

Annexe 3: Echelle des salaires CCT SLD

Salaires mensuels 2026

Valable dès le 1er janvier 2026

Fonctions administratives, hôtelières, techniques et d'aide sociale (hors personnel soignant et médico-technique)

Echelle 2026 = indexation 0.1% + part d'expérience selon art. 26 al.3 CCT SLD

	Minimum	Maximum																					
Cl.	1 part	21 parts	1 part	2 parts	3 parts	4 parts	5 parts	6 parts	7 parts	8 parts	9 parts	10 parts	11 parts	12 parts	13 parts	14 parts	15 parts	16 parts	17 parts	18 parts	19 parts	20 parts	21 parts
1	4'261.95	4'988.95	4'261.95	4'261.95	4'261.95	4'268.65	4'287.95	4'307.30	4'326.70	4'344.55	4'478.80	4'613.10	4'747.50	4'803.95	4'833.30	4'851.00	4'868.55	4'886.50	4'904.50	4'922.40	4'940.50	4'958.50	4'988.95
2	4'261.95	5'167.80	4'261.95	4'261.95	4'261.95	4'268.65	4'287.95	4'307.30	4'382.00	4'516.55	4'651.20	4'785.80	4'920.30	4'976.15	5'006.05	5'024.35	5'043.00	5'061.55	5'080.05	5'098.80	5'117.50	5'136.40	5'167.80
3	4'261.95	5'346.60	4'261.95	4'261.95	4'261.95	4'268.65	4'287.95	4'415.65	4'551.00	4'686.50	4'821.85	4'957.35	5'092.85	5'148.25	5'178.85	5'197.95	5'217.00	5'236.20	5'255.50	5'274.95	5'294.50	5'313.90	5'346.60
4	4'261.95	5'537.55	4'261.95	4'261.95	4'282.30	4'317.35	4'454.30	4'591.30	4'728.30	4'865.25	5'002.25	5'139.30	5'276.40	5'331.80	5'363.15	5'383.10	5'402.85	5'422.80	5'442.95	5'463.15	5'483.20	5'503.60	5'537.55
5	4'261.95	5'615.15	4'261.95	4'261.95	4'282.30	4'373.25	4'512.10	4'651.05	4'790.05	4'928.75	5'067.45	5'206.35	5'345.30	5'401.70	5'433.95	5'454.40	5'475.05	5'495.85	5'516.65	5'537.40	5'558.45	5'579.45	5'615.15
6	4'261.95	5'818.05	4'261.95	4'281.20	4'408.45	4'549.70	4'691.20	4'832.60	4'974.00	5'115.40	5'256.85	5'398.15	5'539.65	5'596.65	5'629.80	5'651.10	5'672.60	5'694.25	5'715.60	5'737.45	5'759.00	5'781.05	5'818.05
7	4'392.15	6'020.75	4'392.15	4'449.85	4'579.70	4'723.90	4'868.05	5'012.35	5'156.55	5'301.00	5'445.20	5'589.45	5'733.70	5'791.35	5'825.55	5'847.70	5'870.00	5'892.30	5'914.75	5'937.05	5'959.65	5'982.40	6'020.75
8	4'562.85	6'223.55	4'562.85	4'621.45	4'753.50	4'900.40	5'047.20	5'194.00	5'340.85	5'487.55	5'634.40	5'781.25	5'927.95	5'986.45	6'021.45	6'044.45	6'067.45	6'090.55	6'113.75	6'137.05	6'160.35	6'183.90	6'223.55
9	4'727.25	6'426.30	4'727.25	4'787.20	4'922.20	5'072.10	5'222.05	5'372.10	5'522.05	5'671.85	5'822.00	5'971.95	6'121.80	6'181.30	6'217.35	6'240.95	6'264.75	6'288.70	6'312.65	6'336.85	6'360.90	6'385.30	6'426.30
10	4'897.85	6'641.05	4'897.85	4'959.35	5'097.60	5'251.30	5'404.90	5'558.55	5'712.30	5'865.90	6'019.60	6'173.20	6'326.90	6'387.40	6'424.75	6'449.20	6'473.80	6'498.70	6'523.30	6'548.25	6'573.30	6'598.45	6'641.05
11	5'066.80	6'855.75	5'066.80	5'129.90	5'271.65	5'429.20	5'586.85	5'744.20	5'901.85	6'059.30	6'216.85	6'374.35	6'531.85	6'593.65	6'632.15	6'657.50	6'682.95	6'708.40	6'734.15	6'759.85	6'785.70	6'811.80	6'855.75
12	5'236.00	7'070.10	5'236.00	5'300.60	5'445.90	5'607.10	5'768.50	5'929.85	6'091.30	6'252.75	6'414.05	6'575.50	6'736.80	6'800.15	6'839.70	6'865.75	6'892.05	6'918.40	6'944.95	6'971.40	6'998.20	7'024.65	7'070.10
13	5'402.10	7'276.00	5'402.10	5'468.35	5'617.15	5'782.85	5'948.30	6'113.90	6'279.35	6'444.90	6'610.40	6'776.05	6'941.55	7'006.00	7'045.85	7'072.05	7'098.20	7'124.05	7'150.15	7'176.40	7'202.65	7'229.15	7'276.00
14	5'572.65	7'481.00	5'572.65	5'640.40	5'792.65	5'961.85	6'131.10	6'300.40	6'469.55	6'638.95	6'808.10	6'976.90	7'143.25	7'204.50	7'244.60	7'270.95	7'297.80	7'324.55	7'351.40	7'378.60	7'405.55	7'433.10	7'481.00
15	5'738.55	7'686.45	5'738.55	5'808.00	5'964.05	6'137.65	6'310.85	6'484.30	6'657.75	6'831.15	7'003.75	7'173.25	7'339.30	7'401.65	7'442.70	7'469.95	7'497.50	7'525.10	7'552.85	7'580.65	7'608.70	7'636.75	7'686.45
16	5'906.20	7'891.40	5'906.20	5'977.15	6'137.00	6'314.35	6'491.65	6'669.20	6'846.60	7'022.80	7'195.75	7'365.40	7'535.00	7'598.70	7'640.75	7'668.80	7'697.25	7'725.50	7'754.25	7'782.75	7'811.60	7'840.50	7'891.40
17	6'075.25	8'096.60	6'075.25	6'147.90	6'311.10	6'492.20	6'673.55	6'854.85	7'034.65	7'211.10	7'384.50	7'557.65	7'730.80	7'795.80	7'838.90	7'867.90	7'897.00	7'926.20	7'955.60	7'985.00	8'014.60	8'044.30	8'096.60
18	6'244.40	8'301.65	6'244.40	6'318.45	6'485.00	6'670.30	6'855.25	7'039.10	7'218.90	7'396.00	7'572.80	7'749.75	7'926.65	7'992.75	8'037.10	8'066.90	8'096.65	8'126.75	8'156.80	8'187.15	8'217.45	8'247.90	8'301.65
19	6'411.90	8'506.80	6'411.90	6'487.65	6'657.80	6'847.00	7'034.60	7'218.60	7'399.40	7'580.25	7'761.05	7'941.60	8'122.35	8'189.90	8'235.20	8'265.85	8'296.55	8'327.25	8'358.15	8'389.15	8'420.30	8'451.65	8'506.80
20	6'579.30	8'711.90	6'579.30	6'656.75	6'830.60	7'022.40	7'210.55	7'395.45	7'580.00	7'764.40	7'948.95	8'133.60	8'318.05	8'386.85	8'433.25	8'464.65	8'496.10	8'527.75	8'559.55	8'591.35	8'623.40	8'655.50	8'711.90
21	6'745.50	8'917.00	6'745.50	6'824.30	7'000.90	7'193.50	7'382.65	7'571.05	7'759.45	7'948.10	8'136.55	8'325.10	8'513.50	8'583.80	8'631.20	8'663.60	8'695.90	8'728.35	8'760.70	8'793.45	8'826.30	8'859.10	8'917.00
22	6'916.10	9'122.20	6'916.10	6'995.75	7'172.70	7'365.10	7'557.25	7'749.25	7'941.35	8'133.50	8'325.45	8'517.55	8'709.45	8'781.00	8'829.50	8'862.45	8'895.65	8'928.85	8'962.10	8'995.60	9'029.15	9'062.90	9'122.20
23	7'082.85	9'327.20	7'082.85	7'161.80	7'338.25	7'534.05	7'729.95	7'925.85	8'121.70	8'317.55	8'513.35	8'709.30	8'905.15	8'978.00	9'027.75	9'061.50	9'095.35	9'129.25	9'163.45	9'197.65	9'232.10	9'266.45	9'327.20

