

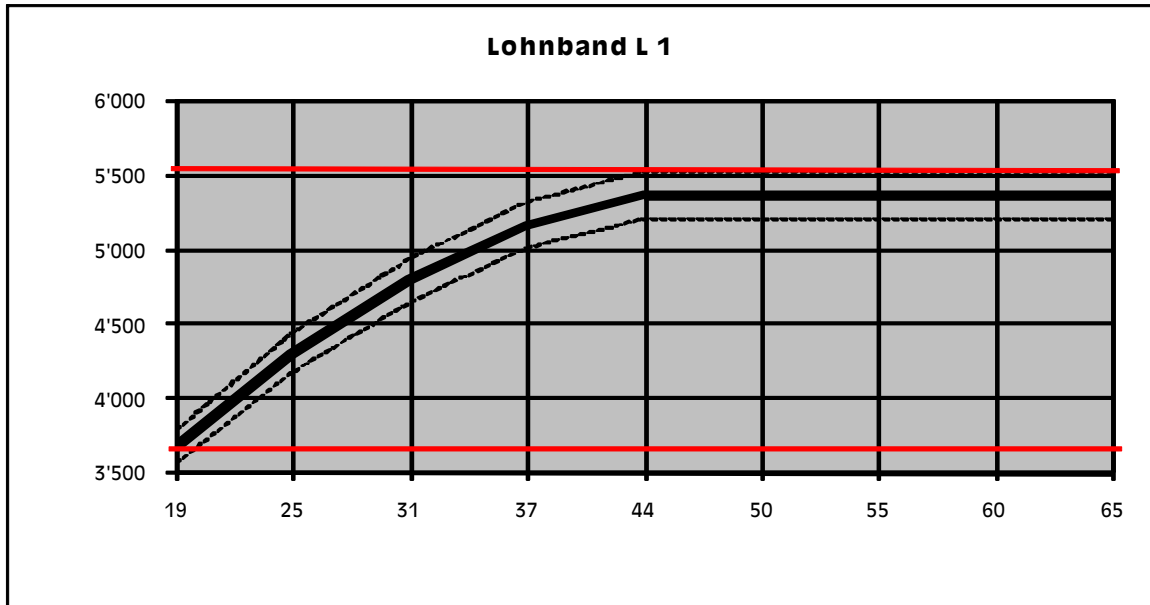
ANHANG 2¹**1. Lohnbänder**

Band	Funktionswert	Funktionslohn 5/8 des theoretischen Bandmaximums	Effektiver Höchstbetrag des Erfahrungslohnanteils	erreichbarer Maximallohn in % des Bandmaximums	theoretisches Bandmaximum
L 1	19	3'670	1873	94.4%	5'872
L 2	20	3'850	1965	94.4%	6'160
L 3	21	4'040	2'062	94.4%	6'464
L 4	22	4'240	2'164	94.4%	6'784
L 5	23	4'450	2'271	94.4%	7'120
L 6	24	4'670	2'384	94.4%	7'472
L 7	25	4'900	2'501	94.4%	7'840
L 8	26	5'140	2'623	94.4%	8'224
L 9	27	5'400	2'756	94.4%	8'640
L 10	28	5'670	2'894	94.4%	9'072
L 11	29	5'950	3'037	94.4%	9'520
L 12	30	6'250	3'190	94.4%	10'000
L 13	31	6'560	3'348	94.4%	10'496
L 14	32	6'890	3'517	94.4%	11'024
L 15	33	7'230	3'690	94.4%	11'568
L 16	34	7'590	3'874	94.4%	12'144

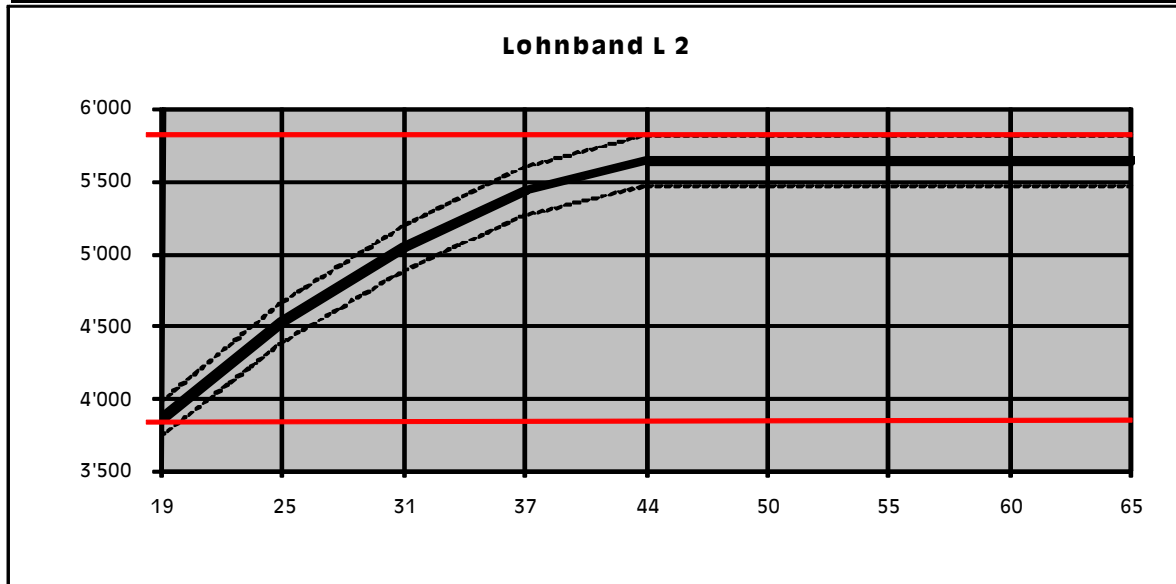
2. Parameter für die Berechnung der Lohnleitlinien

