

2025, ab Februar

*1) Arbeitgeberzusatzkosten = 28% des Arbeitnehmerbruttos

*2) Die Jahressonderzahlung (JSZ) wird im November ausgezahlt, wenn das Arbeitsverhältnis am 01. Dez. besteht, und für jeden Monat des Kalenderjahres, in dem kein Anspruch auf JSZ bestand, um 1/12 gekürzt.

*3) Gesamtbetrag der JSZ dividiert durch 12 = monatlicher Zuschlag für jeden Kalendermonat mit Anspruch auf JSZ

Entgeltgruppe TV-L	Stufe	Tarif-steigerung gegenüber Vorjahr	Monatssatz Arbeitnehmerbrutto EUR	Arbeitgeberanteile Soz.Vers. u. Zus.Vers. + sonst. Ausg. *1) EUR	Monatssatz inkl. AG-Zusatzkosten EUR	Jahressonderzahlung bez. auf ein Monatsgehalt	Jahressonderzahlung inkl. AG-Zusatzkosten *2) EUR	monatliche Zuschläge *3) EUR	Jahresbetrag Arbeitgeberkosten inkl. aller sonst. Entgeltbestandteile EUR	Monatsbetrag Arbeitgeberkosten inkl. aller sonst. Entgeltbestandteile EUR
15 Ü	1	5,50%	6.670,36	1.867,70	8.538,06	33%	2.777,43	231,45	105.234,18	8.769,52
	2	5,50%	7.380,69	2.066,59	9.447,28	33%	3.073,20	256,10	116.440,56	9.703,38
	3	5,50%	8.054,78	2.255,34	10.310,12	33%	3.353,88	279,49	127.075,31	10.589,61
	4	5,50%	8.496,94	2.379,14	10.876,08	33%	3.537,99	294,83	134.050,94	11.170,91
	5	5,50%	8.605,66	2.409,59	11.015,25	33%	3.583,26	298,60	135.766,22	11.313,85
15	1	5,50%	5.504,27	1.541,20	7.045,46	33%	2.291,89	190,99	86.837,47	7.236,46
	2	5,50%	5.902,04	1.652,57	7.554,62	33%	2.457,52	204,79	93.112,92	7.759,41
	3	5,50%	6.112,24	1.711,43	7.823,66	33%	2.545,04	212,09	96.429,00	8.035,75
	4	5,50%	6.858,82	1.920,47	8.779,29	33%	2.855,90	237,99	108.207,41	9.017,28
	5	5,50%	7.424,20	2.078,78	9.502,98	33%	3.091,32	257,61	117.127,09	9.760,59
	6	5,50%	7.640,58	2.139,36	9.779,95	33%	3.181,42	265,12	120.540,79	10.045,07
14	1	5,50%	5.003,48	1.400,97	6.404,45	33%	2.083,37	173,61	78.936,81	6.578,07
	2	5,50%	5.365,66	1.502,39	6.868,05	33%	2.234,18	186,18	84.650,79	7.054,23
	3	5,50%	5.662,84	1.585,59	7.248,43	33%	2.357,91	196,49	89.339,09	7.444,92
	4	5,50%	6.112,24	1.711,43	7.823,66	33%	2.545,04	212,09	96.429,00	8.035,75
	5	5,50%	6.800,83	1.904,23	8.705,06	33%	2.831,76	235,98	107.292,52	8.941,04
	6	5,50%	6.998,52	1.959,59	8.958,11	33%	2.914,07	242,84	110.411,33	9.200,94
13 Ü	2	5,50%	4.967,01	1.390,76	6.357,78	46%	2.954,46	246,20	79.247,76	6.603,98
	3	5,50%	5.220,71	1.461,80	6.682,51	46%	3.105,36	258,78	83.295,43	6.941,29
	4a	5,50%	5.662,84	1.585,59	7.248,43	33%	2.357,91	196,49	89.339,09	7.444,92
	4b	5,50%	6.112,24	1.711,43	7.823,66	33%	2.545,04	212,09	96.429,00	8.035,75
	5	5,50%	6.800,83	1.904,23	8.705,06	33%	2.831,76	235,98	107.292,52	8.941,04
	6	5,50%	6.998,52	1.959,59	8.958,11	33%	2.914,07	242,84	110.411,33	9.200,94
13	1	5,50%	4.629,74	1.296,33	5.926,06	46%	2.753,84	229,49	73.866,61	6.155,55
	2	5,50%	4.967,01	1.390,76	6.357,78	46%	2.954,46	246,20	79.247,76	6.603,98
	3	5,50%	5.220,71	1.461,80	6.682,51	46%	3.105,36	258,78	83.295,43	6.941,29
	4	5,50%	5.713,58	1.599,80	7.313,39	46%	3.398,53	283,21	91.159,18	7.596,60
	5	5,50%	6.394,92	1.790,58	8.185,50	46%	3.803,80	316,98	102.029,79	8.502,48
	6	5,50%	6.580,43	1.842,52	8.422,95	46%	3.914,15	326,18	104.989,55	8.749,13
12	1	5,50%	4.193,47	1.174,17	5.367,64	46%	2.494,34	207,86	66.905,97	5.575,50
	2	5,50%	4.474,12	1.252,75	5.726,88	46%	2.661,28	221,77	71.383,80	5.948,65
	3	5,50%	5.068,48	1.419,17	6.487,65	46%	3.014,81	251,23	80.866,66	6.738,89
	4	5,50%	5.590,37	1.565,30	7.155,68	46%	3.325,24	277,10	89.193,35	7.432,78
	5	5,50%	6.264,45	1.754,05	8.018,50	46%	3.726,20	310,52	99.948,17	8.329,01
	6	5,50%	6.446,05	1.804,89	8.250,94	46%	3.834,21	319,52	102.845,54	8.570,46
11	1	5,50%	4.064,52	1.138,07	5.202,59	74%	3.868,13	322,34	66.299,21	5.524,93
	2	5,50%	4.323,79	1.210,66	5.534,45	74%	4.114,87	342,91	70.528,32	5.877,36
	3	5,50%	4.619,09	1.293,35	5.912,44	74%	4.395,90	366,32	75.345,17	6.278,76
	4	5,50%	5.068,48	1.419,17	6.487,65	74%	4.823,57	401,96	82.675,42	6.889,62
	5	5,50%	5.720,84	1.601,84	7.322,68	74%	5.444,41	453,70	93.316,53	7.776,38
	6	5,50%	5.886,14	1.648,12	7.534,25	74%	5.601,72	466,81	96.012,75	8.001,06
10	1	5,50%	3.928,42	1.099,96	5.028,38	74%	3.738,60	311,55	64.079,18	5.339,93
	2	5,50%	4.182,84	1.171,20	5.354,03	74%	3.980,72	331,73	68.229,14	5.685,76
	3	5,50%	4.474,12	1.252,75	5.726,88	74%	4.257,93	354,83	72.980,45	6.081,70
	4	5,50%	4.771,31	1.335,97	6.107,27	74%	4.540,76	378,40	77.828,04	6.485,67
	5	5,50%	5.336,69	1.494,27	6.830,96	74%	5.078,82	423,24	87.050,37	7.254,20
	6	5,50%	5.490,47	1.537,33	7.027,81	74%	5.225,17	435,43	89.558,85	7.463,24
9b	1	5,50%	3.520,09	985,63	4.505,72	74%	3.350,00	279,17	57.418,67	4.784,89
	2	5,50%	3.765,38	1.054,31	4.819,68	74%	3.583,43	298,62	61.419,63	5.118,30
	3	5,50%	3.925,18	1.099,05	5.024,23	74%	3.735,52	311,29	64.026,32	5.335,53
	4	5,50%	4.366,72	1.222,68	5.589,40	74%	4.155,72	346,31	71.228,46	5.935,71
	5	5,50%	4.742,32	1.327,85	6.070,17	74%	4.513,17	376,10	77.355,18	6.446,27
	6	5,50%	4.878,27	1.365,92	6.244,19	74%	4.642,55	386,88	79.572,78	6.631,07
9a	1	5,50%	3.520,10	985,63	4.505,72	74%	3.350,00	279,17	57.418,67	4.784,89
	2	5,50%	3.765,38	1.054,31	4.819,69	74%	3.583,44	298,62	61.419,67	5.118,31
	3	5,50%	3.818,66	1.069,22	4.887,88	74%	3.634,14	302,85	62.288,75	5.190,73
	4	5,50%	3.925,17	1.099,05	5.024,22	74%	3.735,51	311,29	64.026,18	5.335,51
	5	5,50%	4.366,72	1.222,68	5.589,41	74%	4.155,72	346,31	71.228,58	5.935,72
	6	5,50%	4.490,04	1.257,21	5.747,25	74%	4.273,08	356,09	73.240,13	6.103,34