Annexe 3: Echelle des salaires CCT SLD

Salaires annuels 2026
Valable dès le 1er janvier 2026

Fonctions administratives, hôtelières, techniques et d'aide sociale (hors personnel soignant et médico-technique)

Echelle 2026 = indexation 0.1% + part d'expérience selon art. 26 al.3 CCT SLD

	Minimum	Maximum																					
Cl.	1 part	21 parts	1 part	2 parts	3 parts	4 parts	5 parts	6 parts	7 parts	8 parts	9 parts	10 parts	11 parts	12 parts	13 parts	14 parts	15 parts	16 parts	17 parts	18 parts	19 parts	20 parts	21 parts
1	55'405.35	64'856.35	55'405.35	55'405.35	55'405.35	55'492.45	55'743.35	55'994.90	56'247.10	56'479.15	58'224.40	59'970.30	61'717.50	62'451.35	62'832.90	63'063.00	63'291.15	63'524.50	63'758.50	63'991.20	64'226.50	64'460.50	64'856.35
2	55'405.35	67'181.40	55'405.35	55'405.35	55'405.35	55'492.45	55'743.35	55'994.90	56'966.00	58'715.15	60'465.60	62'215.40	63'963.90	64'689.95	65'078.65	65'316.55	65'559.00	65'800.15	66'040.65	66'284.40	66'527.50	66'773.20	67'181.40
3	55'405.35	69'505.80	55'405.35	55'405.35	55'405.35	55'492.45	55'743.35	57'403.45	59'163.00	60'924.50	62'684.05	64'445.55	66'207.05	66'927.25	67'325.05	67'573.35	67'821.00	68'070.60	68'321.50	68'574.35	68'828.50	69'080.70	69'505.80
4	55'405.35	71'988.15	55'405.35	55'405.35	55'669.90	56'125.55	57'905.90	59'686.90	61'467.90	63'248.25	65'029.25	66'810.90	68'593.20	69'313.40	69'720.95	69'980.30	70'237.05	70'496.40	70'758.35	71'020.95	71'281.60	71'546.80	71'988.15
5	55'405.35	72'996.95	55'405.35	55'405.35	55'669.90	56'852.25	58'657.30	60'463.65	62'270.65	64'073.75	65'876.85	67'682.55	69'488.90	70'222.10	70'641.35	70'907.20	71'175.65	71'446.05	71'716.45	71'986.20	72'259.85	72'532.85	72'996.95
6	55'405.35	75'634.65	55'405.35	55'655.60	57'309.85	59'146.10	60'985.60	62'823.80	64'662.00	66'500.20	68'339.05	70'175.95	72'015.45	72'756.45	73'187.40	73'464.30	73'743.80	74'025.25	74'302.80	74'586.85	74'867.00	75'153.65	75'634.65
7	57'097.95	78'269.75	57'097.95	57'848.05	59'536.10	61'410.70	63'284.65	65'160.55	67'035.15	68'913.00	70'787.60	72'662.85	74'538.10	75'287.55	75'732.15	76'020.10	76'310.00	76'599.90	76'891.75	77'181.65	77'475.45	77'771.20	78'269.75
8	59'317.05	80'906.15	59'317.05	60'078.85	61'795.50	63'705.20	65'613.60	67'522.00	69'431.05	71'338.15	73'247.20	75'156.25	77'063.35	77'823.85	78'278.85	78'577.85	78'876.85	79'177.15	79'478.75	79'781.65	80'084.55	80'390.70	80'906.15
9	61'454.25	83'541.90	61'454.25	62'233.60	63'988.60	65'937.30	67'886.65	69'837.30	71'786.65	73'734.05	75'686.00	77'635.35	79'583.40	80'356.90	80'825.55	81'132.35	81'441.75	81'753.10	82'064.45	82'379.05	82'691.70	83'008.90	83'541.90
10	63'672.05	86'333.65	63'672.05	64'471.55	66'268.80	68'266.90	70'263.70	72'261.15	74'259.90	76'256.70	78'254.80	80'251.60	82'249.70	83'036.20	83'521.75	83'839.60	84'159.40	84'483.10	84'802.90	85'127.25	85'452.90	85'779.85	86'333.65
11	65'868.40	89'124.75	65'868.40	66'688.70	68'531.45	70'579.60	72'629.05	74'674.60	76'724.05	78'770.90	80'819.05	82'866.55	84'914.05	85'717.45	86'217.95	86'547.50	86'878.35	87'209.20	87'543.95	87'878.05	88'214.10	88'553.40	89'124.75