Lohnband	massgebendes Lebensalter (Startjahr)	Minimallohn je Monat (62.5%)	jährlicher Anstieg in den Jahren 1- 6	jährlicher Anstieg in den Jahren 7 - 12	jährlicher Anstieg in den Jahren 13 - 18	jährlicher Anstieg in den Jahren 19 - 25
L 1	19	3'670	180%	140%	105%	0.50%
L 2	19	3'850	180%	140%	105%	0.50%
L 3	20	4'040	180%	140%	105%	0.50%
L 4	20	4'240	180%	140%	105%	0.50%
L 5	21	4'450	180%	140%	105%	0.50%
L 6	21	4'670	180%	140%	105%	0.50%
L 7	22	4'900	180%	140%	105%	0.50%
L 8	22	5'140	180%	140%	105%	0.50%
L 9	22	5'400	180%	140%	105%	0.50%
L 10	22	5'670	180%	140%	105%	0.50%
L 11	22	5'950	180%	140%	105%	0.50%
L 12	25	6'250	180%	140%	105%	0.50%
L 13	25	6'560	180%	140%	105%	0.50%
L 14	25	6'890	180%	140%	105%	0.50%
L 15	28	7'230	180%	140%	105%	0.50%
L 16	28	7'590	180%	140%	105%	0.50%

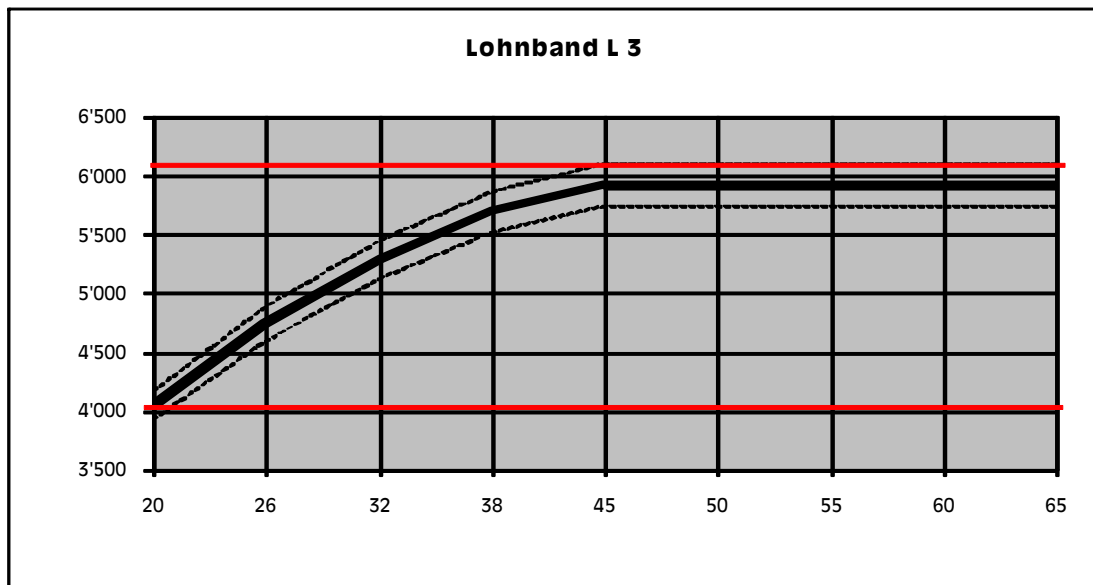
1. Lohnbänder



Massgebendes Lebensalter	19	25	31	37	44	50	55	60	65
Bandposition c oben	3'780	4'433	4'941	5'322	5'534	5'534	5'534	5'534	5'534
Lohnleitlinie	3'670	4'304	4'797	5'167	5'373	5'373	5'373	5'373	5'373
Bandposition c unten		4'175	4'654	5'012	5'212	5'212	5'212	5'212	5'212