Entgeltgruppe TV-L	Stufe	Tarif-steigerung gegenüber Vorjahr	Monatssatz Arbeitnehmer- brutto	Arbeitgeberantei- le Soz.Vers. u. Zus.Vers. + sonst. Ausg. *1)	Monatssatz inkl. AG- Zusatzkosten	Jahres- sonderzahlung bez. auf ein Monatsgehalt	Jahres- sonderzahlung inkl. AG- Zusatzkosten *2)	monatliche Zuschläge *3)	Jahresbetrag Arbeitgeber- kosten inkl. aller sonst. Entgelt- bestandteile	Monatsbetrag Arbeitgeber- kosten inkl. aller sonst. Entgelt- bestandteile
8	1	5,50%	3.319,52	929,47	4.248,99	88%	3.745,06	312,09	54.732,93	4.561,08
	2	5,50%	3.559,01	996,52	4.555,53	88%	4.015,25	334,60	58.681,62	4.890,13
	3	5,50%	3.692,15	1.033,80	4.725,95	88%	4.165,46	347,12	60.876,91	5.073,08
	4	5,50%	3.818,65	1.069,22	4.887,88	88%	4.308,17	359,01	62.962,69	5.246,89
	5	5,50%	3.958,46	1.108,37	5.066,83	88%	4.465,91	372,16	65.267,89	5.438,99
	6	5,50%	4.045,02	1.132,61	5.177,62	88%	4.563,56	380,30	66.695,05	5.557,92
7	1	5,50%	3.135,83	878,03	4.013,86	88%	3.537,81	294,82	51.704,10	4.308,67
	2	5,50%	3.369,73	943,52	4.313,25	88%	3.801,70	316,81	55.560,74	4.630,06
	3	5,50%	3.545,69	992,79	4.538,48	88%	4.000,22	333,35	58.462,01	4.871,83
	4	5,50%	3.678,84	1.030,08	4.708,92	88%	4.150,44	345,87	60.657,50	5.054,79
	5	5,50%	3.785,37	1.059,90	4.845,28	88%	4.270,63	355,89	62.413,97	5.201,16
	6	5,50%	3.878,56	1.086,00	4.964,56	88%	4.375,76	364,65	63.950,44	5.329,20
6	1	5,50%	3.086,57	864,24	3.950,81	88%	3.482,25	290,19	50.892,00	4.241,00
	2	5,50%	3.318,08	929,06	4.247,14	88%	3.743,43	311,95	54.709,07	4.559,09
	3	5,50%	3.447,20	965,22	4.412,42	88%	3.889,11	324,09	56.838,14	4.736,51
	4	5,50%	3.578,98	1.002,11	4.581,10	88%	4.037,78	336,48	59.010,93	4.917,58
	5	5,50%	3.665,53	1.026,35	4.691,87	88%	4.135,42	344,62	60.447,89	5.036,49
	6	5,50%	3.758,72	1.052,44	4.811,17	88%	4.240,56	353,38	61.974,55	5.164,55
5	1	5,50%	2.973,98	832,71	3.806,69	88%	3.355,22	279,60	49.035,49	4.086,29
	2	5,50%	3.201,87	896,52	4.098,39	88%	3.612,32	301,03	52.792,97	4.399,41
	3	5,50%	3.331,00	932,68	4.263,68	88%	3.758,01	313,17	54.922,23	4.576,85
	4	5,50%	3.453,65	967,02	4.420,68	88%	3.896,39	324,70	56.944,52	4.745,38
	5	5,50%	3.552,36	994,66	4.547,01	88%	4.007,74	333,98	58.571,91	4.880,99
	6	5,50%	3.618,91	1.013,30	4.632,21	88%	4.082,83	340,24	59.669,36	4.972,45
4	1	5,50%	2.849,24	797,79	3.647,03	87%	3.188,60	265,72	46.952,95	3.912,75
	2	5,50%	3.079,21	862,18	3.941,39	87%	3.445,96	287,16	50.742,70	4.228,56
	3	5,50%	3.240,60	907,37	4.147,97	87%	3.626,57	302,21	53.402,22	4.450,19
	4	5,50%	3.331,00	932,68	4.263,68	87%	3.727,74	310,64	54.891,96	4.574,33
	5	5,50%	3.421,38	957,99	4.379,37	87%	3.828,88	319,07	56.381,31	4.698,44
	6	5,50%	3.479,48	974,25	4.453,73	87%	3.893,89	324,49	57.338,64	4.778,22
3	1	5,50%	2.815,58	788,36	3.603,94	87%	3.150,93	262,58	46.398,25	3.866,52
	2	5,50%	3.040,47	851,33	3.891,80	87%	3.402,60	283,55	50.104,16	4.175,35
	3	5,50%	3.105,02	869,41	3.974,43	87%	3.474,84	289,57	51.168,01	4.264,00
	4	5,50%	3.208,33	898,33	4.106,66	87%	3.590,45	299,20	52.870,39	4.405,87
	5	5,50%	3.292,26	921,83	4.214,09	87%	3.684,38	307,03	54.253,42	4.521,12
	6	5,50%	3.363,26	941,71	4.304,98	87%	3.763,84	313,65	55.423,59	4.618,63
2 Ü	1	5,50%	2.714,57	760,08	3.474,66	87%	3.037,89	253,16	44.733,76	3.727,81
	2	5,50%	2.930,71	820,60	3.751,31	87%	3.279,77	273,31	48.295,44	4.024,62
	3	5,50%	3.014,65	844,10	3.858,75	87%	3.373,70	281,14	49.678,66	4.139,89
	4	5,50%	3.117,95	873,03	3.990,98	87%	3.489,31	290,78	51.381,05	4.281,75
	5	5,50%	3.188,97	892,91	4.081,89	87%	3.568,79	297,40	52.551,41	4.379,28
	6	5,50%	3.247,05	909,18	4.156,23	87%	3.633,79	302,82	53.508,55	4.459,05
2	1	5,50%	2.642,84	740,00	3.382,84	87%	2.957,62	246,47	43.551,69	3.629,31
	2	5,50%	2.853,23	798,91	3.652,14	87%	3.193,07	266,09	47.018,75	3.918,23
	3	5,50%	2.917,80	816,98	3.734,79	87%	3.265,33	272,11	48.082,79	4.006,90
	4	5,50%	2.982,36	835,06	3.817,42	87%	3.337,57	278,13	49.146,64	4.095,55
	5	5,50%	3.130,86	876,64	4.007,50	87%	3.503,75	291,98	51.593,70	4.299,47
	6	5,50%	3.285,80	920,02	4.205,83	87%	3.677,16	306,43	54.147,09	4.512,26
1	2	5,50%	2.434,48	681,65	3.116,14	87%	2.724,44	227,04	40.118,07	3.343,17
	3	5,50%	2.465,07	690,22	3.155,29	87%	2.758,67	229,89	40.622,17	3.385,18
	4	5,50%	2.501,79	700,50	3.202,29	87%	2.799,76	233,31	41.227,24	3.435,60
	5	5,50%	2.538,52	710,78	3.249,30	87%	2.840,86	236,74	41.832,49	3.486,04
	6	5,50%	2.630,31	736,49	3.366,80	87%	2.943,59	245,30	43.345,16	3.612,10

2026, ab April

*1) Arbeitgeberzusatzkosten = 28% des Arbeitnehmerbruttos

*2) Die Jahressonderzahlung (JSZ) wird im November ausgezahlt, wenn das Arbeitsverhältnis am 01. Dez. besteht, und für jeden Monat des Kalenderjahres, in dem kein Anspruch auf JSZ bestand, um 1/12 gekürzt.

*3) Gesamtbetrag der JSZ dividiert durch 12 = monatlicher Zuschlag für jeden Kalendermonat mit Anspruch auf JSZ

Entgeltgruppe TV-L	Stufe	Tarif-steigerung gegenüber Vorjahr	Monatssatz Arbeitnehmerbrutto EUR	Arbeitgeberanteile Soz.Vers. u. Zus.Vers. + sonst. Ausg. *1) EUR	Monatssatz inkl. AG-Zusatzkosten EUR	Jahressonderzahlung bez. auf ein Monatsgehalt	Jahressonderzahlung inkl. AG-Zusatzkosten *2) EUR	monatliche Zuschläge *3) EUR	Jahresbetrag Arbeitgeberkosten inkl. aller sonst. Entgeltbestandteile EUR	Monatsbetrag Arbeitgeberkosten inkl. aller sonst. Entgeltbestandteile EUR
15 Ü	1	2,80%	6.857,13	1.920,00	8.777,13	33%	2.855,20	237,93	108.180,74	9.015,06
	2	2,80%	7.587,35	2.124,46	9.711,80	33%	3.159,25	263,27	119.700,90	9.975,07
	3	2,80%	8.280,31	2.318,49	10.598,80	33%	3.447,79	287,32	130.633,42	10.886,12
	4	2,80%	8.734,85	2.445,76	11.180,61	33%	3.637,05	303,09	137.804,36	11.483,70
	5	2,80%	8.846,62	2.477,05	11.323,67	33%	3.683,59	306,97	139.567,67	11.630,64
15	1	2,80%	5.658,39	1.584,35	7.242,74	33%	2.356,06	196,34	89.268,92	7.439,08
	2	2,80%	6.067,30	1.698,84	7.766,15	33%	2.526,33	210,53	95.720,08	7.976,67
	3	2,80%	6.283,38	1.759,35	8.042,73	33%	2.616,30	218,02	99.129,01	8.260,75
	4	2,80%	7.050,87	1.974,24	9.025,11	33%	2.935,87	244,66	111.237,22	9.269,77
	5	2,80%	7.632,08	2.136,98	9.769,06	33%	3.177,88	264,82	120.406,65	10.033,89
	6	2,80%	7.854,52	2.199,27	10.053,79	33%	3.270,50	272,54	123.915,93	10.326,33
14	1	2,80%	5.143,58	1.440,20	6.583,78	33%	2.141,70	178,48	81.147,04	6.762,25
	2	2,80%	5.515,90	1.544,45	7.060,36	33%	2.296,73	191,39	87.021,01	7.251,75
	3	2,80%	5.821,40	1.629,99	7.451,39	33%	2.423,94	201,99	91.840,59	7.653,38
	4	2,80%	6.283,38	1.759,35	8.042,73	33%	2.616,30	218,02	99.129,01	8.260,75
	5	2,80%	6.991,25	1.957,55	8.948,81	33%	2.911,05	242,59	110.296,71	9.191,39
	6	2,80%	7.194,48	2.014,45	9.208,93	33%	2.995,67	249,64	113.502,85	9.458,57
13 Ü	2	2,80%	5.106,09	1.429,70	6.535,79	46%	3.037,18	253,10	81.466,70	6.788,89
	3	2,80%	5.366,89	1.502,73	6.869,62	46%	3.192,31	266,03	85.627,70	7.135,64
	4a	2,80%	5.821,40	1.629,99	7.451,39	33%	2.423,94	201,99	91.840,59	7.653,38
	4b	2,80%	6.283,38	1.759,35	8.042,73	33%	2.616,30	218,02	99.129,01	8.260,75
	5	2,80%	6.991,25	1.957,55	8.948,81	33%	2.911,05	242,59	110.296,71	9.191,39
	6	2,80%	7.194,48	2.014,45	9.208,93	33%	2.995,67	249,64	113.502,85	9.458,57
13	1	2,80%	4.759,37	1.332,62	6.091,99	46%	2.830,95	235,91	75.934,88	6.327,91
	2	2,80%	5.106,09	1.429,70	6.535,79	46%	3.037,18	253,10	81.466,70	6.788,89
	3	2,80%	5.366,89	1.502,73	6.869,62	46%	3.192,31	266,03	85.627,70	7.135,64
	4	2,80%	5.873,56	1.644,60	7.518,16	46%	3.493,69	291,14	93.711,64	7.809,30
	5	2,80%	6.573,98	1.840,71	8.414,69	46%	3.910,31	325,86	104.886,62	8.740,55
	6	2,80%	6.764,68	1.894,11	8.658,79	46%	4.023,74	335,31	107.929,26	8.994,11
12	1	2,80%	4.310,88	1.207,05	5.517,93	46%	2.564,18	213,68	68.779,33	5.731,61
	2	2,80%	4.599,40	1.287,83	5.887,23	46%	2.735,80	227,98	73.382,54	6.115,21
	3	2,80%	5.210,40	1.458,91	6.669,31	46%	3.099,23	258,27	83.130,93	6.927,58
	4	2,80%	5.746,90	1.609,13	7.356,03	46%	3.418,35	284,86	91.690,76	7.640,90
	5	2,80%	6.439,86	1.803,16	8.243,02	46%	3.830,53	319,21	102.746,72	8.562,23
	6	2,80%	6.626,54	1.855,43	8.481,97	46%	3.941,57	328,46	105.725,21	8.810,43
11	1	2,80%	4.178,33	1.169,93	5.348,26	74%	3.976,43	331,37	68.155,58	5.679,63
	2	2,80%	4.444,86	1.244,56	5.689,42	74%	4.230,08	352,51	72.503,11	6.041,93
	3	2,80%	4.748,43	1.329,56	6.077,99	74%	4.518,98	376,58	77.454,83	6.454,57
	4	2,80%	5.210,40	1.458,91	6.669,31	74%	4.958,63	413,22	84.990,33	7.082,53
	5	2,80%	5.881,02	1.646,69	7.527,71	74%	5.596,85	466,40	95.929,39	7.994,12
	6	2,80%	6.050,95	1.694,27	7.745,21	74%	5.758,57	479,88	98.701,11	8.225,09
10	1	2,80%	4.038,42	1.130,76	5.169,18	74%	3.843,28	320,27	65.873,39	5.489,45
	2	2,80%	4.299,96	1.203,99	5.503,95	74%	4.092,19	341,02	70.139,56	5.844,96
	3	2,80%	4.599,40	1.287,83	5.887,23	74%	4.377,15	364,76	75.023,90	6.251,99
	4	2,80%	4.904,90	1.373,37	6.278,28	74%	4.667,90	388,99	80.007,23	6.667,27
	5	2,80%	5.486,12	1.536,11	7.022,23	74%	5.221,03	435,09	89.487,78	7.457,31
	6	2,80%	5.644,21	1.580,38	7.224,58	74%	5.371,48	447,62	92.066,50	7.672,21
9b	1	2,80%	3.618,66	1.013,22	4.631,88	74%	3.443,80	286,98	59.026,38	4.918,86
	2	2,80%	3.870,81	1.083,83	4.954,63	74%	3.683,77	306,98	63.139,37	5.261,61
	3	2,80%	4.035,09	1.129,82	5.164,91	74%	3.840,11	320,01	65.819,06	5.484,92
	4	2,80%	4.488,98	1.256,92	5.745,90	74%	4.272,08	356,01	73.222,86	6.101,91
	5	2,80%	4.875,10	1.365,03	6.240,13	74%	4.639,54	386,63	79.521,13	6.626,76
	6	2,80%	5.014,86	1.404,16	6.419,02	74%	4.772,54	397,71	81.800,82	6.816,73
9a	1	2,80%	3.620,10	1.013,63	4.633,72	74%	3.445,17	287,10	59.049,84	4.920,82
	2	2,80%	3.870,81	1.083,83	4.954,64	74%	3.683,77	306,98	63.139,42	5.261,62
	3	2,80%	3.925,58	1.099,16	5.024,74	74%	3.735,90	311,32	64.032,84	5.336,07
	4	2,80%	4.035,09	1.129,82	5.164,90	74%	3.840,10	320,01	65.818,91	5.484,91
	5	2,80%	4.488,98	1.256,92	5.745,91	74%	4.272,08	356,01	73.222,98	6.101,92
	6	2,80%	4.615,76	1.292,41	5.908,18	74%	4.392,73	366,06	75.290,85	6.274,24

