



max. 150 €



DBO
Anlage 3

Gehaltstabelle DBO mit DAZ

Gültig ab 01.12.2025
40 Wochenstunden

Gehaltsgruppen (Monatsgehalt in Euro)

Stufe	I	Ila	Ilb	IIla	IIlb	IVa	IVb	Va	Vb	Vla	Vlb	VIIa	VIIb	VIIIa	VIIIb	IXa	IXb	X
1	2.856,72	2.886,28	2.930,06	2.987,81	3.052,58	3.126,30	3.206,29	3.282,74										
2	2.873,13	2.903,88	2.949,26	3.009,06	3.076,17	3.155,91	3.241,21	3.326,30	3.357,02	3.441,58								
3	2.889,41	2.921,11	2.968,50	3.029,72	3.099,88	3.185,06	3.276,14	3.369,45	3.415,51	3.462,41	3.547,62	3.636,23	4.046,72					
4	2.906,15	2.938,93	2.987,97	3.050,97	3.123,19	3.214,26	3.310,99	3.413,28	3.475,25	3.540,24	3.648,30	3.773,54	4.103,68	4.108,17				
5	2.920,70	2.954,67	3.005,57	3.070,02	3.144,67	3.241,09	3.343,78	3.454,94	3.534,66	3.620,61	3.752,73	3.907,39	4.158,02	4.184,98	4.391,13			
6	2.933,18	2.968,10	3.021,12	3.086,91	3.163,59	3.265,91	3.373,97	3.494,95	3.595,16	3.703,81	3.853,84	4.039,61	4.209,83	4.408,05	4.621,68			
7	2.945,54	2.981,71	3.036,73	3.103,47	3.182,83	3.290,59	3.404,39	3.537,39	3.659,32	3.787,15	3.954,74	4.170,32	4.382,11	4.641,51	4.865,99	5.089,95	5.470,93	
8	2.958,27	2.995,59	3.051,94	3.120,47	3.201,89	3.315,31	3.434,34	3.580,76	3.724,41	3.869,98	4.054,78	4.306,56	4.557,50	4.883,87	5.179,36	5.466,57	5.848,23	
9	2.972,71	3.011,05	3.069,29	3.139,20	3.223,13	3.342,13	3.467,40	3.629,15	3.791,80	3.955,55	4.159,33	4.447,99	4.749,56	5.131,34	5.489,02	5.845,51	6.228,52	7.067,91
10	2.986,98	3.026,26	3.086,61	3.157,77	3.244,43	3.368,35	3.501,72	3.678,56	3.859,78	4.040,09	4.264,74	4.593,57	4.940,10	5.370,75	5.797,65	6.223,72	6.609,01	7.625,44
11	3.001,53	3.041,72	3.103,83	3.176,72	3.265,40	3.395,15	3.537,39	3.728,14	3.926,92	4.127,14	4.374,36	4.747,06	5.131,89	5.609,40	6.105,96	6.601,49	6.926,07	8.182,04
12	3.018,40	3.060,20	3.123,83	3.200,67	3.292,13	3.431,11	3.584,70	3.791,70	3.999,69	4.213,49	4.482,78	4.900,36	5.317,69	5.847,42	6.410,08	6.915,80	7.295,98	8.736,95
13													5.478,23	6.058,03	6.682,15	7.249,22	7.628,91	9.248,15
14														6.299,12	6.932,36	7.620,01	8.184,91	9.944,80
15																8.176,71	8.740,56	10.641,13
16																	9.296,86	11.336,71
1. DAZ	3.043,71	3.088,39	3.155,00	3.239,85	3.336,77	3.494,61	3.669,53	3.906,22	4.131,41	4.376,60	4.695,13	5.185,81	5.856,19	6.780,72	7.451,55	9.289,74	10.409,59	12.727,42
2. DAZ	3.081,03	3.129,05	3.198,81	3.291,98	3.394,44	3.573,34	3.771,22	4.037,95	4.283,06	4.563,70	4.936,47	5.489,87	6.234,11	7.206,73	8.249,25	10.402,85	11.522,18	14.118,49