'786.00                            | 7'829.70                               | 48.75                                | 45.00                                 | 1'687.00     |
| 17     | 15    | 103'473.00                            | 7'959.45                               | 49.56                                | 45.74                                 | 1'687.00     |
| 17     | 16    | 105'160.00                            | 8'089.25                               | 50.36                                | 46.49                                 | 1'687.00     |
| 17     | 17    | 106'847.00                            | 8'219.00                               | 51.17                                | 47.24                                 | 1'687.00     |
| 17     | 18    | 108'534.00                            | 8'348.75                               | 51.98                                | 47.98                                 | 1'687.00     |
| 17     | 19    | 110'221.00                            | 8'478.55                               | 52.79                                | 48.73                                 | 1'687.00     |
| 17     | 20    | 111'908.00                            | 8'608.30                               | 53.60                                | 49.47                                 | 1'687.00     |

|    |    |            |          |       |       |          |
|----|----|------------|----------|-------|-------|----------|
| 18 | -4 | 74'289.00  | 5'714.55 | 35.58 | 32.84 | 1'781.00 |
| 18 | -3 | 76'070.00  | 5'851.55 | 36.43 | 33.63 | 1'781.00 |
| 18 | -2 | 77'851.00  | 5'988.55 | 37.28 | 34.42 | 1'781.00 |
| 18 | -1 | 79'632.00  | 6'125.55 | 38.14 | 35.20 | 1'781.00 |
| 18 | 00 | 81'413.00  | 6'262.55 | 38.99 | 35.99 | 1'781.00 |
| 18 | 01 | 83'194.00  | 6'399.55 | 39.84 | 36.78 | 1'781.00 |
| 18 | 02 | 84'975.00  | 6'536.55 | 40.70 | 37.57 | 1'781.00 |
| 18 | 03 | 86'756.00  | 6'673.55 | 41.55 | 38.35 | 1'781.00 |
| 18 | 04 | 88'537.00  | 6'810.55 | 42.40 | 39.14 | 1'781.00 |
| 18 | 05 | 90'318.00  | 6'947.55 | 43.26 | 39.93 | 1'781.00 |
| 18 | 06 | 92'099.00  | 7'084.55 | 44.11 | 40.72 | 1'781.00 |
| 18 | 07 | 93'880.00  | 7'221.55 | 44.96 | 41.50 | 1'781.00 |
| 18 | 08 | 95'661.00  | 7'358.55 | 45.81 | 42.29 | 1'781.00 |
| 18 | 09 | 97'442.00  | 7'495.55 | 46.67 | 43.08 | 1'781.00 |
| 18 | 10 | 99'223.00  | 7'632.55 | 47.52 | 43.87 | 1'781.00 |
| 18 | 11 | 101'004.00 | 7'769.55 | 48.37 | 44.65 | 1'781.00 |
| 18 | 12 | 102'785.00 | 7'906.55 | 49.23 | 45.44 | 1'781.00 |
| 18 | 13 | 104'566.00 | 8'043.55 | 50.08 | 46.23 | 1'781.00 |
| 18 | 14 | 106'347.00 | 8'180.55 | 50.93 | 47.01 | 1'781.00 |
| 18 | 15 | 108'128.00 | 8'317.55 | 51.79 | 47.80 | 1'781.00 |
| 18 | 16 | 109'909.00 | 8'454.55 | 52.64 | 48.59 | 1'781.00 |
| 18 | 17 | 111'690.00 | 8'591.55 | 53.49 | 49.38 | 1'781.00 |
| 18 | 18 | 113'471.00 | 8'728.55 | 54.34 | 50.16 | 1'781.00 |
| 18 | 19 | 115'252.00 | 8'865.55 | 55.20 | 50.95 | 1'781.00 |
| 18 | 20 | 117'033.00 | 9'002.55 | 56.05 | 51.74 | 1'781.00 |

| Klasse | Stufe | Jahresbetrag<br>mit 13.<br>Monatslohn | Monatsbetrag<br>ohne 13.<br>Monatslohn | Stundenlohn<br>mit 13.<br>Monatslohn | Stundenlohn<br>ohne 13.<br>Monatslohn | Stufenbetrag |
|--------|-------|---------------------------------------|----------------------------------------|--------------------------------------|---------------------------------------|--------------|
| 19     | -4    | 77'666.00                             | 5'974.30                               | 37.20                                | 34.34                                 | 1'885.00     |
| 19     | -3    | 79'551.00                             | 6'119.30                               | 38.10                                | 35.17                                 | 1'885.00     |
| 19     | -2    | 81'436.00                             | 6'264.30                               | 39.00                                | 36.00                                 | 1'885.00     |
| 19     | -1    | 83'321.00                             | 6'409.30                               | 39.90                                | 36.84                                 | 1'885.00     |
| 19     | 00    | 85'206.00                             | 6'554.30                               | 40.81                                | 37.67                                 | 1'885.00     |
| 19     | 01    | 87'091.00                             | 6'699.30                               | 41.71                                | 38.50                                 | 1'885.00     |
| 19     | 02    | 88'976.00                             | 6'844.30                               | 42.61                                | 39.34                                 | 1'885.00     |
| 19     | 03    | 90'861.00                             | 6'989.30                               | 43.52                                | 40.17                                 | 1'885.00     |
| 19     | 04    | 92'746.00                             | 7'134.30                               | 44.42                                | 41.00                                 | 1'885.00     |
| 19     | 05    | 94'631.00                             | 7'279.30                               | 45.32                                | 41.84                                 | 1'885.00     |
| 19     | 06    | 96'516.00                             | 7'424.30                               | 46.22                                | 42.67                                 | 1'885.00     |