Entgeltgruppe TV-L	Stufe	Tarif-steigerung gegenüber Vorjahr	Monatssatz Arbeitnehmer- brutto	Arbeitgeberantei- le Soz.Vers. u. Zus.Vers. + sonst. Ausg. *1)	Monatssatz inkl. AG- Zusatzkosten	Jahres- sonderzahlung bez. auf ein Monatsgehalt	Jahres- sonderzahlung inkl. AG- Zusatzkosten *2)	monatliche Zuschläge *3)	Jahresbetrag Arbeitgeber- kosten inkl. aller sonst. Entgelt- bestandteile	Monatsbetrag Arbeitgeber- kosten inkl. aller sonst. Entgelt- bestandteile
8	1	2,80%	3.419,52	957,47	4.376,99	88%	3.857,88	321,49	56.381,75	4.698,48
	2	2,80%	3.659,01	1.024,52	4.683,53	88%	4.128,06	344,01	60.330,44	5.027,54
	3	2,80%	3.795,53	1.062,75	4.858,28	88%	4.282,09	356,84	62.581,46	5.215,12
	4	2,80%	3.925,58	1.099,16	5.024,74	88%	4.428,80	369,07	64.725,65	5.393,80
	5	2,80%	4.069,30	1.139,40	5.208,70	88%	4.590,95	382,58	67.095,39	5.591,28
	6	2,80%	4.158,28	1.164,32	5.322,60	88%	4.691,34	390,94	68.562,51	5.713,54
7	1	2,80%	3.235,83	906,03	4.141,86	88%	3.650,63	304,22	53.352,92	4.446,08
	2	2,80%	3.469,73	971,52	4.441,25	88%	3.914,52	326,21	57.209,56	4.767,46
	3	2,80%	3.645,69	1.020,79	4.666,48	88%	4.113,04	342,75	60.110,83	5.009,24
	4	2,80%	3.781,85	1.058,92	4.840,77	88%	4.266,66	355,55	62.355,91	5.196,33
	5	2,80%	3.891,36	1.089,58	4.980,95	88%	4.390,21	365,85	64.161,56	5.346,80
	6	2,80%	3.987,16	1.116,40	5.103,56	88%	4.498,28	374,86	65.741,05	5.478,42
6	1	2,80%	3.186,57	892,24	4.078,81	88%	3.595,07	299,59	52.540,82	4.378,40
	2	2,80%	3.418,08	957,06	4.375,14	88%	3.856,25	321,35	56.357,89	4.696,49
	3	2,80%	3.547,20	993,22	4.540,42	88%	4.001,93	333,49	58.486,95	4.873,91
	4	2,80%	3.679,19	1.030,17	4.709,37	88%	4.150,84	345,90	60.663,24	5.055,27
	5	2,80%	3.768,16	1.055,08	4.823,25	88%	4.251,21	354,27	62.355,91	5.177,51
	6	2,80%	3.863,97	1.081,91	4.945,88	88%	4.359,30	363,27	63.709,84	5.309,15
5	1	2,80%	3.073,98	860,71	3.934,69	88%	3.468,04	289,00	50.684,31	4.223,69
	2	2,80%	3.301,87	924,52	4.226,39	88%	3.725,14	310,43	54.441,79	4.536,82
	3	2,80%	3.431,00	960,68	4.391,68	88%	3.870,83	322,57	56.571,05	4.714,25
	4	2,80%	3.553,65	995,02	4.548,68	88%	4.009,20	334,10	58.593,34	4.882,78
	5	2,80%	3.652,36	1.022,66	4.675,01	88%	4.120,56	343,38	60.220,73	5.018,39
	6	2,80%	3.720,24	1.041,67	4.761,91	88%	4.197,15	349,76	61.340,10	5.111,68
4	1	2,80%	2.949,24	825,79	3.775,03	87%	3.300,51	275,04	48.600,86	4.050,07
	2	2,80%	3.179,21	890,18	4.069,39	87%	3.557,87	296,49	52.390,61	4.365,88
	3	2,80%	3.340,60	935,37	4.275,97	87%	3.738,48	311,54	55.050,13	4.587,51
	4	2,80%	3.431,00	960,68	4.391,68	87%	3.839,65	319,97	56.539,87	4.711,66
	5	2,80%	3.521,38	985,99	4.507,37	87%	3.940,79	328,40	58.029,22	4.835,77
	6	2,80%	3.579,48	1.002,25	4.581,73	87%	4.005,81	333,82	58.986,55	4.915,55
3	1	2,80%	2.915,58	816,36	3.731,94	87%	3.262,84	271,90	48.046,16	4.003,85
	2	2,80%	3.140,47	879,33	4.019,80	87%	3.514,51	292,88	51.752,07	4.312,67
	3	2,80%	3.205,02	897,41	4.102,43	87%	3.586,75	298,90	52.815,92	4.401,33
	4	2,80%	3.308,33	926,33	4.234,66	87%	3.702,36	308,53	54.518,31	4.543,19
	5	2,80%	3.392,26	949,83	4.342,09	87%	3.796,29	316,36	55.901,33	4.658,44
	6	2,80%	3.463,26	969,71	4.432,98	87%	3.875,75	322,98	57.071,50	4.755,96
2 Ü	1	2,80%	2.814,57	788,08	3.602,66	87%	3.149,80	262,48	46.381,67	3.865,14
	2	2,80%	3.030,71	848,60	3.879,31	87%	3.391,68	282,64	49.943,35	4.161,95
	3	2,80%	3.114,65	872,10	3.986,75	87%	3.485,61	290,47	51.326,57	4.277,21
	4	2,80%	3.217,95	901,03	4.118,98	87%	3.601,22	300,10	53.028,96	4.419,08
	5	2,80%	3.288,97	920,91	4.209,89	87%	3.680,70	306,73	54.199,32	4.516,61
	6	2,80%	3.347,05	937,18	4.284,23	87%	3.745,70	312,14	55.156,46	4.596,37
2	1	2,80%	2.742,84	768,00	3.510,84	87%	3.069,53	255,79	45.199,60	3.766,63
	2	2,80%	2.953,23	826,91	3.780,14	87%	3.304,98	275,41	48.666,66	4.055,55
	3	2,80%	3.017,80	844,98	3.862,79	87%	3.377,24	281,44	49.730,70	4.144,22
	4	2,80%	3.082,36	863,06	3.945,42	87%	3.449,48	287,46	50.794,55	4.232,88
	5	2,80%	3.230,86	904,64	4.135,50	87%	3.615,66	301,31	53.241,61	4.436,80
	6	2,80%	3.385,80	948,02	4.333,83	87%	3.789,07	315,76	55.795,00	4.649,58
1	2	2,80%	2.534,48	709,65	3.244,14	87%	2.836,35	236,36	41.765,98	3.480,50
	3	2,80%	2.565,07	718,22	3.283,29	87%	2.870,58	239,22	42.270,08	3.522,51
	4	2,80%	2.601,79	728,50	3.330,29	87%	2.911,67	242,64	42.875,15	3.572,93
	5	2,80%	2.638,52	738,78	3.377,30	87%	2.952,78	246,06	43.480,40	3.623,37
	6	2,80%	2.730,31	764,49	3.494,80	87%	3.055,50	254,63	44.993,07	3.749,42

2027, ab März

*1) Arbeitgeberzusatzkosten = 28% des Arbeitnehmerbruttos

*2) Die Jahressonderzahlung (JSZ) wird im November ausgezahlt, wenn das Arbeitsverhältnis am 01. Dez. besteht, und für jeden Monat des Kalenderjahres, in dem kein Anspruch auf JSZ bestand, um 1/12 gekürzt.

*3) Gesamtbetrag der JSZ dividiert durch 12 = monatlicher Zuschlag für jeden Kalendermonat mit Anspruch auf JSZ

