

**Gehaltsklassentabelle ab 01. April 2016**  
**Jahresgehalt inkl. 13. Gehalt**

**Direktion Personal**  
HR Controlling und Vergütung

Gehaltsklasse		GK 01	GK 02	GK 03	GK 04	GK 05	GK 06	GK 07	GK 08	GK 09	GK 10	GK 11	GK 12	GK 13	GK 14	GK 15						
Vorstufe	VC	Gemäss Art. 3, Abs. 1 der Einstiegsstufenverordnung vom 13.9.2006						47'235.50	48'540.05	50'003.20	51'636.65	53'450.80	55'455.40	57'664.10	60'084.05	62'731.50	-12					
	VB							46'458.10	47'624.85	48'940.45	50'415.30	52'062.40	53'891.50	55'912.35	58'139.25	60'579.35	63'248.25	-11				
	VA							46'837.70	48'014.20	49'340.20	50'827.40	52'488.15	54'332.20	56'369.30	58'614.40	61'074.65	63'765.65	-10				
	V9							47'217.95	48'403.55	49'740.60	51'239.50	52'913.25	54'772.25	56'826.90	59'090.20	61'569.30	64'282.40	-09				
	V8								46'545.20	47'597.55	48'792.90	50'140.35	51'651.60	53'339.00	55'212.95	57'283.85	59'565.35	62'064.60	64'799.80	-08		
	V7								46'917.00	47'977.15	49'182.25	50'540.75	52'063.70	53'764.75	55'653.65	57'740.80	60'040.50	62'559.90	65'316.55	-07		
	V6									46'354.10	47'288.15	48'356.75	49'570.95	50'940.50	52'475.80	54'190.50	56'094.35	58'197.75	60'515.65	63'055.20	65'833.95	-06
	V5									46'718.10	47'659.30	48'737.00	49'960.30	51'340.90	52'887.90	54'615.60	56'534.40	58'654.70	60'990.80	63'550.50	66'350.70	-05
	V4									47'082.10	48'031.10	49'116.60	50'349.65	51'740.65	53'300.00	55'041.35	56'975.10	59'111.65	61'465.95	64'045.80	66'867.45	-04
	V3								46'615.40	47'446.10	48'402.25	49'496.20	50'739.00	52'141.05	53'712.10	55'467.10	57'415.80	59'569.25	61'941.75	64'540.45	67'384.85	-03
	V2								46'972.90	47'810.10	48'773.40	49'875.80	51'128.35	52'540.80	54'124.20	55'892.85	57'856.50	60'026.20	62'416.90	65'035.75	67'901.60	-02
V1		46'603.05	47'331.05	48'174.10	49'145.20	50'256.05	51'517.70	52'941.20	54'536.30	56'317.95	58'296.55	60'483.15	62'892.05	65'531.05	68'419.00	-01						
Grundgehalt		46'331.35	46'955.35	47'688.55	48'538.10	49'516.35	50'635.65	51'907.05	53'340.95	54'948.40	56'743.70	58'737.25	60'940.10	63'367.20	66'026.35	68'935.75	00					
Gehaltsstufe	+01	46'679.10	47'307.65	48'046.05	48'902.10	49'887.50	51'015.25	52'296.40	53'740.70	55'360.50	57'169.45	59'177.95	61'397.05	63'842.35	66'521.65	69'452.50	+01					
	+02	47'026.20	47'659.95	48'404.20	49'266.10	50'259.30	51'395.50	52'685.75	54'141.10	55'772.60	57'594.55	59'618.00	61'854.00	64'317.50	67'016.95	69'969.90	+02					
	+03	47'373.95	48'011.60	48'761.70	49'630.10	50'630.45	51'775.10	53'075.10	54'540.85	56'184.70	58'020.30	60'058.70	62'310.95	64'792.65	67'512.25	70'486.65	+03					
	+04	47'721.05	48'363.90	49'119.20	49'994.10	51'001.60	52'154.70	53'464.45	54'941.25	56'596.80	58'446.05	60'499.40	62'768.55	65'268.45	68'006.90	71'004.05	+04					
	+05	48'068.80	48'716.20	49'476.70	50'358.10	51'373.40	52'534.30	53'853.80	55'341.00	57'008.90	58'871.80	60'940.10	63'225.50	65'743.60	68'502.20	71'520.80	+05					
	+06	48'416.55	49'068.50	49'834.85	50'722.10	51'744.55	52'914.55	54'243.15	55'741.40	57'421.00	59'296.90	61'380.15	63'682.45	66'218.75	68'997.50	72'037.55	+06					
	+07	48'763.65	49'420.80	50'192.35	51'086.10	52'115.70	53'294.15	54'631.85	56'141.15	57'833.10	59'722.65	61'820.85	64'139.40	66'693.90	69'492.80	72'554.95	+07					
	+08	49'111.40	49'772.45	50'549.85	51'450.10	52'487.50	53'673.75	55'021.20	56'541.55	58'245.20	60'148.40	62'261.55	64'596.35	67'169.05	69'988.10	73'071.70	+08					
	+09	49'458.50	50'124.75	50'907.35	51'814.10	52'858.65	54'053.35	55'410.55	56'941.30	58'657.30	60'574.15	62'702.25	65'053.30	67'644.20	70'483.40	73'589.10	+09					
	+10	49'806.25	50'477.05	51'265.50	52'178.75	53'229.80	54'433.60	55'799.90	57'341.70	59'069.40	60'999.25	63'142.30	65'510.90	68'120.00	70'978.05	74'105.85	+10					