| 19     | 07    | 98'401.00                             | 7'569.30                               | 47.13                                | 43.50                                 | 1'885.00     |
| 19     | 08    | 100'286.00                            | 7'714.30                               | 48.03                                | 44.34                                 | 1'885.00     |
| 19     | 09    | 102'171.00                            | 7'859.30                               | 48.93                                | 45.17                                 | 1'885.00     |
| 19     | 10    | 104'056.00                            | 8'004.30                               | 49.84                                | 46.00                                 | 1'885.00     |
| 19     | 11    | 105'941.00                            | 8'149.30                               | 50.74                                | 46.84                                 | 1'885.00     |
| 19     | 12    | 107'826.00                            | 8'294.30                               | 51.64                                | 47.67                                 | 1'885.00     |
| 19     | 13    | 109'711.00                            | 8'439.30                               | 52.54                                | 48.50                                 | 1'885.00     |
| 19     | 14    | 111'596.00                            | 8'584.30                               | 53.45                                | 49.34                                 | 1'885.00     |
| 19     | 15    | 113'481.00                            | 8'729.30                               | 54.35                                | 50.17                                 | 1'885.00     |
| 19     | 16    | 115'366.00                            | 8'874.30                               | 55.25                                | 51.00                                 | 1'885.00     |
| 19     | 17    | 117'251.00                            | 9'019.30                               | 56.15                                | 51.84                                 | 1'885.00     |
| 19     | 18    | 119'136.00                            | 9'164.30                               | 57.06                                | 52.67                                 | 1'885.00     |
| 19     | 19    | 121'021.00                            | 9'309.30                               | 57.96                                | 53.50                                 | 1'885.00     |
| 19     | 20    | 122'906.00                            | 9'454.30                               | 58.86                                | 54.34                                 | 1'885.00     |

|    |    |            |          |       |       |          |
|----|----|------------|----------|-------|-------|----------|
| 20 | -4 | 82'015.00  | 6'308.85 | 39.28 | 36.26 | 1'990.00 |
| 20 | -3 | 84'005.00  | 6'461.90 | 40.23 | 37.14 | 1'990.00 |
| 20 | -2 | 85'995.00  | 6'615.00 | 41.19 | 38.02 | 1'990.00 |
| 20 | -1 | 87'985.00  | 6'768.10 | 42.14 | 38.90 | 1'990.00 |
| 20 | 00 | 89'975.00  | 6'921.15 | 43.09 | 39.78 | 1'990.00 |
| 20 | 01 | 91'965.00  | 7'074.25 | 44.04 | 40.66 | 1'990.00 |
| 20 | 02 | 93'955.00  | 7'227.30 | 45.00 | 41.54 | 1'990.00 |
| 20 | 03 | 95'945.00  | 7'380.40 | 45.95 | 42.42 | 1'990.00 |
| 20 | 04 | 97'935.00  | 7'533.45 | 46.90 | 43.30 | 1'990.00 |
| 20 | 05 | 99'925.00  | 7'686.55 | 47.86 | 44.18 | 1'990.00 |
| 20 | 06 | 101'915.00 | 7'839.60 | 48.81 | 45.06 | 1'990.00 |
| 20 | 07 | 103'905.00 | 7'992.70 | 49.76 | 45.94 | 1'990.00 |
| 20 | 08 | 105'895.00 | 8'145.75 | 50.72 | 46.81 | 1'990.00 |
| 20 | 09 | 107'885.00 | 8'298.85 | 51.67 | 47.69 | 1'990.00 |
| 20 | 10 | 109'875.00 | 8'451.90 | 52.62 | 48.57 | 1'990.00 |
| 20 | 11 | 111'865.00 | 8'605.00 | 53.58 | 49.45 | 1'990.00 |
| 20 | 12 | 113'855.00 | 8'758.10 | 54.53 | 50.33 | 1'990.00 |
| 20 | 13 | 115'845.00 | 8'911.15 | 55.48 | 51.21 | 1'990.00 |
| 20 | 14 | 117'835.00 | 9'064.25 | 56.43 | 52.09 | 1'990.00 |
| 20 | 15 | 119'825.00 | 9'217.30 | 57.39 | 52.97 | 1'990.00 |
| 20 | 16 | 121'815.00 | 9'370.40 | 58.34 | 53.85 | 1'990.00 |
| 20 | 17 | 123'805.00 | 9'523.45 | 59.29 | 54.73 | 1'990.00 |
| 20 | 18 | 125'795.00 | 9'676.55 | 60.25 | 55.61 | 1'990.00 |
| 20 | 19 | 127'785.00 | 9'829.60 | 61.20 | 56.49 | 1'990.00 |
| 20 | 20 | 129'775.00 | 9'982.70 | 62.15 | 57.37 | 1'990.00 |

| Klasse | Stufe | Jahresbetrag<br>mit 13.<br>Monatslohn | Monatsbetrag<br>ohne 13.<br>Monatslohn | Stundenlohn<br>mit 13.<br>Monatslohn | Stundenlohn<br>ohne 13.<br>Monatslohn | Stufenbetrag |
|--------|-------|---------------------------------------|----------------------------------------|--------------------------------------|---------------------------------------|--------------|
| 21     | -4    | 87'066.00                             | 6'697.40                               | 41.70                                | 38.49                                 | 2'107.00     |
| 21     | -3    | 89'173.00                             | 6'859.45                               | 42.71                                | 39.42                                 | 2'107.00     |
| 21     | -2    | 91'280.00                             | 7'021.55                               | 43.72                                | 40.35                                 | 2'107.00     |