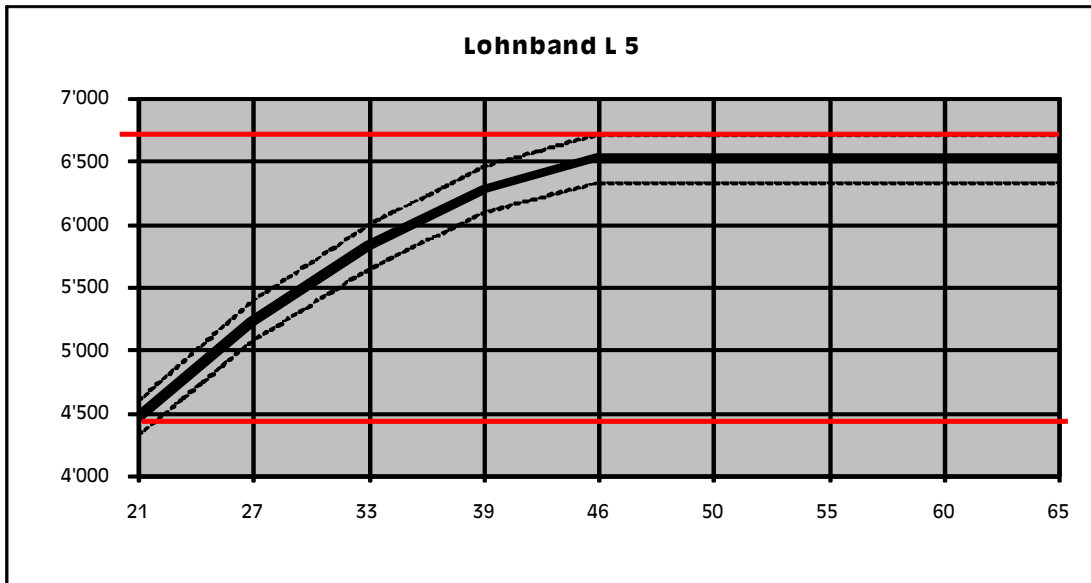
Massgebendes Lebensalter	19	25	31	37	44	50	55	60	65
Bandposition c oben	3'966	4'651	5'184	5'583	5'805	5'805	5'805	5'805	5'805
Lohnleitlinie	3'850	4'515	5'033	5'421	5'636	5'636	5'636	5'636	5'636
Bandposition c unten		4'380	4'882	5'258	5'467	5'467	5'467	5'467	5'467



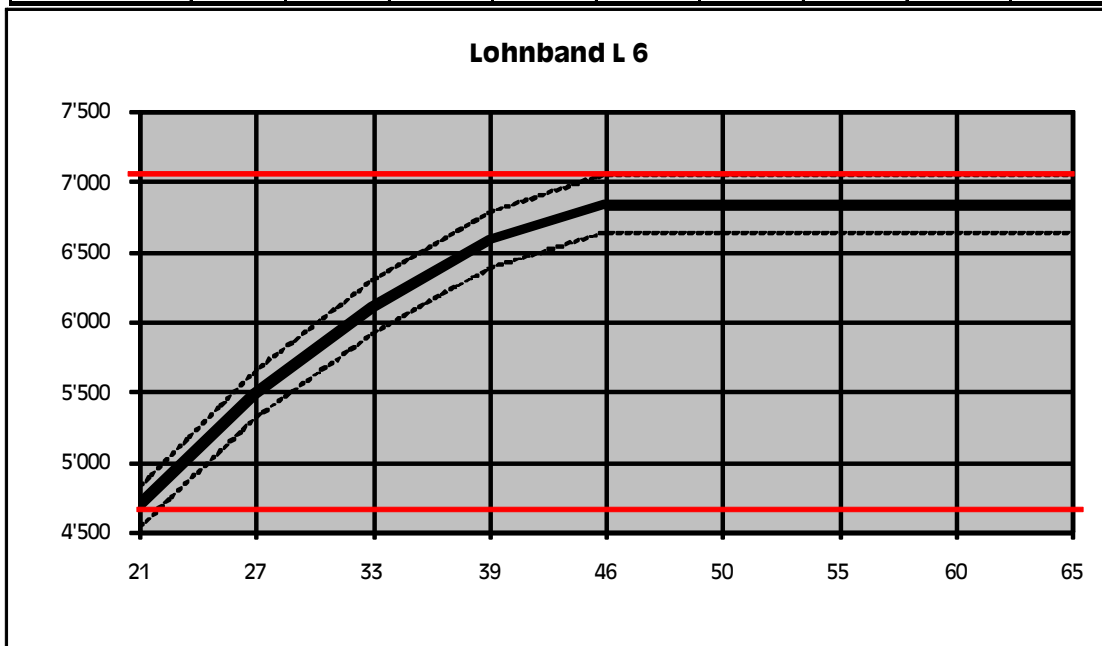
Massgebendes Lebensalter	20	26	32	38	45	50	55	60	65
Bandposition c oben	4'161	4'880	5'440	5'859	6'092	6'092	6'092	6'092	6'092
Lohnleitlinie	4'040	4'738	5'281	5'688	5'915	5'915	5'915	5'915	5'915
Bandposition c unten		4'596	5'123	5'518	5'737	5'737	5'737	5'737	5'737