	+11	50'154.00	50'829.35	51'623.00	52'542.75	53'601.60	54'813.20	56'189.25	57'741.45	59'481.50	61'425.00	63'583.00	65'967.85	68'595.15	71'473.35	74'623.25	+11					
	+12	50'501.10	51'181.65	51'980.50	52'906.75	53'972.75	55'192.80	56'578.60	58'141.85	59'893.60	61'850.75	64'023.70	66'424.80	69'070.30	71'968.65	75'140.00	+12					
	+13	50'848.85	51'533.30	52'338.00	53'270.75	54'343.90	55'572.40	56'967.95	58'541.60	60'305.70	62'276.50	64'464.40	66'881.75	69'545.45	72'463.95	75'656.75	+13					
	+14	51'195.95	51'885.60	52'696.15	53'634.75	54'715.70	55'952.65	57'357.30	58'942.00	60'717.80	62'701.60	64'904.45	67'338.70	70'020.60	72'959.25	76'174.15	+14					
	+15	51'543.70	52'237.90	53'053.65	53'998.75	55'086.85	56'332.25	57'746.65	59'341.75	61'129.90	63'127.35	65'345.15	67'795.65	70'495.75	73'454.55	76'690.90	+15					
	+16	51'890.80	52'590.20	53'411.15	54'362.75	55'458.00	56'711.85	58'136.00	59'742.15	61'542.00	63'553.10	65'785.85	68'252.60	70'971.55	73'949.20	77'208.30	+16					
	+17	52'238.55	52'941.85	53'768.65	54'726.75	55'829.80	57'091.45	58'525.35	60'141.90	61'954.10	63'978.20	66'226.55	68'710.20	71'446.70	74'444.50	77'725.05	+17					
	+18	52'586.30	53'294.15	54'126.80	55'090.75	56'200.95	57'471.70	58'914.70	60'542.30	62'366.20	64'403.95	66'666.60	69'167.15	71'921.85	74'939.80	78'241.80	+18					
	+19	52'933.40	53'646.45	54'484.30	55'454.75	56'572.75	57'851.30	59'304.05	60'942.05	62'778.30	64'829.70	67'107.30	69'624.10	72'397.00	75'435.10	78'759.20	+19					
	+20	53'281.15	53'998.75	54'841.80	55'818.75	56'943.90	58'230.90	59'693.40	61'341.80	63'190.40	65'255.45	67'548.00	70'081.05	72'872.15	75'930.40	79'275.95	+20					
	+21	53'628.25	54'351.05	55'199.30	56'182.75	57'315.05	58'610.50	60'082.10	61'742.20	63'602.50	65'680.55	67'988.05	70'538.00	73'347.30	76'425.70	79'793.35	+21					
	+22	53'976.00	54'702.70	55'557.45	56'546.75	57'686.85	58'990.75	60'471.45	62'141.95	64'014.60	66'106.30	68'428.75	70'994.95	73'823.10	76'921.00	80'310.10	+22					
	+23	54'323.75	55'055.00	55'914.95	56'910.75	58'058.00	59'370.35	60'860.80	62'542.35	64'426.70	66'532.05	68'869.45	71'452.55	74'298.25	77'415.65	80'826.85	+23					
	+24	54'670.85	55'407.30	56'272.45	57'274.75	58'429.15	59'749.95	61'250.15	62'942.10	64'838.80	66'957.80	69'310.15	71'909.50	74'773.40	77'910.95	81'344.25	+24					
	+25	55'018.60	55'759.60	56'629.95	57'638.75	58'800.95	60'129.55	61'639.50	63'342.50	65'251.55	67'382.90	69'750.20	72'366.45	75'248.55	78'406.25	81'861.00	+25					
	+26	55'365.70	56'111.90	56'988.10	58'002.75	59'172.10	60'509.80	62'028.85	63'742.25	65'663.65	67'808.65	70'190.90	72'823.40	75'723.70	78'901.55	82'378.40	+26					
	+27	55'713.45	56'463.55	57'345.60	58'366.75	59'543.25	60'889.40	62'418.20	64'142.65	66'075.75	68'234.40	70'631.60	73'280.35	76'198.85	79'396.85	82'895.15	+27					
	+28	56'061.20	56'815.85	57'703.10	58'731.40	59'915.05	61'269.00	62'807.55	64'542.40	66'487.85	68'660.15	71'072.30	73'737.30	76'674.00	79'892.15	83'412.55	+28					
	+29	56'408.30	57'168.15	58'060.60	59'095.40	60'286.20	61'648.60	63'196.90	64'942.80	66'899.95	69'085.25	71'512.35	74'194.25	77'149.80	80'386.80	83'929.30	+29					
	+30	56'756.05	57'520.45	58'418.75	59'459.40	60'657.35	62'028.85	63'586.25	65'342.55	67'312.05	69'511.00	71'953.05	74'651.85	77'624.95	80'882.10	84'446.05	+30					
	+31	57'103.15	57'872.75	58'776.25	59'823.40	61'029.15	62'408.45	63'975.60	65'742.95	67'724.15	69'936.75	72'393.75	75'108.80	78'100.10	81'377.40	84'963.45	+31					
	+32	57'450.90	58'224.40	59'133.75	60'187.40	61'400.30	62'788.05	64'364.95	66'142.70	68'136.25	70'362.50	72'834.45	75'565.75	78'575.25	81'872.70	85'480.20	+32					
	+33	57'798.65	58'576.70	59'491.25	60'551.40	61'771.45	63'167.65	64'754.30	66'543.10	68'548.35	70'787.60	73'274.50	76'022.70	79'050.40	82'368.00	85'997.60	+33					
	+34	58'145.75	58'929.00	59'849.40	60'915.40	62'143.25	63'547.90	65'143.65	66'942.85	68'960.45	71'213.35	73'715.20	76'479.65	79'525.55	82'863.30	86'514.35	+34					