Entgeltgruppe TV-L	Stufe	Tarifsteigerung gegenüber Vorjahr	Monatssatz Arbeitnehmerbrutto EUR	Arbeitgeberanteile Soz. Vers. u. Zus. Vers. + sonst. Ausg. *1) EUR	Monatssatz inkl. AG-Zusatzkosten EUR	Jahressonderzahlung bez. auf ein Monatsgehalt	Jahressonderzahlung inkl. AG-Zusatzkosten *2) EUR	monatliche Zuschläge *3) EUR	Jahresbetrag Arbeitgeberkosten inkl. aller sonst. Entgeltbestandteile EUR	Monatsbetrag Arbeitgeberkosten inkl. aller sonst. Entgeltbestandteile EUR
15 Ü	1	2,00%	6.994,27	1.958,40	8.952,67	33%	2.912,30	242,69	110.344,36	9.195,36
	2	2,00%	7.739,09	2.166,95	9.906,04	33%	3.222,43	268,54	122.094,91	10.174,58
	3	2,00%	8.445,92	2.364,86	10.810,78	33%	3.516,75	293,06	133.246,09	11.103,84
	4	2,00%	8.909,55	2.494,67	11.404,22	33%	3.709,79	309,15	140.560,45	11.713,37
	5	2,00%	9.023,55	2.526,59	11.550,15	33%	3.757,26	313,11	142.359,03	11.863,25
15	1	2,00%	5.771,56	1.616,04	7.387,59	33%	2.403,18	200,27	91.054,30	7.587,86
	2	2,00%	6.188,65	1.732,82	7.921,47	33%	2.576,85	214,74	97.634,48	8.136,21
	3	2,00%	6.409,05	1.794,53	8.203,58	33%	2.668,62	222,39	101.111,59	8.425,97
	4	2,00%	7.191,89	2.013,73	9.205,61	33%	2.994,59	249,55	113.461,96	9.455,16
	5	2,00%	7.784,72	2.179,72	9.964,45	33%	3.241,43	270,12	122.814,78	10.234,56
	6	2,00%	8.011,61	2.243,25	10.254,86	33%	3.335,91	277,99	126.394,25	10.532,85
14	1	2,00%	5.246,45	1.469,01	6.715,45	33%	2.184,54	182,04	82.769,98	6.897,50
	2	2,00%	5.626,22	1.575,34	7.201,56	33%	2.342,67	195,22	88.761,43	7.396,79
	3	2,00%	5.937,82	1.662,59	7.600,42	33%	2.472,42	206,03	93.677,40	7.806,45
	4	2,00%	6.409,05	1.794,53	8.203,58	33%	2.668,62	222,39	101.111,59	8.425,97
	5	2,00%	7.131,08	1.996,70	9.127,78	33%	2.969,27	247,44	112.502,65	9.375,22
	6	2,00%	7.338,37	2.054,74	9.393,11	33%	3.055,58	254,63	115.772,91	9.647,74
13 Ü	2	2,00%	5.208,21	1.458,30	6.666,51	46%	3.097,93	258,16	83.096,03	6.924,67
	3a	2,00%	5.474,22	1.532,78	7.007,01	46%	3.256,16	271,35	87.340,25	7.278,35
	4a	2,00%	5.937,82	1.662,59	7.600,42	33%	2.472,42	206,03	93.677,40	7.806,45
	4b	2,00%	6.409,05	1.794,53	8.203,58	33%	2.668,62	222,39	101.111,59	8.425,97
	5	2,00%	7.131,08	1.996,70	9.127,78	33%	2.969,27	247,44	112.502,65	9.375,22
	6	2,00%	7.338,37	2.054,74	9.393,11	33%	3.055,58	254,63	115.772,91	9.647,74
13	1	2,00%	4.854,56	1.359,28	6.213,83	46%	2.887,57	240,63	77.453,57	6.454,46
	2	2,00%	5.208,21	1.458,30	6.666,51	46%	3.097,93	258,16	83.096,03	6.924,67
	3	2,00%	5.474,22	1.532,78	7.007,01	46%	3.256,16	271,35	87.340,25	7.278,35
	4	2,00%	5.991,04	1.677,49	7.668,53	46%	3.563,56	296,96	95.585,87	7.965,49
	5	2,00%	6.705,46	1.877,53	8.582,99	46%	3.988,51	332,38	106.984,36	8.915,36
	6	2,00%	6.899,98	1.931,99	8.831,97	46%	4.104,22	342,02	110.087,85	9.173,99
12	1	2,00%	4.397,10	1.231,19	5.628,29	46%	2.615,47	217,96	70.154,92	5.846,24
	2	2,00%	4.691,39	1.313,59	6.004,97	46%	2.790,51	232,54	74.850,19	6.237,52
	3	2,00%	5.314,61	1.488,09	6.802,69	46%	3.161,21	263,43	84.793,55	7.066,13
	4	2,00%	5.861,84	1.641,32	7.503,15	46%	3.486,72	290,56	93.524,58	7.793,71
	5	2,00%	6.568,65	1.839,22	8.407,88	46%	3.907,14	325,60	104.801,65	8.733,47
	6	2,00%	6.759,07	1.892,54	8.651,61	46%	4.020,40	335,03	107.839,72	8.986,64
11	1	2,00%	4.261,90	1.193,33	5.455,23	74%	4.055,96	338,00	69.518,70	5.793,22
	2	2,00%	4.533,76	1.269,45	5.803,21	74%	4.314,68	359,56	73.953,17	6.162,76
	3	2,00%	4.843,40	1.356,15	6.199,55	74%	4.609,36	384,11	79.003,93	6.583,66
	4	2,00%	5.314,61	1.488,09	6.802,69	74%	5.057,80	421,48	86.690,14	7.224,18
	5	2,00%	5.998,65	1.679,62	7.678,27	74%	5.708,79	475,73	97.847,98	8.154,00
	6	2,00%	6.171,97	1.728,15	7.900,12	74%	5.873,74	489,48	100.675,13	8.389,59
10	1	2,00%	4.119,19	1.153,37	5.272,56	74%	3.920,15	326,68	67.190,86	5.599,24
	2	2,00%	4.385,96	1.228,07	5.614,03	74%	4.174,03	347,84	71.542,35	5.961,86
	3	2,00%	4.691,39	1.313,59	6.004,97	74%	4.464,70	372,06	76.524,38	6.377,03
	4	2,00%	5.003,00	1.400,84	6.403,84	74%	4.761,26	396,77	81.607,37	6.800,61
	5	2,00%	5.595,84	1.566,83	7.162,67	74%	5.325,45	443,79	91.277,53	7.606,46
	6	2,00%	5.757,09	1.611,99	7.369,08	74%	5.478,91	456,58	93.907,83	7.825,65
9b	1	2,00%	3.691,03	1.033,49	4.724,52	74%	3.512,68	292,72	60.206,91	5.017,24
	2	2,00%	3.948,22	1.105,50	5.053,73	74%	3.757,45	313,12	64.402,16	5.366,85
	3	2,00%	4.115,79	1.152,42	5.268,21	74%	3.916,91	326,41	67.135,44	5.594,62
	4	2,00%	4.578,76	1.282,05	5.860,82	74%	4.357,52	363,13	74.687,32	6.223,94
	5	2,00%	4.972,61	1.392,33	6.364,94	74%	4.732,33	394,36	81.111,55	6.759,30
	6	2,00%	5.115,16	1.432,24	6.547,40	74%	4.867,99	405,67	83.436,84	6.953,07
9a	1	2,00%	3.692,50	1.033,90	4.726,40	74%	3.514,08	292,84	60.230,83	5.019,24
	2	2,00%	3.948,23	1.105,50	5.053,73	74%	3.757,45	313,12	64.402,21	5.366,85
	3	2,00%	4.004,09	1.121,15	5.125,24	74%	3.810,62	317,55	65.313,49	5.442,79
	4	2,00%	4.115,78	1.152,42	5.268,20	74%	3.916,91	326,41	67.135,29	5.594,61
	5	2,00%	4.578,77	1.282,06	5.860,83	74%	4.357,52	363,13	74.687,44	6.223,95
	6	2,00%	4.708,08	1.318,26	6.026,34	74%	4.480,58	373,38	76.796,67	6.399,72

Entgeltgruppe TV-L	Stufe	Tarif-steigerung gegenüber Vorjahr	Monatssatz Arbeitnehmer- brutto	Arbeitgeberantei- le Soz.Vers. u. Zus.Vers. + sonst. Ausg. *1)	Monatssatz inkl. AG- Zusatzkosten	Jahres- sonderzahlung bez. auf ein Monatsgehalt	Jahres- sonderzahlung inkl. AG- Zusatzkosten *2)	monatliche Zuschläge *3)	Jahresbetrag Arbeitgeber- kosten inkl. aller sonst. Entgelt- bestandteile	Monatsbetrag Arbeitgeber- kosten inkl. aller sonst. Entgelt- bestandteile
8	1	2,00%	3.487,91	976,62	4.464,53	88%	3.935,04	327,92	57.509,39	4.792,45
	2	2,00%	3.732,19	1.045,01	4.777,20	88%	4.210,63	350,89	61.537,05	5.128,09
	3	2,00%	3.871,44	1.084,00	4.955,45	88%	4.367,73	363,98	63.833,09	5.319,42
	4	2,00%	4.004,09	1.121,14	5.125,23	88%	4.517,38	376,45	66.020,16	5.501,68
	5	2,00%	4.150,69	1.162,19	5.312,88	88%	4.682,77	390,23	68.437,30	5.703,11
	6	2,00%	4.241,44	1.187,60	5.429,05	88%	4.785,16	398,76	69.933,76	5.827,81
7	1	2,00%	3.300,54	924,15	4.224,69	88%	3.723,65	310,30	54.419,98	4.535,00
	2	2,00%	3.539,12	990,95	4.530,08	88%	3.992,81	332,73	58.353,75	4.862,81
	3	2,00%	3.718,60	1.041,21	4.759,81	88%	4.195,30	349,61	61.313,05	5.109,42
	4	2,00%	3.857,49	1.080,10	4.937,59	88%	4.351,99	362,67	63.603,03	5.300,25
	5	2,00%	3.969,19	1.111,37	5.080,57	88%	4.478,01	373,17	65.444,79	5.453,73
	6	2,00%	4.066,90	1.138,73	5.205,64	88%	4.588,25	382,35	67.055,87	5.587,99
6	1	2,00%	3.250,30	910,09	4.160,39	88%	3.666,97	305,58	53.591,64	4.465,97
	2	2,00%	3.486,44	976,20	4.462,64	88%	3.933,37	327,78	57.485,05	4.790,42
	3	2,00%	3.618,15	1.013,08	4.631,23	88%	4.081,96	340,16	59.656,69	4.971,39
	4	2,00%	3.752,78	1.050,78	4.803,55	88%	4.233,85	352,82	61.876,50	5.156,38
	5	2,00%	3.843,52	1.076,19	4.919,71	88%	4.336,23	361,35	63.372,75	5.281,06
	6	2,00%	3.941,25	1.103,55	5.044,80	88%	4.446,48	370,54	64.984,04	5.415,34
5	1	2,00%	3.135,46	877,93	4.013,38	88%	3.537,40	294,78	51.697,99	4.308,17
	2	2,00%	3.367,90	943,01	4.310,92	88%	3.799,64	316,64	55.530,63	4.627,55
	3	2,00%	3.499,62	979,89	4.479,52	88%	3.948,25	329,02	57.702,47	4.808,54
	4	2,00%	3.624,73	1.014,92	4.639,65	88%	4.089,39	340,78	59.765,21	4.980,43
	5	2,00%	3.725,40	1.043,11	4.768,51	88%	4.202,97	350,25	61.425,15	5.118,76
	6	2,00%	3.794,65	1.062,50	4.857,15	88%	4.281,09	356,76	62.566,90	5.213,91
4	1	2,00%	3.008,23	842,30	3.850,53	87%	3.366,52	280,54	49.572,87	4.131,07
	2	2,00%	3.242,80	907,98	4.150,78	87%	3.629,03	302,42	53.438,42	4.453,20
	3	2,00%	3.407,41	954,08	4.361,49	87%	3.813,25	317,77	56.151,14	4.679,26
	4	2,00%	3.499,62	979,89	4.479,52	87%	3.916,44	326,37	57.670,66	4.805,89
	5	2,00%	3.591,81	1.005,71	4.597,52	87%	4.019,61	334,97	59.189,80	4.932,48
	6	2,00%	3.651,06	1.022,30	4.673,36	87%	4.085,92	340,49	60.166,28	5.013,86
3	1	2,00%	2.973,89	832,69	3.806,58	87%	3.328,09	277,34	49.007,08	4.083,92
	2	2,00%	3.203,28	896,92	4.100,19	87%	3.584,80	298,73	52.787,11	4.398,93
	3	2,00%	3.269,12	915,35	4.184,48	87%	3.658,49	304,87	53.872,24	4.489,35
	4	2,00%	3.374,50	944,86	4.319,35	87%	3.776,41	314,70	55.608,67	4.634,06
	5	2,00%	3.460,10	968,83	4.428,93	87%	3.872,21	322,68	57.019,35	4.751,61
	6	2,00%	3.532,53	989,11	4.521,64	87%	3.953,27	329,44	58.212,93	4.851,08
2 Ü	1	2,00%	2.870,87	803,84	3.674,71	87%	3.212,80	267,73	47.309,30	3.942,44
	2	2,00%	3.091,32	865,57	3.956,89	87%	3.459,51	288,29	50.942,22	4.245,19
	3	2,00%	3.176,94	889,54	4.066,48	87%	3.555,32	296,28	52.353,10	4.362,76
	4	2,00%	3.282,31	919,05	4.201,36	87%	3.673,25	306,10	54.089,54	4.507,46
	5	2,00%	3.354,75	939,33	4.294,08	87%	3.754,32	312,86	55.283,31	4.606,94
	6	2,00%	3.414,00	955,92	4.369,91	87%	3.820,62	318,38	56.259,59	4.688,30
2	1	2,00%	2.797,70	783,36	3.581,06	87%	3.130,92	260,91	46.103,59	3.841,97
	2	2,00%	3.012,30	843,44	3.855,74	87%	3.371,08	280,92	49.639,99	4.136,67
	3	2,00%	3.078,16	861,88	3.940,04	87%	3.444,78	287,07	50.725,31	4.227,11
	4	2,00%	3.144,01	880,32	4.024,33	87%	3.518,47	293,21	51.810,44	4.317,54
	5	2,00%	3.295,47	922,73	4.218,21	87%	3.687,98	307,33	54.306,44	4.525,54
	6	2,00%	3.453,52	966,99	4.420,50	87%	3.864,85	322,07	56.910,90	4.742,58
1	2	2,00%	2.585,17	723,85	3.309,02	87%	2.893,07	241,09	42.601,30	3.550,11
	3	2,00%	2.616,37	732,58	3.348,96	87%	2.927,99	244,00	43.115,48	3.592,96
	4	2,00%	2.653,82	743,07	3.396,90	87%	2.969,91	247,49	43.732,65	3.644,39
	5	2,00%	2.691,29	753,56	3.444,85	87%	3.011,83	250,99	44.350,01	3.695,83
	6	2,00%	2.784,92	779,78	3.564,69	87%	3.116,61	259,72	45.892,93	3.824,41

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*1) Arbeitgeberzusatzkosten = 28% des Arbeitnehmerbruttos

*2) Die Jahressonderzahlung (JSZ) wird im November ausgezahlt, wenn das Arbeitsverhältnis am 01. Dez. besteht, und für jeden Monat des Kalenderjahres, in dem kein Anspruch auf JSZ bestand, um 1/12 gekürzt.

