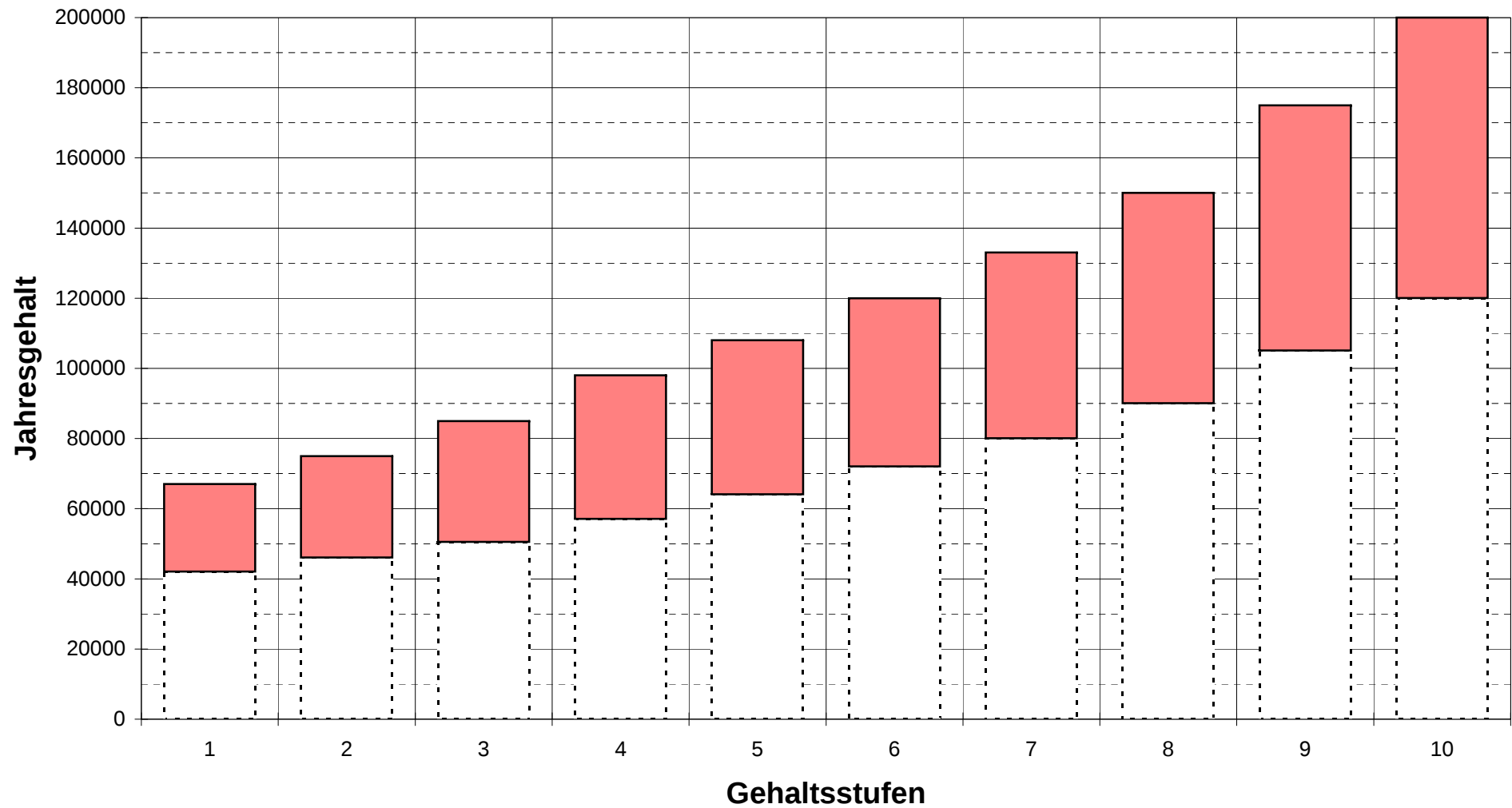


Neue Gehaltsstruktur Vorschlag Projektteam



Vorschlag neue Gehaltsstruktur

Jahressaläre Var. **3** Entscheid Projektteam

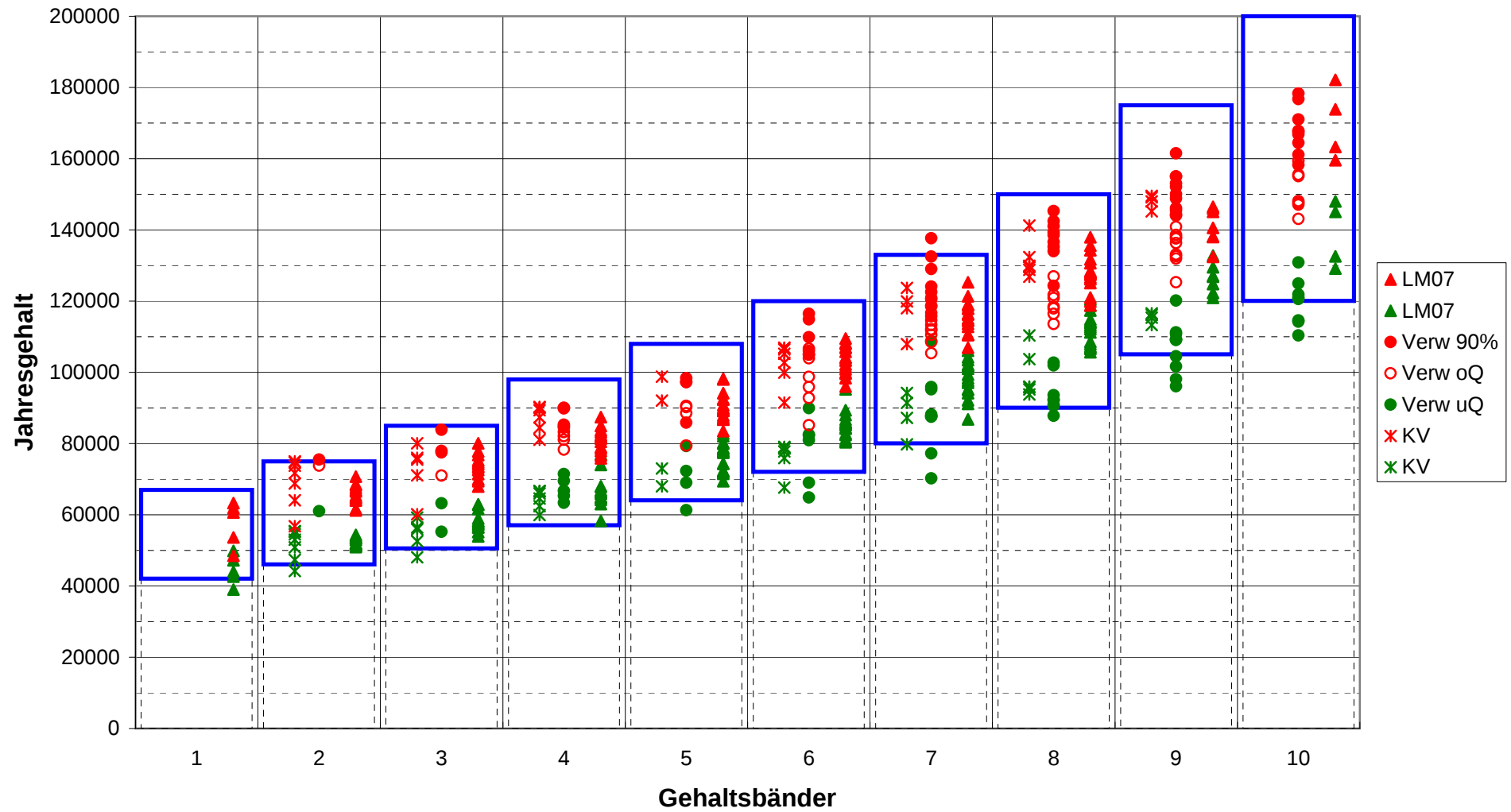
Klasse	1	2	3	4	5	6	7	8	9	10
Obere Grenze	67'000	75'000	85'000	98'000	108'000	120'000	133'000	150'000	175'000	200'000
Untere Grenze	42'000	46'000	50'500	57'000	64'000	72'000	80'000	90'000	105'000	120'000
Delta	25'000	29'000	34'500	41'000	44'000	48'000	53'000	60'000	70'000	80'000
Bandbreite in %	60%	63%	68%	72%	69%	67%	66%	67%	67%	67%
Steig % oben	100	112	113	115	110	111	111	113	117	114