	+35	58'493.50	59'281.30	60'206.90	61'279.40	62'514.40	63'927.50	65'532.35	67'343.25	69'372.55	71'639.10	74'155.90	76'936.60	80'001.35	83'357.95	87'031.10	+35					

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Gehaltsklasse		GK 01	GK 02	GK 03	GK 04	GK 05	GK 06	GK 07	GK 08	GK 09	GK 10	GK 11	GK 12	GK 13	GK 14	GK 15	
Gehaltsstufe	+36	58'840.60	59'633.60	60'564.40	61'643.40	62'885.55	64'307.10	65'921.70	67'743.00	69'784.65	72'064.20	74'596.60	77'394.20	80'476.50	83'853.25	87'548.50	+36
	+37	59'188.35	59'985.25	60'921.90	62'007.40	63'257.35	64'687.35	66'311.05	68'142.75	70'196.75	72'489.95	75'036.65	77'851.15	80'951.65	84'348.55	88'065.25	+37
	+38	59'536.10	60'337.55	61'280.05	62'371.40	63'628.50	65'066.95	66'700.40	68'543.15	70'608.85	72'915.70	75'477.35	78'308.10	81'426.80	84'843.85	88'582.65	+38
	+39	59'883.20	60'689.85	61'637.55	62'735.40	63'999.65	65'446.55	67'089.75	68'942.90	71'020.95	73'341.45	75'918.05	78'765.05	81'901.95	85'339.15	89'099.40	+39
	+40	60'230.95	61'042.15	61'995.05	63'099.40	64'371.45	65'826.15	67'479.10	69'343.30	71'433.05	73'766.55	76'358.75	79'222.00	82'377.10	85'834.45	89'616.80	+40
	+41	60'578.05	61'393.80	62'352.55	63'463.40	64'742.60	66'206.40	67'868.45	69'743.05	71'845.15	74'192.30	76'798.80	79'678.95	82'852.90	86'329.75	90'133.55	+41
	+42	60'925.80	61'746.10	62'710.70	63'827.40	65'113.75	66'586.00	68'257.80	70'143.45	72'257.25	74'618.05	77'239.50	80'136.55	83'328.05	86'824.40	90'650.30	+42
	+43	61'272.90	62'098.40	63'068.20	64'191.40	65'485.55	66'965.60	68'647.15	70'543.20	72'669.35	75'043.80	77'680.20	80'593.50	83'803.20	87'319.70	91'167.70	+43
	+44	61'620.65	62'450.70	63'425.70	64'555.40	65'856.70	67'345.20	69'036.50	70'943.60	73'081.45	75'468.90	78'120.25	81'050.45	84'278.35	87'815.00	91'684.45	+44
	+45	61'968.40	62'803.00	63'783.20	64'919.40	66'227.85	67'725.45	69'425.85	71'343.35	73'493.55	75'894.65	78'560.95	81'507.40	84'753.50	88'310.30	92'201.85	+45
	+46	62'315.50	63'154.65	64'141.35	65'284.05	66'599.65	68'105.05	69'815.20	71'743.75	73'905.65	76'320.40	79'001.65	81'964.35	85'228.65	88'805.60	92'718.60	+46
	+47	62'663.25	63'506.95	64'498.85	65'648.05	66'970.80	68'484.65	70'204.55	72'143.50	74'317.75	76'746.15	79'442.35	82'421.30	85'704.45	89'300.90	93'235.35	+47
	+48	63'010.35	63'859.25	64'856.35	66'012.05	67'341.95	68'864.25	70'593.90	72'543.90	74'729.85	77'171.25	79'882.40	82'878.25	86'179.60	89'795.55	93'752.75	+48
	+49	63'358.10	64'211.55	65'213.85	66'376.05	67'713.75	69'244.50	70'982.60	72'943.65	75'141.95	77'597.00	80'323.10	83'335.85	86'654.75	90'290.85	94'269.50	+49
	+50	63'705.85	64'563.85	65'572.00	66'740.05	68'084.90	69'624.10	71'371.95	73'344.05	75'554.05	78'022.75	80'763.80	83'792.80	87'129.90	90'786.15	94'786.90	+50
	+51	64'052.95	64'915.50	65'929.50	67'104.05	68'456.05	70'003.70	71'761.30	73'743.80	75'966.15	78'447.85	81'204.50	84'249.75	87'605.05	91'281.45	95'303.65	+51
	+52	64'400.70	65'267.80	66'287.00	67'468.05	68'827.85	70'383.30	72'150.65	74'144.20	76'378.25	78'873.60	81'644.55	84'706.70	88'080.20	91'776.75	95'820.40	+52
	+53	64'747.80	65'620.10	66'644.50	67'832.05	69'199.00	70'763.55	72'540.00	74'543.95	76'790.35	79'299.35	82'085.25	85'163.65	88'555.35	92'272.05	96'337.80	+53
	+54	65'095.55	65'972.40	67'002.65	68'196.05	69'570.15	71'143.15	72'929.35	74'944.35	77'202.45	79'725.10	82'525.95	85'620.60	89'031.15	92'766.70	96'854.55	+54
	+55	65'443.30	66'324.70	67'360.15	68'560.05	69'941.95	71'522.75	73'318.70	75'344.10	77'614.55	80'150.20	82'966.65	86'078.20	89'506.30	93'262.00	97'371.95	+55
	+56	65'790.40	66'676.35	67'717.65	68'924.05	70'313.10	71'902.35	73'708.05	75'743.85	78'026.65	80'575.95	83'406.70	86'535.15	89'981.45	93'757.30	97'888.70	+56