*3) Gesamtbetrag der JSZ dividiert durch 12 = monatlicher Zuschlag für jeden Kalendermonat mit Anspruch auf JSZ

Entgeltgruppe TV-L	Stufe	Tarifsteigerung gegenüber Vorjahr	Monatssatz Arbeitnehmerbrutto EUR	Arbeitgeberanteile Soz. Vers. u. Zus. Vers. + sonst. Ausg. *1) EUR	Monatssatz inkl. AG-Zusatzkosten EUR	Jahressonderzahlung bez. auf ein Monatsgehalt	Jahressonderzahlung inkl. AG-Zusatzkosten *2) EUR	monatliche Zuschläge *3) EUR	Jahresbetrag Arbeitgeberkosten inkl. aller sonst. Entgeltbestandteile EUR	Monatsbetrag Arbeitgeberkosten inkl. aller sonst. Entgeltbestandteile EUR
15 Ü	1	1,00%	7.064,22	1.977,98	9.042,20	33%	2.941,43	245,12	111.447,80	9.287,32
	2	1,00%	7.816,48	2.188,62	10.005,10	33%	3.254,66	271,22	123.315,86	10.276,32
	3	1,00%	8.530,38	2.388,51	10.918,89	33%	3.551,91	295,99	134.578,55	11.214,88
	4	1,00%	8.998,64	2.519,62	11.518,26	33%	3.746,89	312,24	141.966,05	11.830,50
	5	1,00%	9.113,79	2.551,86	11.665,65	33%	3.794,84	316,24	143.782,62	11.981,88
15	1	1,00%	5.829,27	1.632,20	7.461,47	33%	2.427,22	202,27	91.964,84	7.663,74
	2	1,00%	6.250,53	1.750,15	8.000,68	33%	2.602,62	216,89	98.610,83	8.217,57
	3	1,00%	6.473,14	1.812,48	8.285,62	33%	2.695,31	224,61	102.122,70	8.510,23
	4	1,00%	7.263,81	2.033,87	9.297,67	33%	3.024,53	252,04	114.596,58	9.549,72
	5	1,00%	7.862,57	2.201,52	10.064,09	33%	3.273,85	272,82	124.042,93	10.336,91
	6	1,00%	8.091,73	2.265,68	10.357,41	33%	3.369,27	280,77	127.658,19	10.638,18
14	1	1,00%	5.298,91	1.483,70	6.782,61	33%	2.206,38	183,87	83.597,68	6.966,47
	2	1,00%	5.682,48	1.591,10	7.273,58	33%	2.366,10	197,17	89.649,05	7.470,75
	3	1,00%	5.997,20	1.679,22	7.676,42	33%	2.497,14	208,09	94.614,17	7.884,51
	4	1,00%	6.473,14	1.812,48	8.285,62	33%	2.695,31	224,61	102.122,70	8.510,23
	5	1,00%	7.202,39	2.016,67	9.219,06	33%	2.998,96	249,91	113.627,67	9.468,97
	6	1,00%	7.411,75	2.075,29	9.487,04	33%	3.086,13	257,18	116.930,64	9.744,22
13 Ü	2	1,00%	5.260,29	1.472,88	6.733,17	46%	3.128,91	260,74	83.926,99	6.993,92
	3	1,00%	5.528,97	1.548,11	7.077,08	46%	3.288,72	274,06	88.213,65	7.351,14
	4a	1,00%	5.997,20	1.679,22	7.676,42	33%	2.497,14	208,09	94.614,17	7.884,51
	4b	1,00%	6.473,14	1.812,48	8.285,62	33%	2.695,31	224,61	102.122,70	8.510,23
	5	1,00%	7.202,39	2.016,67	9.219,06	33%	2.998,96	249,91	113.627,67	9.468,97
	6	1,00%	7.411,75	2.075,29	9.487,04	33%	3.086,13	257,18	116.930,64	9.744,22
13	1	1,00%	4.903,10	1.372,87	6.275,97	46%	2.916,44	243,04	78.228,11	6.519,01
	2	1,00%	5.260,29	1.472,88	6.733,17	46%	3.128,91	260,74	83.926,99	6.993,92
	3	1,00%	5.528,97	1.548,11	7.077,08	46%	3.288,72	274,06	88.213,65	7.351,14
	4	1,00%	6.050,95	1.694,26	7.745,21	46%	3.599,20	299,93	96.541,73	8.045,14
	5	1,00%	6.772,51	1.896,30	8.668,82	46%	4.028,40	335,70	108.054,20	9.004,52
	6	1,00%	6.968,98	1.951,31	8.920,29	46%	4.145,26	345,44	111.188,73	9.265,73
12	1	1,00%	4.441,07	1.243,50	5.684,57	46%	2.641,62	220,13	70.856,47	5.904,71
	2	1,00%	4.738,30	1.326,72	6.065,02	46%	2.818,42	234,87	75.598,70	6.299,89
	3	1,00%	5.367,75	1.502,97	6.870,72	46%	3.192,82	266,07	85.641,48	7.136,79
	4	1,00%	5.920,46	1.657,73	7.578,19	46%	3.521,58	293,47	94.459,82	7.871,65
	5	1,00%	6.634,34	1.857,62	8.491,95	46%	3.946,21	328,85	105.849,67	8.820,81
	6	1,00%	6.826,66	1.911,47	8.738,13	46%	4.060,61	338,38	108.918,12	9.076,51
11	1	1,00%	4.304,52	1.205,26	5.509,78	74%	4.096,52	341,38	70.213,88	5.851,16
	2	1,00%	4.579,09	1.282,15	5.861,24	74%	4.357,83	363,15	74.692,70	6.224,39
	3	1,00%	4.891,83	1.369,71	6.261,54	74%	4.655,46	387,95	79.793,97	6.649,50
	4	1,00%	5.367,75	1.502,97	6.870,72	74%	5.108,38	425,70	87.557,04	7.296,42
	5	1,00%	6.058,63	1.696,42	7.755,05	74%	5.765,88	480,49	98.826,46	8.235,54
	6	1,00%	6.233,69	1.745,43	7.979,12	74%	5.932,47	494,37	101.681,88	8.473,49
10	1	1,00%	4.160,38	1.164,91	5.325,28	74%	3.959,35	329,95	67.862,77	5.655,23
	2	1,00%	4.429,82	1.240,35	5.670,17	74%	4.215,77	351,31	72.257,77	6.021,48
	3	1,00%	4.738,30	1.326,72	6.065,02	74%	4.509,34	375,78	77.289,62	6.440,80
	4	1,00%	5.053,03	1.414,85	6.467,88	74%	4.808,87	400,74	82.423,44	6.868,62
	5	1,00%	5.651,80	1.582,50	7.234,30	74%	5.378,70	448,23	92.190,31	7.682,53
	6	1,00%	5.814,66	1.628,11	7.442,77	74%	5.533,70	461,14	94.846,91	7.903,91
9b	1	1,00%	3.727,94	1.043,82	4.771,76	74%	3.547,81	295,65	60.808,98	5.067,41
	2	1,00%	3.987,71	1.116,56	5.104,26	74%	3.795,02	316,25	65.046,18	5.420,52
	3	1,00%	4.156,95	1.163,95	5.320,89	74%	3.956,08	329,67	67.806,80	5.650,57
	4	1,00%	4.624,55	1.294,87	5.919,42	74%	4.401,09	366,76	75.434,19	6.286,18
	5	1,00%	5.022,33	1.406,25	6.428,58	74%	4.779,65	398,30	81.922,67	6.826,89
	6	1,00%	5.166,31	1.446,57	6.612,88	74%	4.916,67	409,72	84.271,20	7.022,60
9a	1	1,00%	3.729,42	1.044,24	4.773,66	74%	3.549,22	295,77	60.833,14	5.069,43
	2	1,00%	3.987,71	1.116,56	5.104,27	74%	3.795,02	316,25	65.046,23	5.420,52
	3	1,00%	4.044,13	1.132,36	5.176,49	74%	3.848,72	320,73	65.966,63	5.497,22
	4	1,00%	4.156,94	1.163,94	5.320,88	74%	3.956,07	329,67	67.806,64	5.650,55
	5	1,00%	4.624,56	1.294,88	5.919,43	74%	4.401,10	366,76	75.434,32	6.286,19
	6	1,00%	4.755,16	1.331,44	6.086,60	74%	4.525,39	377,12	77.564,63	6.463,72

