

GEHALTSSKALA			2021																		Indexstand 109.6									
KLASSE		N 01	Stufen																											
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20							
Grundgehalt	Jahr	911.40	41'184.00	42'095.40	43'006.80	43'918.20	44'830.20	45'741.60	46'653.00	47'564.40	48'475.80	49'387.20	50'298.60	51'210.00	52'121.40	53'032.80	53'944.20	54'855.60	55'767.00	56'678.40	57'589.80	58'501.20	59'412.60							
	Monat	75.95	3'432.00	3'507.95	3'583.90	3'659.85	3'735.85	3'811.80	3'887.75	3'963.70	4'039.65	4'115.60	4'191.55	4'267.50	4'343.45	4'419.40	4'495.35	4'571.30	4'647.25	4'723.20	4'799.15	4'875.10	4'951.05							
Inklusive 13.	Jahr	987.35	44'616.00	45'603.35	46'590.70	47'578.05	48'566.05	49'553.40	50'540.75	51'528.10	52'515.45	53'502.80	54'490.15	55'477.50	56'464.85	57'452.20	58'439.55	59'426.90	60'414.25	61'401.60	62'388.95	63'376.30	64'363.65							
KLASSE		N 02	Stufen																											
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20							
Grundgehalt	Jahr	964.20	42'039.60	43'003.80	43'968.00	44'931.60	45'895.80	46'860.00	47'824.20	48'787.80	49'752.00	50'716.20	51'680.40	52'644.00	53'608.20	54'572.40	55'536.00	56'500.20	57'464.40	58'428.60	59'392.20	60'356.40	61'320.60							
	Monat	80.35	3'503.30	3'583.65	3'664.00	3'744.30	3'824.65	3'905.00	3'985.35	4'065.65	4'146.00	4'226.35	4'306.70	4'387.00	4'467.35	4'547.70	4'628.00	4'708.35	4'788.70	4'869.05	4'949.35	5'029.70	5'110.05							
Inklusive 13.	Jahr	1'044.55	45'542.90	46'587.45	47'632.00	48'675.90	49'720.45	50'765.00	51'809.55	52'853.45	53'898.00	54'942.55	55'987.10	57'031.00	58'075.55	59'120.10	60'164.00	61'208.55	62'253.10	63'297.65	64'341.55	65'386.10	66'430.65							
KLASSE		N 03	Stufen																											
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20							
Grundgehalt	Jahr	1'019.40	42'999.00	44'018.40	45'037.80	46'057.20	47'076.00	48'095.40	49'114.80	50'134.20	51'153.60	52'172.40	53'191.80	54'211.20	55'230.60	56'250.00	57'268.80	58'288.20	59'307.60	60'327.00	61'346.40	62'365.20	63'384.60							
	Monat	84.95	3'583.25	3'668.20	3'753.15	3'838.10	3'923.00	4'007.95	4'092.90	4'177.85	4'262.80	4'347.70	4'432.65	4'517.60	4'602.55	4'687.50	4'772.40	4'857.35	4'942.30	5'027.25	5'112.20	5'197.10	5'282.05							
Inklusive 13.	Jahr	1'104.35	46'582.25	47'686.60	48'790.95	49'895.30	50'999.00	52'103.35	53'207.70	54'312.05	55'416.40	56'520.10	57'624.45	58'728.80	59'833.15	60'937.50	62'041.20	63'145.55	64'249.90	65'354.25	66'458.60	67'562.30	68'666.65							
KLASSE		N 04	Stufen																											
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20							
Grundgehalt	Jahr	1'073.40	44'068.80	45'142.20	46'215.60	47'288.40	48'361.80	49'435.20	50'508.00	51'581.40	52'654.80	53'727.60	54'801.00	55'874.40	56'947.80	58'020.60	59'094.00	60'167.40	61'240.20	62'313.60	63'387.00	64'459.80	65'533.20							
	Monat	89.45	3'672.40	3'761.85	3'851.30	3'940.70	4'030.15	4'119.60	4'209.00	4'298.45	4'387.90	4'477.30	4'566.75	4'656.20	4'745.65	4'835.05	4'924.50	5'013.95	5'103.35	5'192.80	5'282.25	5'371.65	5'461.10							
Inklusive 13.	Jahr	1'162.85	47'741.20	48'904.05	50'066.90	51'229.10	52'391.95	53'554.80	54'717.00	55'879.85	57'042.70	58'204.90	59'367.75	60'530.60	61'693.45	62'855.65	64'018.50	65'181.35	66'343.55	67'506.40	68'669.25	69'831.45	70'994.30							
KLASSE		N 05	Stufen																											
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20							
Grundgehalt	Jahr	1'129.80	45'249.00	46'378.80	47'508.60	48'637.80	49'767.60	50'897.40	52'027.20	53'157.00	54'286.80	55'416.60	56'546.40	57'676.20	58'806.00	59'935.80	61'065.60	62'195.40	63'325.20	64'454.40	65'584.20	66'714.00	67'843.80							
	Monat	94.15	3'770.75	3'864.90	3'959.05	4'053.15	4'147.30	4'241.45	4'335.60	4'429.75	4'523.90	4'618.05	4'712.20	4'806.35	4'900.50	4'994.65	5'088.80	5'182.95	5'277.10	5'371.20	5'465.35	5'559.50	5'653.65							
Inklusive 13.	Jahr	1'223.95	49'019.75	50'243.70	51'467.65	52'690.95	53'914.90	55'138.85	56'362.80	57'586.75	58'810.70	60'034.65	61'258.60	62'482.55	63'706.50	64'930.45	66'154.40	67'378.35	68'602.30	69'825.60	71'049.55	72'273.50	73'497.45							
KLASSE		N 06	Stufen																											
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20							
Grundgehalt	Jahr	1'180.80	46'553.40	47'734.80	48'915.60	50'096.40	51'277.80	52'458.60	53'640.00	54'820.80	56'001.60	57'183.00	58'363.80	59'545.20	60'726.00	61'907.40	63'088.20	64'269.00	65'450.40	66'631.20	67'812.60	68'993.40	70'174.20							
	Monat	98.40	3'879.45	3'977.90	4'076.30	4'174.70	4'273.15	4'371.55	4'470.00	4'568.40	4'666.80	4'765.25	4'863.65	4'962.10	5'060.50	5'158.95	5'257.35	5'355.75	5'454.20	5'552.60	5'651.05	5'749.45	5'847.85							
Inklusive 13.	Jahr	1'279.20	50'432.85	51'712.70	52'991.90	54'271.10	55'550.95	56'830.15	58'110.00	59'389.20	60'668.40	61'948.25	63'227.45	64'507.30	65'786.50	67'066.35	68'345.55	69'624.75	70'904.60	72'183.80	73'463.65	74'742.85	76'022.05							
KLASSE		N 07	Stufen																											
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20							
Grundgehalt	Jahr	1'236.00	47'957.40	49'194.00	50'430.00	51'666.60	52'902.60	54'138.60	55'375.20	56'611.20	57'847.80	59'083.80	60'320.40	61'556.40	62'793.00	64'029.00	65'265.60	66'501.60	67'738.20	68'974.20	70'210.80	71'446.80	72'683.40							
	Monat	103.00	3'996.45	4'099.50	4'202.50	4'305.55	4'408.55	4'511.55	4'614.60	4'717.60	4'820.65	4'923.65	5'026.70	5'129.70	5'232.75	5'335.75	5'438.80	5'541.80	5'644.85	5'747.85	5'850.90	5'953.90	6'056.95							
Inklusive 13.	Jahr	1'339.00	51'953.85	53'293.50	54'632.50	55'972.15	57'311.15	58'650.15	59'989.80	61'328.80	62'668.45	64'007.45	65'347.10	66'686.10	68'025.75	69'364.75	70'704.40	72'043.40	73'383.05	74'722.05	76'061.70	77'400.70	78'740.35							

GEHALTSSKALA			2021																		Indexstand 109.6									
KLASSE		N 08	Stufen																											
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20							
Grundgehalt	Jahr	1'288.80	49'486.80	50'776.20	52'065.00	53'353.80	54'642.60	55'931.40	57'220.20	58'509.60	59'798.40	61'087.20	62'376.00	63'664.80	64'953.60	66'242.40	67'531.80	68'820.60	70'109.40	71'398.20	72'687.00	73'975.80	75'265.20							
	Monat	107.40	4'123.90	4'231.35	4'338.75	4'446.15	4'553.55	4'660.95	4'768.35	4'875.80	4'983.20	5'090.60	5'198.00	5'305.40	5'412.80	5'520.20	5'627.65	5'735.05	5'842.45	5'949.85	6'057.25	6'164.65	6'272.10							
Inklusive 13.	Jahr	1'396.20	53'610.70	55'007.55	56'403.75	57'799.95	59'196.15	60'592.35	61'988.55	63'385.40	64'781.60	66'177.80	67'574.00	68'970.20	70'366.40	71'762.60	73'159.45	74'555.65	75'951.85	77'348.05	78'744.25	80'140.45	81'537.30							
KLASSE		N 09	Stufen																											
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20							
Grundgehalt	Jahr	1'340.40	51'115.20	52'455.60	53'795.40	55'135.80	56'476.20	57'816.00	59'156.40	60'496.80	61'836.60	63'177.00	64'517.40	65'857.20	67'197.60	68'538.00	69'877.80	71'218.20	72'558.00	73'898.40	75'238.80	76'578.60	77'919.00							
	Monat	111.70	4'259.60	4'371.30	4'482.95	4'594.65	4'706.35	4'818.00	4'929.70	5'041.40	5'153.05	5'264.75	5'376.45	5'488.10	5'599.80	5'711.50	5'823.15	5'934.85	6'046.50	6'158.20	6'269.90	6'381.55	6'493.25							
Inklusive 13.	Jahr	1'452.10	55'374.80	56'826.90	58'278.35	59'730.45	61'182.55	62'634.00	64'086.10	65'538.20	66'989.65	68'441.75	69'893.85	71'345.30	72'797.40	74'249.50	75'700.95	77'153.05	78'604.50	80'056.60	81'508.70	82'960.15	84'412.25							
KLASSE		N 10	Stufen																											
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20							
Grundgehalt	Jahr	1'390.20	52'884.00	54'274.20	55'664.40	57'054.60	58'444.80	59'835.00	61'225.20	62'615.40	64'005.60	65'395.80	66'786.00	68'176.20	69'566.40	70'956.60	72'346.80	73'736.40	75'126.60	76'516.80	77'907.00	79'297.20	80'687.40							
	Monat	115.85	4'407.00	4'522.85	4'638.70	4'754.55	4'870.40	4'986.25	5'102.10	5'217.95	5'333.80	5'449.65	5'565.50	5'681.35	5'797.20	5'913.05	6'028.90	6'144.70	6'260.55	6'376.40	6'492.25	6'608.10	6'723.95							
Inklusive 13.	Jahr	1'506.05	57'291.00	58'797.05	60'303.10	61'809.15	63'315.20	64'821.25	66'327.30	67'833.35	69'339.40	70'845.45	72'351.50	73'857.55	75'363.60	76'869.65	78'375.70	79'881.10	81'387.15	82'893.20	84'399.25	85'905.30	87'411.35							
KLASSE		N 11	Stufen																											
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20							
Grundgehalt	Jahr	1'443.00	54'773.40	56'216.40	57'658.80	59'101.80	60'544.80	61'987.20	63'430.20	64'872.60	66'315.60	67'758.60	69'201.00	70'644.00	72'087.00	73'529.40	74'972.40	76'414.80	77'857.80	79'300.80	80'743.20	82'186.20	83'629.20							
	Monat	120.25	4'564.45	4'684.70	4'804.90	4'925.15	5'045.40	5'165.60	5'285.85	5'406.05	5'526.30	5'646.55	5'766.75	5'887.00	6'007.25	6'127.45	6'247.70	6'367.90	6'488.15	6'608.40	6'728.60	6'848.85	6'969.10							
Inklusive 13.	Jahr	1'563.25	59'337.85	60'901.10	62'463.70	64'026.95	65'590.20	67'152.80	68'716.05	70'278.65	71'841.90	73'405.15	74'967.75	76'531.00	78'094.25	79'656.85	81'220.10	82'782.70	84'345.95	85'909.20	87'471.80	89'035.05	90'598.30							
KLASSE		N 12	Stufen																											
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20							
Grundgehalt	Jahr	1'498.20	56'777.40	58'275.00	59'773.20	61'271.40	62'769.00	64'267.20	65'765.40	67'263.00	68'761.20	70'259.40	71'757.60	73'255.20	74'753.40	76'251.60	77'749.20	79'247.40	80'745.60	82'243.20	83'741.40	85'239.60	86'737.20							
	Monat	124.85	4'731.45	4'856.25	4'981.10	5'105.95	5'230.75	5'355.60	5'480.45	5'605.25	5'730.10	5'854.95	5'979.80	6'104.60	6'229.45	6'354.30	6'479.10	6'603.95	6'728.80	6'853.60	6'978.45	7'103.30	7'228.10							
Inklusive 13.	Jahr	1'623.05	61'508.85	63'131.25	64'754.30	66'377.35	67'999.75	69'622.80	71'245.85	72'868.25	74'491.30	76'114.35	77'737.40	79'359.80	80'982.85	82'605.90	84'228.30	85'851.35	87'474.40	89'096.80	90'719.85	92'342.90	93'965.30							
KLASSE		N 13	Stufen																											
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20							
Grundgehalt	Jahr	1'553.40	58'845.60	60'398.40	61'951.80	63'505.20	65'058.60	66'611.40	68'164.80	69'718.20	71'271.60	72'824.40	74'377.80	75'931.20	77'484.60	79'037.40	80'590.80	82'144.20	83'697.60	85'250.40	86'803.80	88'357.20	89'910.60							
	Monat	129.45	4'903.80	5'033.20	5'162.65	5'292.10	5'421.55	5'550.95	5'680.40	5'809.85	5'939.30	6'068.70	6'198.15	6'327.60	6'457.05	6'586.45	6'715.90	6'845.35	6'974.80	7'104.20	7'233.65	7'363.10	7'492.55							
Inklusive 13.	Jahr	1'682.85	63'749.40	65'431.60	67'114.45	68'797.30	70'480.15	72'162.35	73'845.20	75'528.05	77'210.90	78'893.10	80'575.95	82'258.80	83'941.65	85'623.85	87'306.70	88'989.55	90'672.40	92'354.60	94'037.45	95'720.30	97'403.15							
KLASSE		N 14	Stufen																											
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20							
Grundgehalt	Jahr	1'604.40	61'077.60	62'682.60	64'287.00	65'891.40	67'495.80	69'100.80	70'705.20	72'309.60	73'914.00	75'519.00	77'123.40	78'727.80	80'332.20	81'937.20	83'541.60	85'146.00	86'750.40	88'355.40	89'959.80	91'564.20	93'168.60							
	Monat	133.70	5'089.80	5'223.55	5'357.25	5'490.95	5'624.65	5'758.40	5'892.10	6'025.80	6'159.50	6'293.25	6'426.95	6'560.65	6'694.35	6'828.10	6'961.80	7'095.50	7'229.20	7'362.95	7'496.65	7'630.35	7'764.05							
Inklusive 13.	Jahr	1'738.10	66'167.40	67'906.15	69'644.25	71'382.35	73'120.45	74'859.20	76'597.30	78'335.40	80'073.50	81'812.25	83'550.35	85'288.45	87'026.55	88'765.30	90'503.40	92'241.50	93'979.60	95'718.35	97'456.45	99'194.55	100'932.65							