	+57	66'138.15	67'028.65	68'075.15	69'288.05	70'684.90	72'282.60	74'097.40	76'144.25	78'438.75	81'001.70	83'847.40	86'992.10	90'456.60	94'252.60	98'406.10	+57
	+58	66'485.25	67'380.95	68'433.30	69'652.05	71'056.05	72'662.20	74'486.75	76'544.00	78'850.85	81'427.45	84'288.10	87'449.05	90'931.75	94'747.90	98'922.85	+58
	+59	66'833.00	67'733.25	68'790.80	70'016.05	71'427.20	73'041.80	74'876.10	76'944.40	79'262.95	81'852.55	84'728.80	87'906.00	91'406.90	95'243.20	99'439.60	+59
	+60	67'180.75	68'085.55	69'148.30	70'380.05	71'799.00	73'421.40	75'265.45	77'344.15	79'675.05	82'278.30	85'168.85	88'362.95	91'882.70	95'738.50	99'957.00	+60
	+61	67'527.85	68'437.20	69'505.80	70'744.05	72'170.15	73'801.65	75'654.80	77'744.55	80'087.15	82'704.05	85'609.55	88'819.90	92'357.85	96'233.15	100'473.75	+61
	+62	67'875.60	68'789.50	69'863.95	71'108.05	72'541.30	74'181.25	76'044.15	78'144.30	80'499.25	83'129.80	86'050.25	89'277.50	92'833.00	96'728.45	100'991.15	+62
	+63	68'222.70	69'141.80	70'221.45	71'472.05	72'913.10	74'560.85	76'432.85	78'544.70	80'911.35	83'554.90	86'490.30	89'734.45	93'308.15	97'223.75	101'507.90	+63
	+64	68'570.45	69'494.10	70'578.95	71'836.70	73'284.25	74'940.45	76'822.20	78'944.45	81'323.45	83'980.65	86'931.00	90'191.40	93'783.30	97'719.05	102'024.65	+64
	+65	68'918.20	69'846.40	70'936.45	72'200.70	73'655.40	75'320.70	77'211.55	79'344.85	81'735.55	84'406.40	87'371.70	90'648.35	94'258.45	98'214.35	102'542.05	+65
	+66	69'265.30	70'198.05	71'294.60	72'564.70	74'027.20	75'700.30	77'600.90	79'744.60	82'147.65	84'832.15	87'812.40	91'105.30	94'734.25	98'709.65	103'058.80	+66
	+67	69'613.05	70'550.35	71'652.10	72'928.70	74'398.35	76'079.90	77'990.25	80'145.00	82'559.75	85'257.25	88'252.45	91'562.25	95'209.40	99'204.30	103'576.20	+67
	+68	69'960.15	70'902.65	72'009.60	73'292.70	74'769.50	76'460.15	78'379.60	80'544.75	82'971.85	85'683.00	88'693.15	92'019.85	95'684.55	99'699.60	104'092.95	+68
	+69	70'307.90	71'254.95	72'367.10	73'656.70	75'141.30	76'839.75	78'768.95	80'945.15	83'383.95	86'108.75	89'133.85	92'476.80	96'159.70	100'194.90	104'609.70	+69
	+70	70'655.00	71'606.60	72'725.25	74'020.70	75'512.45	77'219.35	79'158.30	81'344.90	83'796.05	86'533.85	89'574.55	92'933.75	96'634.85	100'690.20	105'127.10	+70
	+71	71'002.75	71'958.90	73'082.75	74'384.70	75'883.60	77'598.95	79'547.65	81'745.30	84'208.15	86'959.60	90'014.60	93'390.70	97'110.00	101'185.50	105'643.85	+71
	+72	71'350.50	72'311.20	73'440.25	74'748.70	76'255.40	77'979.20	79'937.00	82'145.05	84'620.25	87'385.35	90'455.30	93'847.65	97'585.80	101'680.80	106'161.25	+72
	+73	71'697.60	72'663.50	73'797.75	75'112.70	76'626.55	78'358.80	80'326.35	82'544.80	85'032.35	87'811.10	90'896.00	94'304.60	98'060.95	102'176.10	106'678.00	+73
	+74	72'045.35	73'015.80	74'155.90	75'476.70	76'997.70	78'738.40	80'715.70	82'945.20	85'444.45	88'236.20	91'336.70	94'761.55	98'536.10	102'670.75	107'195.40	+74
	+75	72'392.45	73'367.45	74'513.40	75'840.70	77'369.50	79'118.00	81'105.05	83'344.95	85'857.20	88'661.95	91'776.75	95'219.15	99'011.25	103'166.05	107'712.15	+75
	+76	72'740.20	73'719.75	74'870.90	76'204.70	77'740.65	79'498.25	81'493.75	83'745.35	86'269.30	89'087.70	92'217.45	95'676.10	99'486.40	103'661.35	108'228.90	+76
	+77	73'087.95	74'072.05	75'228.40	76'568.70	78'111.80	79'877.85	81'883.10	84'145.10	86'681.40	89'513.45	92'658.15	96'133.05	99'961.55	104'156.65	108'746.30	+77
	+78	73'435.05	74'424.35	75'586.55	76'932.70	78'483.60	80'257.45	82'272.45	84'545.50	87'093.50	89'938.55	93'098.85	96'590.00	100'436.70	104'651.95	109'263.05	+78
	+79	73'782.80	74'776.65	75'944.05	77'296.70	78'854.75	80'637.05	82'661.80	84'945.25	87'505.60	90'364.30	93'538.90	97'046.95	100'912.50	105'147.25	109'780.45	+79
	+80	74'129.90	75'128.30	76'301.55	77'660.70	79'225.90	81'017.30	83'051.15	85'345.65	87'917.70	90'790.05	93'979.60	97'503.90	101'387.65	105'641.90	110'297.20	+80