Steig % unten	100	110	110	113	112	113	111	113	117	114

Monatssaläre

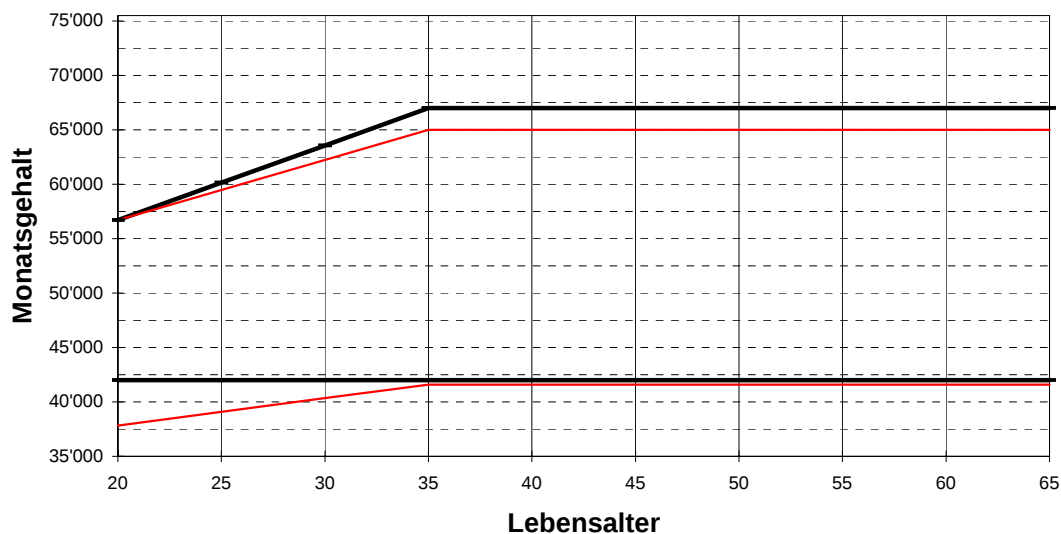
Klasse	1	2	3	4	5	6	7	8	9	10
Obere Grenze	5'154	5'769	6'538	7'538	8'308	9'231	10'231	11'538	13'462	15'385
Untere Grenze	3'231	3'538	3'885	4'385	4'923	5'538	6'154	6'923	8'077	9'231
Delta	1'923	2'231	2'654	3'154	3'385	3'692	4'077	4'615	5'385	6'154

bisher	1	2	3	4	5	6	7	8	9	10
Obere Grenze	66'806	73'809	80'313	92'342	100'208	111'580	123'017	137'440	157'230	179'135
Untere Grenze	37'820	43'639	49'580	57'313	61'471	68'686	77'870	86'980	101'629	117'049
Delta	28'986	30'170	30'733	35'029	38'737	42'894	45'147	50'460	55'601	62'086