GEHALTSSKALA			2021																		Indexstand 109.6		
KLASSE		N 15	Stufen																				
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Grundgehalt	Jahr	1'654.80	63'432.00	65'086.80	66'741.00	68'395.80	70'050.00	71'704.80	73'359.00	75'013.80	76'668.00	78'322.80	79'977.60	81'631.80	83'286.60	84'940.80	86'595.60	88'249.80	89'904.60	91'558.80	93'213.60	94'867.80	96'522.60
	Monat	137.90	5'286.00	5'423.90	5'561.75	5'699.65	5'837.50	5'975.40	6'113.25	6'251.15	6'389.00	6'526.90	6'664.80	6'802.65	6'940.55	7'078.40	7'216.30	7'354.15	7'492.05	7'629.90	7'767.80	7'905.65	8'043.55
Inklusive 13.	Jahr	1'792.70	68'718.00	70'510.70	72'302.75	74'095.45	75'887.50	77'680.20	79'472.25	81'264.95	83'057.00	84'849.70	86'642.40	88'434.45	90'227.15	92'019.20	93'811.90	95'603.95	97'396.65	99'188.70	100'981.40	102'773.45	104'566.15

KLASSE		N 16	Stufen																				
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Grundgehalt	Jahr	1'705.80	65'917.80	67'623.60	69'329.40	71'035.20	72'741.00	74'446.80	76'152.60	77'858.40	79'564.20	81'270.00	82'975.80	84'681.60	86'387.40	88'093.20	89'799.00	91'504.80	93'210.60	94'916.40	96'622.20	98'328.00	100'034.40
	Monat	142.15	5'493.15	5'635.30	5'777.45	5'919.60	6'061.75	6'203.90	6'346.05	6'488.20	6'630.35	6'772.50	6'914.65	7'056.80	7'198.95	7'341.10	7'483.25	7'625.40	7'767.55	7'909.70	8'051.85	8'194.00	8'336.20
Inklusive 13.	Jahr	1'847.95	71'410.95	73'258.90	75'106.85	76'954.80	78'802.75	80'650.70	82'498.65	84'346.60	86'194.55	88'042.50	89'890.45	91'738.40	93'586.35	95'434.30	97'282.25	99'130.20	100'978.15	102'826.10	104'674.05	106'522.00	108'370.60

KLASSE		N 17	Stufen																				
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Grundgehalt	Jahr	1'754.40	68'528.40	70'282.80	72'037.20	73'792.20	75'546.60	77'301.00	79'055.40	80'809.80	82'564.20	84'318.60	86'073.00	87'828.00	89'582.40	91'336.80	93'091.20	94'845.60	96'600.00	98'354.40	100'108.80	101'863.80	103'618.20
	Monat	146.20	5'710.70	5'856.90	6'003.10	6'149.35	6'295.55	6'441.75	6'587.95	6'734.15	6'880.35	7'026.55	7'172.75	7'319.00	7'465.20	7'611.40	7'757.60	7'903.80	8'050.00	8'196.20	8'342.40	8'488.65	8'634.85
Inklusive 13.	Jahr	1'900.60	74'239.10	76'139.70	78'040.30	79'941.55	81'842.15	83'742.75	85'643.35	87'543.95	89'444.55	91'345.15	93'245.75	95'147.00	97'047.60	98'948.20	100'848.80	102'749.40	104'650.00	106'550.60	108'451.20	110'352.45	112'253.05

KLASSE		N 18	Stufen																				
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Grundgehalt	Jahr	1'804.20	71'266.80	73'071.00	74'875.80	76'680.00	78'484.80	80'289.00	82'093.20	83'898.00	85'702.20	87'507.00	89'311.20	91'116.00	92'920.20	94'724.40	96'529.20	98'333.40	100'138.20	101'942.40	103'747.20	105'551.40	107'355.60
	Monat	150.35	5'938.90	6'089.25	6'239.65	6'390.00	6'540.40	6'690.75	6'841.10	6'991.50	7'141.85	7'292.25	7'442.60	7'593.00	7'743.35	7'893.70	8'044.10	8'194.45	8'344.85	8'495.20	8'645.60	8'795.95	8'946.30
Inklusive 13.	Jahr	1'954.55	77'205.70	79'160.25	81'115.45	83'070.00	85'025.20	86'979.75	88'934.30	90'889.50	92'844.05	94'799.25	96'753.80	98'709.00	100'663.55	102'618.10	104'573.30	106'527.85	108'483.05	110'437.60	112'392.80	114'347.35	116'301.90

KLASSE		N 19	Stufen																				
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Grundgehalt	Jahr	1'858.20	74'093.40	75'951.60	77'809.80	79'668.00	81'526.80	83'385.00	85'243.20	87'102.00	88'960.20	90'818.40	92'676.60	94'535.40	96'393.60	98'251.80	100'110.60	101'968.80	103'827.00	105'685.80	107'544.00	109'402.20	111'260.40
	Monat	154.85	6'174.45	6'329.30	6'484.15	6'639.00	6'793.90	6'948.75	7'103.60	7'258.50	7'413.35	7'568.20	7'723.05	7'877.95	8'032.80	8'187.65	8'342.55	8'497.40	8'652.25	8'807.15	8'962.00	9'116.85	9'271.70
Inklusive 13.	Jahr	2'013.05	80'267.85	82'280.90	84'293.95	86'307.00	88'320.70	90'333.75	92'346.80	94'360.50	96'373.55	98'386.60	100'399.65	102'413.35	104'426.40	106'439.45	108'453.15	110'466.20	112'479.25	114'492.95	116'506.00	118'519.05	120'532.10

KLASSE		N 20	Stufen																				
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Grundgehalt	Jahr	1'912.20	77'078.40	78'991.20	80'903.40	82'815.60	84'727.80	86'640.00	88'552.20	90'465.00	92'377.20	94'289.40	96'201.60	98'113.80	100'026.00	101'938.80	103'851.00	105'763.20	107'675.40	109'587.60	111'499.80	113'412.60	115'324.80
	Monat	159.35	6'423.20	6'582.60	6'741.95	6'901.30	7'060.65	7'220.00	7'379.35	7'538.75	7'698.10	7'857.45	8'016.80	8'176.15	8'335.50	8'494.90	8'654.25	8'813.60	8'972.95	9'132.30	9'291.65	9'451.05	9'610.40
Inklusive 13.	Jahr	2'071.55	83'501.60	85'573.80	87'645.35	89'716.90	91'788.45	93'860.00	95'931.55	98'003.75	100'075.30	102'146.85	104'218.40	106'289.95	108'361.50	110'433.70	112'505.25	114'576.80	116'648.35	118'719.90	120'791.45	122'863.65	124'935.20

KLASSE		N 21	Stufen																				
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Grundgehalt	Jahr	1'968.60	80'179.20	82'147.80	84'117.00	86'085.60	88'054.80	90'023.40	91'992.60	93'961.20	95'929.80	97'899.00	99'867.60	101'836.80	103'805.40	105'774.60	107'743.20	109'711.80	111'681.00	113'649.60	115'618.80	117'587.40	119'556.00
	Monat	164.05	6'681.60	6'845.65	7'009.75	7'173.80	7'337.90	7'501.95	7'666.05	7'830.10	7'994.15	8'158.25	8'322.30	8'486.40	8'650.45	8'814.55	8'978.60	9'142.65	9'306.75	9'470.80	9'634.90	9'798.95	9'963.00
Inklusive 13.	Jahr	2'132.65	86'860.80	88'993.45	91'126.75	93'259.40	95'392.70	97'525.35	99'658.65	101'791.30	103'923.95	106'057.25	108'189.90	110'323.20	112'455.85	114'589.15	116'721.80	118'854.45	120'987.75	123'120.40	125'253.70	127'386.35	129'519.00

GEHALTSSKALA			2021																			Indexstand 109.6	
KLASSE		N 22	Stufen																				
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Grundgehalt	Jahr	2'028.00	83'411.40	85'439.40	87'467.40	89'495.40	91'523.40	93'551.40	95'579.40	97'607.40	99'635.40	101'663.40	103'691.40	105'720.00	107'748.00	109'776.00	111'804.00	113'832.00	115'860.00	117'888.00	119'916.00	121'944.00	123'972.00
	Monat	169.00	6'950.95	7'119.95	7'288.95	7'457.95	7'626.95	7'795.95	7'964.95	8'133.95	8'302.95	8'471.95	8'640.95	8'810.00	8'979.00	9'148.00	9'317.00	9'486.00	9'655.00	9'824.00	9'993.00	10'162.00	10'331.00
Inklusive 13.	Jahr	2'197.00	90'362.35	92'559.35	94'756.35	96'953.35	99'150.35	101'347.35	103'544.35	105'741.35	107'938.35	110'135.35	112'332.35	114'530.00	116'727.00	118'924.00	121'121.00	123'318.00	125'515.00	127'712.00	129'909.00	132'106.00	134'303.00

KLASSE		N 23	Stufen																				
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Grundgehalt	Jahr	2'087.40	86'790.60	88'878.00	90'965.40	93'052.20	95'139.60	97'227.00	99'313.80	101'401.20	103'488.60	105'576.00	107'662.80	109'750.20	111'837.60	113'924.40	116'011.80	118'099.20	120'186.00	122'273.40	124'360.80	126'448.20	128'535.00
	Monat	173.95	7'232.55	7'406.50	7'580.45	7'754.35	7'928.30	8'102.25	8'276.15	8'450.10	8'624.05	8'798.00	8'971.90	9'145.85	9'319.80	9'493.70	9'667.65	9'841.60	10'015.50	10'189.45	10'363.40	10'537.35	10'711.25
Inklusive 13.	Jahr	2'261.35	94'023.15	96'284.50	98'545.85	100'806.55	103'067.90	105'329.25	107'589.95	109'851.30	112'112.65	114'374.00	116'634.70	118'896.05	121'157.40	123'418.10	125'679.45	127'940.80	130'201.50	132'462.85	134'724.20	136'985.55	139'246.25

KLASSE		N 24	Stufen																				
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Grundgehalt	Jahr	2'145.00	90'286.80	92'431.80	94'576.80	96'721.80	98'866.80	101'011.80	103'156.80	105'302.40	107'447.40	109'592.40	111'737.40	113'882.40	116'027.40	118'172.40	120'318.00	122'463.00	124'608.00	126'753.00	128'898.00	131'043.00	133'188.60
	Monat	178.75	7'523.90	7'702.65	7'881.40	8'060.15	8'238.90	8'417.65	8'596.40	8'775.20	8'953.95	9'132.70	9'311.45	9'490.20	9'668.95	9'847.70	10'026.50	10'205.25	10'384.00	10'562.75	10'741.50	10'920.25	11'099.05
Inklusive 13.	Jahr	2'323.75	97'810.70	100'134.45	102'458.20	104'781.95	107'105.70	109'429.45	111'753.20	114'077.60	116'401.35	118'725.10	121'048.85	123'372.60	125'696.35	128'020.10	130'344.50	132'668.25	134'992.00	137'315.75	139'639.50	141'963.25	144'287.65

KLASSE		N 25	Stufen																				
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Grundgehalt	Jahr	2'205.60	93'918.00	96'123.60	98'329.20	100'534.80	102'740.40	104'946.00	107'151.60	109'357.20	111'562.20	113'767.80	115'973.40	118'179.00	120'384.60	122'590.20	124'795.80	127'001.40	129'207.00	131'412.60	133'618.20	135'823.80	138'029.40
	Monat	183.80	7'826.50	8'010.30	8'194.10	8'377.90	8'561.70	8'745.50	8'929.30	9'113.10	9'296.85	9'480.65	9'664.45	9'848.25	10'032.05	10'215.85	10'399.65	10'583.45	10'767.25	10'951.05	11'134.85	11'318.65	11'502.45
Inklusive 13.	Jahr	2'389.40	101'744.50	104'133.90	106'523.30	108'912.70	111'302.10	113'691.50	116'080.90	118'470.30	120'859.05	123'248.45	125'637.85	128'027.25	130'416.65	132'806.05	135'195.45	137'584.85	139'974.25	142'363.65	144'753.05	147'142.45	149'531.85

KLASSE		N 26	Stufen																				
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Grundgehalt	Jahr	2'267.40	97'694.40	99'961.80	102'229.20	104'496.60	106'764.00	109'031.40	111'298.80	113'566.20	115'833.60	118'101.00	120'368.40	122'635.80	124'903.20	127'170.60	129'438.00	131'705.40	133'972.80	136'240.20	138'507.60	140'775.00	143'042.40
	Monat	188.95	8'141.20	8'330.15	8'519.10	8'708.05	8'897.00	9'085.95	9'274.90	9'463.85	9'652.80	9'841.75	10'030.70	10'219.65	10'408.60	10'597.55	10'786.50	10'975.45	11'164.40	11'353.35	11'542.30	11'731.25	11'920.20
Inklusive 13.	Jahr	2'456.35	105'835.60	108'291.95	110'748.30	113'204.65	115'661.00	118'117.35	120'573.70	123'030.05	125'486.40	127'942.75	130'399.10	132'855.45	135'311.80	137'768.15	140'224.50	142'680.85	145'137.20	147'593.55	150'049.90	152'506.25	154'962.60

KLASSE		N 27	Stufen																				
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Grundgehalt	Jahr	2'328.00	101'611.80	103'939.80	106'267.80	108'595.20	110'923.20	113'251.20	115'579.20	117'907.20	120'235.20	122'562.60	124'890.60	127'218.60	129'546.60	131'874.60	134'202.60	136'530.00	138'858.00	141'186.00	143'514.00	145'842.00	148'170.00
	Monat	194.00	8'467.65	8'661.65	8'855.65	9'049.60	9'243.60	9'437.60	9'631.60	9'825.60	10'019.60	10'213.55	10'407.55	10'601.55	10'795.55	10'989.55	11'183.55	11'377.50	11'571.50	11'765.50	11'959.50	12'153.50	12'347.50
Inklusive 13.	Jahr	2'522.00	110'079.45	112'601.45	115'123.45	117'644.80	120'166.80	122'688.80	125'210.80	127'732.80	130'254.80	132'776.15	135'298.15	137'820.15	140'342.15	142'864.15	145'386.15	147'907.50	150'429.50	152'951.50	155'473.50	157'995.50	160'517.50