Massgebendes Lebensalter	20	26	32	38	45	50	55	60	65
Bandposition c oben	4'367	5'122	5'709	6'149	6'394	6'394	6'394	6'394	6'394
Lohnleitlinie	4'240	4'973	5'543	5'970	6'207	6'207	6'207	6'207	6'207
Bandposition c unten		4'823	5'376	5'791	6'021	6'021	6'021	6'021	6'021



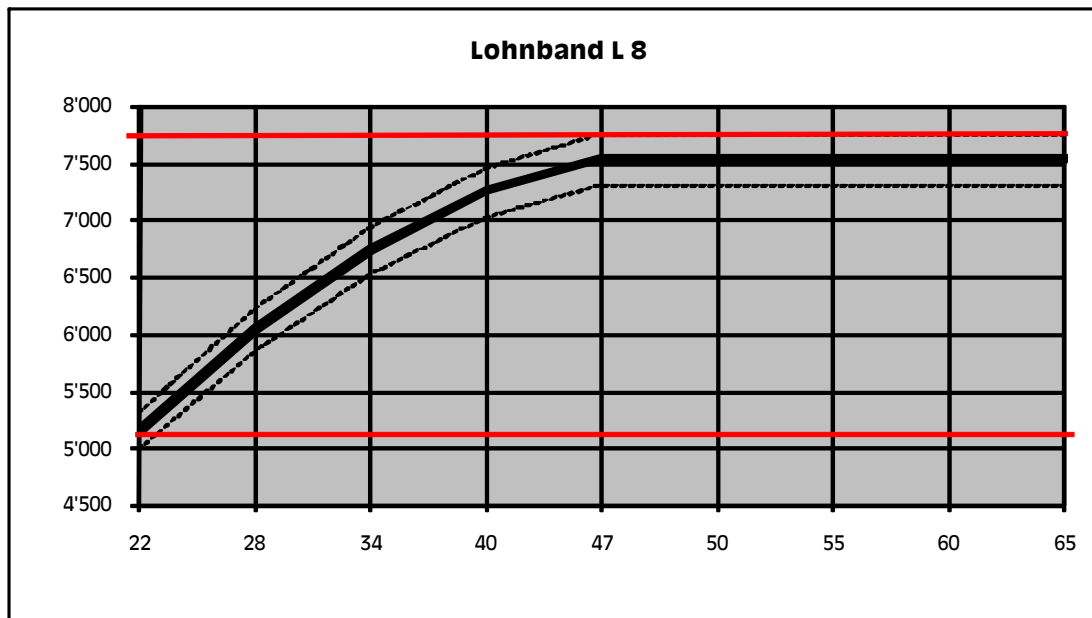
Massgebendes Lebensalter	21	27	33	39	46	50	55	60	65
Bandposition c oben	4'584	5'376	5'992	6'454	6'710	6'710	6'710	6'710	6'710
Lohnleitlinie	4'450	5'219	5'817	6'266	6'515	6'515	6'515	6'515	6'515
Bandposition c unten		5'062	5'643	6'078	6'319	6'319	6'319	6'319	6'319



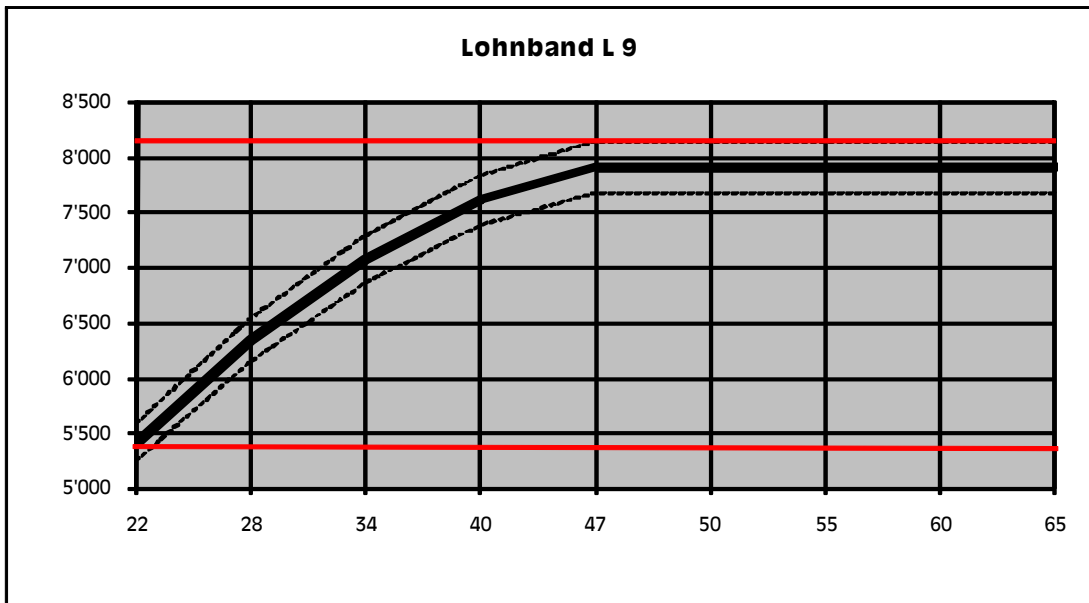
Massgebendes Lebensalter	21	27	33	39	46	50	55	60	65
Bandposition c oben	4'810	5'641	6'288	6'773	7'042	7'042	7'042	7'042	7'042
Lohnleitlinie	4'670	5'477	6'105	6'575	6'837	6'837	6'837	6'837	6'837
Bandposition c unten		5'313	5'921	6'378	6'632	6'632	6'632	6'632	6'632