Marktdaten



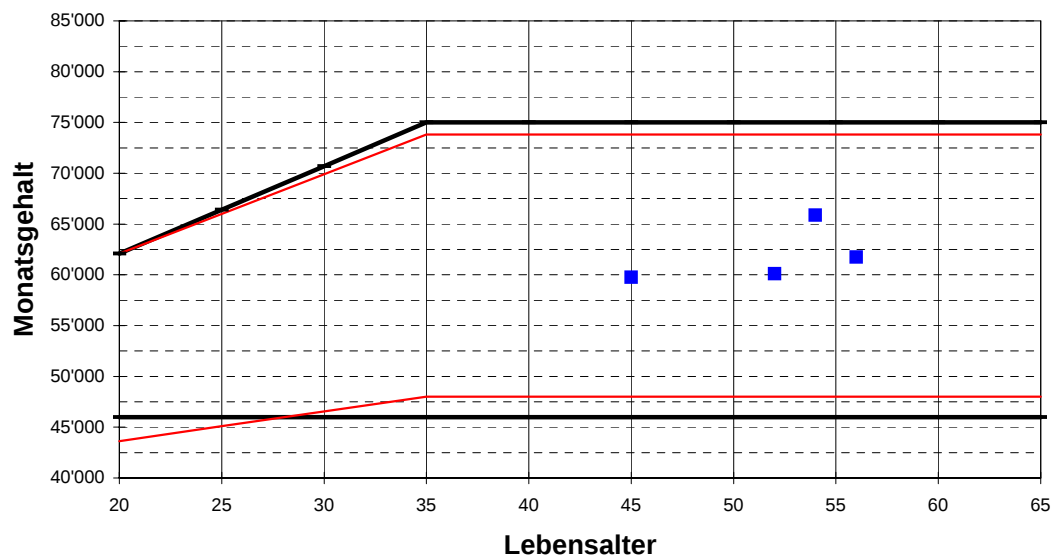
Gehaltsband 1



Lebensalter	20	25	30	35	40	45	50	55	60	65
Obere Grenze	56'700	60'133	63'567	67'000	67'000	67'000	67'000	67'000	67'000	67'000
Untere Grenze	42'000	42'000	42'000	42'000	42'000	42'000	42'000	42'000	42'000	42'000

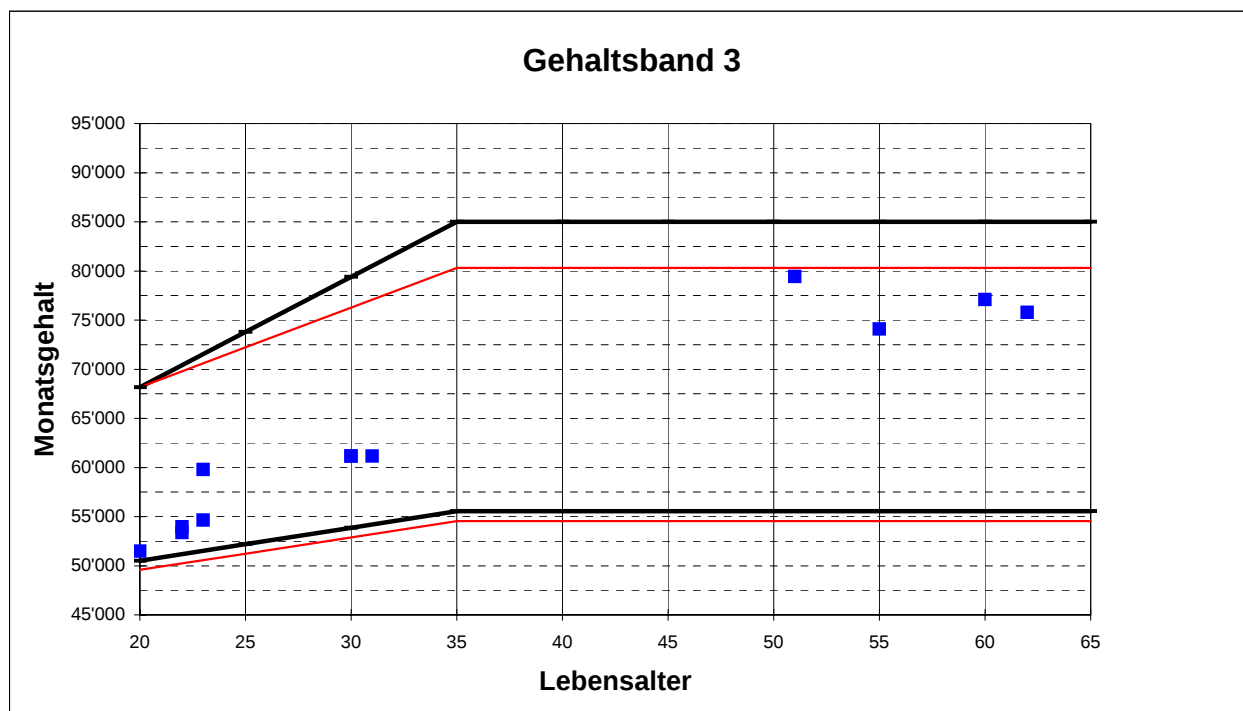
bisher	20	25	30	35	40	45	50	55	60	65
Obere Grenze	56'700	59'467	62'233	65'000	65'000	65'000	65'000	65'000	65'000	65'000
Untere Grenze	37'820	39'081	40'341	41'602	41'602	41'602	41'602	41'602	41'602	41'602