KLASSE		N 28	Stufen																				
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Grundgehalt	Jahr	2'391.00	105'669.00	108'060.00	110'451.00	112'842.00	115'233.00	117'624.00	120'015.00	122'406.00	124'797.00	127'188.60	129'579.60	131'970.60	134'361.60	136'752.60	139'143.60	141'534.60	143'925.60	146'316.60	148'707.60	151'098.60	153'489.60
	Monat	199.25	8'805.75	9'005.00	9'204.25	9'403.50	9'602.75	9'802.00	10'001.25	10'200.55	10'399.80	10'599.05	10'798.30	10'997.55	11'196.80	11'396.05	11'595.30	11'794.55	11'993.80	12'193.05	12'392.30	12'591.55	12'790.80
Inklusive 13.	Jahr	2'590.25	114'474.75	117'065.00	119'655.25	122'245.50	124'835.75	127'426.00	130'016.25	132'607.15	135'197.40	137'787.65	140'377.90	142'968.15	145'558.40	148'148.65	150'738.90	153'329.15	155'919.40	158'509.65	161'099.90	163'690.15	166'280.40

GEHALTSSKALA			2021																			Indexstand 109.6	
KLASSE		N 29	Stufen																				
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Grundgehalt	Jahr	2'457.00	109'803.60	112'260.00	114'717.00	117'174.00	119'630.40	122'087.40	124'544.40	127'000.80	129'457.80	131'914.80	134'371.20	136'828.20	139'285.20	141'741.60	144'198.60	146'655.60	149'112.00	151'569.00	154'026.00	156'482.40	158'939.40
	Monat	204.75	9'150.30	9'355.00	9'559.75	9'764.50	9'969.20	10'173.95	10'378.70	10'583.40	10'788.15	10'992.90	11'197.60	11'402.35	11'607.10	11'811.80	12'016.55	12'221.30	12'426.00	12'630.75	12'835.50	13'040.20	13'244.95
Inklusive 13.	Jahr	2'661.75	118'953.90	121'615.00	124'276.75	126'938.50	129'599.60	132'261.35	134'923.10	137'584.20	140'245.95	142'907.70	145'568.80	148'230.55	150'892.30	153'553.40	156'215.15	158'876.90	161'538.00	164'199.75	166'861.50	169'522.60	172'184.35
KLASSE		N 30	Stufen																				
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Grundgehalt	Jahr	2'523.60	114'111.60	116'635.20	119'158.80	121'683.00	124'206.60	126'730.80	129'254.40	131'778.60	134'302.20	136'826.40	139'350.00	141'874.20	144'397.80	146'921.40	149'445.60	151'969.20	154'493.40	157'017.00	159'541.20	162'064.80	164'589.00
	Monat	210.30	9'509.30	9'719.60	9'929.90	10'140.25	10'350.55	10'560.90	10'771.20	10'981.55	11'191.85	11'402.20	11'612.50	11'822.85	12'033.15	12'243.45	12'453.80	12'664.10	12'874.45	13'084.75	13'295.10	13'505.40	13'715.75
Inklusive 13.	Jahr	2'733.90	123'620.90	126'354.80	129'088.70	131'823.25	134'557.15	137'291.70	140'025.60	142'760.15	145'494.05	148'228.60	150'962.50	153'697.05	156'430.95	159'164.85	161'899.40	164'633.30	167'367.85	170'101.75	172'836.30	175'570.20	178'304.75
KLASSE		N 31	Stufen																				
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Grundgehalt	Jahr	2'589.60	118'565.40	121'155.00	123'744.60	126'334.20	128'923.80	131'513.40	134'103.00	136'692.60	139'282.20	141'871.80	144'461.40	147'051.00	149'640.60	152'230.20	154'819.80	157'410.00	159'999.60	162'589.20	165'178.80	167'768.40	170'358.00
	Monat	215.80	9'880.45	10'096.25	10'312.05	10'527.85	10'743.65	10'959.45	11'175.25	11'391.05	11'606.85	11'822.65	12'038.45	12'254.25	12'470.05	12'685.85	12'901.65	13'117.50	13'333.30	13'549.10	13'764.90	13'980.70	14'196.50
Inklusive 13.	Jahr	2'805.40	128'445.85	131'251.25	134'056.65	136'862.05	139'667.45	142'472.85	145'278.25	148'083.65	150'889.05	153'694.45	156'499.85	159'305.25	162'110.65	164'916.05	167'721.45	170'527.50	173'332.90	176'138.30	178'943.70	181'749.10	184'554.50
KLASSE		N 32	Stufen																				
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Grundgehalt	Jahr	2'652.60	123'175.20	125'827.80	128'480.40	131'133.60	133'786.20	136'438.80	139'091.40	141'744.60	144'397.20	147'049.80	149'702.40	152'355.60	155'008.20	157'660.80	160'313.40	162'966.60	165'619.20	168'271.80	170'925.00	173'577.60	176'230.20
	Monat	221.05	10'264.60	10'485.65	10'706.70	10'927.80	11'148.85	11'369.90	11'590.95	11'812.05	12'033.10	12'254.15	12'475.20	12'696.30	12'917.35	13'138.40	13'359.45	13'580.55	13'801.60	14'022.65	14'243.75	14'464.80	14'685.85
Inklusive 13.	Jahr	2'873.65	133'439.80	136'313.45	139'187.10	142'061.40	144'935.05	147'808.70	150'682.35	153'556.65	156'430.30	159'303.95	162'177.60	165'051.90	167'925.55	170'799.20	173'672.85	176'547.15	179'420.80	182'294.45	185'168.75	188'042.40	190'916.05
KLASSE		N 33	Stufen																				
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Grundgehalt	Jahr	2'719.80	127'933.20	130'653.00	133'373.40	136'093.20	138'813.00	141'532.80	144'252.60	146'972.40	149'692.20	152'412.00	155'131.80	157'851.60	160'571.40	163'291.20	166'011.00	168'730.80	171'450.60	174'170.40	176'890.20	179'610.00	182'330.40
	Monat	226.65	10'661.10	10'887.75	11'114.45	11'341.10	11'567.75	11'794.40	12'021.05	12'247.70	12'474.35	12'701.00	12'927.65	13'154.30	13'380.95	13'607.60	13'834.25	14'060.90	14'287.55	14'514.20	14'740.85	14'967.50	15'194.20
Inklusive 13.	Jahr	2'946.45	138'594.30	141'540.75	144'487.85	147'434.30	150'380.75	153'327.20	156'273.65	159'220.10	162'166.55	165'113.00	168'059.45	171'005.90	173'952.35	176'898.80	179'845.25	182'791.70	185'738.15	188'684.60	191'631.05	194'577.50	197'524.60
KLASSE		N 34	Stufen																				
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Grundgehalt	Jahr	2'790.60	132'825.60	135'616.20	138'406.80	141'198.00	143'988.60	146'779.80	149'570.40	152'361.60	155'152.20	157'942.80	160'734.00	163'524.60	166'315.80	169'106.40	171'897.00	174'688.20	177'478.80	180'270.00	183'060.60	185'851.80	188'642.40
	Monat	232.55	11'068.80	11'301.35	11'533.90	11'766.50	11'999.05	12'231.65	12'464.20	12'696.80	12'929.35	13'161.90	13'394.50	13'627.05	13'859.65	14'092.20	14'324.75	14'557.35	14'789.90	15'022.50	15'255.05	15'487.65	15'720.20
Inklusive 13.	Jahr	3'023.15	143'894.40	146'917.55	149'940.70	152'964.50	155'987.65	159'011.45	162'034.60	165'058.40	168'081.55	171'104.70	174'128.50	177'151.65	180'175.45	183'198.60	186'221.75	189'245.55	192'268.70	195'292.50	198'315.65	201'339.45	204'362.60
KLASSE		N 35	Stufen																				
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Grundgehalt	Jahr	2'859.00	137'856.00	140'715.00	143'574.60	146'433.60	149'293.20	152'152.20	155'011.20	157'870.80	160'729.80	163'589.40	166'448.40	169'307.40	172'167.00	175'026.00	177'885.60	180'744.60	183'603.60	186'463.20	189'322.20	192'181.80	195'040.80
	Monat	238.25	11'488.00	11'726.25	11'964.55	12'202.80	12'441.10	12'679.35	12'917.60	13'155.90	13'394.15	13'632.45	13'870.70	14'108.95	14'347.25	14'585.50	14'823.80	15'062.05	15'300.30	15'538.60	15'776.85	16'015.15	16'253.40
Inklusive 13.	Jahr	3'097.25	149'344.00	152'441.25	155'539.15	158'636.40	161'734.30	164'831.55	167'928.80	171'026.70	174'123.95	177'221.85	180'319.10	183'416.35	186'514.25	189'611.50	192'709.40	195'806.65	198'903.90	202'001.80	205'099.05	208'196.95	211'294.20

GEHALTSSKALA			2021																			Indexstand 109.6	
KLASSE		N 36	Stufen																				
Titel		Gehalts- stufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Grundgehalt	Jahr	2'934.00	142'992.00	145'926.00	148'860.00	151'794.60	154'728.60	157'662.60	160'597.20	163'531.20	166'465.80	169'399.80	172'333.80	175'268.40	178'202.40	181'136.40	184'071.00	187'005.00	189'939.00	192'873.60	195'807.60	198'741.60	201'676.20
	Monat	244.50	11'916.00	12'160.50	12'405.00	12'649.55	12'894.05	13'138.55	13'383.10	13'627.60	13'872.15	14'116.65	14'361.15	14'605.70	14'850.20	15'094.70	15'339.25	15'583.75	15'828.25	16'072.80	16'317.30	16'561.80	16'806.35
Inklusive 13.	Jahr	3'178.50	154'908.00	158'086.50	161'265.00	164'444.15	167'622.65	170'801.15	173'980.30	177'158.80	180'337.95	183'516.45	186'694.95	189'874.10	193'052.60	196'231.10	199'410.25	202'588.75	205'767.25	208'946.40	212'124.90	215'303.40	218'482.55

SONDERGEHALTSSKALA 2021 Indexstand 109.6

KLASSE		H 01	Stufen																				
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Grundgehalt	Jahr	3'005.40	148'308.60	151'314.00	154'318.80	157'324.20	160'329.60	163'334.40	166'339.80	169'345.20	172'350.60	175'355.40	178'360.80	181'366.20	184'371.60	187'376.40	190'381.80	193'387.20	196'392.00	199'397.40	202'402.80	205'408.20	208'413.00
	Monat	250.45	12'359.05	12'609.50	12'859.90	13'110.35	13'360.80	13'611.20	13'861.65	14'112.10	14'362.55	14'612.95	14'863.40	15'113.85	15'364.30	15'614.70	15'865.15	16'115.60	16'366.00	16'616.45	16'866.90	17'117.35	17'367.75
Inklusive 13.	Jahr	3'255.85	160'667.65	163'923.50	167'178.70	170'434.55	173'690.40	176'945.60	180'201.45	183'457.30	186'713.15	189'968.35	193'224.20	196'480.05	199'735.90	202'991.10	206'246.95	209'502.80	212'758.00	216'013.85	219'269.70	222'525.55	225'780.75

KLASSE		H 02	Stufen																				
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Grundgehalt	Jahr	3'081.60	153'798.60	156'880.20	159'961.80	163'043.40	166'125.00	169'206.60	172'288.20	175'369.20	178'450.80	181'532.40	184'614.00	187'695.60	190'777.20	193'858.80	196'939.80	200'021.40	203'103.00	206'184.60	209'266.20	212'347.80	215'429.40
	Monat	256.80	12'816.55	13'073.35	13'330.15	13'586.95	13'843.75	14'100.55	14'357.35	14'614.10	14'870.90	15'127.70	15'384.50	15'641.30	15'898.10	16'154.90	16'411.65	16'668.45	16'925.25	17'182.05	17'438.85	17'695.65	17'952.45
Inklusive 13.	Jahr	3'338.40	166'615.15	169'953.55	173'291.95	176'630.35	179'968.75	183'307.15	186'645.55	189'983.30	193'321.70	196'660.10	199'998.50	203'336.90	206'675.30	210'013.70	213'351.45	216'689.85	220'028.25	223'366.65	226'705.05	230'043.45	233'381.85

KLASSE		H 03	Stufen																				
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Grundgehalt	Jahr	3'152.40	159'421.20	162'573.60	165'726.60	168'879.00	172'031.40	175'183.80	178'336.80	181'489.20	184'641.60	187'794.00	190'946.40	194'099.40	197'251.80	200'404.20	203'556.60	206'709.60	209'862.00	213'014.40	216'166.80	219'319.20	222'472.20
	Monat	262.70	13'285.10	13'547.80	13'810.55	14'073.25	14'335.95	14'598.65	14'861.40	15'124.10	15'386.80	15'649.50	15'912.20	16'174.95	16'437.65	16'700.35	16'963.05	17'225.80	17'488.50	17'751.20	18'013.90	18'276.60	18'539.35
Inklusive 13.	Jahr	3'415.10	172'706.30	176'121.40	179'537.15	182'952.25	186'367.35	189'782.45	193'198.20	196'613.30	200'028.40	203'443.50	206'858.60	210'274.35	213'689.45	217'104.55	220'519.65	223'935.40	227'350.50	230'765.60	234'180.70	237'595.80	241'011.55

KLASSE		H 04	Stufen																				
Titel		Gehaltsstufe	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Grundgehalt	Jahr	3'228.60	165'192.60	168'421.20	171'649.80	174'879.00	178'107.60	181'336.20	184'565.40	187'794.00	191'023.20	194'251.80	197'480.40	200'709.60	203'938.20	207'166.80	210'396.00	213'624.60	216'853.20	220'082.40	223'311.00	226'540.20	229'768.80
	Monat	269.05	13'766.05	14'035.10	14'304.15	14'573.25	14'842.30	15'111.35	15'380.45	15'649.50	15'918.60	16'187.65	16'456.70	16'725.80	16'994.85	17'263.90	17'533.00	17'802.05	18'071.10	18'340.20	18'609.25	18'878.35	19'147.40
Inklusive 13.	Jahr	3'497.65	178'958.65	182'456.30	185'953.95	189'452.25	192'949.90	196'447.55	199'945.85	203'443.50	206'941.80	210'439.45	213'937.10	217'435.40	220'933.05	224'430.70	227'929.00	231'426.65	234'924.30	238'422.60	241'920.25	245'418.55	248'916.20