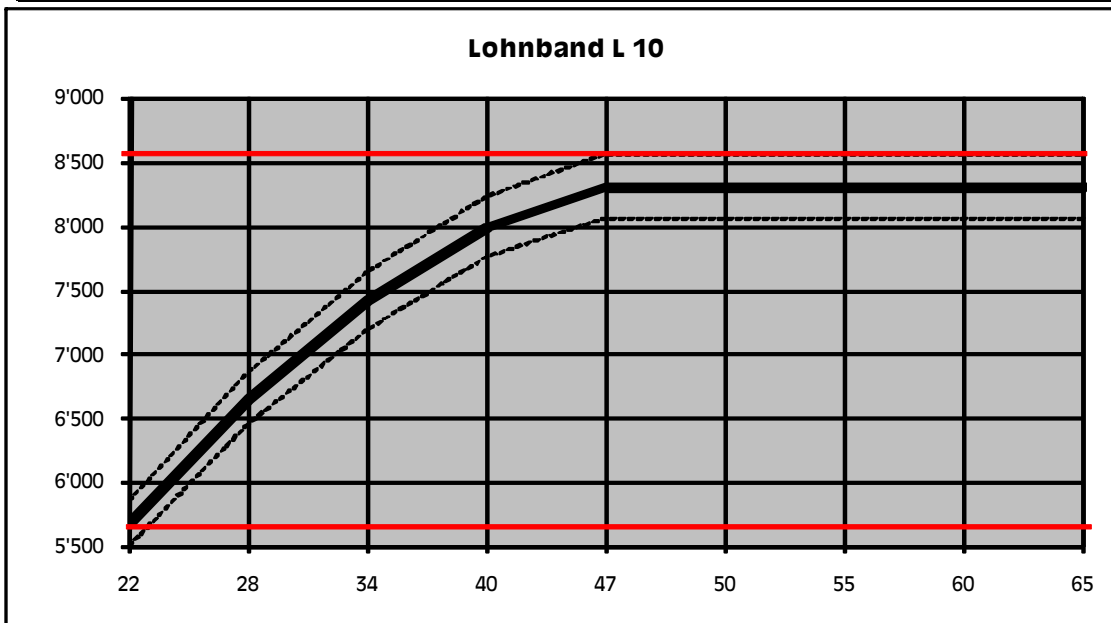
Massgebendes Lebensalter	22	28	34	40	47	50	55	60	65
Bandposition c oben	5'047	5'919	6'597	7'106	7'389	7'389	7'389	7'389	7'389
Lohnleitlinie	4'900	5'747	6'405	6'899	7'174	7'174	7'174	7'174	7'174
Bandposition c unten		5'574	6'213	6'692	6'958	6'958	6'958	6'958	6'958



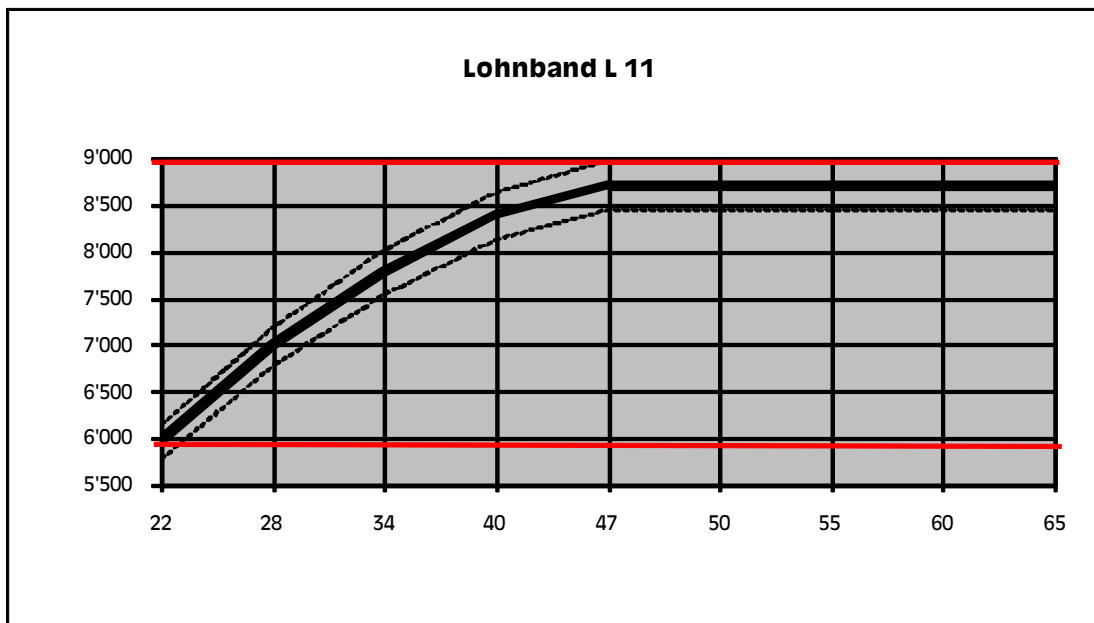
Massgebendes Lebensalter	22	28	34	40	47	50	55	60	65
Bandposition c oben	5'294	6'209	6'921	7'454	7'751	7'751	7'751	7'751	7'751
Lohnleitlinie	5'140	6'028	6'719	7'237	7'525	7'525	7'525	7'525	7'525
Bandposition c unten		5'847	6'517	7'020	7'299	7'299	7'299	7'299	7'299