12	68'068.00	91'911.30	68'068.00	68'907.80	70'796.70	72'892.30	74'990.50	77'088.05	79'186.90	81'285.75	83'382.65	85'481.50	87'578.40	88'401.95	88'916.10	89'254.75	89'596.65	89'939.20	90'284.35	90'628.20	90'976.60	91'320.45	91'911.30
13	70'227.30	94'588.00	70'227.30	71'088.55	73'022.95	75'177.05	77'327.90	79'480.70	81'631.55	83'783.70	85'935.20	88'088.65	90'240.15	91'078.00	91'596.05	91'936.65	92'276.60	92'612.65	92'951.95	93'293.20	93'634.45	93'978.95	94'588.00
14	72'444.45	97'253.00	72'444.45	73'325.20	75'304.45	77'504.05	79'704.30	81'905.20	84'104.15	86'306.35	88'505.30	90'699.70	92'862.25	93'658.50	94'179.80	94'522.35	94'871.40	95'219.15	95'568.20	95'921.80	96'272.15	96'630.30	97'253.00
15	74'601.15	99'923.85	74'601.15	75'504.00	77'532.65	79'789.45	82'041.05	84'295.90	86'550.75	88'804.95	91'048.75	93'252.25	95'410.90	96'221.45	96'755.10	97'109.35	97'467.50	97'826.30	98'187.05	98'548.45	98'913.10	99'277.75	99'923.85
16	76'780.60	102'588.20	76'780.60	77'702.95	79'781.00	82'086.55	84'391.45	86'699.60	89'005.80	91'296.40	93'544.75	95'750.20	97'955.00	98'783.10	99'329.75	99'694.40	100'064.25	100'431.50	100'805.25	101'175.75	101'550.80	101'926.50	102'588.20
17	78'978.25	105'255.80	78'978.25	79'922.70	82'044.30	84'398.60	86'756.15	89'113.05	91'450.45	93'744.30	95'998.50	98'249.45	100'500.40	101'345.40	101'905.70	102'282.70	102'661.00	103'040.60	103'422.80	103'805.00	104'189.80	104'575.90	105'255.80
18	81'177.20	107'921.45	81'177.20	82'139.85	84'305.00	86'713.90	89'118.25	91'508.30	93'845.70	96'148.00	98'446.40	100'746.75	103'046.45	103'905.75	104'482.30	104'869.70	105'256.45	105'647.75	106'038.40	106'432.95	106'826.85	107'222.70	107'921.45
19	83'354.70	110'588.40	83'354.70	84'339.45	86'551.40	89'011.00	91'449.80	93'841.80	96'192.20	98'543.25	100'893.65	103'240.80	105'590.55	106'468.70	107'057.60	107'456.05	107'855.15	108'254.25	108'655.95	109'058.95	109'463.90	109'871.45	110'588.40
20	85'530.90	113'254.70	85'530.90	86'537.75	88'797.80	91'291.20	93'737.15	96'140.85	98'540.00	100'937.20	103'336.35	105'736.80	108'134.65	109'029.05	109'632.25	110'040.45	110'449.30	110'860.75	111'274.15	111'687.55	112'104.20	112'521.50	113'254.70
21	87'691.50	115'921.00	87'691.50	88'715.90	91'011.70	93'515.50	95'974.45	98'423.65	100'872.85	103'325.30	105'775.15	108'226.30	110'675.50	111'589.40	112'205.60	112'626.80	113'046.70	113'468.55	113'889.10	114'314.85	114'741.90	115'168.30	115'921.00
22	89'909.30	118'588.60	89'909.30	90'944.75	93'245.10	95'746.30	98'244.25	100'740.25	103'237.55	105'735.50	108'230.85	110'728.15	113'222.85	114'153.00	114'783.50	115'211.85	115'643.45	116'075.05	116'507.30	116'942.80	117'378.95	117'817.70	118'588.60
23	92'077.05	121'253.60	92'077.05	93'103.40	95'397.25	97'942.65	100'489.35	103'036.05	105'582.10	108'128.15	110'673.55	113'220.90	115'766.95	116'714.00	117'360.75	117'799.50	118'239.55	118'680.25	119'124.85	119'569.45	120'017.30	120'463.85	121'253.60

Annexe 3: Echelle des salaires CCT SLD

Salaires horaires 2026

Valable dès le 1er janvier 2026

Salaire horaire = salaire mensuel/174,3h (Sans les vacances et le 13ème salaire)

Fonctions administratives, hôtelières, techniques et d'aide sociale (hors personnel soignant et médico-technique)