Entgeltgruppe TV-L	Stufe	Tarif-steigerung gegenüber Vorjahr	Monatssatz Arbeitnehmer- brutto	Arbeitgeberantei- le Soz.Vers. u. Zus.Vers. + sonst. Ausg. *1)	Monatssatz inkl. AG- Zusatzkosten	Jahres- sonderzahlung bez. auf ein Monatsgehalt	Jahres- sonderzahlung inkl. AG- Zusatzkosten *2)	monatliche Zuschläge *3)	Jahresbetrag Arbeitgeber- kosten inkl. aller sonst. Entgelt- bestandteile	Monatsbetrag Arbeitgeber- kosten inkl. aller sonst. Entgelt- bestandteile
8	1	1,00%	3.522,79	986,38	4.509,17	88%	3.974,39	331,20	58.084,48	4.840,37
	2	1,00%	3.769,51	1.055,46	4.824,97	88%	4.252,73	354,39	62.152,42	5.179,37
	3	1,00%	3.910,16	1.094,84	5.005,00	88%	4.411,41	367,62	64.471,42	5.372,62
	4	1,00%	4.044,13	1.132,36	5.176,48	88%	4.562,55	380,21	66.680,36	5.556,70
	5	1,00%	4.192,19	1.173,81	5.366,01	88%	4.729,60	394,13	69.121,67	5.760,14
	6	1,00%	4.283,86	1.199,48	5.483,34	88%	4.833,02	402,75	70.633,09	5.886,09
7	1	1,00%	3.333,55	933,39	4.266,94	88%	3.760,88	313,41	54.964,18	4.580,35
	2	1,00%	3.574,51	1.000,86	4.575,38	88%	4.032,74	336,06	58.937,28	4.911,44
	3	1,00%	3.755,79	1.051,62	4.807,41	88%	4.237,25	353,10	61.926,18	5.160,51
	4	1,00%	3.896,06	1.090,90	4.986,96	88%	4.395,51	366,29	64.239,06	5.353,25
	5	1,00%	4.008,88	1.122,49	5.131,37	88%	4.522,79	376,90	66.099,24	5.508,27
	6	1,00%	4.107,57	1.150,12	5.257,69	88%	4.634,13	386,18	67.726,43	5.643,87
6	1	1,00%	3.282,81	919,19	4.201,99	88%	3.703,64	308,64	54.127,56	4.510,63
	2	1,00%	3.521,30	985,96	4.507,27	88%	3.972,70	331,06	58.059,90	4.838,33
	3	1,00%	3.654,33	1.023,21	4.677,54	88%	4.122,78	343,57	60.253,26	5.021,11
	4	1,00%	3.790,30	1.061,29	4.851,59	88%	4.276,19	356,35	62.495,27	5.207,94
	5	1,00%	3.881,96	1.086,95	4.968,91	88%	4.379,59	364,97	64.006,48	5.333,87
	6	1,00%	3.980,66	1.114,58	5.095,24	88%	4.490,95	374,25	65.633,88	5.469,49
5	1	1,00%	3.166,81	886,71	4.053,52	88%	3.572,77	297,73	52.214,97	4.351,25
	2	1,00%	3.401,58	952,44	4.354,02	88%	3.837,64	319,80	56.085,94	4.673,83
	3	1,00%	3.534,62	989,69	4.524,31	88%	3.987,73	332,31	58.279,49	4.856,62
	4	1,00%	3.660,98	1.025,07	4.686,05	88%	4.130,28	344,19	60.362,86	5.030,24
	5	1,00%	3.762,66	1.053,54	4.816,20	88%	4.245,00	353,75	62.039,40	5.169,95
	6	1,00%	3.832,60	1.073,13	4.905,72	88%	4.323,90	360,33	63.192,57	5.266,05
4	1	1,00%	3.038,31	850,73	3.889,03	87%	3.400,18	283,35	50.068,60	4.172,38
	2	1,00%	3.275,23	917,06	4.192,29	87%	3.665,32	305,44	53.972,80	4.497,73
	3	1,00%	3.441,49	963,62	4.405,11	87%	3.851,38	320,95	56.712,65	4.726,05
	4	1,00%	3.534,62	989,69	4.524,31	87%	3.955,61	329,63	58.247,37	4.853,95
	5	1,00%	3.627,73	1.015,76	4.643,49	87%	4.059,80	338,32	59.781,70	4.981,81
	6	1,00%	3.687,58	1.032,52	4.720,10	87%	4.126,78	343,90	60.767,94	5.063,99
3	1	1,00%	3.003,63	841,02	3.844,65	87%	3.361,38	280,11	49.497,15	4.124,76
	2	1,00%	3.235,31	905,89	4.141,19	87%	3.620,65	301,72	53.314,98	4.442,92
	3	1,00%	3.301,82	924,51	4.226,32	87%	3.695,07	307,92	54.410,96	4.534,25
	4	1,00%	3.408,24	954,31	4.362,55	87%	3.814,18	317,85	56.164,76	4.680,40
	5	1,00%	3.494,70	978,52	4.473,22	87%	3.910,93	325,91	57.589,55	4.799,13
	6	1,00%	3.567,86	999,00	4.566,86	87%	3.992,80	332,73	58.795,06	4.899,59
2 Ü	1	1,00%	2.899,57	811,88	3.711,46	87%	3.244,93	270,41	47.782,40	3.981,87
	2	1,00%	3.122,24	874,23	3.996,46	87%	3.494,11	291,18	51.451,64	4.287,64
	3	1,00%	3.208,71	898,44	4.107,15	87%	3.590,88	299,24	52.876,63	4.406,39
	4	1,00%	3.315,13	928,24	4.243,37	87%	3.709,98	309,16	54.630,43	4.552,54
	5	1,00%	3.388,30	948,72	4.337,02	87%	3.791,86	315,99	55.836,14	4.653,01
	6	1,00%	3.448,14	965,48	4.413,61	87%	3.858,82	321,57	56.822,19	4.735,18
2	1	1,00%	2.825,68	791,19	3.616,87	87%	3.162,23	263,52	46.564,62	3.880,39
	2	1,00%	3.042,42	851,88	3.894,30	87%	3.404,79	283,73	50.136,39	4.178,03
	3	1,00%	3.108,94	870,50	3.979,44	87%	3.479,23	289,94	51.232,57	4.269,38
	4	1,00%	3.175,45	889,13	4.064,57	87%	3.553,66	296,14	52.328,54	4.360,71
	5	1,00%	3.328,43	931,96	4.260,39	87%	3.724,86	310,40	54.849,51	4.570,79
	6	1,00%	3.488,05	976,66	4.464,71	87%	3.903,50	325,29	57.480,01	4.790,00
1	2	1,00%	2.611,02	731,09	3.342,11	87%	2.922,01	243,50	43.027,31	3.585,61
	3	1,00%	2.642,54	739,91	3.382,45	87%	2.957,27	246,44	43.546,64	3.628,89
	4	1,00%	2.680,36	750,50	3.430,86	87%	2.999,60	249,97	44.169,98	3.680,83
	5	1,00%	2.718,20	761,10	3.479,30	87%	3.041,95	253,50	44.793,51	3.732,79
	6	1,00%	2.812,77	787,57	3.600,34	87%	3.147,78	262,31	46.351,86	3.862,66

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*1) Arbeitgeberzusatzkosten = 28% des Arbeitnehmerbruttos

*2) Die Jahressonderzahlung (JSZ) wird im November ausgezahlt, wenn das Arbeitsverhältnis am 01. Dez. besteht, und für jeden Monat des Kalenderjahres, in dem kein Anspruch auf JSZ bestand, um 1/12 gekürzt.

*3) Gesamtbetrag der JSZ dividiert durch 12 = monatlicher Zuschlag für jeden Kalendermonat mit Anspruch auf JSZ

Entgeltgruppe TV-L	Stufe	angenommene Tarifsteigerung gegenüber Vorjahr	Monatssatz Arbeitnehmerbrutto EUR	Arbeitgeberanteile Soz. Vers. u. Zus. Vers. + sonst. Ausg. *1) EUR	Monatssatz inkl. AG-Zusatzkosten EUR	Jahressonderzahlung bez. auf ein Monatsgehalt	Jahressonderzahlung inkl. AG-Zusatzkosten *2) EUR	monatliche Zuschläge *3) EUR	Jahresbetrag Arbeitgeberkosten inkl. aller sonst. Entgeltbestandteile EUR	Monatsbetrag Arbeitgeberkosten inkl. aller sonst. Entgeltbestandteile EUR
15 Ü	1	2,00%	7.205,50	2.017,54	9.223,04	33%	3.000,26	250,02	113.676,76	9.473,06
	2	2,00%	7.972,81	2.232,39	10.205,20	33%	3.319,75	276,65	125.782,18	10.481,85
	3	2,00%	8.700,99	2.436,28	11.137,26	33%	3.622,95	301,91	137.270,12	11.439,18
	4	2,00%	9.178,62	2.570,01	11.748,63	33%	3.821,83	318,49	144.805,37	12.067,11
	5	2,00%	9.296,06	2.602,90	11.898,96	33%	3.870,73	322,56	146.658,27	12.221,52
15	1	2,00%	5.945,86	1.664,84	7.610,70	33%	2.475,76	206,31	93.804,14	7.817,01
	2	2,00%	6.375,54	1.785,15	8.160,70	33%	2.654,67	221,22	100.583,05	8.381,92
	3	2,00%	6.602,60	1.848,73	8.451,33	33%	2.749,22	229,10	104.165,16	8.680,43
	4	2,00%	7.409,08	2.074,54	9.483,62	33%	3.085,02	257,09	116.888,51	9.740,71
	5	2,00%	8.019,82	2.245,55	10.265,37	33%	3.339,33	278,28	126.523,78	10.543,65
	6	2,00%	8.253,56	2.311,00	10.564,56	33%	3.436,65	286,39	130.211,36	10.850,95
14	1	2,00%	5.404,89	1.513,37	6.918,26	33%	2.250,51	187,54	85.269,64	7.105,80
	2	2,00%	5.796,13	1.622,92	7.419,05	33%	2.413,42	201,12	91.442,03	7.620,17
	3	2,00%	6.117,15	1.712,80	7.829,95	33%	2.547,08	212,26	96.506,46	8.042,20
	4	2,00%	6.602,60	1.848,73	8.451,33	33%	2.749,22	229,10	104.165,16	8.680,43
	5	2,00%	7.346,44	2.057,00	9.403,44	33%	3.058,94	254,91	115.900,23	9.658,35
	6	2,00%	7.559,99	2.116,80	9.676,78	33%	3.147,86	262,32	119.269,25	9.939,10
13 Ü	2	2,00%	5.365,50	1.502,34	6.867,84	46%	3.191,48	265,96	85.605,53	7.133,79
	3	2,00%	5.639,55	1.579,07	7.218,62	46%	3.354,49	279,54	89.977,93	7.498,16
	4a	2,00%	6.117,15	1.712,80	7.829,95	33%	2.547,08	212,26	96.506,46	8.042,20
	4b	2,00%	6.602,60	1.848,73	8.451,33	33%	2.749,22	229,10	104.165,16	8.680,43
	5	2,00%	7.346,44	2.057,00	9.403,44	33%	3.058,94	254,91	115.900,23	9.658,35
	6	2,00%	7.559,99	2.116,80	9.676,78	33%	3.147,86	262,32	119.269,25	9.939,10
13	1	2,00%	5.001,17	1.400,33	6.401,49	46%	2.974,77	247,90	79.792,67	6.649,39
	2	2,00%	5.365,50	1.502,34	6.867,84	46%	3.191,48	265,96	85.605,53	7.133,79
	3	2,00%	5.639,55	1.579,07	7.218,62	46%	3.354,49	279,54	89.977,93	7.498,16
	4	2,00%	6.171,96	1.728,15	7.900,12	46%	3.671,18	305,93	98.472,56	8.206,05
	5	2,00%	6.907,96	1.934,23	8.842,19	46%	4.108,97	342,41	110.215,28	9.184,61
	6	2,00%	7.108,36	1.990,34	9.098,69	46%	4.228,16	352,35	113.412,50	9.451,04
12	1	2,00%	4.529,89	1.268,37	5.798,26	46%	2.694,45	224,54	72.273,60	6.022,80
	2	2,00%	4.833,07	1.353,26	6.186,32	46%	2.874,78	239,57	77.110,67	6.425,89
	3	2,00%	5.475,11	1.533,03	7.008,14	46%	3.256,68	271,39	87.354,31	7.279,53
	4	2,00%	6.038,87	1.690,88	7.729,75	46%	3.592,01	299,33	96.349,02	8.029,08
	5	2,00%	6.767,03	1.894,77	8.661,79	46%	4.025,14	335,43	107.966,66	8.997,22
	6	2,00%	6.963,19	1.949,69	8.912,89	46%	4.141,82	345,15	111.096,48	9.258,04
11	1	2,00%	4.390,61	1.229,37	5.619,98	74%	4.178,45	348,20	71.618,16	5.968,18
	2	2,00%	4.670,68	1.307,79	5.978,46	74%	4.444,99	370,42	76.186,56	6.348,88
	3	2,00%	4.989,67	1.397,11	6.386,77	74%	4.748,57	395,71	81.389,85	6.782,49
	4	2,00%	5.475,11	1.533,03	7.008,14	74%	5.210,55	434,21	89.308,18	7.442,35
	5	2,00%	6.179,80	1.730,35	7.910,15	74%	5.881,20	490,10	100.802,99	8.400,25
	6	2,00%	6.358,36	1.780,34	8.138,70	74%	6.051,12	504,26	103.715,52	8.642,96
10	1	2,00%	4.243,59	1.188,20	5.431,79	74%	4.038,54	336,54	69.220,02	5.768,34
	2	2,00%	4.518,41	1.265,16	5.783,57	74%	4.300,08	358,34	73.702,93	6.141,91
	3	2,00%	4.833,07	1.353,26	6.186,32	74%	4.599,53	383,29	78.835,42	6.569,62
	4	2,00%	5.154,09	1.443,15	6.597,24	74%	4.905,05	408,75	84.071,91	7.005,99
	5	2,00%	5.764,83	1.614,15	7.378,99	74%	5.486,28	457,19	94.034,11	7.836,18
	6	2,00%	5.930,96	1.660,67	7.591,62	74%	5.644,37	470,36	96.743,84	8.061,99
9b	1	2,00%	3.802,50	1.064,70	4.867,20	74%	3.618,76	301,56	62.025,16	5.168,76
	2	2,00%	4.067,46	1.138,89	5.206,35	74%	3.870,92	322,58	66.347,11	5.528,93
	3	2,00%	4.240,09	1.187,22	5.427,31	74%	4.035,21	336,27	69.162,93	5.763,58
	4	2,00%	4.717,04	1.320,77	6.037,81	74%	4.489,11	374,09	76.942,87	6.411,91
	5	2,00%	5.122,78	1.434,38	6.557,16	74%	4.875,25	406,27	83.561,12	6.963,43
	6	2,00%	5.269,64	1.475,50	6.745,14	74%	5.015,01	417,92	85.956,63	7.163,05
9a	1	2,00%	3.804,01	1.065,12	4.869,13	74%	3.620,20	301,68	62.049,80	5.170,82
	2	2,00%	4.067,46	1.138,89	5.206,35	74%	3.870,92	322,58	66.347,11	5.528,93
	3	2,00%	4.125,02	1.155,00	5.280,02	74%	3.925,70	327,14	67.285,96	5.607,16
	4	2,00%	4.240,08	1.187,22	5.427,30	74%	4.035,20	336,27	69.162,78	5.763,56
	5	2,00%	4.717,05	1.320,77	6.037,82	74%	4.489,12	374,09	76.943,00	6.411,92
	6	2,00%	4.850,26	1.358,07	6.208,34	74%	4.615,90	384,66	79.115,93	6.592,99