| 21     | -1    | 93'387.00                             | 7'183.60                               | 44.73                                | 41.29                                 | 2'107.00     |
| 21     | 00    | 95'494.00                             | 7'345.70                               | 45.73                                | 42.22                                 | 2'107.00     |
| 21     | 01    | 97'601.00                             | 7'507.75                               | 46.74                                | 43.15                                 | 2'107.00     |
| 21     | 02    | 99'708.00                             | 7'669.85                               | 47.75                                | 44.08                                 | 2'107.00     |
| 21     | 03    | 101'815.00                            | 7'831.90                               | 48.76                                | 45.01                                 | 2'107.00     |
| 21     | 04    | 103'922.00                            | 7'994.00                               | 49.77                                | 45.94                                 | 2'107.00     |
| 21     | 05    | 106'029.00                            | 8'156.10                               | 50.78                                | 46.87                                 | 2'107.00     |
| 21     | 06    | 108'136.00                            | 8'318.15                               | 51.79                                | 47.81                                 | 2'107.00     |
| 21     | 07    | 110'243.00                            | 8'480.25                               | 52.80                                | 48.74                                 | 2'107.00     |
| 21     | 08    | 112'350.00                            | 8'642.30                               | 53.81                                | 49.67                                 | 2'107.00     |
| 21     | 09    | 114'457.00                            | 8'804.40                               | 54.82                                | 50.60                                 | 2'107.00     |
| 21     | 10    | 116'564.00                            | 8'966.45                               | 55.83                                | 51.53                                 | 2'107.00     |
| 21     | 11    | 118'671.00                            | 9'128.55                               | 56.83                                | 52.46                                 | 2'107.00     |
| 21     | 12    | 120'778.00                            | 9'290.60                               | 57.84                                | 53.39                                 | 2'107.00     |
| 21     | 13    | 122'885.00                            | 9'452.70                               | 58.85                                | 54.33                                 | 2'107.00     |
| 21     | 14    | 124'992.00                            | 9'614.75                               | 59.86                                | 55.26                                 | 2'107.00     |
| 21     | 15    | 127'099.00                            | 9'776.85                               | 60.87                                | 56.19                                 | 2'107.00     |
| 21     | 16    | 129'206.00                            | 9'938.90                               | 61.88                                | 57.12                                 | 2'107.00     |
| 21     | 17    | 131'313.00                            | 10'101.00                              | 62.89                                | 58.05                                 | 2'107.00     |
| 21     | 18    | 133'420.00                            | 10'263.10                              | 63.90                                | 58.98                                 | 2'107.00     |
| 21     | 19    | 135'527.00                            | 10'425.15                              | 64.91                                | 59.91                                 | 2'107.00     |
| 21     | 20    | 137'634.00                            | 10'587.25                              | 65.92                                | 60.85                                 | 2'107.00     |

|    |    |            |           |       |       |          |
|----|----|------------|-----------|-------|-------|----------|
| 22 | -4 | 93'127.00  | 7'163.60  | 44.60 | 41.17 | 2'223.00 |
| 22 | -3 | 95'350.00  | 7'334.60  | 45.67 | 42.15 | 2'223.00 |
| 22 | -2 | 97'573.00  | 7'505.60  | 46.73 | 43.14 | 2'223.00 |
| 22 | -1 | 99'796.00  | 7'676.60  | 47.80 | 44.12 | 2'223.00 |
| 22 | 00 | 102'019.00 | 7'847.60  | 48.86 | 45.10 | 2'223.00 |
| 22 | 01 | 104'242.00 | 8'018.60  | 49.92 | 46.08 | 2'223.00 |
| 22 | 02 | 106'465.00 | 8'189.60  | 50.99 | 47.07 | 2'223.00 |
| 22 | 03 | 108'688.00 | 8'360.60  | 52.05 | 48.05 | 2'223.00 |
| 22 | 04 | 110'911.00 | 8'531.60  | 53.12 | 49.03 | 2'223.00 |
| 22 | 05 | 113'134.00 | 8'702.60  | 54.18 | 50.02 | 2'223.00 |
| 22 | 06 | 115'357.00 | 8'873.60  | 55.25 | 51.00 | 2'223.00 |
| 22 | 07 | 117'580.00 | 9'044.60  | 56.31 | 51.98 | 2'223.00 |
| 22 | 08 | 119'803.00 | 9'215.60  | 57.38 | 52.96 | 2'223.00 |
| 22 | 09 | 122'026.00 | 9'386.60  | 58.44 | 53.95 | 2'223.00 |
| 22 | 10 | 124'249.00 | 9'557.60  | 59.51 | 54.93 | 2'223.00 |
| 22 | 11 | 126'472.00 | 9'728.60  | 60.57 | 55.91 | 2'223.00 |
| 22 | 12 | 128'695.00 | 9'899.60  | 61.64 | 56.89 | 2'223.00 |