Echelle 2026 = indexation 0.1% + part d'expérience selon art. 26 al.3 CCT SLD

Cl.	Minimum 1 part	Maximum 21 parts	1 part	2 parts	3 parts	4 parts	5 parts	6 parts	7 parts	8 parts	9 parts	10 parts	11 parts	12 parts	13 parts	14 parts	15 parts	16 parts	17 parts	18 parts	19 parts	20 parts	21 parts
1	24.45	28.60	24.45	24.45	24.45	24.50	24.60	24.70	24.80	24.95	25.70	26.45	27.25	27.55	27.75	27.85	27.95	28.05	28.15	28.25	28.35	28.45	28.60
2	24.45	29.65	24.45	24.45	24.45	24.50	24.60	24.70	25.15	25.90	26.70	27.45	28.25	28.55	28.70	28.85	28.95	29.05	29.15	29.25	29.35	29.45	29.65
3	24.45	30.65	24.45	24.45	24.45	24.50	24.60	25.35	26.10	26.90	27.65	28.45	29.20	29.55	29.70	29.80	29.95	30.05	30.15	30.25	30.40	30.50	30.65
4	24.45	31.75	24.45	24.45	24.55	24.75	25.55	26.35	27.15	27.90	28.70	29.50	30.25	30.60	30.75	30.90	31.00	31.10	31.25	31.35	31.45	31.60	31.75
5	24.45	32.20	24.45	24.45	24.55	25.10	25.90	26.70	27.50	28.30	29.05	29.85	30.65	31.00	31.20	31.30	31.40	31.55	31.65	31.75	31.90	32.00	32.20
6	24.45	33.40	24.45	24.55	25.30	26.10	26.90	27.75	28.55	29.35	30.15	30.95	31.80	32.10	32.30	32.40	32.55	32.65	32.80	32.90	33.05	33.15	33.40
7	25.20	34.55	25.20	25.55	26.25	27.10	27.95	28.75	29.60	30.40	31.25	32.05	32.90	33.25	33.40	33.55	33.70	33.80	33.95	34.05	34.20	34.30	34.55
8	26.20	35.70	26.20	26.50	27.25	28.10	28.95	29.80	30.65	31.50	32.35	33.15	34.00	34.35	34.55	34.70	34.80	34.95	35.10	35.20	35.35	35.50	35.70
9	27.10	36.85	27.10	27.45	28.25	29.10	29.95	30.80	31.70	32.55	33.40	34.25	35.10	35.45	35.65	35.80	35.95	36.10	36.20	36.35	36.50	36.65	36.85
10	28.10	38.10	28.10	28.45	29.25	30.15	31.00	31.90	32.75	33.65	34.55	35.40	36.30	36.65	36.85	37.00	37.15	37.30	37.45	37.55	37.70	37.85	38.10
11	29.05	39.35	29.05	29.45	30.25	31.15	32.05	32.95	33.85	34.75	35.65	36.55	37.45	37.85	38.05	38.20	38.35	38.50	38.65	38.80	38.95	39.10	39.35
12	30.05	40.55	30.05	30.40	31.25	32.15	33.10	34.00	34.95	35.85	36.80	37.75	38.65	39.00	39.25	39.40	39.55	39.70	39.85	40.00	40.15	40.30	40.55
13	31.00	41.75	31.00	31.35	32.25	33.20	34.15	35.10	36.05	37.00	37.95	38.90	39.85	40.20	40.40	40.55	40.70	40.85	41.00	41.15	41.30	41.50	41.75
14	31.95	42.90	31.95	32.35	33.25	34.20	35.20	36.15	37.10	38.10	39.05	40.05	41.00	41.35	41.55	41.70	41.85	42.00	42.20	42.35	42.50	42.65	42.90
15	32.90	44.10	32.90	33.30	34.20	35.20	36.20	37.20	38.20	39.20	40.20	41.15	42.10	42.45	42.70	42.85	43.00	43.15	43.35	43.50	43.65	43.80	44.10
16	33.90	45.25	33.90	34.30	35.20	36.25	37.25	38.25	39.30	40.30	41.30	42.25	43.25	43.60	43.85	44.00	44.15	44.30	44.50	44.65	44.80	45.00	45.25
17	34.85	46.45	34.85	35.25	36.20	37.25	38.30	39.35	40.35	41.35	42.35	43.35	44.35	44.75	44.95	45.15	45.30	45.45	45.65	45.80	46.00	46.15	46.45
18	35.85	47.65	35.85	36.25	37.20	38.25	39.35	40.40	41.40	42.45	43.45	44.45	45.50	45.85	46.10	46.30	46.45	46.65	46.80	46.95	47.15	47.30	47.65
19	36.80	48.80	36.80	37.20	38.20	39.30	40.35	41.40	42.45	43.50	44.55	45.55	46.60	47.00	47.25	47.40	47.60	47.80	47.95	48.15	48.30	48.50	48.80
20	37.75	50.00	37.75	38.20	39.20	40.30	41.35	42.45	43.50	44.55	45.60	46.65	47.70	48.10	48.40	48.55	48.75	48.95	49.10	49.30	49.45	49.65	50.00
21	38.70	51.15	38.70	39.15	40.15	41.25	42.35	43.45	44.50	45.60	46.70	47.75	48.85	49.25	49.50	49.70	49.90	50.10	50.25	50.45	50.65	50.85	51.15
22	39.70	52.35	39.70	40.15	41.15	42.25	43.35	44.45	45.55	46.65	47.75	48.85	49.95	50.40	50.65	50.85	51.05	51.25	51.40	51.60	51.80	52.00	52.35
23	40.65	53.50	40.65	41.10	42.10	43.20	44.35	45.45	46.60	47.70	48.85	49.95	51.10	51.50	51.80	52.00	52.20	52.40	52.55	52.75	52.95	53.15	53.50