Gehaltsband 2



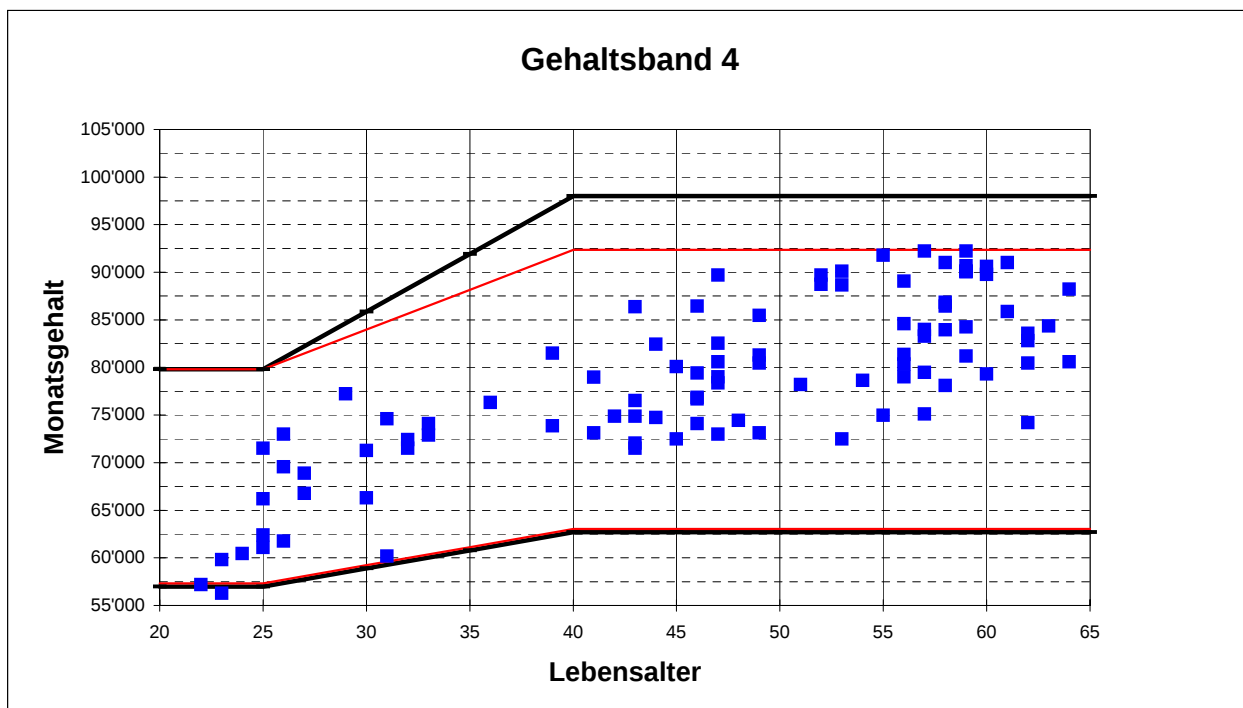
Lebensalter	20	25	30	35	40	45	50	55	60	65
Obere Grenze	62'100	66'400	70'700	75'000	75'000	75'000	75'000	75'000	75'000	75'000
Untere Grenze	46'000	46'000	46'000	46'000	46'000	46'000	46'000	46'000	46'000	46'000

bisher	20	25	30	35	40	45	50	55	60	65
Obere Grenze	62'100	66'003	69'906	73'809	73'809	73'809	73'809	73'809	73'809	73'809
Untere Grenze	43'639	45'094	46'548	48'003	48'003	48'003	48'003	48'003	48'003	48'003