| 22 | 13 | 130'918.00 | 10'070.60 | 62.70 | 57.88 | 2'223.00 |
| 22 | 14 | 133'141.00 | 10'241.60 | 63.76 | 58.86 | 2'223.00 |
| 22 | 15 | 135'364.00 | 10'412.60 | 64.83 | 59.84 | 2'223.00 |
| 22 | 16 | 137'587.00 | 10'583.60 | 65.89 | 60.83 | 2'223.00 |
| 22 | 17 | 139'810.00 | 10'754.60 | 66.96 | 61.81 | 2'223.00 |
| 22 | 18 | 142'033.00 | 10'925.60 | 68.02 | 62.79 | 2'223.00 |
| 22 | 19 | 144'256.00 | 11'096.60 | 69.09 | 63.77 | 2'223.00 |
| 22 | 20 | 146'479.00 | 11'267.60 | 70.15 | 64.76 | 2'223.00 |

| Klasse | Stufe | Jahresbetrag<br>mit 13.<br>Monatslohn | Monatsbetrag<br>ohne 13.<br>Monatslohn | Stundenlohn<br>mit 13.<br>Monatslohn | Stundenlohn<br>ohne 13.<br>Monatslohn | Stufenbetrag |
|--------|-------|---------------------------------------|----------------------------------------|--------------------------------------|---------------------------------------|--------------|
| 23     | -4    | 100'194.00                            | 7'707.25                               | 47.99                                | 44.29                                 | 2'338.00     |
| 23     | -3    | 102'532.00                            | 7'887.10                               | 49.11                                | 45.33                                 | 2'338.00     |
| 23     | -2    | 104'870.00                            | 8'066.90                               | 50.23                                | 46.36                                 | 2'338.00     |
| 23     | -1    | 107'208.00                            | 8'246.75                               | 51.34                                | 47.40                                 | 2'338.00     |
| 23     | 00    | 109'546.00                            | 8'426.60                               | 52.46                                | 48.43                                 | 2'338.00     |
| 23     | 01    | 111'884.00                            | 8'606.45                               | 53.58                                | 49.46                                 | 2'338.00     |
| 23     | 02    | 114'222.00                            | 8'786.30                               | 54.70                                | 50.50                                 | 2'338.00     |
| 23     | 03    | 116'560.00                            | 8'966.15                               | 55.82                                | 51.53                                 | 2'338.00     |
| 23     | 04    | 118'898.00                            | 9'146.00                               | 56.94                                | 52.56                                 | 2'338.00     |
| 23     | 05    | 121'236.00                            | 9'325.85                               | 58.06                                | 53.60                                 | 2'338.00     |
| 23     | 06    | 123'574.00                            | 9'505.70                               | 59.18                                | 54.63                                 | 2'338.00     |
| 23     | 07    | 125'912.00                            | 9'685.55                               | 60.30                                | 55.66                                 | 2'338.00     |
| 23     | 08    | 128'250.00                            | 9'865.40                               | 61.42                                | 56.70                                 | 2'338.00     |
| 23     | 09    | 130'588.00                            | 10'045.25                              | 62.54                                | 57.73                                 | 2'338.00     |
| 23     | 10    | 132'926.00                            | 10'225.10                              | 63.66                                | 58.76                                 | 2'338.00     |
| 23     | 11    | 135'264.00                            | 10'404.90                              | 64.78                                | 59.80                                 | 2'338.00     |
| 23     | 12    | 137'602.00                            | 10'584.75                              | 65.90                                | 60.83                                 | 2'338.00     |
| 23     | 13    | 139'940.00                            | 10'764.60                              | 67.02                                | 61.87                                 | 2'338.00     |
| 23     | 14    | 142'278.00                            | 10'944.45                              | 68.14                                | 62.90                                 | 2'338.00     |
| 23     | 15    | 144'616.00                            | 11'124.30                              | 69.26                                | 63.93                                 | 2'338.00     |
| 23     | 16    | 146'954.00                            | 11'304.15                              | 70.38                                | 64.97                                 | 2'338.00     |
| 23     | 17    | 149'292.00                            | 11'484.00                              | 71.50                                | 66.00                                 | 2'338.00     |
| 23     | 18    | 151'630.00                            | 11'663.85                              | 72.62                                | 67.03                                 | 2'338.00     |
| 23     | 19    | 153'968.00                            | 11'843.70                              | 73.74                                | 68.07                                 | 2'338.00     |