STUNDENLÖHNE		2021		ADMINISTRATION				
Indexstand		109.6						
SL	=	Stundenlohn ohne 13. Monatslohn, Ferien, dienstfreie Tage --->					Berechnungsformel:	
FZ 10.64%	=	Ferienzuschlag bis 49 Jahre					Grundgehalt	
FZ 12.07%	=	Ferienzuschlag von 50 bis 57 Jahre					Std./Monat x 12 Monate	
FZ 13.04%	=	Ferienzuschlag ab 58 Jahre						
DT 4.00 %	=	dienstfreie Tage für das administrative Personal						
Klasse	Stufe	Grundgehalt	SL	Ferien 10.64%	Ferien 12.07%	Ferien 13.04%	DT 4%	13. Gehalt 8.33%
01	00	41'184.00	18.90	2.00	2.25	2.45	0.75	1.55
	01	42'095.40	19.30	2.05	2.30	2.50	0.75	1.60
	02	43'006.80	19.70	2.05	2.35	2.55	0.75	1.60
	03	43'918.20	20.15	2.10	2.40	2.60	0.80	1.65
	04	44'830.20	20.55	2.15	2.45	2.65	0.80	1.70
	05	45'741.60	20.95	2.20	2.50	2.70	0.80	1.70
	06	46'653.00	21.40	2.25	2.55	2.75	0.85	1.75
	07	47'564.40	21.80	2.30	2.60	2.80	0.85	1.80
	08	48'475.80	22.20	2.35	2.65	2.85	0.85	1.80
	09	49'387.20	22.65	2.40	2.70	2.95	0.90	1.85
	10	50'298.60	23.05	2.45	2.75	3.00	0.90	1.90
	11	51'210.00	23.45	2.45	2.80	3.05	0.90	1.95
	12	52'121.40	23.90	2.50	2.85	3.10	0.95	1.95
	13	53'032.80	24.30	2.55	2.90	3.15	0.95	2.00
	14	53'944.20	24.70	2.60	2.95	3.20	0.95	2.05
	15	54'855.60	25.15	2.65	3.00	3.25	1.00	2.05
	16	55'767.00	25.55	2.70	3.05	3.30	1.00	2.10
	17	56'678.40	26.00	2.75	3.10	3.35	1.00	2.15
	18	57'589.80	26.40	2.80	3.15	3.40	1.05	2.15
	19	58'501.20	26.80	2.85	3.20	3.45	1.05	2.20
20	59'412.60	27.25	2.85	3.25	3.55	1.05	2.25	
02	00	42'039.60	19.25	2.00	2.30	2.50	0.75	1.60
	01	43'003.80	19.70	2.05	2.35	2.55	0.75	1.60
	02	43'968.00	20.15	2.10	2.40	2.60	0.80	1.65
	03	44'931.60	20.60	2.15	2.45	2.65	0.80	1.70
	04	45'895.80	21.05	2.20	2.50	2.70	0.80	1.75
	05	46'860.00	21.50	2.25	2.55	2.80	0.85	1.75
	06	47'824.20	21.90	2.30	2.60	2.85	0.85	1.80
	07	48'787.80	22.35	2.35	2.65	2.90	0.85	1.85
	08	49'752.00	22.80	2.40	2.75	2.95	0.90	1.85
	09	50'716.20	23.25	2.45	2.80	3.00	0.90	1.90
	10	51'680.40	23.70	2.50	2.85	3.05	0.90	1.95
	11	52'644.00	24.15	2.55	2.90	3.10	0.95	2.00
	12	53'608.20	24.55	2.60	2.95	3.20	0.95	2.00
	13	54'572.40	25.00	2.65	3.00	3.25	1.00	2.05
	14	55'536.00	25.45	2.70	3.05	3.30	1.00	2.10
	15	56'500.20	25.90	2.75	3.10	3.35	1.00	2.15
	16	57'464.40	26.35	2.80	3.15	3.40	1.05	2.15
	17	58'428.60	26.80	2.85	3.20	3.45	1.05	2.20
	18	59'392.20	27.20	2.85	3.25	3.50	1.05	2.25
	19	60'356.40	27.65	2.90	3.30	3.60	1.10	2.30
20	61'320.60	28.10	2.95	3.35	3.65	1.10	2.30	

STUNDENLÖHNE		2021		ADMINISTRATION				
Indexstand		109.6						
SL	=	Stundenlohn ohne 13. Monatslohn, Ferien, dienstfreie Tage --->					Berechnungsformel:	
FZ 10.64%	=	Ferienzuschlag bis 49 Jahre					Grundgehalt	
FZ 12.07%	=	Ferienzuschlag von 50 bis 57 Jahre					Std./Monat x 12 Monate	
FZ 13.04%	=	Ferienzuschlag ab 58 Jahre						
DT 4.00 %	=	dienstfreie Tage für das administrative Personal						
Klasse	Stufe	Grundgehalt	SL	Ferien 10.64%	Ferien 12.07%	Ferien 13.04%	DT 4%	13. Gehalt 8.33%
03	00	42'999.00	19.70	2.05	2.35	2.55	0.75	1.60
	01	44'018.40	20.20	2.10	2.40	2.60	0.80	1.65
	02	45'037.80	20.65	2.15	2.45	2.65	0.80	1.70
	03	46'057.20	21.10	2.20	2.50	2.75	0.80	1.75
	04	47'076.00	21.60	2.25	2.60	2.80	0.85	1.75
	05	48'095.40	22.05	2.30	2.65	2.85	0.85	1.80
	06	49'114.80	22.50	2.35	2.70	2.90	0.90	1.85
	07	50'134.20	23.00	2.40	2.75	2.95	0.90	1.90
	08	51'153.60	23.45	2.45	2.80	3.05	0.90	1.95
	09	52'172.40	23.90	2.50	2.85	3.10	0.95	1.95
	10	53'191.80	24.40	2.55	2.90	3.15	0.95	2.00
	11	54'211.20	24.85	2.60	2.95	3.20	0.95	2.05
	12	55'230.60	25.30	2.65	3.05	3.25	1.00	2.10
	13	56'250.00	25.80	2.70	3.10	3.35	1.00	2.10
	14	57'268.80	26.25	2.75	3.15	3.40	1.05	2.15
	15	58'288.20	26.70	2.80	3.20	3.45	1.05	2.20
	16	59'307.60	27.20	2.85	3.25	3.50	1.05	2.25
	17	60'327.00	27.65	2.90	3.30	3.60	1.10	2.30
	18	61'346.40	28.10	2.95	3.35	3.65	1.10	2.30
	19	62'365.20	28.60	3.00	3.45	3.70	1.10	2.35
20	63'384.60	29.05	3.05	3.50	3.75	1.15	2.40	
04	00	44'068.80	20.20	2.10	2.40	2.60	0.80	1.65
	01	45'142.20	20.70	2.20	2.45	2.65	0.80	1.70
	02	46'215.60	21.20	2.25	2.55	2.75	0.80	1.75
	03	47'288.40	21.70	2.30	2.60	2.80	0.85	1.80
	04	48'361.80	22.15	2.35	2.65	2.85	0.85	1.80
	05	49'435.20	22.65	2.40	2.70	2.95	0.90	1.85
	06	50'508.00	23.15	2.45	2.75	3.00	0.90	1.90
	07	51'581.40	23.65	2.50	2.85	3.05	0.90	1.95
	08	52'654.80	24.15	2.55	2.90	3.10	0.95	2.00
	09	53'727.60	24.65	2.60	2.95	3.20	0.95	2.05
	10	54'801.00	25.10	2.65	3.00	3.25	1.00	2.05
	11	55'874.40	25.60	2.70	3.05	3.30	1.00	2.10
	12	56'947.80	26.10	2.75	3.15	3.40	1.00	2.15
	13	58'020.60	26.60	2.80	3.20	3.45	1.05	2.20
	14	59'094.00	27.10	2.85	3.25	3.50	1.05	2.25
	15	60'167.40	27.55	2.90	3.30	3.55	1.10	2.25
	16	61'240.20	28.05	2.95	3.35	3.65	1.10	2.30
	17	62'313.60	28.55	3.00	3.40	3.70	1.10	2.35
	18	63'387.00	29.05	3.05	3.50	3.75	1.15	2.40
	19	64'459.80	29.55	3.10	3.55	3.85	1.15	2.45
20	65'533.20	30.05	3.15	3.60	3.90	1.20	2.50	

STUNDENLÖHNE		2021		ADMINISTRATION				
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FZ 10.64%	=	Ferienzuschlag bis 49 Jahre					Grundgehalt	
FZ 12.07%	=	Ferienzuschlag von 50 bis 57 Jahre					Std./Monat x 12 Monate	
FZ 13.04%	=	Ferienzuschlag ab 58 Jahre						
DT 4.00 %	=	dienstfreie Tage für das administrative Personal						
Klasse	Stufe	Grundgehalt	SL	Ferien 10.64%	Ferien 12.07%	Ferien 13.04%	DT 4%	13. Gehalt 8.33%
05	00	45'249.00	20.75	2.20	2.50	2.70	0.80	1.70
	01	46'378.80	21.25	2.25	2.55	2.75	0.85	1.75
	02	47'508.60	21.80	2.30	2.60	2.80	0.85	1.80
	03	48'637.80	22.30	2.35	2.65	2.90	0.85	1.85
	04	49'767.60	22.80	2.40	2.75	2.95	0.90	1.85
	05	50'897.40	23.35	2.45	2.80	3.00	0.90	1.90
	06	52'027.20	23.85	2.50	2.85	3.10	0.95	1.95
	07	53'157.00	24.35	2.55	2.90	3.15	0.95	2.00
	08	54'286.80	24.90	2.60	3.00	3.20	0.95	2.05
	09	55'416.60	25.40	2.70	3.05	3.30	1.00	2.10
	10	56'546.40	25.90	2.75	3.10	3.35	1.00	2.15
	11	57'676.20	26.45	2.80	3.15	3.40	1.05	2.20
	12	58'806.00	26.95	2.85	3.25	3.50	1.05	2.20
	13	59'935.80	27.45	2.90	3.30	3.55	1.05	2.25
	14	61'065.60	28.00	2.95	3.35	3.65	1.10	2.30
	15	62'195.40	28.50	3.00	3.40	3.70	1.10	2.35
	16	63'325.20	29.00	3.05	3.50	3.75	1.15	2.40
	17	64'454.40	29.55	3.10	3.55	3.85	1.15	2.45
	18	65'584.20	30.05	3.15	3.60	3.90	1.20	2.50
	19	66'714.00	30.55	3.25	3.65	3.95	1.20	2.50
20	67'843.80	31.10	3.30	3.75	4.05	1.20	2.55	
06	00	46'553.40	21.35	2.25	2.55	2.75	0.85	1.75
	01	47'734.80	21.90	2.30	2.60	2.85	0.85	1.80
	02	48'915.60	22.40	2.35	2.70	2.90	0.85	1.85
	03	50'096.40	22.95	2.40	2.75	2.95	0.90	1.90
	04	51'277.80	23.50	2.50	2.80	3.05	0.90	1.95
	05	52'458.60	24.05	2.55	2.90	3.10	0.95	2.00
	06	53'640.00	24.60	2.60	2.95	3.20	0.95	2.00
	07	54'820.80	25.15	2.65	3.00	3.25	1.00	2.05
	08	56'001.60	25.65	2.70	3.05	3.30	1.00	2.10
	09	57'183.00	26.20	2.75	3.15	3.40	1.00	2.15
	10	58'363.80	26.75	2.80	3.20	3.45	1.05	2.20
	11	59'545.20	27.30	2.90	3.25	3.55	1.05	2.25
	12	60'726.00	27.85	2.95	3.35	3.60	1.10	2.30
	13	61'907.40	28.35	3.00	3.40	3.65	1.10	2.35
	14	63'088.20	28.90	3.05	3.45	3.75	1.15	2.40
	15	64'269.00	29.45	3.10	3.55	3.80	1.15	2.45
	16	65'450.40	30.00	3.15	3.60	3.90	1.20	2.45
	17	66'631.20	30.55	3.25	3.65	3.95	1.20	2.50
	18	67'812.60	31.05	3.30	3.70	4.00	1.20	2.55
	19	68'993.40	31.60	3.35	3.80	4.10	1.25	2.60
20	70'174.20	32.15	3.40	3.85	4.15	1.25	2.65	

STUNDENLÖHNE		2021		ADMINISTRATION				
Indexstand		109.6						
SL	=	Stundenlohn ohne 13. Monatslohn, Ferien, dienstfreie Tage --->					Berechnungsformel:	
FZ 10.64%	=	Ferienzuschlag bis 49 Jahre					Grundgehalt	
FZ 12.07%	=	Ferienzuschlag von 50 bis 57 Jahre					Std./Monat x 12 Monate	
FZ 13.04%	=	Ferienzuschlag ab 58 Jahre						
DT 4.00 %	=	dienstfreie Tage für das administrative Personal						
Klasse	Stufe	Grundgehalt	SL	Ferien 10.64%	Ferien 12.07%	Ferien 13.04%	DT 4%	13. Gehalt 8.33%
07	00	47'957.40	22.00	2.30	2.65	2.85	0.85	1.80
	01	49'194.00	22.55	2.35	2.70	2.90	0.90	1.85
	02	50'430.00	23.10	2.45	2.75	3.00	0.90	1.90
	03	51'666.60	23.70	2.50	2.85	3.05	0.90	1.95
	04	52'902.60	24.25	2.55	2.90	3.15	0.95	2.00
	05	54'138.60	24.80	2.60	2.95	3.20	0.95	2.05
	06	55'375.20	25.40	2.70	3.05	3.30	1.00	2.10
	07	56'611.20	25.95	2.75	3.10	3.35	1.00	2.15
	08	57'847.80	26.50	2.80	3.15	3.45	1.05	2.20
	09	59'083.80	27.10	2.85	3.25	3.50	1.05	2.25
	10	60'320.40	27.65	2.90	3.30	3.60	1.10	2.30
	11	61'556.40	28.20	3.00	3.40	3.65	1.10	2.30
	12	62'793.00	28.80	3.05	3.45	3.75	1.15	2.35
	13	64'029.00	29.35	3.10	3.50	3.80	1.15	2.40
	14	65'265.60	29.90	3.15	3.60	3.85	1.15	2.45
	15	66'501.60	30.45	3.20	3.65	3.95	1.20	2.50
	16	67'738.20	31.05	3.30	3.70	4.00	1.20	2.55
	17	68'974.20	31.60	3.35	3.80	4.10	1.25	2.60
	18	70'210.80	32.15	3.40	3.85	4.15	1.25	2.65
	19	71'446.80	32.75	3.45	3.95	4.25	1.30	2.70
20	72'683.40	33.30	3.50	4.00	4.30	1.30	2.75	
08	00	49'486.80	22.70	2.40	2.70	2.95	0.90	1.85
	01	50'776.20	23.25	2.45	2.80	3.00	0.90	1.90
	02	52'065.00	23.85	2.50	2.85	3.10	0.95	1.95
	03	53'353.80	24.45	2.60	2.95	3.15	0.95	2.00
	04	54'642.60	25.05	2.65	3.00	3.25	1.00	2.05
	05	55'931.40	25.65	2.70	3.05	3.30	1.00	2.10
	06	57'220.20	26.20	2.75	3.15	3.40	1.00	2.15
	07	58'509.60	26.80	2.85	3.20	3.45	1.05	2.20
	08	59'798.40	27.40	2.90	3.30	3.55	1.05	2.25
	09	61'087.20	28.00	2.95	3.35	3.65	1.10	2.30
	10	62'376.00	28.60	3.00	3.45	3.70	1.10	2.35
	11	63'664.80	29.20	3.10	3.50	3.80	1.15	2.40
	12	64'953.60	29.75	3.15	3.55	3.85	1.15	2.45
	13	66'242.40	30.35	3.20	3.65	3.95	1.20	2.50
	14	67'531.80	30.95	3.25	3.70	4.00	1.20	2.55
	15	68'820.60	31.55	3.35	3.80	4.10	1.25	2.60
	16	70'109.40	32.15	3.40	3.85	4.15	1.25	2.65
	17	71'398.20	32.70	3.45	3.90	4.25	1.30	2.70
	18	72'687.00	33.30	3.50	4.00	4.30	1.30	2.75
	19	73'975.80	33.90	3.60	4.05	4.40	1.35	2.80
20	75'265.20	34.50	3.65	4.15	4.45	1.35	2.85	