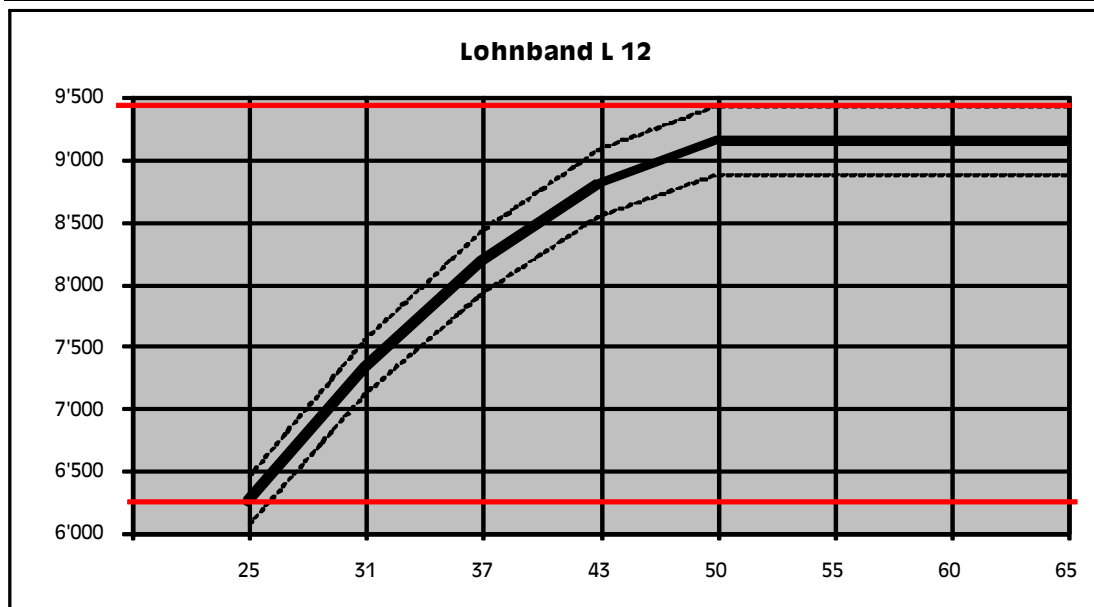
Massgebendes Lebensalter	22	28	34	40	47	50	55	60	65
Bandposition c oben	5'562	6'523	7'271	7'831	8'143	8'143	8'143	8'143	8'143
Lohnleitlinie	5'400	6'333	7'059	7'603	7'906	7'906	7'906	7'906	7'906
Bandposition c unten		6'143	6'847	7'375	7'668	7'668	7'668	7'668	7'668



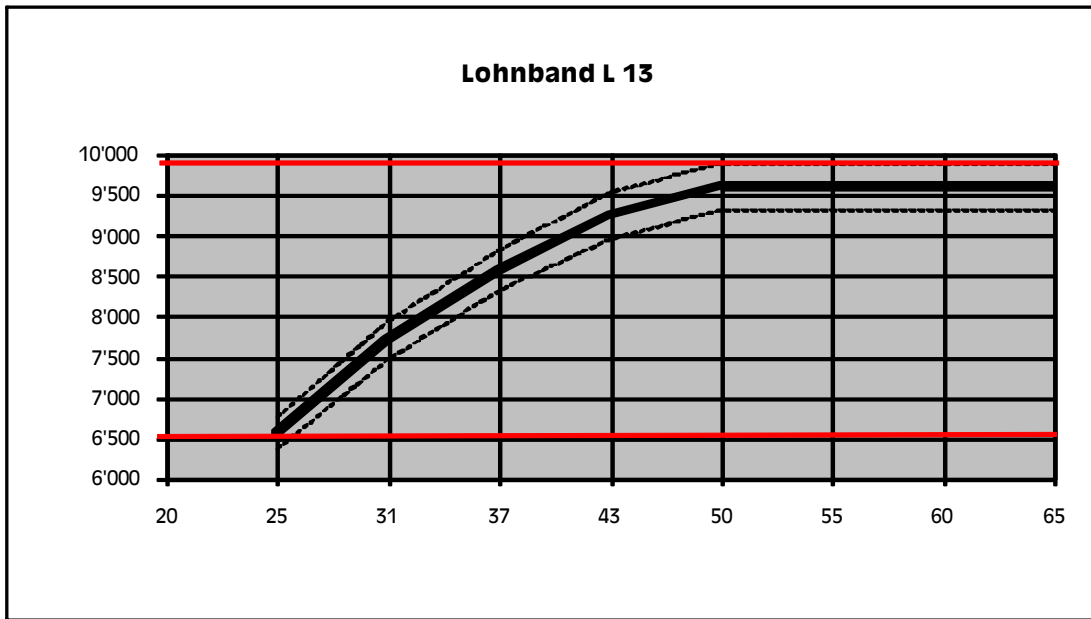
Massgebendes Lebensalter	22	28	34	40	47	50	55	60	65
Bandposition c oben	5'840	6'849	7'634	8'223	8'550	8'550	8'550	8'550	8'550
Lohnleitlinie	5'670	6'650	7'412	7'983	8'301	8'301	8'301	8'301	8'301
Bandposition c unten		6'450	7'189	7'744	8'052	8'052	8'052	8'052	8'052