| 23     | 20    | 156'306.00                            | 12'023.55                              | 74.86                                | 69.10                                 | 2'338.00     |

|    |    |            |           |       |       |          |
|----|----|------------|-----------|-------|-------|----------|
| 24 | -4 | 108'272.00 | 8'328.60  | 51.85 | 47.87 | 2'455.00 |
| 24 | -3 | 110'727.00 | 8'517.45  | 53.03 | 48.95 | 2'455.00 |
| 24 | -2 | 113'182.00 | 8'706.30  | 54.21 | 50.04 | 2'455.00 |
| 24 | -1 | 115'637.00 | 8'895.15  | 55.38 | 51.12 | 2'455.00 |
| 24 | 00 | 118'092.00 | 9'084.00  | 56.56 | 52.21 | 2'455.00 |
| 24 | 01 | 120'547.00 | 9'272.85  | 57.73 | 53.29 | 2'455.00 |
| 24 | 02 | 123'002.00 | 9'461.70  | 58.91 | 54.38 | 2'455.00 |
| 24 | 03 | 125'457.00 | 9'650.55  | 60.08 | 55.46 | 2'455.00 |
| 24 | 04 | 127'912.00 | 9'839.40  | 61.26 | 56.55 | 2'455.00 |
| 24 | 05 | 130'367.00 | 10'028.25 | 62.44 | 57.63 | 2'455.00 |
| 24 | 06 | 132'822.00 | 10'217.10 | 63.61 | 58.72 | 2'455.00 |
| 24 | 07 | 135'277.00 | 10'405.90 | 64.79 | 59.80 | 2'455.00 |
| 24 | 08 | 137'732.00 | 10'594.75 | 65.96 | 60.89 | 2'455.00 |
| 24 | 09 | 140'187.00 | 10'783.60 | 67.14 | 61.97 | 2'455.00 |
| 24 | 10 | 142'642.00 | 10'972.45 | 68.32 | 63.06 | 2'455.00 |
| 24 | 11 | 145'097.00 | 11'161.30 | 69.49 | 64.15 | 2'455.00 |
| 24 | 12 | 147'552.00 | 11'350.15 | 70.67 | 65.23 | 2'455.00 |
| 24 | 13 | 150'007.00 | 11'539.00 | 71.84 | 66.32 | 2'455.00 |
| 24 | 14 | 152'462.00 | 11'727.85 | 73.02 | 67.40 | 2'455.00 |
| 24 | 15 | 154'917.00 | 11'916.70 | 74.19 | 68.49 | 2'455.00 |
| 24 | 16 | 157'372.00 | 12'105.55 | 75.37 | 69.57 | 2'455.00 |
| 24 | 17 | 159'827.00 | 12'294.40 | 76.55 | 70.66 | 2'455.00 |
| 24 | 18 | 162'282.00 | 12'483.25 | 77.72 | 71.74 | 2'455.00 |
| 24 | 19 | 164'737.00 | 12'672.10 | 78.90 | 72.83 | 2'455.00 |
| 24 | 20 | 167'192.00 | 12'860.90 | 80.07 | 73.91 | 2'455.00 |

| Klasse | Stufe | Jahresbetrag<br>mit 13.<br>Monatslohn | Monatsbetrag<br>ohne 13.<br>Monatslohn | Stundenlohn<br>mit 13.<br>Monatslohn | Stundenlohn<br>ohne 13.<br>Monatslohn | Stufenbetrag |
|--------|-------|---------------------------------------|----------------------------------------|--------------------------------------|---------------------------------------|--------------|
| 25     | -4    | 117'514.00                            | 9'039.55                               | 56.28                                | 51.95                                 | 2'572.00     |
| 25     | -3    | 120'086.00                            | 9'237.40                               | 57.51                                | 53.09                                 | 2'572.00     |
| 25     | -2    | 122'658.00                            | 9'435.25                               | 58.74                                | 54.23                                 | 2'572.00     |
| 25     | -1    | 125'230.00                            | 9'633.10                               | 59.98                                | 55.36                                 | 2'572.00     |
| 25     | 00    | 127'802.00                            | 9'830.90                               | 61.21                                | 56.50                                 | 2'572.00     |
| 25     | 01    | 130'374.00                            | 10'028.75                              | 62.44                                | 57.64                                 | 2'572.00     |
| 25     | 02    | 132'946.00                            | 10'226.60                              | 63.67                                | 58.77                                 | 2'572.00     |
| 25     | 03    | 135'518.00                            | 10'424.45                              | 64.90                                | 59.91                                 | 2'572.00     |
| 25     | 04    | 138'090.00                            | 10'622.30                              | 66.14                                | 61.05                                 | 2'572.00     |
| 25     | 05    | 140'662.00                            | 10'820.15                              | 67.37                                | 62.18                                 | 2'572.00     |
| 25     | 06    | 143'234.00                            | 11'018.00                              | 68.60                                | 63.32                                 | 2'572.00     |
| 25     | 07    | 145'806.00                            | 11'215.85                              | 69.83                                | 64.46                                 | 2'572.00     |
| 25     | 08    | 148'378.00                            | 11'413.70                              | 71.06                                | 65.60                                 | 2'572.00     |
| 25     | 09    | 150'950.00                            | 11'611.55                              | 72.29                                | 66.73                                 | 2'572.00     |
| 25     | 10    | 153'522.00                            | 11'809.40                              | 73.53                                | 67.87                                 | 2'572.00     |
| 25     | 11    | 156'094.00                            | 12'007.25                              | 74.76                                | 69.01                                 | 2'572.00     |