STUNDENLÖHNE		2021		ADMINISTRATION					
Indexstand		109.6							
SL	=	Stundenlohn ohne 13. Monatslohn, Ferien, dienstfreie Tage --->					Berechnungsformel:		
FZ 10.64%	=	Ferienzuschlag bis 49 Jahre					Grundgehalt		
FZ 12.07%	=	Ferienzuschlag von 50 bis 57 Jahre					Std./Monat x 12 Monate		
FZ 13.04%	=	Ferienzuschlag ab 58 Jahre							
DT 4.00 %	=	dienstfreie Tage für das administrative Personal							
Klasse	Stufe	Grundgehalt	SL	Ferien 10.64%	Ferien 12.07%	Ferien 13.04%	DT 4%	13. Gehalt 8.33%	
09	00	51'115.20	23.45	2.45	2.80	3.05	0.90	1.95	
	01	52'455.60	24.05	2.55	2.90	3.10	0.95	2.00	
	02	53'795.40	24.65	2.60	2.95	3.20	0.95	2.05	
	03	55'135.80	25.25	2.65	3.00	3.25	1.00	2.10	
	04	56'476.20	25.90	2.75	3.10	3.35	1.00	2.15	
	05	57'816.00	26.50	2.80	3.15	3.45	1.05	2.20	
	06	59'156.40	27.10	2.85	3.25	3.50	1.05	2.25	
	07	60'496.80	27.70	2.90	3.30	3.60	1.10	2.30	
	08	61'836.60	28.35	3.00	3.40	3.65	1.10	2.35	
	09	63'177.00	28.95	3.05	3.45	3.75	1.15	2.40	
	10	64'517.40	29.55	3.10	3.55	3.85	1.15	2.45	
	11	65'857.20	30.20	3.20	3.60	3.90	1.20	2.50	
	12	67'197.60	30.80	3.25	3.70	4.00	1.20	2.55	
	13	68'538.00	31.40	3.30	3.75	4.05	1.25	2.60	
	14	69'877.80	32.00	3.40	3.85	4.15	1.25	2.65	
	15	71'218.20	32.65	3.45	3.90	4.25	1.30	2.70	
	16	72'558.00	33.25	3.50	4.00	4.30	1.30	2.75	
	17	73'898.40	33.85	3.60	4.05	4.40	1.35	2.80	
	18	75'238.80	34.45	3.65	4.15	4.45	1.35	2.85	
	19	76'578.60	35.10	3.70	4.20	4.55	1.40	2.90	
20	77'919.00	35.70	3.75	4.30	4.65	1.40	2.95		
10	00	52'884.00	24.25	2.55	2.90	3.15	0.95	2.00	
	01	54'274.20	24.90	2.60	3.00	3.20	0.95	2.05	
	02	55'664.40	25.50	2.70	3.05	3.30	1.00	2.10	
	03	57'054.60	26.15	2.75	3.15	3.40	1.00	2.15	
	04	58'444.80	26.80	2.85	3.20	3.45	1.05	2.20	
	05	59'835.00	27.40	2.90	3.30	3.55	1.05	2.25	
	06	61'225.20	28.05	2.95	3.35	3.65	1.10	2.30	
	07	62'615.40	28.70	3.05	3.45	3.70	1.10	2.35	
	08	64'005.60	29.35	3.10	3.50	3.80	1.15	2.40	
	09	65'395.80	29.95	3.15	3.60	3.90	1.15	2.45	
	10	66'786.00	30.60	3.25	3.65	3.95	1.20	2.50	
	11	68'176.20	31.25	3.30	3.75	4.05	1.25	2.60	
	12	69'566.40	31.90	3.35	3.85	4.15	1.25	2.65	
	13	70'956.60	32.50	3.45	3.90	4.20	1.30	2.70	
	14	72'346.80	33.15	3.50	4.00	4.30	1.30	2.75	
	15	73'736.40	33.80	3.55	4.05	4.40	1.35	2.80	
	16	75'126.60	34.40	3.65	4.15	4.45	1.35	2.85	
	17	76'516.80	35.05	3.70	4.20	4.55	1.40	2.90	
	18	77'907.00	35.70	3.75	4.30	4.65	1.40	2.95	
	19	79'297.20	36.35	3.85	4.35	4.70	1.45	3.00	
20	80'687.40	36.95	3.90	4.45	4.80	1.45	3.05		

STUNDENLÖHNE		2021		ADMINISTRATION					
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FZ	10.64%	=	Ferienzuschlag bis 49 Jahre			Grundgehalt			
FZ	12.07%	=	Ferienzuschlag von 50 bis 57 Jahre			Std./Monat x 12 Monate			
FZ	13.04%	=	Ferienzuschlag ab 58 Jahre						
DT	4.00 %	=	dienstfreie Tage für das administrative Personal						
Klasse	Stufe	Grundgehalt	SL	Ferien 10.64%	Ferien 12.07%	Ferien 13.04%	DT 4%	13. Gehalt 8.33%	
11	00	54'773.40	25.10	2.65	3.00	3.25	1.00	2.05	
	01	56'216.40	25.75	2.70	3.10	3.35	1.00	2.10	
	02	57'658.80	26.45	2.80	3.15	3.40	1.05	2.20	
	03	59'101.80	27.10	2.85	3.25	3.50	1.05	2.25	
	04	60'544.80	27.75	2.95	3.30	3.60	1.10	2.30	
	05	61'987.20	28.40	3.00	3.40	3.70	1.10	2.35	
	06	63'430.20	29.05	3.05	3.50	3.75	1.15	2.40	
	07	64'872.60	29.75	3.15	3.55	3.85	1.15	2.45	
	08	66'315.60	30.40	3.20	3.65	3.95	1.20	2.50	
	09	67'758.60	31.05	3.30	3.70	4.00	1.20	2.55	
	10	69'201.00	31.70	3.35	3.80	4.10	1.25	2.60	
	11	70'644.00	32.35	3.40	3.90	4.20	1.25	2.65	
	12	72'087.00	33.05	3.50	3.95	4.30	1.30	2.75	
	13	73'529.40	33.70	3.55	4.05	4.35	1.30	2.80	
	14	74'972.40	34.35	3.65	4.10	4.45	1.35	2.85	
	15	76'414.80	35.00	3.70	4.20	4.55	1.40	2.90	
	16	77'857.80	35.65	3.75	4.30	4.60	1.40	2.95	
	17	79'300.80	36.35	3.85	4.35	4.70	1.45	3.00	
	18	80'743.20	37.00	3.90	4.45	4.80	1.45	3.05	
	19	82'186.20	37.65	4.00	4.50	4.90	1.50	3.10	
20	83'629.20	38.30	4.05	4.60	4.95	1.50	3.15		
12	00	56'777.40	26.00	2.75	3.10	3.35	1.00	2.15	
	01	58'275.00	26.70	2.80	3.20	3.45	1.05	2.20	
	02	59'773.20	27.40	2.90	3.30	3.55	1.05	2.25	
	03	61'271.40	28.10	2.95	3.35	3.65	1.10	2.30	
	04	62'769.00	28.75	3.05	3.45	3.70	1.15	2.35	
	05	64'267.20	29.45	3.10	3.55	3.80	1.15	2.45	
	06	65'765.40	30.15	3.20	3.60	3.90	1.20	2.50	
	07	67'263.00	30.80	3.25	3.70	4.00	1.20	2.55	
	08	68'761.20	31.50	3.35	3.80	4.10	1.25	2.60	
	09	70'259.40	32.20	3.40	3.85	4.15	1.25	2.65	
	10	71'757.60	32.90	3.50	3.95	4.25	1.30	2.70	
	11	73'255.20	33.55	3.55	4.00	4.35	1.30	2.75	
	12	74'753.40	34.25	3.60	4.10	4.45	1.35	2.85	
	13	76'251.60	34.95	3.70	4.20	4.55	1.35	2.90	
	14	77'749.20	35.60	3.75	4.25	4.60	1.40	2.95	
	15	79'247.40	36.30	3.85	4.35	4.70	1.45	3.00	
	16	80'745.60	37.00	3.90	4.45	4.80	1.45	3.05	
	17	82'243.20	37.70	4.00	4.55	4.90	1.50	3.10	
	18	83'741.40	38.35	4.05	4.60	5.00	1.50	3.15	
	19	85'239.60	39.05	4.15	4.70	5.05	1.55	3.25	
20	86'737.20	39.75	4.20	4.75	5.15	1.55	3.30		

STUNDENLÖHNE		2021		ADMINISTRATION				
Indexstand		109.6						
SL	=	Stundenlohn ohne 13. Monatslohn, Ferien, dienstfreie Tage --->			Berechnungsformel:			
FZ 10.64%	=	Ferienzuschlag bis 49 Jahre			Grundgehalt			
FZ 12.07%	=	Ferienzuschlag von 50 bis 57 Jahre			Std./Monat x 12 Monate			
FZ 13.04%	=	Ferienzuschlag ab 58 Jahre						
DT 4.00 %	=	dienstfreie Tage für das administrative Personal						
Klasse	Stufe	Grundgehalt	SL	Ferien 10.64%	Ferien 12.07%	Ferien 13.04%	DT 4%	13. Gehalt 8.33%
13	00	58'845.60	26.95	2.85	3.25	3.50	1.05	2.20
	01	60'398.40	27.70	2.90	3.30	3.60	1.10	2.30
	02	61'951.80	28.40	3.00	3.40	3.70	1.10	2.35
	03	63'505.20	29.10	3.05	3.50	3.75	1.15	2.40
	04	65'058.60	29.80	3.15	3.55	3.85	1.15	2.45
	05	66'611.40	30.50	3.20	3.65	3.95	1.20	2.50
	06	68'164.80	31.25	3.30	3.75	4.05	1.25	2.60
	07	69'718.20	31.95	3.35	3.85	4.15	1.25	2.65
	08	71'271.60	32.65	3.45	3.90	4.25	1.30	2.70
	09	72'824.40	33.35	3.50	4.00	4.30	1.30	2.75
	10	74'377.80	34.10	3.60	4.10	4.40	1.35	2.80
	11	75'931.20	34.80	3.70	4.20	4.50	1.35	2.85
	12	77'484.60	35.50	3.75	4.25	4.60	1.40	2.95
	13	79'037.40	36.20	3.85	4.35	4.70	1.40	3.00
	14	80'590.80	36.95	3.90	4.45	4.80	1.45	3.05
	15	82'144.20	37.65	4.00	4.50	4.90	1.50	3.10
	16	83'697.60	38.35	4.05	4.60	5.00	1.50	3.15
	17	85'250.40	39.05	4.15	4.70	5.05	1.55	3.25
	18	86'803.80	39.75	4.20	4.75	5.15	1.55	3.30
	19	88'357.20	40.50	4.30	4.85	5.25	1.60	3.35
20	89'910.60	41.20	4.35	4.95	5.35	1.60	3.40	
14	00	61'077.60	28.00	2.95	3.35	3.65	1.10	2.30
	01	62'682.60	28.75	3.05	3.45	3.70	1.15	2.35
	02	64'287.00	29.45	3.10	3.55	3.80	1.15	2.45
	03	65'891.40	30.20	3.20	3.60	3.90	1.20	2.50
	04	67'495.80	30.95	3.25	3.70	4.00	1.20	2.55
	05	69'100.80	31.65	3.35	3.80	4.10	1.25	2.60
	06	70'705.20	32.40	3.40	3.90	4.20	1.25	2.65
	07	72'309.60	33.15	3.50	4.00	4.30	1.30	2.75
	08	73'914.00	33.85	3.60	4.05	4.40	1.35	2.80
	09	75'519.00	34.60	3.65	4.15	4.50	1.35	2.85
	10	77'123.40	35.35	3.75	4.25	4.60	1.40	2.90
	11	78'727.80	36.05	3.80	4.35	4.70	1.40	3.00
	12	80'332.20	36.80	3.90	4.40	4.75	1.45	3.05
	13	81'937.20	37.55	3.95	4.50	4.85	1.50	3.10
	14	83'541.60	38.30	4.05	4.60	4.95	1.50	3.15
	15	85'146.00	39.00	4.10	4.70	5.05	1.55	3.20
	16	86'750.40	39.75	4.20	4.75	5.15	1.55	3.30
	17	88'355.40	40.50	4.30	4.85	5.25	1.60	3.35
	18	89'959.80	41.20	4.35	4.95	5.35	1.60	3.40
	19	91'564.20	41.95	4.45	5.05	5.45	1.65	3.45
20	93'168.60	42.70	4.50	5.15	5.55	1.70	3.55	