**Gehaltsklassentabelle ab 01. April 2016**  
**Jahresgehalt inkl. 13. Gehalt**

**Direktion Personal**  
HR Controlling und Vergütung

Gehaltsklasse		GK 16	GK 17	GK 18	GK 19	GK 20	GK 21	GK 22	GK 23	GK 24	GK 25	GK 26	GK 27	GK 28	GK 29	GK 30	
Vorstufe	VC	65'612.95	68'744.00	72'135.05	75'797.15	79'742.65	83'981.95	88'529.35	93'395.25	98'593.30	104'133.25	110'030.70	116'294.75	122'939.70	129'979.20	137'424.30	VC
	VB	66'153.75	69'310.80	72'729.80	76'421.80	80'399.80	84'674.20	89'258.65	94'165.50	99'405.80	104'991.90	110'937.45	117'253.50	123'953.05	131'050.40	138'557.25	VB
	VA	66'694.55	69'876.95	73'324.55	77'046.45	81'056.95	85'365.80	89'988.60	94'935.10	100'218.30	105'849.90	111'844.20	118'211.60	124'966.40	132'121.60	139'689.55	VA
	V9	67'234.70	70'443.75	73'918.65	77'671.10	81'714.10	86'058.05	90'717.90	95'704.70	101'030.80	106'708.55	112'751.60	119'170.35	125'979.75	133'192.80	140'822.50	V9
	V8	67'775.50	71'010.55	74'513.40	78'295.75	82'371.25	86'750.30	91'447.85	96'474.30	101'843.30	107'566.55	113'658.35	120'128.45	126'992.45	134'264.00	141'954.80	V8
	V7	68'316.30	71'576.70	75'107.50	78'920.40	83'028.40	87'442.55	92'177.15	97'243.90	102'655.80	108'424.55	114'565.10	121'087.20	128'005.80	135'335.20	143'087.75	V7
	V6	68'857.10	72'143.50	75'702.25	79'545.70	83'685.55	88'134.80	92'907.10	98'014.15	103'468.30	109'283.20	115'471.85	122'045.95	129'019.15	136'406.40	144'220.05	V6
	V5	69'397.90	72'710.30	76'297.00	80'170.35	84'342.70	88'827.05	93'636.40	98'783.75	104'280.80	110'141.20	116'378.60	123'004.05	130'032.50	137'478.25	145'353.00	V5
	V4	69'938.70	73'276.45	76'891.10	80'795.00	85'000.50	89'519.30	94'366.35	99'553.35	105'093.95	110'999.20	117'285.35	123'962.80	131'045.85	138'549.45	146'485.30	V4
	V3	70'479.50	73'843.25	77'485.85	81'419.65	85'657.65	90'210.90	95'095.65	100'322.95	105'906.45	111'857.85	118'192.75	124'920.90	132'059.20	139'620.65	147'618.25	V3
	V2	71'020.30	74'410.05	78'080.60	82'044.30	86'314.80	90'903.15	95'825.60	101'093.20	106'718.95	112'715.85	119'099.50	125'879.65	133'071.90	140'691.85	148'750.55	V2
V1	71'561.10	74'976.20	78'674.70	82'668.95	86'971.95	91'595.40	96'554.90	101'862.80	107'531.45	113'574.50	120'006.25	126'837.75	134'085.25	141'763.05	149'883.50	V1	
Grundgehalt		72'101.90	75'543.00	79'269.45	83'293.60	87'629.10	92'287.65	97'284.85	102'632.40	108'343.95	114'432.50	120'913.00	127'796.50	135'098.60	142'834.25	151'015.80	00
Gehaltsstufe	+01	72'642.70	76'109.80	79'864.20	83'918.25	88'286.25	92'979.90	98'014.80	103'402.00	109'156.45	115'290.50	121'819.75	128'755.25	136'111.95	143'905.45	152'148.10	+01
	+02	73'183.50	76'675.95	80'458.30	84'542.90	88'943.40	93'672.15	98'744.10	104'171.60	109'968.95	116'149.15	122'726.50	129'713.35	137'125.30	144'976.65	153'281.05	+02
	+03	73'724.30	77'242.75	81'053.05	85'167.55	89'600.55	94'364.40	99'474.05	104'941.85	110'781.45	117'007.15	123'633.25	130'672.10	138'138.00	146'047.85	154'413.35	+03
	+04	74'265.10	77'809.55	81'647.80	85'792.20	90'257.70	95'056.00	100'203.35	105'711.45	111'593.95	117'865.80	124'540.65	131'630.20	139'151.35	147'119.05	155'546.30	+04
	+05	74'805.90	78'375.70	82'241.90	86'416.85	90'915.50	95'748.25	100'933.30	106'481.05	112'407.10	118'723.80	125'447.40	132'588.95	140'164.70	148'190.25	156'678.60	+05
	+06	75'346.70	78'942.50	82'836.65	87'041.50	91'572.65	96'440.50	101'662.60	107'250.65	113'219.60	119'581.80	126'354.15	133'547.05	141'178.05	149'262.10	157'811.55	+06
	+07	75'887.50	79'509.30	83'431.40	87'666.80	92'229.80	97'132.75	102'392.55	108'020.90	114'032.10	120'440.45	127'260.90	134'505.80	142'191.40	150'333.30	158'943.85	+07
	+08	76'428.30	80'075.45	84'025.50	88'291.45	92'886.95	97'825.00	103'121.85	108'790.50	114'844.60	121'298.45	128'167.65	135'464.55	143'204.75	151'404.50	160'076.80	+08
