



max. 150 €



DBO
Anlage 3a

Gehaltstabelle DBO mit DAZ

Gültig ab 01.12.2025
38,5 Wochenstunden

Gehaltsgruppen (Monatsgehalt in Euro)																	
Stufe	I	Ila	IIb	IIIa	IIIb	IVa	IVb	Va	Vb	VIa	VIb	VIIa	VIIb	VIII	IXa	IXb	X
1	2.777,83	2.806,40	2.848,72	2.904,52	2.967,09	3.038,34	3.115,60	3.189,47									
2	2.793,74	2.823,42	2.867,28	2.925,02	2.989,88	3.066,93	3.149,34	3.231,56	3.261,23	3.342,96							
3	2.809,46	2.840,08	2.885,85	2.945,02	3.012,79	3.095,08	3.183,10	3.273,26	3.317,75	3.363,07	3.445,38	3.529,13	3.923,77				
4	2.825,61	2.857,30	2.904,66	2.965,55	3.035,32	3.123,32	3.216,74	3.315,59	3.375,49	3.438,26	3.540,38	3.659,82	3.978,81	3.983,11			
5	2.839,67	2.872,52	2.921,66	2.983,95	3.056,06	3.149,24	3.248,44	3.355,84	3.432,88	3.514,57	3.639,75	3.789,13	4.031,30	4.057,32			
6	2.851,75	2.885,46	2.936,72	3.000,26	3.074,36	3.173,21	3.277,62	3.394,51	3.490,58	3.592,80	3.737,41	3.916,88	4.081,34	4.270,87			
7	2.863,67	2.898,63	2.951,77	3.016,25	3.092,95	3.197,07	3.306,99	3.435,51	3.550,65	3.672,97	3.834,88	4.043,18	4.246,27	4.489,13	4.917,83	5.291,02	
8	2.875,97	2.912,03	2.966,47	3.032,70	3.111,35	3.220,94	3.335,94	3.476,97	3.612,45	3.753,01	3.931,56	4.174,63	4.413,99	4.718,71	5.286,78	5.655,54	
9	2.889,94	2.926,95	2.983,24	3.050,79	3.131,86	3.246,85	3.367,87	3.522,56	3.677,48	3.835,67	4.032,58	4.308,97	4.588,91	4.957,81	5.652,87	6.023,00	6.833,96
10	2.903,71	2.941,66	2.999,99	3.068,73	3.152,47	3.272,18	3.401,04	3.568,75	3.743,12	3.917,34	4.134,38	4.446,24	4.773,01	5.194,22	6.018,31	6.390,60	7.372,63
11	2.917,79	2.956,62	3.016,63	3.087,04	3.172,72	3.298,08	3.435,51	3.616,02	3.808,01	4.001,48	4.238,92	4.586,57	4.958,40	5.424,78	6.383,33	6.696,94	7.910,42
12	2.934,06	2.974,46	3.035,96	3.110,18	3.198,55	3.332,82	3.480,70	3.677,34	3.878,31	4.084,87	4.342,55	4.734,63	5.142,75	5.654,75	6.687,01	7.054,32	8.446,55
13													5.298,04	5.858,22	7.009,18	7.376,00	8.940,45
14														6.091,14	7.367,41	7.913,22	9.613,59
15															7.905,27	8.450,08	10.286,34
16																8.987,56	10.958,41
1. DAZ	2.958,56	3.001,70	3.066,05	3.148,02	3.241,66	3.394,18	3.560,15	3.788,01	4.005,61	4.241,05	4.537,09	5.011,48	5.663,23	6.556,49	8.980,68	10.062,66	12.302,07
2. DAZ	2.994,61	3.040,98	3.108,35	3.198,40	3.297,40	3.469,98	3.657,60	3.915,30	4.152,11	4.419,52	4.769,54	5.309,30	6.028,35	6.968,10	10.056,11	11.137,60	13.646,12