STUNDENLÖHNE		2021		ADMINISTRATION						
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FZ	10.64%	=	Ferienzuschlag bis 49 Jahre					Grundgehalt		
FZ	12.07%	=	Ferienzuschlag von 50 bis 57 Jahre					Std./Monat x 12 Monate		
FZ	13.04%	=	Ferienzuschlag ab 58 Jahre							
DT	4.00 %	=	dienstfreie Tage für das administrative Personal							
Klasse	Stufe	Grundgehalt	SL	Ferien 10.64%	Ferien 12.07%	Ferien 13.04%	DT 4%	13. Gehalt 8.33%		
15	00	63'432.00	29.05	3.05	3.50	3.75	1.15	2.40		
	01	65'086.80	29.85	3.15	3.60	3.85	1.15	2.45		
	02	66'741.00	30.60	3.25	3.65	3.95	1.20	2.50		
	03	68'395.80	31.35	3.30	3.75	4.05	1.25	2.60		
	04	70'050.00	32.10	3.40	3.85	4.15	1.25	2.65		
	05	71'704.80	32.85	3.45	3.95	4.25	1.30	2.70		
	06	73'359.00	33.60	3.55	4.05	4.35	1.30	2.75		
	07	75'013.80	34.35	3.65	4.10	4.45	1.35	2.85		
	08	76'668.00	35.15	3.70	4.20	4.55	1.40	2.90		
	09	78'322.80	35.90	3.80	4.30	4.65	1.40	2.95		
	10	79'977.60	36.65	3.85	4.40	4.75	1.45	3.05		
	11	81'631.80	37.40	3.95	4.50	4.85	1.45	3.10		
	12	83'286.60	38.15	4.05	4.60	4.95	1.50	3.15		
	13	84'940.80	38.90	4.10	4.65	5.05	1.55	3.20		
	14	86'595.60	39.65	4.20	4.75	5.15	1.55	3.30		
	15	88'249.80	40.45	4.30	4.85	5.25	1.60	3.35		
	16	89'904.60	41.20	4.35	4.95	5.35	1.60	3.40		
	17	91'558.80	41.95	4.45	5.05	5.45	1.65	3.45		
	18	93'213.60	42.70	4.50	5.15	5.55	1.70	3.55		
	19	94'867.80	43.45	4.60	5.20	5.65	1.70	3.60		
20	96'522.60	44.20	4.70	5.30	5.75	1.75	3.65			
16	00	65'917.80	30.20	3.20	3.60	3.90	1.20	2.50		
	01	67'623.60	31.00	3.25	3.70	4.00	1.20	2.55		
	02	69'329.40	31.75	3.35	3.80	4.10	1.25	2.60		
	03	71'035.20	32.55	3.45	3.90	4.20	1.30	2.70		
	04	72'741.00	33.35	3.50	4.00	4.30	1.30	2.75		
	05	74'446.80	34.10	3.60	4.10	4.40	1.35	2.80		
	06	76'152.60	34.90	3.70	4.20	4.55	1.35	2.90		
	07	77'858.40	35.65	3.75	4.30	4.60	1.40	2.95		
	08	79'564.20	36.45	3.85	4.35	4.75	1.45	3.00		
	09	81'270.00	37.25	3.95	4.45	4.85	1.45	3.10		
	10	82'975.80	38.00	4.00	4.55	4.95	1.50	3.15		
	11	84'681.60	38.80	4.10	4.65	5.05	1.55	3.20		
	12	86'387.40	39.60	4.20	4.75	5.15	1.55	3.25		
	13	88'093.20	40.35	4.25	4.85	5.25	1.60	3.35		
	14	89'799.00	41.15	4.35	4.95	5.35	1.60	3.40		
	15	91'504.80	41.90	4.45	5.05	5.45	1.65	3.45		
	16	93'210.60	42.70	4.50	5.15	5.55	1.70	3.55		
	17	94'916.40	43.50	4.60	5.25	5.65	1.70	3.60		
	18	96'622.20	44.25	4.70	5.30	5.75	1.75	3.65		
	19	98'328.00	45.05	4.75	5.40	5.85	1.80	3.75		
20	100'034.40	45.85	4.85	5.50	5.95	1.80	3.80			

STUNDENLÖHNE		2021		ADMINISTRATION					
Indexstand		109.6							
SL	=	Stundenlohn ohne 13. Monatslohn, Ferien, dienstfreie Tage --->					Berechnungsformel:		
FZ 10.64%	=	Ferienzuschlag bis 49 Jahre					Grundgehalt		
FZ 12.07%	=	Ferienzuschlag von 50 bis 57 Jahre					Std./Monat x 12 Monate		
FZ 13.04%	=	Ferienzuschlag ab 58 Jahre							
DT 4.00 %	=	dienstfreie Tage für das administrative Personal							
Klasse	Stufe	Grundgehalt	SL	Ferien 10.64%	Ferien 12.07%	Ferien 13.04%	DT 4%	13. Gehalt 8.33%	
17	00	68'528.40	31.40	3.30	3.75	4.05	1.25	2.60	
	01	70'282.80	32.20	3.40	3.85	4.15	1.25	2.65	
	02	72'037.20	33.00	3.50	3.95	4.30	1.30	2.70	
	03	73'792.20	33.80	3.55	4.05	4.40	1.35	2.80	
	04	75'546.60	34.60	3.65	4.15	4.50	1.35	2.85	
	05	77'301.00	35.40	3.75	4.25	4.60	1.40	2.90	
	06	79'055.40	36.20	3.85	4.35	4.70	1.40	3.00	
	07	80'809.80	37.05	3.90	4.45	4.80	1.45	3.05	
	08	82'564.20	37.85	4.00	4.55	4.90	1.50	3.15	
	09	84'318.60	38.65	4.10	4.65	5.00	1.50	3.20	
	10	86'073.00	39.45	4.15	4.75	5.10	1.55	3.25	
	11	87'828.00	40.25	4.25	4.85	5.20	1.60	3.35	
	12	89'582.40	41.05	4.35	4.95	5.35	1.60	3.40	
	13	91'336.80	41.85	4.45	5.05	5.45	1.65	3.45	
	14	93'091.20	42.65	4.50	5.10	5.55	1.70	3.55	
	15	94'845.60	43.45	4.60	5.20	5.65	1.70	3.60	
	16	96'600.00	44.25	4.70	5.30	5.75	1.75	3.65	
	17	98'354.40	45.05	4.75	5.40	5.85	1.80	3.75	
	18	100'108.80	45.85	4.85	5.50	5.95	1.80	3.80	
	19	101'863.80	46.65	4.95	5.60	6.05	1.85	3.85	
20	103'618.20	47.45	5.00	5.70	6.15	1.85	3.95		
18	00	71'266.80	32.65	3.45	3.90	4.25	1.30	2.70	
	01	73'071.00	33.50	3.55	4.00	4.35	1.30	2.75	
	02	74'875.80	34.30	3.60	4.10	4.45	1.35	2.85	
	03	76'680.00	35.15	3.70	4.20	4.55	1.40	2.90	
	04	78'484.80	35.95	3.80	4.30	4.65	1.40	2.95	
	05	80'289.00	36.80	3.90	4.40	4.75	1.45	3.05	
	06	82'093.20	37.60	4.00	4.50	4.90	1.50	3.10	
	07	83'898.00	38.45	4.05	4.60	5.00	1.50	3.20	
	08	85'702.20	39.25	4.15	4.70	5.10	1.55	3.25	
	09	87'507.00	40.10	4.25	4.80	5.20	1.60	3.30	
	10	89'311.20	40.90	4.35	4.90	5.30	1.60	3.40	
	11	91'116.00	41.75	4.40	5.00	5.40	1.65	3.45	
	12	92'920.20	42.55	4.50	5.10	5.50	1.70	3.50	
	13	94'724.40	43.40	4.60	5.20	5.65	1.70	3.60	
	14	96'529.20	44.20	4.70	5.30	5.75	1.75	3.65	
	15	98'333.40	45.05	4.75	5.40	5.85	1.80	3.75	
	16	100'138.20	45.90	4.85	5.50	5.95	1.80	3.80	
	17	101'942.40	46.70	4.95	5.60	6.05	1.85	3.85	
	18	103'747.20	47.55	5.05	5.70	6.20	1.90	3.95	
	19	105'551.40	48.35	5.10	5.80	6.30	1.90	4.00	
20	107'355.60	49.20	5.20	5.90	6.40	1.95	4.05		

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Indexstand		109.6							
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FZ 10.64%	=	Ferienzuschlag bis 49 Jahre					Grundgehalt		
FZ 12.07%	=	Ferienzuschlag von 50 bis 57 Jahre					Std./Monat x 12 Monate		
FZ 13.04%	=	Ferienzuschlag ab 58 Jahre							
DT 4.00 %	=	dienstfreie Tage für das administrative Personal							
Klasse	Stufe	Grundgehalt	SL	Ferien 10.64%	Ferien 12.07%	Ferien 13.04%	DT 4%	13. Gehalt 8.33%	
19	00	74'093.40	33.95	3.60	4.05	4.40	1.35	2.80	
	01	75'951.60	34.80	3.70	4.20	4.50	1.35	2.85	
	02	77'809.80	35.65	3.75	4.30	4.60	1.40	2.95	
	03	79'668.00	36.50	3.85	4.40	4.75	1.45	3.00	
	04	81'526.80	37.35	3.95	4.50	4.85	1.45	3.10	
	05	83'385.00	38.20	4.05	4.60	4.95	1.50	3.15	
	06	85'243.20	39.05	4.15	4.70	5.05	1.55	3.25	
	07	87'102.00	39.90	4.20	4.80	5.20	1.55	3.30	
	08	88'960.20	40.75	4.30	4.90	5.30	1.60	3.35	
	09	90'818.40	41.60	4.40	5.00	5.40	1.65	3.45	
	10	92'676.60	42.45	4.50	5.10	5.50	1.65	3.50	
	11	94'535.40	43.30	4.60	5.20	5.60	1.70	3.60	
	12	96'393.60	44.15	4.65	5.30	5.75	1.75	3.65	
	13	98'251.80	45.00	4.75	5.40	5.85	1.80	3.70	
	14	100'110.60	45.85	4.85	5.50	5.95	1.80	3.80	
	15	101'968.80	46.70	4.95	5.60	6.05	1.85	3.85	
	16	103'827.00	47.55	5.05	5.70	6.20	1.90	3.95	
	17	105'685.80	48.40	5.10	5.80	6.30	1.90	4.00	
	18	107'544.00	49.25	5.20	5.90	6.40	1.95	4.10	
	19	109'402.20	50.10	5.30	6.00	6.50	2.00	4.15	
20	111'260.40	50.95	5.40	6.10	6.60	2.00	4.20		
20	00	77'078.40	35.30	3.75	4.25	4.60	1.40	2.90	
	01	78'991.20	36.20	3.85	4.35	4.70	1.40	3.00	
	02	80'903.40	37.05	3.90	4.45	4.80	1.45	3.05	
	03	82'815.60	37.95	4.00	4.55	4.90	1.50	3.15	
	04	84'727.80	38.80	4.10	4.65	5.05	1.55	3.20	
	05	86'640.00	39.70	4.20	4.75	5.15	1.55	3.30	
	06	88'552.20	40.55	4.30	4.85	5.25	1.60	3.35	
	07	90'465.00	41.45	4.40	5.00	5.40	1.65	3.45	
	08	92'377.20	42.30	4.50	5.10	5.50	1.65	3.50	
	09	94'289.40	43.20	4.55	5.20	5.60	1.70	3.55	
	10	96'201.60	44.05	4.65	5.30	5.70	1.75	3.65	
	11	98'113.80	44.95	4.75	5.40	5.85	1.75	3.70	
	12	100'026.00	45.80	4.85	5.50	5.95	1.80	3.80	
	13	101'938.80	46.70	4.95	5.60	6.05	1.85	3.85	
	14	103'851.00	47.60	5.05	5.70	6.20	1.90	3.95	
	15	105'763.20	48.45	5.15	5.80	6.30	1.90	4.00	
	16	107'675.40	49.35	5.25	5.95	6.40	1.95	4.10	
	17	109'587.60	50.20	5.30	6.05	6.50	2.00	4.15	
	18	111'499.80	51.10	5.40	6.15	6.65	2.00	4.25	
	19	113'412.60	51.95	5.50	6.25	6.75	2.05	4.30	
20	115'324.80	52.85	5.60	6.35	6.85	2.10	4.40		

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FZ 10.64%	=	Ferienzuschlag bis 49 Jahre					Grundgehalt	
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FZ 13.04%	=	Ferienzuschlag ab 58 Jahre						
DT 4.00 %	=	dienstfreie Tage für das administrative Personal						
Klasse	Stufe	Grundgehalt	SL	Ferien 10.64%	Ferien 12.07%	Ferien 13.04%	DT 4%	13. Gehalt 8.33%
21	00	80'179.20	36.75	3.90	4.40	4.75	1.45	3.05
	01	82'147.80	37.65	4.00	4.50	4.90	1.50	3.10
	02	84'117.00	38.55	4.10	4.65	5.00	1.50	3.20
	03	86'085.60	39.45	4.15	4.75	5.10	1.55	3.25
	04	88'054.80	40.35	4.25	4.85	5.25	1.60	3.35
	05	90'023.40	41.25	4.35	4.95	5.35	1.65	3.40
	06	91'992.60	42.15	4.45	5.05	5.45	1.65	3.50
	07	93'961.20	43.05	4.55	5.15	5.60	1.70	3.55
	08	95'929.80	43.95	4.65	5.30	5.70	1.75	3.65
	09	97'899.00	44.85	4.75	5.40	5.80	1.75	3.70
	10	99'867.60	45.75	4.85	5.50	5.95	1.80	3.80
	11	101'836.80	46.65	4.95	5.60	6.05	1.85	3.85
	12	103'805.40	47.55	5.05	5.70	6.20	1.90	3.95
	13	105'774.60	48.45	5.15	5.80	6.30	1.90	4.00
	14	107'743.20	49.35	5.25	5.95	6.40	1.95	4.10
	15	109'711.80	50.25	5.30	6.05	6.55	2.00	4.15
	16	111'681.00	51.15	5.40	6.15	6.65	2.00	4.25
	17	113'649.60	52.05	5.50	6.25	6.75	2.05	4.30
	18	115'618.80	52.95	5.60	6.35	6.90	2.10	4.40
	19	117'587.40	53.85	5.70	6.45	7.00	2.15	4.45
20	119'556.00	54.75	5.80	6.60	7.10	2.15	4.55	
22	00	83'411.40	38.20	4.05	4.60	4.95	1.50	3.15
	01	85'439.40	39.15	4.15	4.70	5.10	1.55	3.25
	02	87'467.40	40.05	4.25	4.80	5.20	1.60	3.30
	03	89'495.40	41.00	4.35	4.90	5.30	1.60	3.40
	04	91'523.40	41.95	4.45	5.05	5.45	1.65	3.45
	05	93'551.40	42.85	4.55	5.15	5.55	1.70	3.55
	06	95'579.40	43.80	4.65	5.25	5.70	1.75	3.60
	07	97'607.40	44.70	4.75	5.35	5.80	1.75	3.70
	08	99'635.40	45.65	4.85	5.50	5.95	1.80	3.80
	09	101'663.40	46.55	4.95	5.60	6.05	1.85	3.85
	10	103'691.40	47.50	5.05	5.70	6.15	1.90	3.95
	11	105'720.00	48.45	5.15	5.80	6.30	1.90	4.00
	12	107'748.00	49.35	5.25	5.95	6.40	1.95	4.10
	13	109'776.00	50.30	5.35	6.05	6.55	2.00	4.15
	14	111'804.00	51.20	5.40	6.15	6.65	2.00	4.25
	15	113'832.00	52.15	5.50	6.25	6.80	2.05	4.30
	16	115'860.00	53.05	5.60	6.40	6.90	2.10	4.40
	17	117'888.00	54.00	5.70	6.50	7.00	2.15	4.45
	18	119'916.00	54.95	5.80	6.60	7.15	2.15	4.55
	19	121'944.00	55.85	5.90	6.70	7.25	2.20	4.65
20	123'972.00	56.80	6.00	6.85	7.40	2.25	4.70	