Die Funktionen in den Bereichen Verwaltung, Hotel, Technik und Sozialhilfe (ohne Pflegekräfte und medizinisch-technisches Personal)

Tabelle 2026 = Indexierung 0.1% + Erfahrungsanteil gemäss Art. 26 Abs. 3 GAV LZP

	Minimum	Maximum																					
Kl.	1 Anteil	21 Anteile	1 Anteil	2 Anteile	3 Anteile	4 Anteile	5 Anteile	6 Anteile	7 Anteile	8 Anteile	9 Anteile	10 Anteile	11 Anteile	12 Anteile	13 Anteile	14 Anteile	15 Anteile	16 Anteile	17 Anteile	18 Anteile	19 Anteile	20 Anteile	21 Anteile
1	4'261.95	4'988.95	4'261.95	4'261.95	4'261.95	4'268.65	4'287.95	4'307.30	4'326.70	4'344.55	4'478.80	4'613.10	4'747.50	4'803.95	4'833.30	4'851.00	4'868.55	4'886.50	4'904.50	4'922.40	4'940.50	4'958.50	4'988.95
2	4'261.95	5'167.80	4'261.95	4'261.95	4'261.95	4'268.65	4'287.95	4'307.30	4'382.00	4'516.55	4'651.20	4'785.80	4'920.30	4'976.15	5'006.05	5'024.35	5'043.00	5'061.55	5'080.05	5'098.80	5'117.50	5'136.40	5'167.80
3	4'261.95	5'346.60	4'261.95	4'261.95	4'261.95	4'268.65	4'287.95	4'415.65	4'551.00	4'686.50	4'821.85	4'957.35	5'092.85	5'148.25	5'178.85	5'197.95	5'217.00	5'236.20	5'255.50	5'274.95	5'294.50	5'313.90	5'346.60
4	4'261.95	5'537.55	4'261.95	4'261.95	4'282.30	4'317.35	4'454.30	4'591.30	4'728.30	4'865.25	5'002.25	5'139.30	5'276.40	5'331.80	5'363.15	5'383.10	5'402.85	5'422.80	5'442.95	5'463.15	5'483.20	5'503.60	5'537.55
5	4'261.95	5'615.15	4'261.95	4'261.95	4'282.30	4'373.25	4'512.10	4'651.05	4'790.05	4'928.75	5'067.45	5'206.35	5'345.30	5'401.70	5'433.95	5'454.40	5'475.05	5'495.85	5'516.65	5'537.40	5'558.45	5'579.45	5'615.15
6	4'261.95	5'818.05	4'261.95	4'281.20	4'408.45	4'549.70	4'691.20	4'832.60	4'974.00	5'115.40	5'256.85	5'398.15	5'539.65	5'596.65	5'629.80	5'651.10	5'672.60	5'694.25	5'715.60	5'737.45	5'759.00	5'781.05	5'818.05
7	4'392.15	6'020.75	4'392.15	4'449.85	4'579.70	4'723.90	4'868.05	5'012.35	5'156.55	5'301.00	5'445.20	5'589.45	5'733.70	5'791.35	5'825.55	5'847.70	5'870.00	5'892.30	5'914.75	5'937.05	5'959.65	5'982.40	6'020.75
8	4'562.85	6'223.55	4'562.85	4'621.45	4'753.50	4'900.40	5'047.20	5'194.00	5'340.85	5'487.55	5'634.40	5'781.25	5'927.95	5'986.45	6'021.45	6'044.45	6'067.45	6'090.55	6'113.75	6'137.05	6'160.35	6'183.90	6'223.55
9	4'727.25	6'426.30	4'727.25	4'787.20	4'922.20	5'072.10	5'222.05	5'372.10	5'522.05	5'671.85	5'822.00	5'971.95	6'121.80	6'181.30	6'217.35	6'240.95	6'264.75	6'288.70	6'312.65	6'336.85	6'360.90	6'385.30	6'426.30
10	4'897.85	6'641.05	4'897.85	4'959.35	5'097.60	5'251.30	5'404.90	5'558.55	5'712.30	5'865.90	6'019.60	6'173.20	6'326.90	6'387.40	6'424.75	6'449.20	6'473.80	6'498.70	6'523.30	6'548.25	6'573.30	6'598.45	6'641.05
11	5'066.80	6'855.75	5'066.80	5'129.90	5'271.65	5'429.20	5'586.85	5'744.20	5'901.85	6'059.30	6'216.85	6'374.35	6'531.85	6'593.65	6'632.15	6'657.50	6'682.95	6'708.40	6'734.15	6'759.85	6'785.70	6'811.80	6'855.75
12	5'236.00	7'070.10	5'236.00	5'300.60	5'445.90	5'607.10	5'768.50	5'929.85	6'091.30	6'252.75	6'414.05	6'575.50	6'736.80	6'800.15	6'839.70	6'865.75	6'892.05	6'918.40	6'944.95	6'971.40	6'998.20	7'024.65	7'070.10
13	5'402.10	7'276.00	5'402.10	5'468.35	5'617.15	5'782.85	5'948.30	6'113.90	6'279.35	6'444.90	6'610.40	6'776.05	6'941.55	7'006.00	7'045.85	7'072.05	7'098.20	7'124.05	7'150.15	7'176.40	7'202.65	7'229.15	7'276.00
14	5'572.65	7'481.00	5'572.65	5'640.40	5'792.65	5'961.85	6'131.10	6'300.40	6'469.55	6'638.95	6'808.10	6'976.90	7'143.25	7'204.50	7'244.60	7'270.95	7'297.80	7'324.55	7'351.40	7'378.60	7'405.55	7'433.10	7'481.00
15	5'738.55	7'686.45	5'738.55	5'808.00	5'964.05	6'137.65	6'310.85	6'484.30	6'657.75	6'831.15	7'003.75	7'173.25	7'339.30	7'401.65	7'442.70	7'469.95	7'497.50	7'525.10	7'552.85	7'580.65	7'608.70	7'636.75	7'686.45
16	5'906.20	7'891.40	5'906.20	5'977.15	6'137.00	6'314.35	6'491.65	6'669.20	6'846.60	7'022.80	7'195.75	7'365.40	7'535.00	7'598.70	7'640.75	7'668.80	7'697.25	7'725.50	7'754.25	7'782.75	7'811.60	7'840.50	7'891.40
17	6'075.25	8'096.60	6'075.25	6'147.90	6'311.10	6'492.20	6'673.55	6'854.85	7'034.65	7'211.10	7'384.50	7'557.65	7'730.80	7'795.80	7'838.90	7'867.90	7'897.00	7'926.20	7'955.60	7'985.00	8'014.60	8'044.30	8'096.60
18	6'244.40	8'301.65	6'244.40	6'318.45	6'485.00	6'670.30	6'855.25	7'039.10	7'218.90	7'396.00	7'572.80	7'749.75	7'926.65	7'992.75	8'037.10	8'066.90	8'096.65	8'126.75	8'156.80	8'187.15	8'217.45	8'247.90	8'301.65
19	6'411.90	8'506.80	6'411.90	6'487.65	6'657.80	6'847.00	7'034.60	7'218.60	7'399.40	7'580.25	7'761.05	7'941.60	8'122.35	8'189.90	8'235.20	8'265.85	8'296.55	8'327.25	8'358.15	8'389.15	8'420.30	8'451.65	8'506.80
20	6'579.30	8'711.90	6'579.30	6'656.75	6'830.60	7'022.40	7'210.55	7'395.45	7'580.00	7'764.40	7'948.95	8'133.60	8'318.05	8'386.85	8'433.25	8'464.65	8'496.10	8'527.75	8'559.55	8'591.35	8'623.40	8'655.50	8'711.90
21	6'745.50	8'917.00	6'745.50	6'824.30	7'000.90	7'193.50	7'382.65	7'571.05	7'759.45	7'948.10	8'136.55	8'325.10	8'513.50	8'583.80	8'631.20	8'663.60	8'695.90	8'728.35	8'760.70	8'793.45	8'826.30	8'859.10	8'917.00
22	6'916.10	9'122.20	6'916.10	6'995.75	7'172.70	7'365.10	7'557.25	7'749.25	7'941.35	8'133.50	8'325.45	8'517.55	8'709.45	8'781.00	8'829.50	8'862.45	8'895.65	8'928.85	8'962.10	8'995.60	9'029.15	9'062.90	9'122.20
23	7'082.85	9'327.20	7'082.85	7'161.80	7'338.25	7'534.05	7'729.95	7'925.85	8'121.70	8'317.55	8'513.35	8'709.30	8'905.15	8'978.00	9'027.75	9'061.50	9'095.35	9'129.25	9'163.45	9'197.65	9'232.10	9'266.45	9'327.20