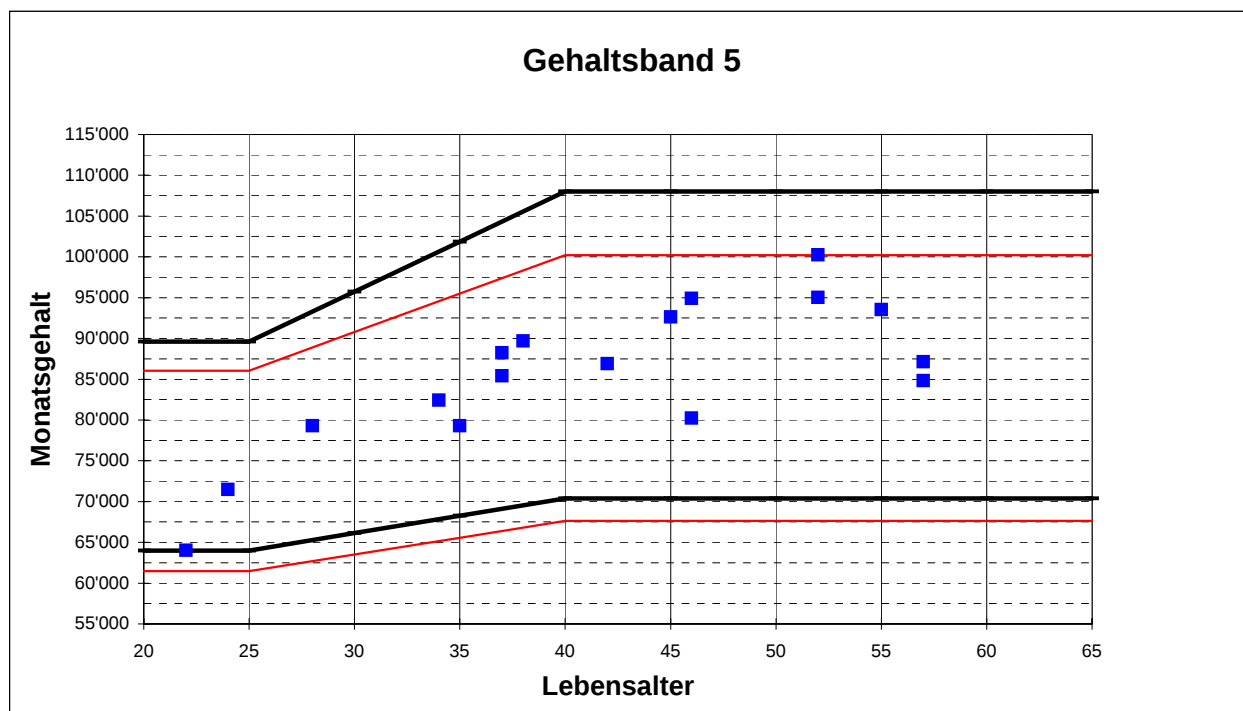
Lebensalter	20	25	30	35	40	45	50	55	60	65
Obere Grenze	68'175	73'783	79'392	85'000	85'000	85'000	85'000	85'000	85'000	85'000
Untere Grenze	50'500	52'183	53'867	55'550	55'550	55'550	55'550	55'550	55'550	55'550

bisher	20	25	30	35	40	45	50	55	60	65
Obere Grenze	68'175	72'221	76'267	80'313	80'313	80'313	80'313	80'313	80'313	80'313
Untere Grenze	49'580	51'233	52'885	54'538	54'538	54'538	54'538	54'538	54'538	54'538



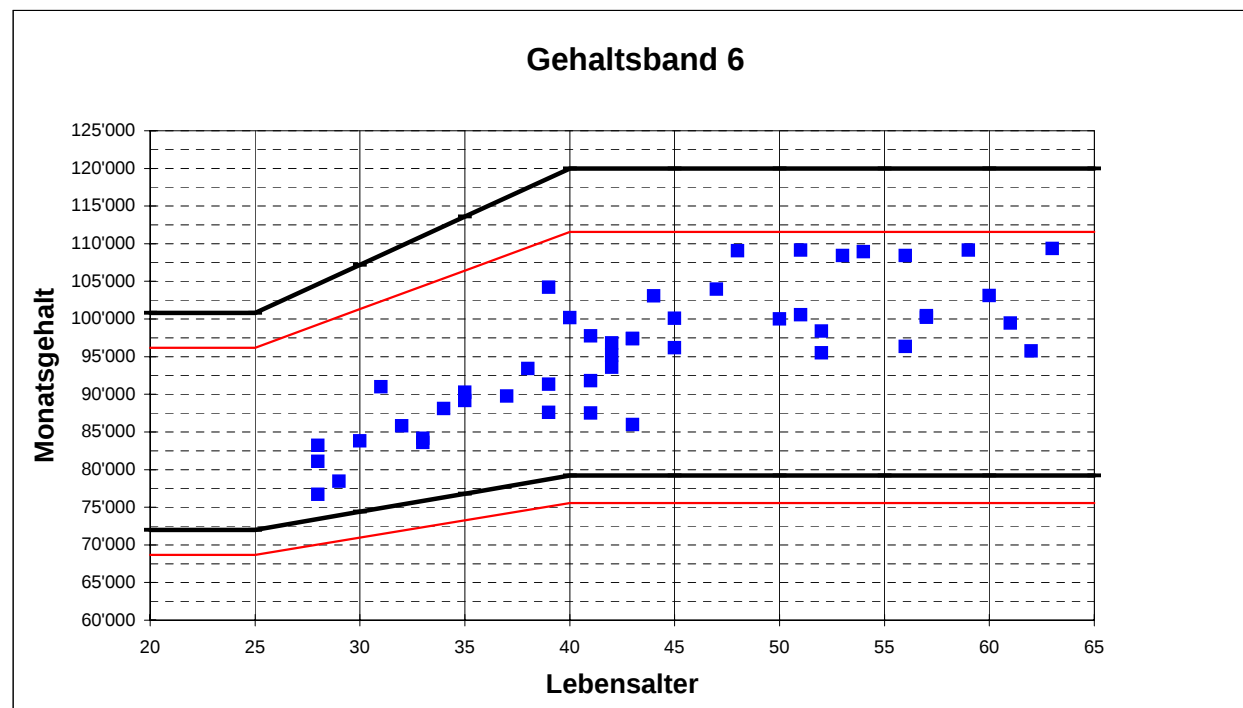
Lebensalter	20	25	30	35	40	45	50	55	60	65
Obere Grenze	79'800	79'800	85'867	91'933	98'000	98'000	98'000	98'000	98'000	98'000
Untere Grenze	57'000	57'000	58'900	60'800	62'700	62'700	62'700	62'700	62'700	62'700

bisher	20	25	30	35	40	45	50	55	60	65
Obere Grenze	79'800	79'800	83'981	88'161	92'342	92'342	92'342	92'342	92'342	92'342
Untere Grenze	57'313	57'313	59'223	61'134	63'044	63'044	63'044	63'044	63'044	63'044