	+09	76'969.10	80'642.25	84'620.25	88'916.10	93'544.10	98'517.25	103'851.80	109'560.10	115'657.10	122'156.45	129'074.40	136'422.65	144'217.45	152'475.70	161'209.10	+09
	+10	77'509.25	81'209.05	85'214.35	89'540.75	94'201.25	99'209.50	104'581.10	110'329.70	116'469.60	123'015.10	129'981.80	137'381.40	145'230.80	153'546.90	162'342.05	+10
	+11	78'050.05	81'775.20	85'809.10	90'165.40	94'858.40	99'901.10	105'311.05	111'099.30	117'282.10	123'873.10	130'888.55	138'339.50	146'244.15	154'618.10	163'474.35	+11
	+12	78'590.85	82'342.00	86'403.85	90'790.05	95'515.55	100'593.35	106'040.35	111'869.55	118'094.60	124'731.75	131'795.30	139'298.25	147'257.50	155'689.30	164'607.30	+12
	+13	79'131.65	82'908.15	86'997.95	91'414.70	96'172.70	101'285.60	106'770.30	112'639.15	118'907.75	125'589.75	132'702.05	140'256.35	148'270.85	156'760.50	165'739.60	+13
	+14	79'672.45	83'474.95	87'592.70	92'039.35	96'829.85	101'977.85	107'499.60	113'408.75	119'720.25	126'447.75	133'608.80	141'215.10	149'284.20	157'831.70	166'872.55	+14
	+15	80'213.25	84'041.75	88'187.45	92'664.00	97'487.65	102'670.10	108'229.55	114'178.35	120'532.75	127'306.40	134'515.55	142'173.85	150'296.90	158'902.90	168'004.85	+15
	+16	80'754.05	84'607.90	88'781.55	93'288.65	98'144.80	103'362.35	108'958.85	114'948.60	121'345.25	128'164.40	135'422.30	143'131.95	151'310.25	159'974.10	169'137.80	+16
	+17	81'294.85	85'174.70	89'376.30	93'913.30	98'801.95	104'054.60	109'688.80	115'718.20	122'157.75	129'022.40	136'329.70	144'090.70	152'323.60	161'045.30	170'270.10	+17
	+18	81'835.65	85'741.50	89'971.05	94'537.95	99'459.10	104'746.20	110'418.10	116'487.80	122'970.25	129'881.05	137'236.45	145'048.80	153'336.95	162'117.15	171'403.05	+18
	+19	82'376.45	86'307.65	90'565.15	95'163.25	100'116.25	105'438.45	111'148.05	117'257.40	123'782.75	130'739.05	138'143.20	146'007.55	154'350.30	163'188.35	172'535.35	+19
	+20	82'917.25	86'874.45	91'159.90	95'787.90	100'773.40	106'130.70	111'877.35	118'027.00	124'595.25	131'597.70	139'049.95	146'966.30	155'363.65	164'259.55	173'668.30	+20
	+21	83'458.05	87'441.25	91'754.65	96'412.55	101'430.55	106'822.95	112'607.30	118'797.25	125'408.40	132'455.70	139'956.70	147'924.40	156'376.35	165'330.75	174'800.60	+21
	+22	83'998.85	88'007.40	92'348.75	97'037.20	102'087.70	107'515.20	113'336.60	119'566.85	126'220.90	133'313.70	140'863.45	148'883.15	157'389.70	166'401.95	175'933.55	+22
	+23	84'539.65	88'574.20	92'943.50	97'661.85	102'744.85	108'207.45	114'066.55	120'336.45	127'033.40	134'172.35	141'770.20	149'841.25	158'403.05	167'473.15	177'065.85	+23
	+24	85'080.45	89'141.00	93'538.25	98'286.50	103'402.65	108'899.70	114'795.85	121'106.05	127'845.90	135'030.35	142'677.60	150'800.00	159'416.40	168'544.35	178'198.80	+24
	+25	85'621.25	89'707.15	94'132.35	98'911.15	104'059.80	109'591.30	115'525.80	121'876.30	128'658.40	135'888.35	143'584.35	151'758.10	160'429.75	169'615.55	179'331.10	+25
	+26	86'162.05	90'273.95	94'727.10	99'535.80	104'716.95	110'283.55	116'255.10	122'645.90	129'470.90	136'747.00	144'491.10	152'716.85	161'443.10	170'686.75	180'464.05	+26
	+27	86'702.85	90'840.75	95'321.20	100'160.45	105'374.10	110'975.80	116'985.05	123'415.50	130'283.40	137'605.00	145'397.85	153'675.60	162'455.80	171'757.95	181'596.35	+27
	+28	87'243.00	91'406.90	95'915.95	100'785.10	106'031.25	111'668.05	117'714.35	124'185.10	131'095.90	138'463.65	146'304.60	154'633.70	163'469.15	172'829.15	182'729.30	+28
	+29	87'783.80	91'973.70	96'510.70	101'409.75	106'688.40	112'360.30	118'444.30	124'954.70	131'909.05	139'321.65	147'211.35					

**Gehaltsklassentabelle ab 01. April 2016**  
**Jahresgehalt inkl. 13. Gehalt**

**Direktion Personal**  
**HR Controlling und Vergütung**

Gehaltsklasse		GK 16	GK 17	GK 18	GK 19	GK 20	GK 21	GK 22	GK 23	GK 24	GK 25	GK 26	GK 27	GK 28	GK 29	GK 30	