Entgeltgruppe TV-L	Stufe	angenommene Tarifsteigerung gegenüber Vorjahr	Monatssatz Arbeitnehmer- brutto	Arbeitgeberanteile Soz. Vers. u. Zus. Vers. + sonst. Ausg. *1)	Monatssatz inkl. AG- Zusatzkosten	Jahres- sonderzahlung bez. auf ein Monatsgehalt	Jahres- sonderzahlung inkl. AG- Zusatzkosten *2)	monatliche Zuschläge *3)	Jahresbetrag Arbeitgeber- kosten inkl. aller sonst. Entgelt- bestandteile	Monatsbetrag Arbeitgeber- kosten inkl. aller sonst. Entgelt- bestandteile
8	1	2,00%	3.593,25	1.006,11	4.599,36	88%	4.053,87	337,82	59.246,17	4.937,18
	2	2,00%	3.844,90	1.076,57	4.921,47	88%	4.337,79	361,48	63.395,46	5.282,96
	3	2,00%	3.988,36	1.116,74	5.105,10	88%	4.499,64	374,97	65.760,85	5.480,07
	4	2,00%	4.125,01	1.155,00	5.280,01	88%	4.653,80	387,82	68.013,97	5.667,83
	5	2,00%	4.276,04	1.197,29	5.473,33	88%	4.824,19	402,02	70.504,10	5.875,34
	6	2,00%	4.369,54	1.223,47	5.593,01	88%	4.929,68	410,81	72.045,76	6.003,81
7	1	2,00%	3.400,22	952,06	4.352,28	88%	3.836,10	319,67	56.063,46	4.671,95
	2	2,00%	3.646,00	1.020,88	4.666,89	88%	4.113,39	342,78	60.116,03	5.009,67
	3	2,00%	3.830,91	1.072,65	4.903,56	88%	4.322,00	360,17	63.164,70	5.263,72
	4	2,00%	3.973,99	1.112,72	5.086,70	88%	4.483,42	373,62	65.523,84	5.460,32
	5	2,00%	4.089,06	1.144,94	5.234,00	88%	4.613,25	384,44	67.421,23	5.618,44
	6	2,00%	4.189,72	1.173,12	5.362,85	88%	4.726,81	393,90	69.080,96	5.756,75
6	1	2,00%	3.348,46	937,57	4.286,03	88%	3.777,71	314,81	55.210,11	4.600,84
	2	2,00%	3.591,73	1.005,68	4.597,41	88%	4.052,16	337,68	59.221,10	4.935,09
	3	2,00%	3.727,41	1.043,68	4.771,09	88%	4.205,24	350,44	61.458,33	5.121,53
	4	2,00%	3.866,11	1.082,51	4.948,62	88%	4.361,71	363,48	63.745,17	5.312,10
	5	2,00%	3.959,60	1.108,69	5.068,29	88%	4.467,19	372,27	65.286,61	5.440,55
	6	2,00%	4.060,27	1.136,88	5.197,15	88%	4.580,77	381,73	66.946,56	5.578,88
5	1	2,00%	3.230,15	904,44	4.134,59	88%	3.644,23	303,69	53.259,27	4.438,27
	2	2,00%	3.469,61	971,49	4.441,11	88%	3.914,39	326,20	57.207,65	4.767,30
	3	2,00%	3.605,31	1.009,49	4.614,80	88%	4.067,48	338,96	59.445,08	4.953,76
	4	2,00%	3.734,19	1.045,57	4.779,77	88%	4.212,89	351,07	61.570,12	5.130,84
	5	2,00%	3.837,91	1.074,61	4.912,52	88%	4.329,90	360,82	63.280,19	5.273,35
	6	2,00%	3.909,25	1.094,59	5.003,84	88%	4.410,38	367,53	64.456,42	5.371,37
4	1	2,00%	3.099,07	867,74	3.966,82	87%	3.468,19	289,02	51.069,97	4.255,83
	2	2,00%	3.340,73	935,40	4.276,14	87%	3.738,63	311,55	55.052,26	4.587,69
	3	2,00%	3.510,32	982,89	4.493,21	87%	3.928,41	327,37	57.846,90	4.820,58
	4	2,00%	3.605,31	1.009,49	4.614,80	87%	4.034,72	336,23	59.412,32	4.951,03
	5	2,00%	3.700,28	1.036,08	4.736,36	87%	4.141,00	345,08	60.977,33	5.081,44
	6	2,00%	3.761,33	1.053,17	4.814,50	87%	4.209,32	350,78	61.983,30	5.165,27
3	1	2,00%	3.063,70	857,84	3.921,54	87%	3.428,60	285,72	50.487,10	4.207,26
	2	2,00%	3.300,01	924,00	4.224,02	87%	3.693,06	307,75	54.381,28	4.531,77
	3	2,00%	3.367,85	943,00	4.310,85	87%	3.768,98	314,08	55.499,18	4.624,93
	4	2,00%	3.476,41	973,39	4.449,80	87%	3.890,46	324,20	57.288,05	4.774,00
	5	2,00%	3.564,60	998,09	4.562,68	87%	3.989,15	332,43	58.741,34	4.895,11
	6	2,00%	3.639,21	1.018,98	4.658,19	87%	4.072,66	339,39	59.970,96	4.997,58
2 Ü	1	2,00%	2.957,57	828,12	3.785,68	87%	3.309,82	275,82	48.738,04	4.061,50
	2	2,00%	3.184,68	891,71	4.076,39	87%	3.563,99	297,00	52.480,68	4.373,39
	3	2,00%	3.272,88	916,41	4.189,29	87%	3.662,70	305,22	53.934,16	4.494,51
	4	2,00%	3.381,44	946,80	4.328,24	87%	3.784,18	315,35	55.723,04	4.643,59
	5	2,00%	3.456,07	967,70	4.423,76	87%	3.867,70	322,31	56.952,87	4.746,07
	6	2,00%	3.517,10	984,79	4.501,89	87%	3.936,00	328,00	57.958,63	4.829,89
2	1	2,00%	2.882,19	807,01	3.689,20	87%	3.225,47	268,79	47.495,92	3.957,99
	2	2,00%	3.103,27	868,92	3.972,19	87%	3.472,88	289,41	51.139,12	4.261,59
	3	2,00%	3.171,12	887,91	4.059,03	87%	3.548,81	295,73	52.257,22	4.354,77
	4	2,00%	3.238,96	906,91	4.145,87	87%	3.624,73	302,06	53.375,11	4.447,93
	5	2,00%	3.395,00	950,60	4.345,60	87%	3.799,35	316,61	55.946,50	4.662,21
	6	2,00%	3.557,82	996,19	4.554,00	87%	3.981,57	331,80	58.629,61	4.885,80
1	2	2,00%	2.663,24	745,71	3.408,95	87%	2.980,45	248,37	43.887,86	3.657,32
	3	2,00%	2.695,39	754,71	3.450,10	87%	3.016,42	251,37	44.417,57	3.701,46
	4	2,00%	2.733,97	765,51	3.499,48	87%	3.059,60	254,97	45.053,38	3.754,45
	5	2,00%	2.772,56	776,32	3.548,88	87%	3.102,79	258,57	45.689,38	3.807,45
	6	2,00%	2.869,02	803,33	3.672,35	87%	3.210,73	267,56	47.278,90	3.939,91

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*1) Arbeitgeberzusatzkosten = 28% des Arbeitnehmerbruttos

*2) Die Jahressonderzahlung (JSZ) wird im November ausgezahlt, wenn das Arbeitsverhältnis am 01. Dez. besteht, und für jeden Monat des Kalenderjahres, in dem kein Anspruch auf JSZ bestand, um 1/12 gekürzt.

*3) Gesamtbetrag der JSZ dividiert durch 12 = monatlicher Zuschlag für jeden Kalendermonat mit Anspruch auf JSZ