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Tabelle 2026 = Indexierung 0.1% + Erfahrungsanteil gemäss Art. 26 Abs. 3 GAV LZP

	Minimum	Maximum																					
Kl.	1 Anteil	21 Anteile	1 Anteil	2 Anteile	3 Anteile	4 Anteile	5 Anteile	6 Anteile	7 Anteile	8 Anteile	9 Anteile	10 Anteile	11 Anteile	12 Anteile	13 Anteile	14 Anteile	15 Anteile	16 Anteile	17 Anteile	18 Anteile	19 Anteile	20 Anteile	21 Anteile
1	55'405.35	64'856.35	55'405.35	55'405.35	55'405.35	55'492.45	55'743.35	55'994.90	56'247.10	56'479.15	58'224.40	59'970.30	61'717.50	62'451.35	62'832.90	63'063.00	63'291.15	63'524.50	63'758.50	63'991.20	64'226.50	64'460.50	64'856.35
2	55'405.35	67'181.40	55'405.35	55'405.35	55'405.35	55'492.45	55'743.35	55'994.90	56'966.00	58'715.15	60'465.60	62'215.40	63'963.90	64'689.95	65'078.65	65'316.55	65'559.00	65'800.15	66'040.65	66'284.40	66'527.50	66'773.20	67'181.40
3	55'405.35	69'505.80	55'405.35	55'405.35	55'405.35	55'492.45	55'743.35	57'403.45	59'163.00	60'924.50	62'684.05	64'445.55	66'207.05	66'927.25	67'325.05	67'573.35	67'821.00	68'070.60	68'321.50	68'574.35	68'828.50	69'080.70	69'505.80
4	55'405.35	71'988.15	55'405.35	55'405.35	55'669.90	56'125.55	57'905.90	59'686.90	61'467.90	63'248.25	65'029.25	66'810.90	68'593.20	69'313.40	69'720.95	69'980.30	70'237.05	70'496.40	70'758.35	71'020.95	71'281.60	71'546.80	71'988.15
5	55'405.35	72'996.95	55'405.35	55'405.35	55'669.90	56'852.25	58'657.30	60'463.65	62'270.65	64'073.75	65'876.85	67'682.55	69'488.90	70'222.10	70'641.35	70'907.20	71'175.65	71'446.05	71'716.45	71'986.20	72'259.85	72'532.85	72'996.95
6	55'405.35	75'634.65	55'405.35	55'655.60	57'309.85	59'146.10	60'985.60	62'823.80	64'662.00	66'500.20	68'339.05	70'175.95	72'015.45	72'756.45	73'187.40	73'464.30	73'743.80	74'025.25	74'302.80	74'586.85	74'867.00	75'153.65	75'634.65
7	57'097.95	78'269.75	57'097.95	57'848.05	59'536.10	61'410.70	63'284.65	65'160.55	67'035.15	68'913.00	70'787.60	72'662.85	74'538.10	75'287.55	75'732.15	76'020.10	76'310.00	76'599.90	76'891.75	77'181.65	77'475.45	77'771.20	78'269.75
8	59'317.05	80'906.15	59'317.05	60'078.85	61'795.50	63'705.20	65'613.60	67'522.00	69'431.05	71'338.15	73'247.20	75'156.25	77'063.35	77'823.85	78'278.85	78'577.85	78'876.85	79'177.15	79'478.75	79'781.65	80'084.55	80'390.70	80'906.15
9	61'454.25	83'541.90	61'454.25	62'233.60	63'988.60	65'937.30	67'886.65	69'837.30	71'786.65	73'734.05	75'686.00	77'635.35	79'583.40	80'356.90	80'825.55	81'132.35	81'441.75	81'753.10	82'064.45	82'379.05	82'691.70	83'008.90	83'541.90
10	63'672.05	86'333.65	63'672.05	64'471.55	66'268.80	68'266.90	70'263.70	72'261.15	74'259.90	76'256.70	78'254.80	80'251.60	82'249.70	83'036.20	83'521.75	83'839.60	84'159.40	84'483.10	84'802.90	85'127.25	85'452.90	85'779.85	86'333.65
11	65'868.40	89'124.75	65'868.40	66'688.70	68'531.45	70'579.60	72'629.05	74'674.60	76'724.05	78'770.90	80'819.05	82'866.55	84'914.05	85'717.45	86'217.95	86'547.50	86'878.35	87'209.20	87'543.95	87'878.05	88'214.10	88'553.40	89'124.75