Gehaltsstufe	+36	91'569.40	95'939.35	100'672.00	105'782.95	111'289.10	117'205.40	123'552.00	130'343.20	137'596.55	145'329.60	153'559.25	162'301.75	171'575.30	181'399.40	191'790.30	+36
	+37	92'110.20	96'506.15	101'266.75	106'407.60	111'946.25	117'897.65	124'281.30	131'112.80	138'409.70	146'187.60	154'466.65	163'259.85	172'588.65	182'470.60	192'922.60	+37
	+38	92'651.00	97'072.95	101'861.50	107'032.25	112'603.40	118'589.90	125'011.25	131'882.40	139'222.20	147'045.60	155'373.40	164'218.60	173'602.00	183'541.80	194'055.55	+38
	+39	93'191.80	97'639.10	102'455.60	107'656.90	113'260.55	119'281.50	125'740.55	132'652.65	140'034.70	147'904.25	156'280.15	165'176.70	174'614.70	184'613.00	195'187.85	+39
	+40	93'732.60	98'205.90	103'050.35	108'281.55	113'917.70	119'973.75	126'470.50	133'422.25	140'847.20	148'762.25	157'186.90	166'135.45	175'628.05	185'684.85	196'320.80	+40
	+41	94'273.40	98'772.70	103'645.10	108'906.20	114'574.85	120'666.00	127'199.80	134'191.85	141'659.70	149'620.25	158'093.65	167'094.20	176'641.40	186'756.05	197'453.10	+41
	+42	94'814.20	99'338.85	104'239.20	109'530.85	115'232.00	121'358.25	127'929.75	134'961.45	142'472.20	150'478.90	159'000.40	168'052.30	177'654.75	187'827.25	198'586.05	+42
	+43	95'355.00	99'905.65	104'833.95	110'155.50	115'889.80	122'050.50	128'659.05	135'731.05	143'284.70	151'336.90	159'907.15	169'011.05	178'668.10	188'898.45	199'718.35	+43
	+44	95'895.80	100'472.45	105'428.05	110'780.80	116'546.95	122'742.75	129'389.00	136'501.30	144'097.20	152'195.55	160'814.55	169'969.15	179'681.45	189'969.65	200'851.30	+44
	+45	96'436.60	101'038.60	106'022.80	111'405.45	117'204.10	123'435.00	130'118.30	137'270.90	144'910.35	153'053.55	161'721.30	170'927.90	180'694.15	191'040.85	201'983.60	+45
	+46	96'976.75	101'605.40	106'617.55	112'030.10	117'861.25	124'126.60	130'848.25	138'040.50	145'722.85	153'911.55	162'628.05	171'886.00	181'707.50	192'112.05	203'116.55	+46
	+47	97'517.55	102'172.20	107'211.65	112'654.75	118'518.40	124'818.85	131'577.55	138'810.10	146'535.35	154'770.20	163'534.80	172'844.75	182'720.85	193'183.25	204'248.85	+47
	+48	98'058.35	102'738.35	107'806.40	113'279.40	119'175.55	125'511.10	132'307.50	139'580.35	147'347.85	155'628.20	164'441.55	173'803.50	183'734.20	194'254.45	205'381.80	+48
	+49	98'599.15	103'305.15	108'401.15	113'904.05	119'832.70	126'203.35	133'036.80	140'349.95	148'160.35	156'486.20	165'348.30	174'761.60	184'747.55	195'325.65	206'514.10	+49
	+50	99'139.95	103'871.95	108'995.25	114'528.70	120'489.85	126'895.60	133'766.75	141'119.55	148'972.85	157'344.85	166'255.70	175'720.35	185'760.90	196'396.85	207'647.05	+50
	+51	99'680.75	104'438.10	109'590.00	115'153.35	121'147.00	127'587.85	134'496.05	141'889.15	149'785.35	158'202.85	167'162.45	176'678.45	186'773.60	197'468.05	208'779.35	+51
	+52	100'221.55	105'004.90	110'184.75	115'778.00	121'804.15	128'280.10	135'226.00	142'658.75	150'597.85	159'061.50	168'069.20	177'637.20	187'786.95	198'539.90	209'911.65	+52
	+53	100'762.35	105'571.05	110'778.85	116'402.65	122'461.95	128'971.70	135'955.30	143'429.00	151'410.35	159'919.50	168'975.95	178'595.30	188'800.30	199'611.10	211'044.60	+53
	+54	101'303.15	106'137.85	111'373.60	117'027.30	123'119.10	129'663.95	136'685.25	144'198.60	152'223.50	160'777.50	169'882.70	179'554.05	189'813.65	200'682.30	212'176.90	+54
	+55	101'843.95	106'704.65	111'968.35	117'651.95	123'776.25	130'356.20	137'414.55	144'968.20	153'036.00	161'636.15	170'789.45	180'512.80	190'827.00	201'753.50	213'309.85	+55
	+56	102'384.75	107'270.80	112'562.45	118'276.60	124'433.40	131'048.45	138'144.50	145'737.80	153'848.50	162'494.15	171'696.20	181'470.90	191'839.70	202'824.70	214'442.15	+56
	+57	102'925.55	107'837.60	113'157.20	118'901.90	125'090.55	131'740.70	138'873.80	146'508.05	154'661.00	163'352.15	172'603.60	182'429.65	192'853.05	203'895.90	215'575.10	+57