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FZ 10.64%	=	Ferienzuschlag bis 49 Jahre					Grundgehalt	
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FZ 13.04%	=	Ferienzuschlag ab 58 Jahre						
DT 4.00 %	=	dienstfreie Tage für das administrative Personal						
Klasse	Stufe	Grundgehalt	SL	Ferien 10.64%	Ferien 12.07%	Ferien 13.04%	DT 4%	13. Gehalt 8.33%
23	00	86'790.60	39.75	4.20	4.75	5.15	1.55	3.30
	01	88'878.00	40.70	4.30	4.90	5.30	1.60	3.35
	02	90'965.40	41.70	4.40	5.00	5.40	1.65	3.45
	03	93'052.20	42.65	4.50	5.10	5.55	1.70	3.55
	04	95'139.60	43.60	4.60	5.25	5.65	1.70	3.60
	05	97'227.00	44.55	4.70	5.35	5.80	1.75	3.70
	06	99'313.80	45.50	4.80	5.45	5.90	1.80	3.75
	07	101'401.20	46.45	4.90	5.60	6.05	1.85	3.85
	08	103'488.60	47.40	5.00	5.70	6.15	1.85	3.90
	09	105'576.00	48.35	5.10	5.80	6.30	1.90	4.00
	10	107'662.80	49.30	5.20	5.95	6.40	1.95	4.10
	11	109'750.20	50.30	5.35	6.05	6.55	2.00	4.15
	12	111'837.60	51.25	5.45	6.15	6.65	2.05	4.25
	13	113'924.40	52.20	5.55	6.30	6.80	2.05	4.30
	14	116'011.80	53.15	5.65	6.40	6.90	2.10	4.40
	15	118'099.20	54.10	5.75	6.50	7.05	2.15	4.50
	16	120'186.00	55.05	5.85	6.60	7.15	2.20	4.55
	17	122'273.40	56.00	5.95	6.75	7.30	2.20	4.65
	18	124'360.80	56.95	6.05	6.85	7.40	2.25	4.70
	19	126'448.20	57.90	6.15	6.95	7.55	2.30	4.80
20	128'535.00	58.90	6.25	7.10	7.65	2.35	4.90	
24	00	90'286.80	41.35	4.35	4.95	5.35	1.65	3.40
	01	92'431.80	42.35	4.50	5.10	5.50	1.65	3.50
	02	94'576.80	43.35	4.60	5.20	5.65	1.70	3.60
	03	96'721.80	44.30	4.70	5.30	5.75	1.75	3.65
	04	98'866.80	45.30	4.80	5.45	5.90	1.80	3.75
	05	101'011.80	46.30	4.90	5.55	6.00	1.85	3.85
	06	103'156.80	47.25	5.00	5.70	6.15	1.85	3.90
	07	105'302.40	48.25	5.10	5.80	6.25	1.90	4.00
	08	107'447.40	49.20	5.20	5.90	6.40	1.95	4.05
	09	109'592.40	50.20	5.30	6.05	6.50	2.00	4.15
	10	111'737.40	51.20	5.40	6.15	6.65	2.00	4.25
	11	113'882.40	52.15	5.50	6.25	6.80	2.05	4.30
	12	116'027.40	53.15	5.65	6.40	6.90	2.10	4.40
	13	118'172.40	54.15	5.75	6.50	7.05	2.15	4.50
	14	120'318.00	55.10	5.85	6.65	7.15	2.20	4.55
	15	122'463.00	56.10	5.95	6.75	7.30	2.20	4.65
	16	124'608.00	57.10	6.05	6.85	7.40	2.25	4.75
	17	126'753.00	58.05	6.15	7.00	7.55	2.30	4.80
	18	128'898.00	59.05	6.25	7.10	7.70	2.35	4.90
	19	131'043.00	60.05	6.35	7.20	7.80	2.40	5.00
20	133'188.60	61.00	6.45	7.35	7.95	2.40	5.05	

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Indexstand		109.6								
SL	=	Stundenlohn ohne 13. Monatslohn, Ferien, dienstfreie Tage --->					Berechnungsformel:			
FZ	10.64%	=	Ferienzuschlag bis 49 Jahre					Grundgehalt		
FZ	12.07%	=	Ferienzuschlag von 50 bis 57 Jahre					Std./Monat x 12 Monate		
FZ	13.04%	=	Ferienzuschlag ab 58 Jahre							
DT	4.00 %	=	dienstfreie Tage für das administrative Personal							
Klasse	Stufe	Grundgehalt	SL	Ferien 10.64%	Ferien 12.07%	Ferien 13.04%	DT 4%	13. Gehalt 8.33%		
25	00	93'918.00	43.05	4.55	5.15	5.60	1.70	3.55		
	01	96'123.60	44.05	4.65	5.30	5.70	1.75	3.65		
	02	98'329.20	45.05	4.75	5.40	5.85	1.80	3.75		
	03	100'534.80	46.05	4.85	5.55	6.00	1.80	3.80		
	04	102'740.40	47.05	5.00	5.65	6.10	1.85	3.90		
	05	104'946.00	48.10	5.10	5.80	6.25	1.90	4.00		
	06	107'151.60	49.10	5.20	5.90	6.40	1.95	4.05		
	07	109'357.20	50.10	5.30	6.00	6.50	2.00	4.15		
	08	111'562.20	51.10	5.40	6.15	6.65	2.00	4.25		
	09	113'767.80	52.10	5.50	6.25	6.75	2.05	4.30		
	10	115'973.40	53.15	5.65	6.40	6.90	2.10	4.40		
	11	118'179.00	54.15	5.75	6.50	7.05	2.15	4.50		
	12	120'384.60	55.15	5.85	6.65	7.15	2.20	4.55		
	13	122'590.20	56.15	5.95	6.75	7.30	2.20	4.65		
	14	124'795.80	57.15	6.05	6.85	7.45	2.25	4.75		
	15	127'001.40	58.20	6.15	7.00	7.55	2.30	4.80		
	16	129'207.00	59.20	6.25	7.10	7.70	2.35	4.90		
	17	131'412.60	60.20	6.40	7.25	7.85	2.40	5.00		
	18	133'618.20	61.20	6.50	7.35	7.95	2.40	5.05		
	19	135'823.80	62.20	6.60	7.50	8.10	2.45	5.15		
20	138'029.40	63.25	6.70	7.60	8.20	2.50	5.25			
26	00	97'694.40	44.75	4.75	5.40	5.80	1.75	3.70		
	01	99'961.80	45.80	4.85	5.50	5.95	1.80	3.80		
	02	102'229.20	46.85	4.95	5.65	6.10	1.85	3.90		
	03	104'496.60	47.85	5.05	5.75	6.20	1.90	3.95		
	04	106'764.00	48.90	5.20	5.90	6.35	1.95	4.05		
	05	109'031.40	49.95	5.30	6.00	6.50	1.95	4.15		
	06	111'298.80	51.00	5.40	6.15	6.65	2.00	4.20		
	07	113'566.20	52.00	5.50	6.25	6.75	2.05	4.30		
	08	115'833.60	53.05	5.60	6.40	6.90	2.10	4.40		
	09	118'101.00	54.10	5.75	6.50	7.05	2.15	4.50		
	10	120'368.40	55.15	5.85	6.65	7.15	2.20	4.55		
	11	122'635.80	56.20	5.95	6.75	7.30	2.20	4.65		
	12	124'903.20	57.20	6.05	6.90	7.45	2.25	4.75		
	13	127'170.60	58.25	6.15	7.00	7.55	2.30	4.85		
	14	129'438.00	59.30	6.30	7.15	7.70	2.35	4.90		
	15	131'705.40	60.35	6.40	7.25	7.85	2.40	5.00		
	16	133'972.80	61.35	6.50	7.40	8.00	2.45	5.10		
	17	136'240.20	62.40	6.60	7.50	8.10	2.45	5.15		
	18	138'507.60	63.45	6.75	7.65	8.25	2.50	5.25		
	19	140'775.00	64.50	6.85	7.75	8.40	2.55	5.35		
20	143'042.40	65.50	6.95	7.90	8.50	2.60	5.45			

STUNDENLÖHNE		2021		ADMINISTRATION				
Indexstand		109.6						
SL	=	Stundenlohn ohne 13. Monatslohn, Ferien, dienstfreie Tage --->					Berechnungsformel:	
FZ 10.64%	=	Ferienzuschlag bis 49 Jahre					Grundgehalt	
FZ 12.07%	=	Ferienzuschlag von 50 bis 57 Jahre					Std./Monat x 12 Monate	
FZ 13.04%	=	Ferienzuschlag ab 58 Jahre						
DT 4.00 %	=	dienstfreie Tage für das administrative Personal						
Klasse	Stufe	Grundgehalt	SL	Ferien 10.64%	Ferien 12.07%	Ferien 13.04%	DT 4%	13. Gehalt 8.33%
27	00	101'611.80	46.55	4.95	5.60	6.05	1.85	3.85
	01	103'939.80	47.60	5.05	5.70	6.20	1.90	3.95
	02	106'267.80	48.70	5.15	5.85	6.35	1.90	4.05
	03	108'595.20	49.75	5.25	6.00	6.45	1.95	4.10
	04	110'923.20	50.80	5.40	6.10	6.60	2.00	4.20
	05	113'251.20	51.90	5.50	6.25	6.75	2.05	4.30
	06	115'579.20	52.95	5.60	6.35	6.90	2.10	4.40
	07	117'907.20	54.00	5.70	6.50	7.00	2.15	4.45
	08	120'235.20	55.10	5.85	6.65	7.15	2.20	4.55
	09	122'562.60	56.15	5.95	6.75	7.30	2.20	4.65
	10	124'890.60	57.20	6.05	6.90	7.45	2.25	4.75
	11	127'218.60	58.30	6.20	7.00	7.60	2.30	4.85
	12	129'546.60	59.35	6.30	7.15	7.70	2.35	4.90
	13	131'874.60	60.40	6.40	7.25	7.85	2.40	5.00
	14	134'202.60	61.45	6.50	7.40	8.00	2.45	5.10
	15	136'530.00	62.55	6.65	7.50	8.15	2.50	5.20
	16	138'858.00	63.60	6.75	7.65	8.25	2.50	5.25
	17	141'186.00	64.65	6.85	7.80	8.40	2.55	5.35
	18	143'514.00	65.75	6.95	7.90	8.55	2.60	5.45
	19	145'842.00	66.80	7.10	8.05	8.70	2.65	5.55
20	148'170.00	67.85	7.20	8.15	8.80	2.70	5.65	
28	00	105'669.00	48.40	5.10	5.80	6.30	1.90	4.00
	01	108'060.00	49.50	5.25	5.95	6.45	1.95	4.10
	02	110'451.00	50.60	5.35	6.10	6.55	2.00	4.20
	03	112'842.00	51.70	5.50	6.20	6.70	2.05	4.30
	04	115'233.00	52.80	5.60	6.35	6.85	2.10	4.35
	05	117'624.00	53.90	5.70	6.50	7.00	2.15	4.45
	06	120'015.00	55.00	5.85	6.60	7.15	2.20	4.55
	07	122'406.60	56.05	5.95	6.75	7.30	2.20	4.65
	08	124'797.60	57.15	6.05	6.85	7.45	2.25	4.75
	09	127'188.60	58.25	6.15	7.00	7.55	2.30	4.85
	10	129'579.60	59.35	6.30	7.15	7.70	2.35	4.90
	11	131'970.60	60.45	6.40	7.25	7.85	2.40	5.00
	12	134'361.60	61.55	6.50	7.40	8.00	2.45	5.10
	13	136'752.60	62.65	6.65	7.55	8.15	2.50	5.20
	14	139'143.60	63.75	6.75	7.65	8.30	2.55	5.30
	15	141'534.60	64.85	6.90	7.80	8.45	2.55	5.40
	16	143'925.60	65.90	7.00	7.95	8.55	2.60	5.45
	17	146'316.60	67.00	7.10	8.05	8.70	2.65	5.55
	18	148'707.60	68.10	7.20	8.20	8.85	2.70	5.65
	19	151'098.60	69.20	7.35	8.35	9.00	2.75	5.75
20	153'489.60	70.30	7.45	8.45	9.15	2.80	5.85	