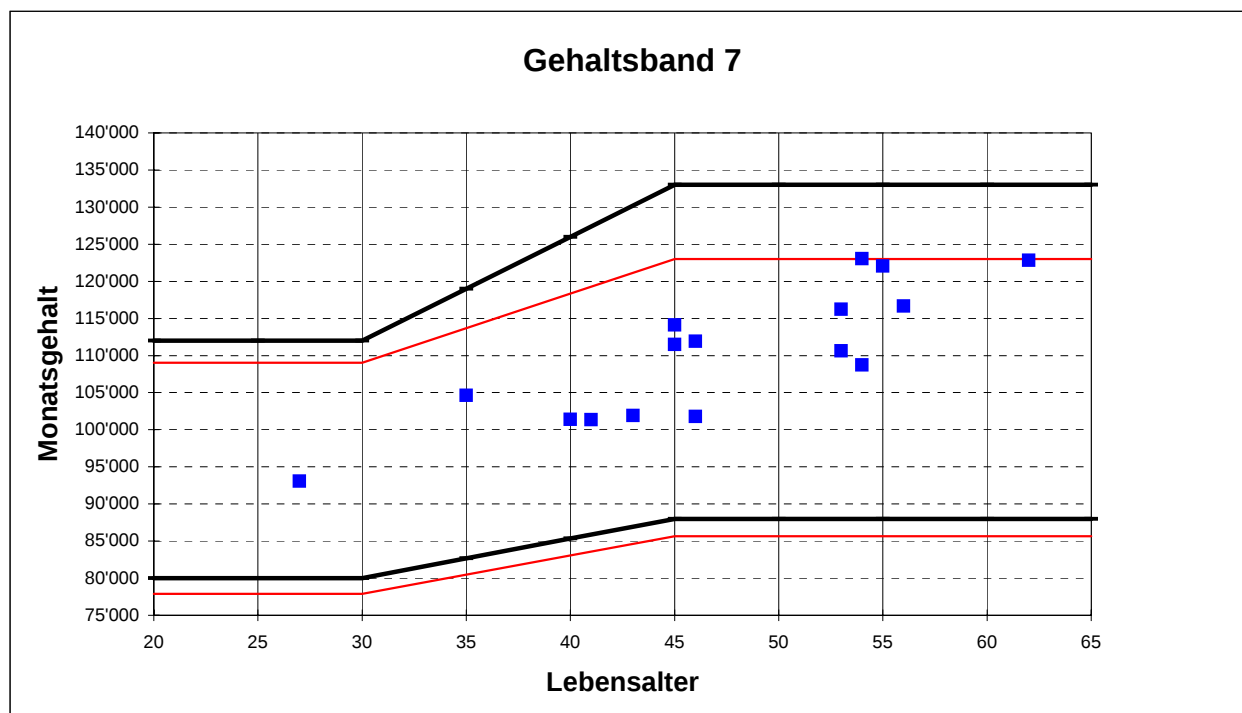
Lebensalter	20	25	30	35	40	45	50	55	60	65
Obere Grenze	89'600	89'600	95'733	101'867	108'000	108'000	108'000	108'000	108'000	108'000
Untere Grenze	64'000	64'000	66'133	68'267	70'400	70'400	70'400	70'400	70'400	70'400

bisher	20	25	30	35	40	45	50	55	60	65
Obere Grenze	86'059	86'059	90'776	95'492	100'208	100'208	100'208	100'208	100'208	100'208
Untere Grenze	61'471	61'471	63'520	65'569	67'618	67'618	67'618	67'618	67'618	67'618