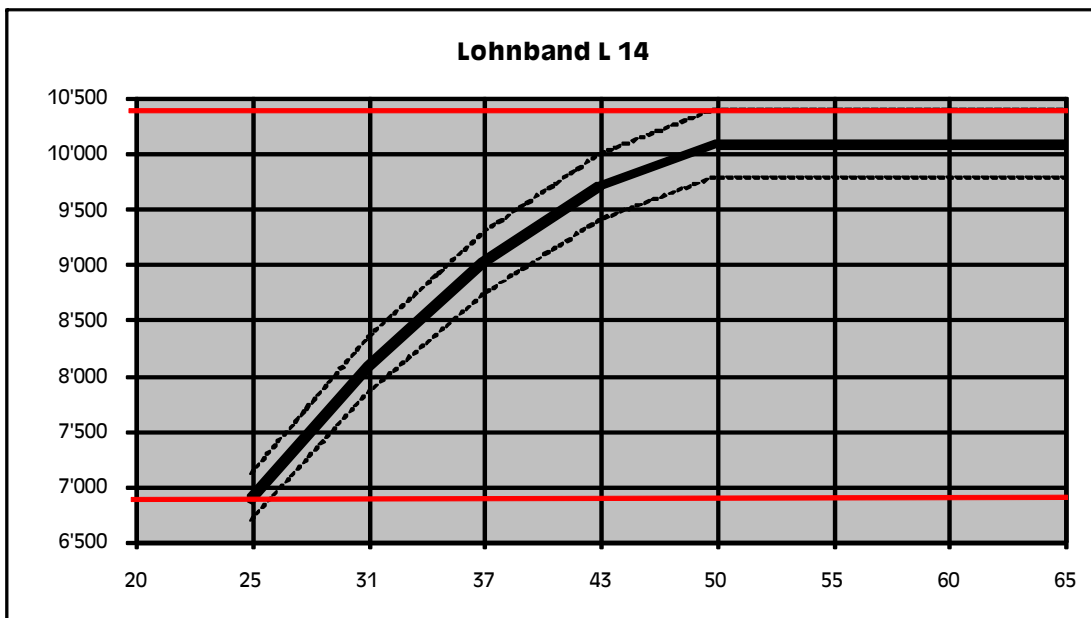
Massgebendes Lebensalter	22	28	34	40	47	50	55	60	65
Bandposition c oben	6'29	7'188	8'011	8'629	8'972	8'972	8'972	8'972	8'972
Lohnleitlinie	5'950	6'978	7'778	8'378	8'711	8'711	8'711	8'711	8'711
Bandposition c unten		6'769	7'545	8'126	8'449	8'449	8'449	8'449	8'449



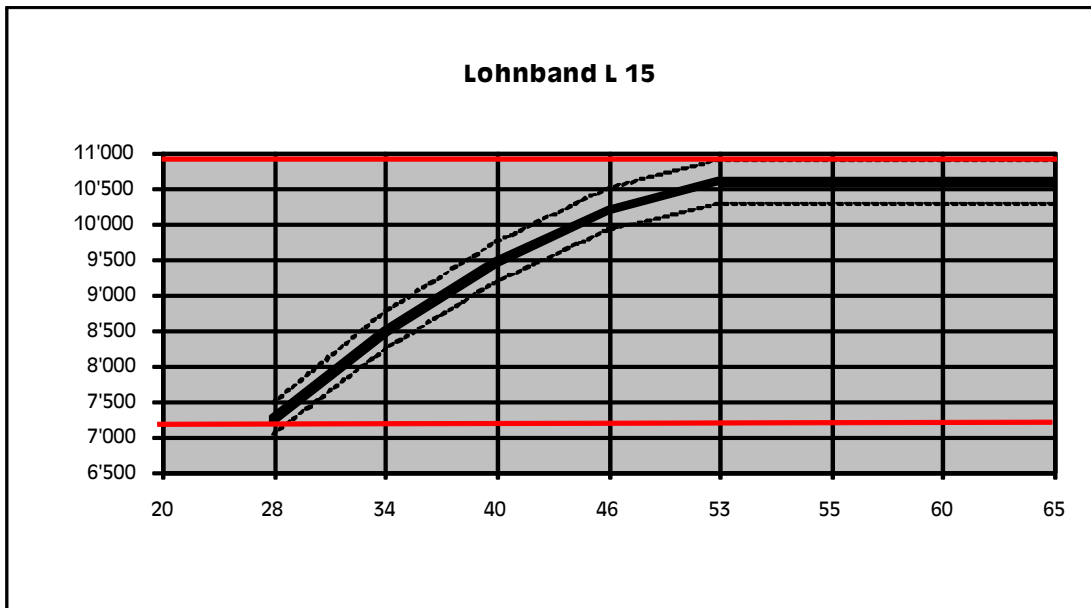
Massgebendes Lebensalter		25	31	37	43	50	55	60	65
Bandposition c oben		6'438	7'550	8'415	9'064	9'425	9'425	9'425	9'425
Lohnleitlinie		6'250	7'330	8'170	8'800	9'150	9'150	9'150	9'150
Bandposition c unten			7'110	7'925	8'536	8'876	8'876	8'876	8'876