| 25     | 12    | 158'666.00                            | 12'205.10                              | 75.99                                | 70.14                                 | 2'572.00     |
| 25     | 13    | 161'238.00                            | 12'402.90                              | 77.22                                | 71.28                                 | 2'572.00     |
| 25     | 14    | 163'810.00                            | 12'600.75                              | 78.45                                | 72.42                                 | 2'572.00     |
| 25     | 15    | 166'382.00                            | 12'798.60                              | 79.68                                | 73.56                                 | 2'572.00     |
| 25     | 16    | 168'954.00                            | 12'996.45                              | 80.92                                | 74.69                                 | 2'572.00     |
| 25     | 17    | 171'526.00                            | 13'194.30                              | 82.15                                | 75.83                                 | 2'572.00     |
| 25     | 18    | 174'098.00                            | 13'392.15                              | 83.38                                | 76.97                                 | 2'572.00     |
| 25     | 19    | 176'670.00                            | 13'590.00                              | 84.61                                | 78.10                                 | 2'572.00     |
| 25     | 20    | 179'242.00                            | 13'787.85                              | 85.84                                | 79.24                                 | 2'572.00     |

|    |    |            |           |       |       |          |
|----|----|------------|-----------|-------|-------|----------|
| 26 | -4 | 127'920.00 | 9'840.00  | 61.26 | 56.55 | 2'689.00 |
| 26 | -3 | 130'609.00 | 10'046.85 | 62.55 | 57.74 | 2'689.00 |
| 26 | -2 | 133'298.00 | 10'253.70 | 63.84 | 58.93 | 2'689.00 |
| 26 | -1 | 135'987.00 | 10'460.55 | 65.13 | 60.12 | 2'689.00 |
| 26 | 00 | 138'676.00 | 10'667.40 | 66.42 | 61.31 | 2'689.00 |
| 26 | 01 | 141'365.00 | 10'874.25 | 67.70 | 62.50 | 2'689.00 |
| 26 | 02 | 144'054.00 | 11'081.10 | 68.99 | 63.68 | 2'689.00 |
| 26 | 03 | 146'743.00 | 11'287.90 | 70.28 | 64.87 | 2'689.00 |
| 26 | 04 | 149'432.00 | 11'494.75 | 71.57 | 66.06 | 2'689.00 |
| 26 | 05 | 152'121.00 | 11'701.60 | 72.85 | 67.25 | 2'689.00 |
| 26 | 06 | 154'810.00 | 11'908.45 | 74.14 | 68.44 | 2'689.00 |
| 26 | 07 | 157'499.00 | 12'115.30 | 75.43 | 69.63 | 2'689.00 |
| 26 | 08 | 160'188.00 | 12'322.15 | 76.72 | 70.82 | 2'689.00 |
| 26 | 09 | 162'877.00 | 12'529.00 | 78.01 | 72.01 | 2'689.00 |
| 26 | 10 | 165'566.00 | 12'735.85 | 79.29 | 73.19 | 2'689.00 |
| 26 | 11 | 168'255.00 | 12'942.70 | 80.58 | 74.38 | 2'689.00 |
| 26 | 12 | 170'944.00 | 13'149.55 | 81.87 | 75.57 | 2'689.00 |
| 26 | 13 | 173'633.00 | 13'356.40 | 83.16 | 76.76 | 2'689.00 |
| 26 | 14 | 176'322.00 | 13'563.25 | 84.45 | 77.95 | 2'689.00 |
| 26 | 15 | 179'011.00 | 13'770.10 | 85.73 | 79.14 | 2'689.00 |
| 26 | 16 | 181'700.00 | 13'976.90 | 87.02 | 80.33 | 2'689.00 |
| 26 | 17 | 184'389.00 | 14'183.75 | 88.31 | 81.52 | 2'689.00 |
| 26 | 18 | 187'078.00 | 14'390.60 | 89.60 | 82.70 | 2'689.00 |
| 26 | 19 | 189'767.00 | 14'597.45 | 90.88 | 83.89 | 2'689.00 |
| 26 | 20 | 192'456.00 | 14'804.30 | 92.17 | 85.08 | 2'689.00 |

| Klasse | Stufe | Jahresbetrag<br>mit 13.<br>Monatslohn | Monatsbetrag<br>ohne 13.<br>Monatslohn | Stundenlohn<br>mit 13.<br>Monatslohn | Stundenlohn<br>ohne 13.<br>Monatslohn | Stufenbetrag |
|--------|-------|---------------------------------------|----------------------------------------|--------------------------------------|---------------------------------------|--------------|
| 27     | -4    | 139'352.00                            | 10'719.40                              | 66.74                                | 61.61                                 | 2'804.00     |
| 27     | -3    | 142'156.00                            | 10'935.10                              | 68.08                                | 62.85                                 | 2'804.00     |
| 27     | -2    | 144'960.00                            | 11'150.75                              | 69.43                                | 64.08                                 | 2'804.00     |
| 27     | -1    | 147'764.00                            | 11'366.45                              | 70.77                                | 65.32                                 | 2'804.00     |
| 27     | 00    | 150'568.00                            | 11'582.15                              | 72.11                                | 66.56                                 | 2'804.00     |
| 27     | 01    | 153'372.00                            | 11'797.85                              | 73.45                                | 67.80                                 | 2'804.00     |
| 27     | 02    | 156'176.00                            | 12'013.55                              | 74.80                                | 69.04                                 | 2'804.00     |
| 27     | 03    | 158'980.00                            | 12'229.25                              | 76.14                                | 70.28                                 | 2'804.00     |