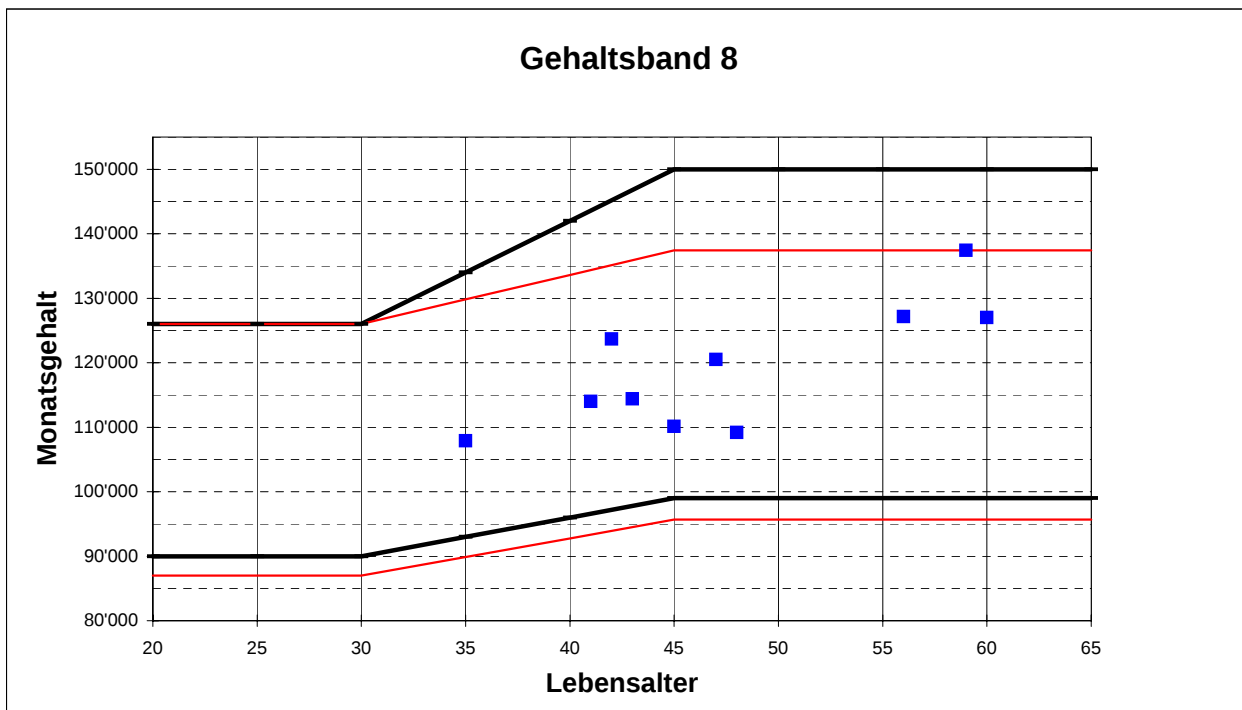
Lebensalter	20	25	30	35	40	45	50	55	60	65
Obere Grenze	100'800	100'800	107'200	113'600	120'000	120'000	120'000	120'000	120'000	120'000
Untere Grenze	72'000	72'000	74'400	76'800	79'200	79'200	79'200	79'200	79'200	79'200

bisher	20	25	30	35	40	45	50	55	60	65
Obere Grenze	96'160	96'160	101'300	106'440	111'580	111'580	111'580	111'580	111'580	111'580
Untere Grenze	68'686	68'686	70'976	73'265	75'555	75'555	75'555	75'555	75'555	75'555



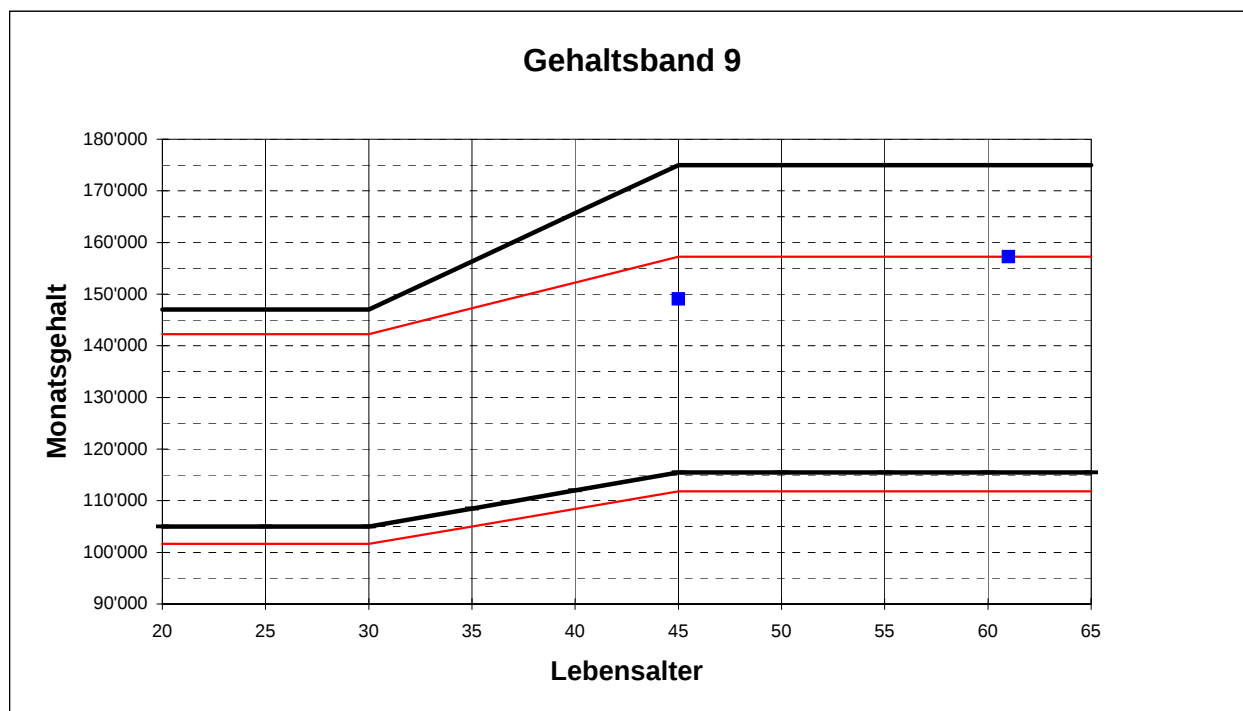
Lebensalter	20	25	30	35	40	45	50	55	60	65
Obere Grenze	112'000	112'000	112'000	119'000	126'000	133'000	133'000	133'000	133'000	133'000
Untere Grenze	80'000	80'000	80'000	82'667	85'333	88'000	88'000	88'000	88'000	88'000

bisher	20	25	30	35	40	45	50	55	60	65
Obere Grenze	109'018	109'018	109'018	113'684	118'351	123'017	123'017	123'017	123'017	123'017
Untere Grenze	77'870	77'870	77'870	80'466	83'061	85'657	85'657	85'657	85'657	85'657