12	68'068.00	91'911.30	68'068.00	68'907.80	70'796.70	72'892.30	74'990.50	77'088.05	79'186.90	81'285.75	83'382.65	85'481.50	87'578.40	88'401.95	88'916.10	89'254.75	89'596.65	89'939.20	90'284.35	90'628.20	90'976.60	91'320.45	91'911.30
13	70'227.30	94'588.00	70'227.30	71'088.55	73'022.95	75'177.05	77'327.90	79'480.70	81'631.55	83'783.70	85'935.20	88'088.65	90'240.15	91'078.00	91'596.05	91'936.65	92'276.60	92'612.65	92'951.95	93'293.20	93'634.45	93'978.95	94'588.00
14	72'444.45	97'253.00	72'444.45	73'325.20	75'304.45	77'504.05	79'704.30	81'905.20	84'104.15	86'306.35	88'505.30	90'699.70	92'862.25	93'658.50	94'179.80	94'522.35	94'871.40	95'219.15	95'568.20	95'921.80	96'272.15	96'630.30	97'253.00
15	74'601.15	99'923.85	74'601.15	75'504.00	77'532.65	79'789.45	82'041.05	84'295.90	86'550.75	88'804.95	91'048.75	93'252.25	95'410.90	96'221.45	96'755.10	97'109.35	97'467.50	97'826.30	98'187.05	98'548.45	98'913.10	99'277.75	99'923.85
16	76'780.60	102'588.20	76'780.60	77'702.95	79'781.00	82'086.55	84'391.45	86'699.60	89'005.80	91'296.40	93'544.75	95'750.20	97'955.00	98'783.10	99'329.75	99'694.40	100'064.25	100'431.50	100'805.25	101'175.75	101'550.80	101'926.50	102'588.20
17	78'978.25	105'255.80	78'978.25	79'922.70	82'044.30	84'398.60	86'756.15	89'113.05	91'450.45	93'744.30	95'998.50	98'249.45	100'500.40	101'345.40	101'905.70	102'282.70	102'661.00	103'040.60	103'422.80	103'805.00	104'189.80	104'575.90	105'255.80
18	81'177.20	107'921.45	81'177.20	82'139.85	84'305.00	86'713.90	89'118.25	91'508.30	93'845.70	96'148.00	98'446.40	100'746.75	103'046.45	103'905.75	104'482.30	104'869.70	105'256.45	105'647.75	106'038.40	106'432.95	106'826.85	107'222.70	107'921.45
19	83'354.70	110'588.40	83'354.70	84'339.45	86'551.40	89'011.00	91'449.80	93'841.80	96'192.20	98'543.25	100'893.65	103'240.80	105'590.55	106'468.70	107'057.60	107'456.05	107'855.15	108'254.25	108'655.95	109'058.95	109'463.90	109'871.45	110'588.40
20	85'530.90	113'254.70	85'530.90	86'537.75	88'797.80	91'291.20	93'737.15	96'140.85	98'540.00	100'937.20	103'336.35	105'736.80	108'134.65	109'029.05	109'632.25	110'040.45	110'449.30	110'860.75	111'274.15	111'687.55	112'104.20	112'521.50	113'254.70
21	87'691.50	115'921.00	87'691.50	88'715.90	91'011.70	93'515.50	95'974.45	98'423.65	100'872.85	103'325.30	105'775.15	108'226.30	110'675.50	111'589.40	112'205.60	112'626.80	113'046.70	113'468.55	113'889.10	114'314.85	114'741.90	115'168.30	115'921.00
22	89'909.30	118'588.60	89'909.30	90'944.75	93'245.10	95'746.30	98'244.25	100'740.25	103'237.55	105'735.50	108'230.85	110'728.15	113'222.85	114'153.00	114'783.50	115'211.85	115'643.45	116'075.05	116'507.30	116'942.80	117'378.95	117'817.70	118'588.60
23	92'077.05	121'253.60	92'077.05	93'103.40	95'397.25	97'942.65	100'489.35	103'036.05	105'582.10	108'128.15	110'673.55	113'220.90	115'766.95	116'714.00	117'360.75	117'799.50	118'239.55	118'680.25	119'124.85	119'569.45	120'017.30	120'463.85	121'253.60

Stundenlohn = Monatslohn/174,3h (Ohne Ferien und 13. Monatslohn)

Die Funktionen in den Bereichen Verwaltung, Hotel, Technik und Sozialhilfe (ohne Pflegekräfte und medizinisch-technisches Personal)