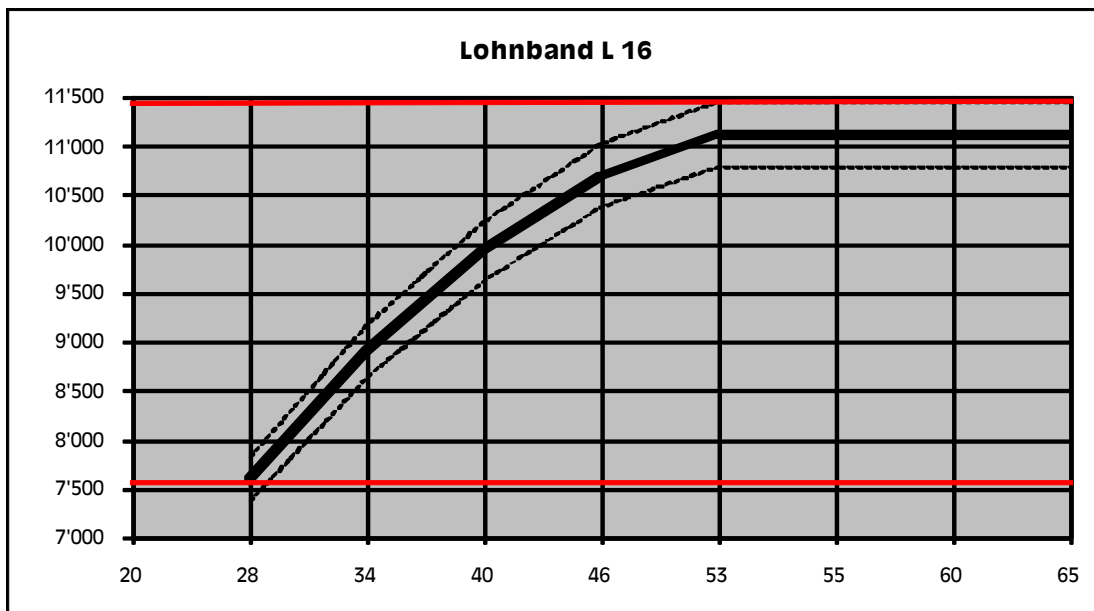
Massgebendes Lebensalter	20	25	31	37	43	50	55	60	65
Bandposition c oben		6'757	7'924	8'832	9'514	9'892	9'892	9'892	9'892
Lohnleitlinie		6'560	7'694	8'575	9'236	9'604	9'604	9'604	9'604
Bandposition c unten			7'463	8'318	8'959	9'316	9'316	9'316	9'316



Massgebendes Lebensalter	20	25	31	37	43	50	55	60	65
Bandposition c oben		7'097	8'323	9'277	9'992	10'390	10'390	10'390	10'390
Lohnleitlinie		6'890	8'081	9'007	9'701	10'087	10'087	10'087	10'087
Bandposition c unten			7'838	8'736	9'410	9'784	9'784	9'784	9'784



Massgebendes Lebensalter	20	28	34	40	46	53	55	60	65
Bandposition c oben		7'447	8'734	9'735	10'485	10'902	10'902	10'902	10'902
Lohnleitlinie		7'230	8'479	9'451	10'180	10'585	10'585	10'585	10'585
Bandposition c unten			8'225	9'168	9'874	10'267	10'267	10'267	10'267



Massgebendes Lebensalter	20	28	34	40	46	53	55	60	65
Bandposition c oben		7'818	9'169	10'219	11'007	11'445	11'445	11'445	11'445
Lohnleitlinie		7'590	8'902	9'922	10'687	11'112	11'112	11'112	11'112
Bandposition c unten			8'635	9'624	10'366	10'778	10'778	10'778	10'778

¹ Fassung gemäss Regierungsratsbeschluss vom 19. Oktober 2010, A 2010, 1847; in Kraft seit 1. Dezember 2010