| 27     | 04    | 161'784.00                            | 12'444.90                              | 77.48                                | 71.52                                 | 2'804.00     |
| 27     | 05    | 164'588.00                            | 12'660.60                              | 78.83                                | 72.76                                 | 2'804.00     |
| 27     | 06    | 167'392.00                            | 12'876.30                              | 80.17                                | 74.00                                 | 2'804.00     |
| 27     | 07    | 170'196.00                            | 13'092.00                              | 81.51                                | 75.24                                 | 2'804.00     |
| 27     | 08    | 173'000.00                            | 13'307.70                              | 82.85                                | 76.48                                 | 2'804.00     |
| 27     | 09    | 175'804.00                            | 13'523.40                              | 84.20                                | 77.72                                 | 2'804.00     |
| 27     | 10    | 178'608.00                            | 13'739.10                              | 85.54                                | 78.96                                 | 2'804.00     |
| 27     | 11    | 181'412.00                            | 13'954.75                              | 86.88                                | 80.20                                 | 2'804.00     |
| 27     | 12    | 184'216.00                            | 14'170.45                              | 88.23                                | 81.44                                 | 2'804.00     |
| 27     | 13    | 187'020.00                            | 14'386.15                              | 89.57                                | 82.68                                 | 2'804.00     |
| 27     | 14    | 189'824.00                            | 14'601.85                              | 90.91                                | 83.92                                 | 2'804.00     |
| 27     | 15    | 192'628.00                            | 14'817.55                              | 92.25                                | 85.16                                 | 2'804.00     |
| 27     | 16    | 195'432.00                            | 15'033.25                              | 93.60                                | 86.40                                 | 2'804.00     |
| 27     | 17    | 198'236.00                            | 15'248.90                              | 94.94                                | 87.64                                 | 2'804.00     |
| 27     | 18    | 201'040.00                            | 15'464.60                              | 96.28                                | 88.88                                 | 2'804.00     |
| 27     | 19    | 203'844.00                            | 15'680.30                              | 97.63                                | 90.12                                 | 2'804.00     |
| 27     | 20    | 206'648.00                            | 15'896.00                              | 98.97                                | 91.36                                 | 2'804.00     |

|    |    |            |           |        |       |          |
|----|----|------------|-----------|--------|-------|----------|
| 28 | -4 | 151'674.00 | 11'667.25 | 72.64  | 67.05 | 2'909.00 |
| 28 | -3 | 154'583.00 | 11'891.00 | 74.03  | 68.34 | 2'909.00 |
| 28 | -2 | 157'492.00 | 12'114.75 | 75.43  | 69.63 | 2'909.00 |
| 28 | -1 | 160'401.00 | 12'338.55 | 76.82  | 70.91 | 2'909.00 |
| 28 | 00 | 163'310.00 | 12'562.30 | 78.21  | 72.20 | 2'909.00 |
| 28 | 01 | 166'219.00 | 12'786.10 | 79.61  | 73.48 | 2'909.00 |
| 28 | 02 | 169'128.00 | 13'009.85 | 81.00  | 74.77 | 2'909.00 |
| 28 | 03 | 172'037.00 | 13'233.60 | 82.39  | 76.06 | 2'909.00 |
| 28 | 04 | 174'946.00 | 13'457.40 | 83.79  | 77.34 | 2'909.00 |
| 28 | 05 | 177'855.00 | 13'681.15 | 85.18  | 78.63 | 2'909.00 |
| 28 | 06 | 180'764.00 | 13'904.90 | 86.57  | 79.91 | 2'909.00 |
| 28 | 07 | 183'673.00 | 14'128.70 | 87.97  | 81.20 | 2'909.00 |
| 28 | 08 | 186'582.00 | 14'352.45 | 89.36  | 82.49 | 2'909.00 |
| 28 | 09 | 189'491.00 | 14'576.25 | 90.75  | 83.77 | 2'909.00 |
| 28 | 10 | 192'400.00 | 14'800.00 | 92.15  | 85.06 | 2'909.00 |
| 28 | 11 | 195'309.00 | 15'023.75 | 93.54  | 86.34 | 2'909.00 |
| 28 | 12 | 198'218.00 | 15'247.55 | 94.93  | 87.63 | 2'909.00 |
| 28 | 13 | 201'127.00 | 15'471.30 | 96.33  | 88.92 | 2'909.00 |
| 28 | 14 | 204'036.00 | 15'695.10 | 97.72  | 90.20 | 2'909.00 |
| 28 | 15 | 206'945.00 | 15'918.85 | 99.11  | 91.49 | 2'909.00 |
| 28 | 16 | 209'854.00 | 16'142.60 | 100.50 | 92.77 | 2'909.00 |
| 28 | 17 | 212'763.00 | 16'366.40 | 101.90 | 94.06 | 2'909.00 |
| 28 | 18 | 215'672.00 | 16'590.15 | 103.29 | 95.35 | 2'909.00 |
| 28 | 19 | 218'581.00 | 16'813.90 | 104.68 | 96.63 | 2'909.00 |
| 28 | 20 | 221'490.00 | 17'037.70 | 106.08 | 97.92 | 2'909.00 |

| Klasse | Stufe | Jahresbetrag<br>mit 13.<br>Monatslohn | Monatsbetrag<br>ohne 13.<br>Monatslohn | Stundenlohn<br>mit 13.<br>Monatslohn | Stundenlohn<br>ohne 13.<br>Monatslohn | Stufenbetrag |
|--------|-------|---------------------------------------|----------------------------------------|--------------------------------------|---------------------------------------|--------------|
| 29     | -4    | 164'553.00                            | 12'657.90                              | 78.81                                | 72.75                                 | 3'003.00     |