Entgeltgruppe TV-L	Stufe	angenommene Tarifsteigerung gegenüber Vorjahr	Monatssatz Arbeitnehmerbrutto EUR	Arbeitgeberanteile Soz. Vers. u. Zus. Vers. + sonst. Ausg. *1) EUR	Monatssatz inkl. AG-Zusatzkosten EUR	Jahressonderzahlung bez. auf ein Monatsgehalt	Jahressonderzahlung inkl. AG-Zusatzkosten *2) EUR	monatliche Zuschläge *3) EUR	Jahresbetrag Arbeitgeberkosten inkl. aller sonst. Entgeltbestandteile EUR	Monatsbetrag Arbeitgeberkosten inkl. aller sonst. Entgeltbestandteile EUR
15 Ü	1	2,00%	7.349,61	2.057,89	9.407,50	33%	3.060,26	255,02	115.950,29	9.662,52
	2	2,00%	8.132,27	2.277,04	10.409,31	33%	3.386,15	282,18	128.297,82	10.691,49
	3	2,00%	8.875,01	2.485,00	11.360,01	33%	3.695,41	307,95	140.015,53	11.667,96
	4	2,00%	9.362,19	2.621,41	11.983,60	33%	3.898,27	324,86	147.701,48	12.308,46
	5	2,00%	9.481,98	2.654,96	12.136,94	33%	3.948,15	329,01	149.591,43	12.465,95
15	1	2,00%	6.064,78	1.698,14	7.762,91	33%	2.525,28	210,44	95.680,22	7.973,35
	2	2,00%	6.503,06	1.820,86	8.323,91	33%	2.707,77	225,65	102.594,71	8.549,56
	3	2,00%	6.734,65	1.885,70	8.620,36	33%	2.804,20	233,68	106.248,46	8.854,04
	4	2,00%	7.557,26	2.116,03	9.673,30	33%	3.146,72	262,23	119.226,28	9.935,52
	5	2,00%	8.180,22	2.290,46	10.470,68	33%	3.406,11	283,84	129.054,26	10.754,52
	6	2,00%	8.418,63	2.357,22	10.775,85	33%	3.505,38	292,12	132.815,59	11.067,97
14	1	2,00%	5.512,99	1.543,64	7.056,63	33%	2.295,52	191,29	86.975,03	7.247,92
	2	2,00%	5.912,06	1.655,38	7.567,43	33%	2.461,69	205,14	93.270,87	7.772,57
	3	2,00%	6.239,49	1.747,06	7.986,55	33%	2.598,02	216,50	98.436,58	8.203,05
	4	2,00%	6.734,65	1.885,70	8.620,36	33%	2.804,20	233,68	106.248,46	8.854,04
	5	2,00%	7.493,37	2.098,14	9.591,51	33%	3.120,12	260,01	118.218,23	9.851,52
	6	2,00%	7.711,19	2.159,13	9.870,32	33%	3.210,81	267,57	121.654,64	10.137,89
13 Ü	2	2,00%	5.472,81	1.532,39	7.005,19	46%	3.255,31	271,28	87.317,64	7.276,47
	3	2,00%	5.752,34	1.610,65	7.362,99	46%	3.421,58	285,13	91.777,49	7.648,12
	4a	2,00%	6.239,49	1.747,06	7.986,55	33%	2.598,02	216,50	98.436,58	8.203,05
	4b	2,00%	6.734,65	1.885,70	8.620,36	33%	2.804,20	233,68	106.248,46	8.854,04
	5	2,00%	7.493,37	2.098,14	9.591,51	33%	3.120,12	260,01	118.218,23	9.851,52
	6	2,00%	7.711,19	2.159,13	9.870,32	33%	3.210,81	267,57	121.654,64	10.137,89
13	1	2,00%	5.101,19	1.428,33	6.529,52	46%	3.034,27	252,86	81.388,52	6.782,38
	2	2,00%	5.472,81	1.532,39	7.005,19	46%	3.255,31	271,28	87.317,64	7.276,47
	3	2,00%	5.752,34	1.610,65	7.362,99	46%	3.421,58	285,13	91.777,49	7.648,12
	4	2,00%	6.295,40	1.762,71	8.058,12	46%	3.744,61	312,05	100.442,02	8.370,17
	5	2,00%	7.046,12	1.972,91	9.019,04	46%	4.191,15	349,26	112.419,59	9.368,30
	6	2,00%	7.250,52	2.030,15	9.280,67	46%	4.312,73	359,39	115.680,75	9.640,06
12	1	2,00%	4.620,49	1.293,74	5.914,23	46%	2.748,34	229,03	73.719,07	6.143,26
	2	2,00%	4.929,73	1.380,32	6.310,05	46%	2.932,28	244,36	78.652,88	6.554,41
	3	2,00%	5.584,61	1.563,69	7.148,30	46%	3.321,81	276,82	89.101,40	7.425,12
	4	2,00%	6.159,64	1.724,70	7.884,35	46%	3.663,86	305,32	98.276,00	8.189,67
	5	2,00%	6.902,37	1.932,66	8.835,03	46%	4.105,64	342,14	110.126,00	9.177,17
	6	2,00%	7.102,46	1.988,69	9.091,15	46%	4.224,66	352,05	113.318,41	9.443,20
11	1	2,00%	4.478,42	1.253,96	5.732,38	74%	4.262,02	355,17	73.050,52	6.087,54
	2	2,00%	4.764,09	1.333,94	6.098,03	74%	4.533,89	377,82	77.710,29	6.475,86
	3	2,00%	5.089,46	1.425,05	6.514,51	74%	4.843,54	403,63	83.017,64	6.918,14
	4	2,00%	5.584,61	1.563,69	7.148,30	74%	5.314,76	442,90	91.094,34	7.591,20
	5	2,00%	6.303,40	1.764,95	8.068,35	74%	5.998,82	499,90	102.819,05	8.568,25
	6	2,00%	6.485,53	1.815,95	8.301,47	74%	6.172,15	514,35	105.789,83	8.815,82
10	1	2,00%	4.328,46	1.211,97	5.540,43	74%	4.119,31	343,28	70.604,42	5.883,70
	2	2,00%	4.608,78	1.290,46	5.899,24	74%	4.386,09	365,51	75.176,99	6.264,75
	3	2,00%	4.929,73	1.380,32	6.310,05	74%	4.691,52	390,96	80.412,13	6.701,01
	4	2,00%	5.257,17	1.472,01	6.729,18	74%	5.003,15	416,93	85.753,35	7.146,11
	5	2,00%	5.880,13	1.646,44	7.526,57	74%	5.596,00	466,33	95.914,79	7.992,90
	6	2,00%	6.049,57	1.693,88	7.743,46	74%	5.757,26	479,77	98.678,72	8.223,23
9b	1	2,00%	3.878,55	1.085,99	4.964,54	74%	3.691,14	307,59	63.265,66	5.272,14
	2	2,00%	4.148,81	1.161,67	5.310,48	74%	3.948,34	329,03	67.674,05	5.639,50
	3	2,00%	4.324,89	1.210,97	5.535,86	74%	4.115,91	342,99	70.546,19	5.878,85
	4	2,00%	4.811,38	1.347,19	6.158,57	74%	4.578,90	381,57	78.481,73	6.540,14
	5	2,00%	5.225,23	1.463,07	6.688,30	74%	4.972,75	414,40	85.232,34	7.102,70
	6	2,00%	5.375,03	1.505,01	6.880,04	74%	5.115,31	426,28	87.675,76	7.306,31
9a	1	2,00%	3.880,09	1.086,43	4.966,52	74%	3.692,60	307,72	63.290,80	5.274,23
	2	2,00%	4.148,81	1.161,67	5.310,48	74%	3.948,34	329,03	67.674,05	5.639,51
	3	2,00%	4.207,52	1.178,10	5.385,62	74%	4.004,21	333,68	68.631,68	5.719,31
	4	2,00%	4.324,88	1.210,97	5.535,84	74%	4.115,90	342,99	70.546,03	5.878,84
	5	2,00%	4.811,39	1.347,19	6.158,58	74%	4.578,90	381,58	78.481,86	6.540,16
	6	2,00%	4.947,27	1.385,23	6.332,50	74%	4.708,22	392,35	80.698,24	6.724,85

Entgeltgruppe TV-L	Stufe	angenom-mene Tarif-steigerung gegenüber Vorjahr	Monatssatz Arbeitnehmer- brutto	Arbeitgeberantei- le Soz.Vers. u. Zus.Vers. + sonst. Ausg. *1)	Monatssatz inkl. AG- Zusatzkosten	Jahres- sonderzahlung bez. auf ein Monatsgehalt	Jahres- sonderzahlung inkl. AG- Zusatzkosten *2)	monatliche Zuschläge *3)	Jahresbetrag Arbeitgeber- kosten inkl. aller sonst. Entgelt- bestandteile	Monatsbetrag Arbeitgeber- kosten inkl. aller sonst. Entgelt- bestandteile
8	1	2,00%	3.665,11	1.026,23	4.691,35	88%	4.134,95	344,58	60.431,09	5.035,92
	2	2,00%	3.921,80	1.098,10	5.019,90	88%	4.424,54	368,71	64.663,37	5.388,61
	3	2,00%	4.068,13	1.139,08	5.207,20	88%	4.589,63	382,47	67.076,07	5.589,67
	4	2,00%	4.207,51	1.178,10	5.385,61	88%	4.746,88	395,57	69.374,25	5.781,19
	5	2,00%	4.361,56	1.221,24	5.582,79	88%	4.920,67	410,06	71.914,19	5.992,85
	6	2,00%	4.456,93	1.247,94	5.704,87	88%	5.028,27	419,02	73.486,67	6.123,89
7	1	2,00%	3.468,22	971,10	4.439,33	88%	3.912,82	326,07	57.184,73	4.765,39
	2	2,00%	3.718,93	1.041,30	4.760,22	88%	4.195,66	349,64	61.318,35	5.109,86
	3	2,00%	3.907,52	1.094,11	5.001,63	88%	4.408,44	367,37	64.427,99	5.369,00
	4	2,00%	4.053,47	1.134,97	5.188,44	88%	4.573,09	381,09	66.834,32	5.569,53
	5	2,00%	4.170,84	1.167,84	5.338,68	88%	4.705,51	392,13	68.769,65	5.730,80
	6	2,00%	4.273,52	1.196,58	5.470,10	88%	4.821,35	401,78	70.462,58	5.871,88
6	1	2,00%	3.415,43	956,32	4.371,75	88%	3.853,26	321,11	56.314,31	4.692,86
	2	2,00%	3.663,56	1.025,80	4.689,36	88%	4.133,20	344,43	60.405,52	5.033,79
	3	2,00%	3.801,96	1.064,55	4.866,51	88%	4.289,34	357,45	62.687,49	5.223,96
	4	2,00%	3.943,43	1.104,16	5.047,59	88%	4.448,95	370,75	65.020,08	5.418,34
	5	2,00%	4.038,79	1.130,86	5.169,65	88%	4.556,53	379,71	66.592,34	5.549,36
	6	2,00%	4.141,48	1.159,61	5.301,09	88%	4.672,38	389,37	68.285,49	5.690,46
5	1	2,00%	3.294,75	922,53	4.217,28	88%	3.717,11	309,76	54.324,46	4.527,04
	2	2,00%	3.539,01	990,92	4.529,93	88%	3.992,68	332,72	58.351,81	4.862,65
	3	2,00%	3.677,42	1.029,68	4.707,10	88%	4.148,83	345,74	60.633,99	5.052,83
	4	2,00%	3.808,88	1.066,49	4.875,36	88%	4.297,15	358,10	62.801,52	5.233,46
	5	2,00%	3.914,67	1.096,11	5.010,77	88%	4.416,50	368,04	64.545,79	5.378,82
	6	2,00%	3.987,43	1.116,48	5.103,91	88%	4.498,59	374,88	65.745,55	5.478,80
4	1	2,00%	3.161,06	885,10	4.046,15	87%	3.537,55	294,80	52.091,37	4.340,95
	2	2,00%	3.407,55	954,11	4.361,66	87%	3.813,40	317,78	56.153,31	4.679,44
	3	2,00%	3.580,52	1.002,55	4.583,07	87%	4.006,98	333,91	59.003,84	4.916,99
	4	2,00%	3.677,42	1.029,68	4.707,10	87%	4.115,41	342,95	60.600,57	5.050,05
	5	2,00%	3.774,29	1.056,80	4.831,09	87%	4.223,82	351,99	62.196,88	5.183,07
	6	2,00%	3.836,55	1.074,23	4.910,79	87%	4.293,50	357,79	63.222,96	5.268,58
3	1	2,00%	3.124,98	874,99	3.999,97	87%	3.497,18	291,43	51.496,84	4.291,40
	2	2,00%	3.366,01	942,48	4.308,50	87%	3.766,92	313,91	55.468,91	4.622,41
	3	2,00%	3.435,21	961,86	4.397,07	87%	3.844,36	320,36	56.609,16	4.717,43
	4	2,00%	3.545,93	992,86	4.538,80	87%	3.968,27	330,69	58.433,81	4.869,48
	5	2,00%	3.635,89	1.018,05	4.653,94	87%	4.068,94	339,08	59.916,17	4.993,01
	6	2,00%	3.712,00	1.039,36	4.751,36	87%	4.154,11	346,18	61.170,38	5.097,53
2 Ü	1	2,00%	3.016,72	844,68	3.861,40	87%	3.376,02	281,34	49.712,80	4.142,73
	2	2,00%	3.248,37	909,54	4.157,92	87%	3.635,27	302,94	53.530,29	4.460,86
	3	2,00%	3.338,34	934,74	4.273,07	87%	3.735,95	311,33	55.012,85	4.584,40
	4	2,00%	3.449,06	965,74	4.414,80	87%	3.859,86	321,66	56.837,50	4.736,46
	5	2,00%	3.525,19	987,05	4.512,24	87%	3.945,05	328,75	58.091,92	4.840,99
	6	2,00%	3.587,44	1.004,48	4.591,92	87%	4.014,72	334,56	59.117,80	4.926,48
2	1	2,00%	2.939,83	823,15	3.762,99	87%	3.289,98	274,17	48.445,83	4.037,15
	2	2,00%	3.165,34	886,29	4.051,63	87%	3.542,34	295,20	52.161,90	4.346,83
	3	2,00%	3.234,54	905,67	4.140,21	87%	3.619,79	301,65	53.302,36	4.441,86
	4	2,00%	3.303,74	925,05	4.228,78	87%	3.697,22	308,10	54.442,62	4.536,88
	5	2,00%	3.462,90	969,61	4.432,51	87%	3.875,34	322,95	57.065,43	4.755,45
	6	2,00%	3.628,97	1.016,11	4.645,08	87%	4.061,20	338,43	59.802,20	4.983,52
1	2	2,00%	2.716,51	760,62	3.477,13	87%	3.040,05	253,34	44.765,61	3.730,47
	3	2,00%	2.749,30	769,80	3.519,10	87%	3.076,75	256,40	45.305,92	3.775,49
	4	2,00%	2.788,65	780,82	3.569,47	87%	3.120,79	260,07	45.954,45	3.829,54
	5	2,00%	2.828,02	791,84	3.619,86	87%	3.164,84	263,74	46.603,17	3.883,60
	6	2,00%	2.926,40	819,39	3.745,79	87%	3.274,95	272,91	48.224,48	4.018,71