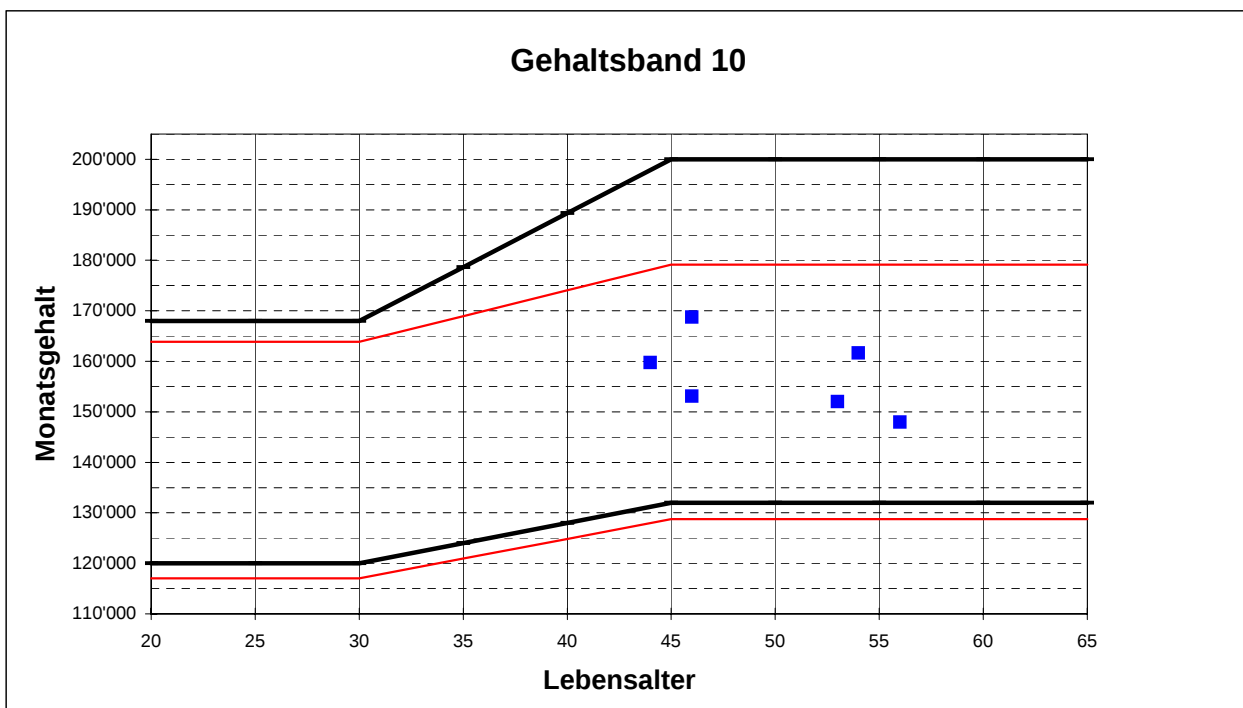
Lebensalter	20	25	30	35	40	45	50	55	60	65
Obere Grenze	126'000	126'000	126'000	134'000	142'000	150'000	150'000	150'000	150'000	150'000
Untere Grenze	90'000	90'000	90'000	93'000	96'000	99'000	99'000	99'000	99'000	99'000

bisher	20	25	30	35	40	45	50	55	60	65
Obere Grenze	126'000	126'000	126'000	129'813	133'627	137'440	137'440	137'440	137'440	137'440
Untere Grenze	86'980	86'980	86'980	89'879	92'779	95'678	95'678	95'678	95'678	95'678



Lebensalter	20	25	30	35	40	45	50	55	60	65
Obere Grenze	147'000	147'000	147'000	156'333	165'667	175'000	175'000	175'000	175'000	175'000
Untere Grenze	105'000	105'000	105'000	108'500	112'000	115'500	115'500	115'500	115'500	115'500

bisher	20	25	30	35	40	45	50	55	60	65
Obere Grenze	142'281	142'281	142'281	147'264	152'247	157'230	157'230	157'230	157'230	157'230
Untere Grenze	101'629	101'629	101'629	105'017	108'404	111'792	111'792	111'792	111'792	111'792



Lebensalter	20	25	30	35	40	45	50	55	60	65
Obere Grenze	168'000	168'000	168'000	178'667	189'333	200'000	200'000	200'000	200'000	200'000
Untere Grenze	120'000	120'000	120'000	124'000	128'000	132'000	132'000	132'000	132'000	132'000

bisher	20	25	30	35	40	45	50	55	60	65
Obere Grenze	163'869	163'869	163'869	168'957	174'046	179'135	179'135	179'135	179'135	179'135
Untere Grenze	117'049	117'049	117'049	120'951	124'852	128'754	128'754	128'754	128'754	128'754