| 29     | -3    | 167'556.00                            | 12'888.90                              | 80.25                                | 74.07                                 | 3'003.00     |
| 29     | -2    | 170'559.00                            | 13'119.90                              | 81.69                                | 75.40                                 | 3'003.00     |
| 29     | -1    | 173'562.00                            | 13'350.90                              | 83.12                                | 76.73                                 | 3'003.00     |
| 29     | 00    | 176'565.00                            | 13'581.90                              | 84.56                                | 78.06                                 | 3'003.00     |
| 29     | 01    | 179'568.00                            | 13'812.90                              | 86.00                                | 79.38                                 | 3'003.00     |
| 29     | 02    | 182'571.00                            | 14'043.90                              | 87.44                                | 80.71                                 | 3'003.00     |
| 29     | 03    | 185'574.00                            | 14'274.90                              | 88.88                                | 82.04                                 | 3'003.00     |
| 29     | 04    | 188'577.00                            | 14'505.90                              | 90.31                                | 83.37                                 | 3'003.00     |
| 29     | 05    | 191'580.00                            | 14'736.90                              | 91.75                                | 84.69                                 | 3'003.00     |
| 29     | 06    | 194'583.00                            | 14'967.90                              | 93.19                                | 86.02                                 | 3'003.00     |
| 29     | 07    | 197'586.00                            | 15'198.90                              | 94.63                                | 87.35                                 | 3'003.00     |
| 29     | 08    | 200'589.00                            | 15'429.90                              | 96.07                                | 88.68                                 | 3'003.00     |
| 29     | 09    | 203'592.00                            | 15'660.90                              | 97.51                                | 90.01                                 | 3'003.00     |
| 29     | 10    | 206'595.00                            | 15'891.90                              | 98.94                                | 91.33                                 | 3'003.00     |
| 29     | 11    | 209'598.00                            | 16'122.90                              | 100.38                               | 92.66                                 | 3'003.00     |
| 29     | 12    | 212'601.00                            | 16'353.90                              | 101.82                               | 93.99                                 | 3'003.00     |
| 29     | 13    | 215'604.00                            | 16'584.90                              | 103.26                               | 95.32                                 | 3'003.00     |
| 29     | 14    | 218'607.00                            | 16'815.90                              | 104.70                               | 96.64                                 | 3'003.00     |
| 29     | 15    | 221'610.00                            | 17'046.90                              | 106.14                               | 97.97                                 | 3'003.00     |
| 29     | 16    | 224'613.00                            | 17'277.90                              | 107.57                               | 99.30                                 | 3'003.00     |
| 29     | 17    | 227'616.00                            | 17'508.90                              | 109.01                               | 100.63                                | 3'003.00     |
| 29     | 18    | 230'619.00                            | 17'739.90                              | 110.45                               | 101.95                                | 3'003.00     |
| 29     | 19    | 233'622.00                            | 17'970.90                              | 111.89                               | 103.28                                | 3'003.00     |
| 29     | 20    | 236'625.00                            | 18'201.90                              | 113.33                               | 104.61                                | 3'003.00     |

### Sozialzulagen

|                                                | pro Monat                                    | pro Jahr                                          |
|------------------------------------------------|----------------------------------------------|---------------------------------------------------|
| - Kinderzulage                                 | Fr. 250.00<br><u>Fr. 29.00</u><br>Fr. 279.00 | Fr. 3'000.00<br><u>Fr. 348.00</u><br>Fr. 3'348.00 |
| - Ausbildungszulage                            | Fr. 310.00                                   | Fr. 3'720.00                                      |
| - ergänzende Familienzulage / Betreuungszulage | Fr. 220.00                                   | Fr. 2'640.00                                      |