Tabelle 2026 = Indexierung 0.1% + Erfahrungsanteil gemäss Art. 26 Abs. 3 GAV LZP

	Minimum	Maximum																					
Kl.	1 Anteil	21 Anteile	1 Anteil	2 Anteile	3 Anteile	4 Anteile	5 Anteile	6 Anteile	7 Anteile	8 Anteile	9 Anteile	10 Anteile	11 Anteile	12 Anteile	13 Anteile	14 Anteile	15 Anteile	16 Anteile	17 Anteile	18 Anteile	19 Anteile	20 Anteile	21 Anteile
1	24.45	28.60	24.45	24.45	24.45	24.50	24.60	24.70	24.80	24.95	25.70	26.45	27.25	27.55	27.75	27.85	27.95	28.05	28.15	28.25	28.35	28.45	28.60
2	24.45	29.65	24.45	24.45	24.45	24.50	24.60	24.70	25.15	25.90	26.70	27.45	28.25	28.55	28.70	28.85	28.95	29.05	29.15	29.25	29.35	29.45	29.65
3	24.45	30.65	24.45	24.45	24.45	24.50	24.60	25.35	26.10	26.90	27.65	28.45	29.20	29.55	29.70	29.80	29.95	30.05	30.15	30.25	30.40	30.50	30.65
4	24.45	31.75	24.45	24.45	24.55	24.75	25.55	26.35	27.15	27.90	28.70	29.50	30.25	30.60	30.75	30.90	31.00	31.10	31.25	31.35	31.45	31.60	31.75
5	24.45	32.20	24.45	24.45	24.55	25.10	25.90	26.70	27.50	28.30	29.05	29.85	30.65	31.00	31.20	31.30	31.40	31.55	31.65	31.75	31.90	32.00	32.20
6	24.45	33.40	24.45	24.55	25.30	26.10	26.90	27.75	28.55	29.35	30.15	30.95	31.80	32.10	32.30	32.40	32.55	32.65	32.80	32.90	33.05	33.15	33.40
7	25.20	34.55	25.20	25.55	26.25	27.10	27.95	28.75	29.60	30.40	31.25	32.05	32.90	33.25	33.40	33.55	33.70	33.80	33.95	34.05	34.20	34.30	34.55
8	26.20	35.70	26.20	26.50	27.25	28.10	28.95	29.80	30.65	31.50	32.35	33.15	34.00	34.35	34.55	34.70	34.80	34.95	35.10	35.20	35.35	35.50	35.70
9	27.10	36.85	27.10	27.45	28.25	29.10	29.95	30.80	31.70	32.55	33.40	34.25	35.10	35.45	35.65	35.80	35.95	36.10	36.20	36.35	36.50	36.65	36.85
10	28.10	38.10	28.10	28.45	29.25	30.15	31.00	31.90	32.75	33.65	34.55	35.40	36.30	36.65	36.85	37.00	37.15	37.30	37.45	37.55	37.70	37.85	38.10
11	29.05	39.35	29.05	29.45	30.25	31.15	32.05	32.95	33.85	34.75	35.65	36.55	37.45	37.85	38.05	38.20	38.35	38.50	38.65	38.80	38.95	39.10	39.35
12	30.05	40.55	30.05	30.40	31.25	32.15	33.10	34.00	34.95	35.85	36.80	37.75	38.65	39.00	39.25	39.40	39.55	39.70	39.85	40.00	40.15	40.30	40.55
13	31.00	41.75	31.00	31.35	32.25	33.20	34.15	35.10	36.05	37.00	37.95	38.90	39.85	40.20	40.40	40.55	40.70	40.85	41.00	41.15	41.30	41.50	41.75
14	31.95	42.90	31.95	32.35	33.25	34.20	35.20	36.15	37.10	38.10	39.05	40.05	41.00	41.35	41.55	41.70	41.85	42.00	42.20	42.35	42.50	42.65	42.90
15	32.90	44.10	32.90	33.30	34.20	35.20	36.20	37.20	38.20	39.20	40.20	41.15	42.10	42.45	42.70	42.85	43.00	43.15	43.35	43.50	43.65	43.80	44.10
16	33.90	45.25	33.90	34.30	35.20	36.25	37.25	38.25	39.30	40.30	41.30	42.25	43.25	43.60	43.85	44.00	44.15	44.30	44.50	44.65	44.80	45.00	45.25
17	34.85	46.45	34.85	35.25	36.20	37.25	38.30	39.35	40.35	41.35	42.35	43.35	44.35	44.75	44.95	45.15	45.30	45.45	45.65	45.80	46.00	46.15	46.45
18	35.85	47.65	35.85	36.25	37.20	38.25	39.35	40.40	41.40	42.45	43.45	44.45	45.50	45.85	46.10	46.30	46.45	46.65	46.80	46.95	47.15	47.30	47.65
19	36.80	48.80	36.80	37.20	38.20	39.30	40.35	41.40	42.45	43.50	44.55	45.55	46.60	47.00	47.25	47.40	47.60	47.80	47.95	48.15	48.30	48.50	48.80
20	37.75	50.00	37.75	38.20	39.20	40.30	41.35	42.45	43.50	44.55	45.60	46.65	47.70	48.10	48.40	48.55	48.75	48.95	49.10	49.30	49.45	49.65	50.00
21	38.70	51.15	38.70	39.15	40.15	41.25	42.35	43.45	44.50	45.60	46.70	47.75	48.85	49.25	49.50	49.70	49.90	50.10	50.25	50.45	50.65	50.85	51.15
22	39.70	52.35	39.70	40.15	41.15	42.25	43.35	44.45	45.55	46.65	47.75	48.85	49.95	50.40	50.65	50.85	51.05	51.25	51.40	51.60	51.80	52.00	52.35
23	40.65	53.50	40.65	41.10	42.10	43.20	44.35	45.45	46.60	47.70	48.85	49.95	51.10	51.50	51.80	52.00	52.20	52.40	52.55	52.75	52.95	53.15	53.50