	+58	103'466.35	108'404.40	113'751.95	119'526.55	125'747.70	132'432.95	139'603.75	147'277.65	155'473.50	164'210.80	173'510.35	183'387.75	193'866.40	204'967.10	216'707.40	+58
	+59	104'007.15	108'970.55	114'346.05	120'151.20	126'404.85	133'125.20	140'333.70	148'047.25	156'286.00	165'068.80	174'417.10	184'346.50	194'879.75	206'038.30	217'840.35	+59
	+60	104'547.95	109'537.35	114'940.80	120'775.85	127'062.00	133'816.80	141'063.00	148'816.85	157'098.50	165'927.45	175'323.85	185'305.25	195'893.10	207'109.50	218'972.65	+60
	+61	105'088.75	110'104.15	115'534.90	121'400.50	127'719.15	134'509.05	141'792.95	149'586.45	157'911.00	166'785.45	176'230.60	186'263.35	196'906.45	208'180.70	220'105.60	+61
	+62	105'629.55	110'670.30	116'129.65	122'025.15	128'376.95	135'201.30	142'522.25	150'356.70	158'724.15	167'643.45	177'137.35	187'222.10	197'919.15	209'251.90	221'237.90	+62
	+63	106'170.35	111'237.10	116'724.40	122'649.80	129'034.10	135'893.55	143'252.20	151'126.30	159'536.65	168'502.10	178'044.10	188'180.20	198'932.50	210'323.75	222'370.85	+63
	+64	106'710.50	111'803.90	117'318.50	123'274.45	129'691.25	136'585.80	143'981.50	151'895.90	160'349.15	169'360.10	178'951.50	189'138.95	199'945.85	211'394.95	223'503.15	+64
	+65	107'251.30	112'370.05	117'913.25	123'899.10	130'348.40	137'278.05	144'711.45	152'665.50	161'161.65	170'218.10	179'858.25	190'097.05	200'959.20	212'466.15	224'636.10	+65
	+66	107'792.10	112'936.85	118'508.00	124'523.75	131'005.55	137'970.30	145'440.75	153'435.75	161'974.15	171'076.75	180'765.00	191'055.80	201'972.55	213'537.35	225'768.40	+66
	+67	108'332.90	113'503.65	119'102.10	125'148.40	131'662.70	138'661.90	146'170.70	154'205.35	162'786.65	171'934.75	181'671.75	192'014.55	202'985.90	214'608.55	226'901.35	+67
	+68	108'873.70	114'069.80	119'696.85	125'773.05	132'319.85	139'354.15	146'900.00	154'974.95	163'599.15	172'793.40	182'578.50	192'972.65	203'998.60	215'679.75	228'033.65	+68
	+69	109'414.50	114'636.60	120'291.60	126'398.35	132'977.00	140'046.40	147'629.95	155'744.55	164'411.65	173'651.40	183'485.25	193'931.40	205'011.95	216'750.95	229'166.60	+69
	+70	109'955.30	115'203.40	120'885.70	127'023.00	133'634.15	140'738.65	148'359.25	156'514.15	165'224.80	174'509.40	184'392.65	194'889.50	206'025.30	217'822.15	230'298.90	+70
	+71	110'496.10	115'769.55	121'480.45	127'647.65	134'291.30	141'430.90	149'089.20	157'284.40	166'037.30	175'368.05	185'299.40	195'848.25	207'038.65	218'893.35	231'431.85	+71
	+72	111'036.90	116'336.35	122'075.20	128'272.30	134'949.10	142'123.15	149'818.50	158'054.00	166'849.80	176'226.05	186'206.15	196'806.35	208'052.00	219'964.55	232'564.15	+72
	+73	111'577.70	116'902.50	122'669.30	128'896.95	135'606.25	142'815.40	150'548.45	158'823.60	167'662.30	177'084.05	187'112.90	197'765.10	209'065.35	221'035.75	233'697.10	+73
	+74	112'118.50	117'469.30	123'264.05	129'521.60	136'263.40	143'507.00	151'277.75	159'593.20	168'474.80	177'942.70	188'019.65	198'723.85	210'078.05	222'106.95	234'829.40	+74
	+75	112'659.30	118'036.10	123'858.80	130'146.25	136'920.55	144'199.25	152'007.70	160'363.45	169'287.30	178'800.70	188'926.40	199'681.95	211'091.40	223'178.80	235'962.35	+75
+76	113'200.10	118'602.25	124'452.90	130'770.90	137'577.70	144'891.50	152'737.00	161'133.05	170'099.80	179'659.35	189'833.15	200'640.70	212'104.75	224'250.00	237'094.65	+76	
+77	113'740.90	119'169.05	125'047.65	131'395.55	138'234.85	145'583.75	153'466.95	161'902.65	170'912.30	180'517.35	190'740.55	201'598.80	213'118.10	225'321.20	238'227.60	+77	
+78	114'281.70	119'735.85	125'642.40	132'020.20	138'892.00	146'276.00	154'196.25	162'672.25	171'725.45	181'375.35	191'647.30	202'557.55	214'131.45	226'392.40	239'359.90	+78	
+79	114'822.50	120'302.00	126'236.50	132'644.85	139'549.15	146'968.25	154'926.20	163'441.85	172'537.95	182'234.00	192'554.05	203'515.65</					