STUNDENLÖHNE		2021		ADMINISTRATION				
Indexstand		109.6						
SL	=	Stundenlohn ohne 13. Monatslohn, Ferien, dienstfreie Tage --->					Berechnungsformel:	
FZ	10.64%	=	Ferienzuschlag bis 49 Jahre					Grundgehalt Std./Monat x 12 Monate
FZ	12.07%	=	Ferienzuschlag von 50 bis 57 Jahre					
FZ	13.04%	=	Ferienzuschlag ab 58 Jahre					
DT	4.00 %	=	dienstfreie Tage für das administrative Personal					
Klasse	Stufe	Grundgehalt	SL	Ferien 10.64%	Ferien 12.07%	Ferien 13.04%	DT 4%	13. Gehalt 8.33%
29	00	109'803.60	50.30	5.35	6.05	6.55	2.00	4.15
	01	112'260.00	51.45	5.45	6.20	6.70	2.05	4.25
	02	114'717.00	52.55	5.55	6.30	6.85	2.10	4.35
	03	117'174.00	53.70	5.70	6.45	7.00	2.10	4.45
	04	119'630.40	54.80	5.80	6.60	7.10	2.15	4.55
	05	122'087.40	55.95	5.95	6.75	7.25	2.20	4.65
	06	124'544.40	57.05	6.05	6.85	7.40	2.25	4.75
	07	127'000.80	58.20	6.15	7.00	7.55	2.30	4.80
	08	129'457.80	59.30	6.30	7.15	7.70	2.35	4.90
	09	131'914.80	60.45	6.40	7.25	7.85	2.40	5.00
	10	134'371.20	61.55	6.50	7.40	8.00	2.45	5.10
	11	136'828.20	62.70	6.65	7.55	8.15	2.50	5.20
	12	139'285.20	63.80	6.75	7.70	8.30	2.55	5.30
	13	141'741.60	64.90	6.90	7.80	8.45	2.55	5.40
	14	144'198.60	66.05	7.00	7.95	8.60	2.60	5.50
	15	146'655.60	67.15	7.10	8.10	8.75	2.65	5.55
	16	149'112.00	68.30	7.25	8.20	8.90	2.70	5.65
	17	151'569.00	69.40	7.35	8.35	9.00	2.75	5.75
	18	154'026.00	70.55	7.50	8.50	9.15	2.80	5.85
	19	156'482.40	71.65	7.60	8.60	9.30	2.85	5.95
20	158'939.40	72.80	7.70	8.75	9.45	2.90	6.05	
30	00	114'111.60	52.25	5.55	6.30	6.80	2.05	4.35
	01	116'635.20	53.45	5.65	6.45	6.95	2.10	4.45
	02	119'158.80	54.60	5.80	6.55	7.10	2.15	4.50
	03	121'683.00	55.75	5.90	6.70	7.25	2.20	4.60
	04	124'206.60	56.90	6.05	6.85	7.40	2.25	4.70
	05	126'730.80	58.05	6.15	7.00	7.55	2.30	4.80
	06	129'254.40	59.20	6.25	7.10	7.70	2.35	4.90
	07	131'778.60	60.35	6.40	7.25	7.85	2.40	5.00
	08	134'302.20	61.50	6.50	7.40	8.00	2.45	5.10
	09	136'826.40	62.65	6.65	7.55	8.15	2.50	5.20
	10	139'350.00	63.85	6.75	7.70	8.30	2.55	5.30
	11	141'874.20	65.00	6.90	7.80	8.45	2.60	5.40
	12	144'397.80	66.15	7.00	7.95	8.60	2.60	5.50
	13	146'921.40	67.30	7.15	8.10	8.75	2.65	5.60
	14	149'445.60	68.45	7.25	8.25	8.90	2.70	5.70
	15	151'969.20	69.60	7.40	8.40	9.05	2.75	5.75
	16	154'493.40	70.75	7.50	8.50	9.20	2.80	5.85
	17	157'017.00	71.90	7.65	8.65	9.35	2.85	5.95
	18	159'541.20	73.05	7.75	8.80	9.50	2.90	6.05
	19	162'064.80	74.25	7.90	8.95	9.65	2.95	6.15
20	164'589.00	75.40	8.00	9.10	9.80	3.00	6.25	

STUNDENLÖHNE		2021		ADMINISTRATION				
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FZ 10.64%	=	Ferienzuschlag bis 49 Jahre					Grundgehalt	
FZ 12.07%	=	Ferienzuschlag von 50 bis 57 Jahre					Std./Monat x 12 Monate	
FZ 13.04%	=	Ferienzuschlag ab 58 Jahre						
DT 4.00 %	=	dienstfreie Tage für das administrative Personal						
Klasse	Stufe	Grundgehalt	SL	Ferien 10.64%	Ferien 12.07%	Ferien 13.04%	DT 4%	13. Gehalt 8.33%
31	00	118'565.40	54.30	5.75	6.55	7.05	2.15	4.50
	01	121'155.00	55.50	5.90	6.65	7.20	2.20	4.60
	02	123'744.60	56.70	6.00	6.80	7.35	2.25	4.70
	03	126'334.20	57.85	6.15	6.95	7.50	2.30	4.80
	04	128'923.80	59.05	6.25	7.10	7.70	2.35	4.90
	05	131'513.40	60.25	6.40	7.25	7.85	2.40	5.00
	06	134'103.00	61.45	6.50	7.40	8.00	2.45	5.10
	07	136'692.60	62.60	6.65	7.55	8.15	2.50	5.20
	08	139'282.20	63.80	6.75	7.70	8.30	2.55	5.30
	09	141'871.80	65.00	6.90	7.80	8.45	2.60	5.40
	10	144'461.40	66.15	7.00	7.95	8.60	2.60	5.50
	11	147'051.00	67.35	7.15	8.10	8.75	2.65	5.60
	12	149'640.60	68.55	7.25	8.25	8.90	2.70	5.70
	13	152'230.20	69.75	7.40	8.40	9.05	2.75	5.80
	14	154'819.80	70.90	7.50	8.55	9.20	2.80	5.90
	15	157'410.00	72.10	7.65	8.70	9.40	2.85	6.00
	16	159'999.60	73.30	7.75	8.80	9.55	2.90	6.10
	17	162'589.20	74.45	7.90	8.95	9.70	2.95	6.20
	18	165'178.80	75.65	8.00	9.10	9.85	3.00	6.30
	19	167'768.40	76.85	8.15	9.25	10.00	3.05	6.40
20	170'358.00	78.05	8.30	9.40	10.15	3.10	6.50	
32	00	123'175.20	56.40	6.00	6.80	7.35	2.25	4.65
	01	125'827.80	57.65	6.10	6.95	7.50	2.30	4.80
	02	128'480.40	58.85	6.25	7.10	7.65	2.35	4.90
	03	131'133.60	60.05	6.35	7.20	7.80	2.40	5.00
	04	133'786.20	61.30	6.50	7.35	7.95	2.45	5.10
	05	136'438.80	62.50	6.65	7.50	8.15	2.50	5.20
	06	139'091.40	63.70	6.75	7.65	8.30	2.50	5.30
	07	141'744.60	64.95	6.90	7.80	8.45	2.55	5.40
	08	144'397.20	66.15	7.00	7.95	8.60	2.60	5.50
	09	147'049.80	67.35	7.15	8.10	8.75	2.65	5.60
	10	149'702.40	68.55	7.25	8.25	8.90	2.70	5.70
	11	152'355.60	69.80	7.40	8.40	9.10	2.75	5.80
	12	155'008.20	71.00	7.55	8.55	9.25	2.80	5.90
	13	157'660.80	72.20	7.65	8.70	9.40	2.85	6.00
	14	160'313.40	73.45	7.80	8.85	9.55	2.90	6.10
	15	162'966.60	74.65	7.90	9.00	9.70	2.95	6.20
	16	165'619.20	75.85	8.05	9.15	9.85	3.00	6.30
	17	168'271.80	77.05	8.15	9.25	10.00	3.05	6.40
	18	170'925.00	78.30	8.30	9.45	10.20	3.10	6.50
	19	173'577.60	79.50	8.45	9.55	10.35	3.15	6.60
20	176'230.20	80.70	8.55	9.70	10.50	3.20	6.70	

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FZ	10.64%	=	Ferienzuschlag bis 49 Jahre					Grundgehalt Std./Monat x 12 Monate
FZ	12.07%	=	Ferienzuschlag von 50 bis 57 Jahre					
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DT	4.00 %	=	dienstfreie Tage für das administrative Personal					
Klasse	Stufe	Grundgehalt	SL	Ferien 10.64%	Ferien 12.07%	Ferien 13.04%	DT 4%	13. Gehalt 8.33%
33	00	127'933.20	58.60	6.20	7.05	7.60	2.30	4.85
	01	130'653.00	59.85	6.35	7.20	7.80	2.35	4.95
	02	133'373.40	61.10	6.50	7.35	7.95	2.40	5.05
	03	136'093.20	62.35	6.60	7.50	8.10	2.45	5.15
	04	138'813.00	63.60	6.75	7.65	8.25	2.50	5.25
	05	141'532.80	64.85	6.90	7.80	8.45	2.55	5.40
	06	144'252.60	66.05	7.00	7.95	8.60	2.60	5.50
	07	146'972.40	67.30	7.15	8.10	8.75	2.65	5.60
	08	149'692.20	68.55	7.25	8.25	8.90	2.70	5.70
	09	152'412.00	69.80	7.40	8.40	9.10	2.75	5.80
	10	155'131.80	71.05	7.55	8.55	9.25	2.80	5.90
	11	157'851.60	72.30	7.65	8.70	9.40	2.85	6.00
	12	160'571.40	73.55	7.80	8.85	9.55	2.90	6.10
	13	163'291.20	74.80	7.95	9.00	9.75	2.95	6.20
	14	166'011.00	76.05	8.05	9.15	9.90	3.00	6.30
	15	168'730.80	77.30	8.20	9.30	10.05	3.05	6.40
	16	171'450.60	78.55	8.35	9.45	10.20	3.10	6.50
	17	174'170.40	79.75	8.45	9.60	10.35	3.15	6.60
	18	176'890.20	81.00	8.60	9.75	10.55	3.20	6.70
	19	179'610.00	82.25	8.75	9.90	10.70	3.25	6.85
20	182'330.40	83.50	8.85	10.05	10.85	3.30	6.95	
34	00	132'825.60	60.85	6.45	7.30	7.90	2.40	5.05
	01	135'616.20	62.10	6.60	7.45	8.05	2.45	5.15
	02	138'406.80	63.40	6.70	7.65	8.25	2.50	5.25
	03	141'198.00	64.70	6.85	7.80	8.40	2.55	5.35
	04	143'988.60	65.95	7.00	7.95	8.55	2.60	5.45
	05	146'779.80	67.25	7.15	8.10	8.75	2.65	5.60
	06	149'570.40	68.50	7.25	8.25	8.90	2.70	5.70
	07	152'361.60	69.80	7.40	8.40	9.10	2.75	5.80
	08	155'152.20	71.05	7.55	8.55	9.25	2.80	5.90
	09	157'942.80	72.35	7.65	8.70	9.40	2.85	6.00
	10	160'734.00	73.60	7.80	8.85	9.55	2.90	6.10
	11	163'524.60	74.90	7.95	9.00	9.75	2.95	6.20
	12	166'315.80	76.20	8.10	9.15	9.90	3.00	6.30
	13	169'106.40	77.45	8.20	9.30	10.05	3.05	6.45
	14	171'897.00	78.75	8.35	9.50	10.25	3.15	6.55
	15	174'688.20	80.00	8.50	9.65	10.40	3.20	6.65
	16	177'478.80	81.30	8.65	9.80	10.60	3.25	6.75
	17	180'270.00	82.55	8.75	9.95	10.75	3.30	6.85
	18	183'060.60	83.85	8.90	10.10	10.90	3.35	6.95
	19	185'851.80	85.10	9.05	10.25	11.05	3.40	7.05
20	188'642.40	86.40	9.15	10.40	11.25	3.45	7.15	

STUNDENLÖHNE		2021		ADMINISTRATION				
Indexstand		109.6						
SL	=	Stundenlohn ohne 13. Monatslohn, Ferien, dienstfreie Tage --->					Berechnungsformel:	
FZ	10.64%	=	Ferienzuschlag bis 49 Jahre					Grundgehalt Std./Monat x 12 Monate
FZ	12.07%	=	Ferienzuschlag von 50 bis 57 Jahre					
FZ	13.04%	=	Ferienzuschlag ab 58 Jahre					
DT	4.00 %	=	dienstfreie Tage für das administrative Personal					
Klasse	Stufe	Grundgehalt	SL	Ferien 10.64%	Ferien 12.07%	Ferien 13.04%	DT 4%	13. Gehalt 8.33%
35	00	137'856.00	63.15	6.70	7.60	8.20	2.50	5.25
	01	140'715.00	64.45	6.85	7.75	8.40	2.55	5.35
	02	143'574.60	65.75	6.95	7.90	8.55	2.60	5.45
	03	146'433.60	67.05	7.10	8.05	8.70	2.65	5.55
	04	149'293.20	68.40	7.25	8.25	8.90	2.70	5.65
	05	152'152.20	69.70	7.40	8.40	9.05	2.75	5.80
	06	155'011.20	71.00	7.55	8.55	9.25	2.80	5.90
	07	157'870.80	72.30	7.65	8.70	9.40	2.85	6.00
	08	160'729.80	73.60	7.80	8.85	9.55	2.90	6.10
	09	163'589.40	74.95	7.95	9.00	9.75	2.95	6.20
	10	166'448.40	76.25	8.10	9.20	9.90	3.05	6.35
	11	169'307.40	77.55	8.25	9.35	10.10	3.10	6.45
	12	172'167.00	78.85	8.35	9.50	10.25	3.15	6.55
	13	175'026.00	80.15	8.50	9.65	10.45	3.20	6.65
	14	177'885.60	81.45	8.65	9.80	10.60	3.25	6.75
	15	180'744.60	82.80	8.80	9.95	10.75	3.30	6.85
	16	183'603.60	84.10	8.90	10.15	10.95	3.35	7.00
	17	186'463.20	85.40	9.05	10.30	11.10	3.40	7.10
	18	189'322.20	86.70	9.20	10.45	11.30	3.45	7.20
	19	192'181.80	88.00	9.35	10.60	11.45	3.50	7.30
20	195'040.80	89.35	9.50	10.75	11.65	3.55	7.40	
36	00	142'992.00	65.50	6.95	7.90	8.50	2.60	5.45
	01	145'926.00	66.85	7.10	8.05	8.70	2.65	5.55
	02	148'860.00	68.20	7.25	8.20	8.85	2.70	5.65
	03	151'794.60	69.55	7.40	8.35	9.05	2.75	5.75
	04	154'728.60	70.85	7.50	8.55	9.20	2.80	5.90
	05	157'662.60	72.20	7.65	8.70	9.40	2.85	6.00
	06	160'597.20	73.55	7.80	8.85	9.55	2.90	6.10
	07	163'531.20	74.90	7.95	9.00	9.75	2.95	6.20
	08	166'465.80	76.25	8.10	9.20	9.90	3.05	6.35
	09	169'399.80	77.60	8.25	9.35	10.10	3.10	6.45
	10	172'333.80	78.95	8.40	9.50	10.25	3.15	6.55
	11	175'268.40	80.30	8.50	9.65	10.45	3.20	6.65
	12	178'202.40	81.60	8.65	9.80	10.60	3.25	6.75
	13	181'136.40	82.95	8.80	10.00	10.80	3.30	6.90
	14	184'071.00	84.30	8.95	10.15	10.95	3.35	7.00
	15	187'005.00	85.65	9.10	10.30	11.15	3.40	7.10
	16	189'939.00	87.00	9.25	10.50	11.30	3.45	7.20
	17	192'873.60	88.35	9.40	10.65	11.50	3.50	7.35
	18	195'807.60	89.70	9.50	10.80	11.65	3.55	7.45
	19	198'741.60	91.00	9.65	10.95	11.85	3.60	7.55
20	201'676.20	92.35	9.80	11.10	12.00	3.65	7.65	