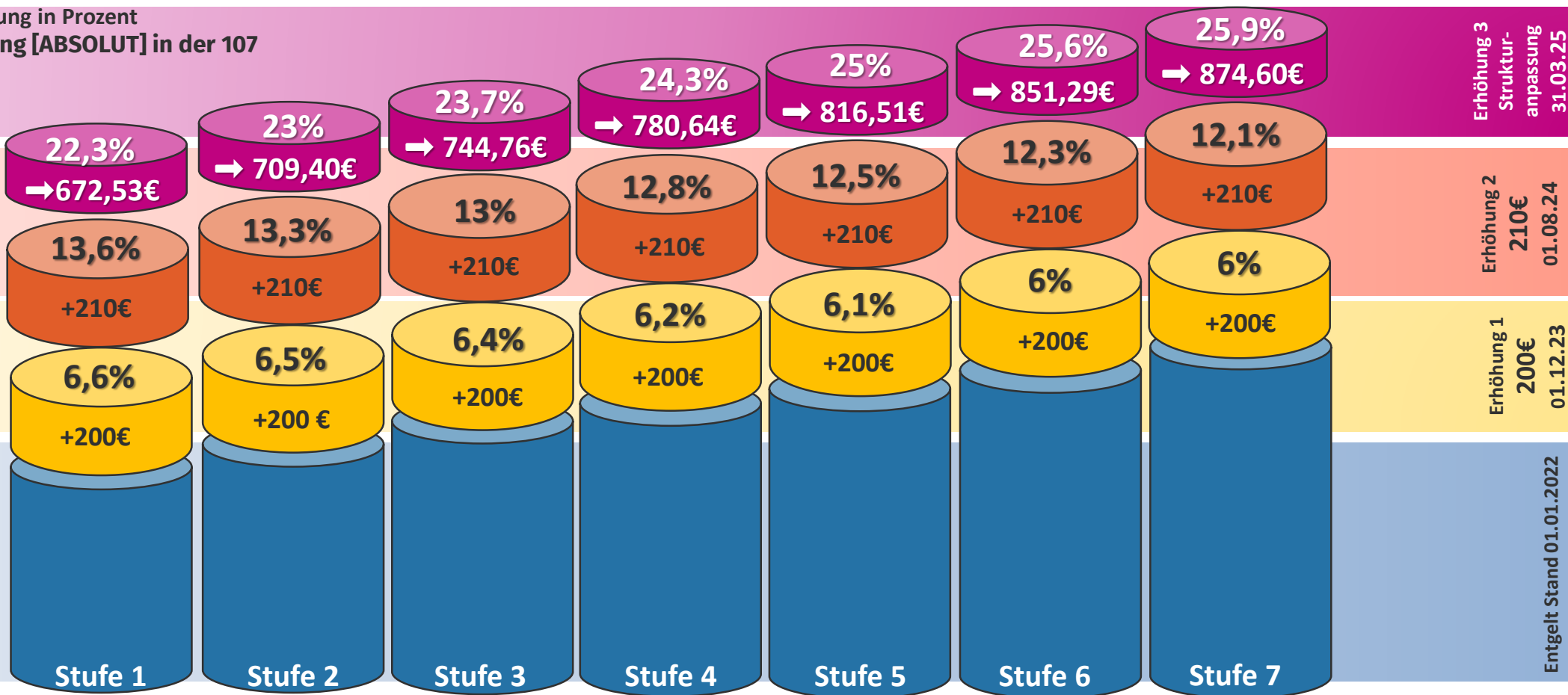


Auswirkung – Entgeltentwicklung

GEMEINSAM BLEIBT GEMEINSAM

[FGr 1] **107** (7.207 Personen betroffen = 23%)

*Gesamte Erhöhung in Prozent
 Ø25,5% Erhöhung [ABSOLUT] in der 107



[FGr 1] ABSOLUTE ERHÖHUNG nach 3 Schritten Ø15% (03/2025)

FGr 1 - TV	Entgelt- gruppe	Tätigkeitsjahre in der Entgeltgruppe							Leistungs- bereich
		0 - <5	5 - <10	10 - <15	15 - <20	20 - <25	25 - <30	>=30	
	Stufe	1	2	3	4	5	6	7	
	101	6,76%	6,52%	6,29%	6,08%	5,89%	5,71%	5,67%	5,36%
	102	7,92%	7,64%	7,37%	7,12%	6,89%	6,67%	6,62%	6,26%
	103	9,25%	8,92%	8,61%	8,33%	8,06%	7,81%	7,74%	7,25%
	104	10,68%	10,32%	9,99%	9,67%	9,38%	9,10%	9,00%	8,45%
	105	15,07%	13,77%	13,57%	13,40%	13,22%	13,20%	13,18%	12,09%
	106	18,67%	16,65%	14,79%	13,13%	11,53%	10,36%	10,54%	9,53%
	107	22,26%	23,01%	23,68%	24,34%	24,97%	25,55%	25,88%	24,92%
	108	21,70%	22,80%	23,94%	24,96%	25,87%	26,78%	27,12%	25,52%
	109	20,43%	20,66%	20,87%	21,08%	21,28%	21,48%	21,59%	18,02%
	110	15,88%	15,79%	15,77%	15,69%	15,67%	17,55%	17,42%	13,66%
	111	16,61%	16,66%	16,77%	16,82%	16,92%	18,73%	18,41%	17,01%
	112	17,10%	17,63%	18,15%	18,66%	19,16%	21,00%	20,56%	17,83%
	113	17,62%	17,40%	17,20%	17,00%	16,80%	16,80%	16,48%	15,74%

[FGr 1] **ABSOLUTE ERHÖHUNG nach 3 Schritten Ø500,76€ (03/2025)**

Entgelt- gruppe Stufe	Tätigkeitsjahre in der Entgeltgruppe							Leistungs- bereich
	0 - <5	5 - <10	10 - <15	15 - <20	20 - <25	25 - <30	>=30	
	1	2	3	4	5	6	7	
101	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €
102	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €
103	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €
104	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €
105	531,41 €	500,19 €	507,31 €	515,52 €	522,64 €	535,99 €	541,51 €	532,54 €
106	608,20 €	565,67 €	523,13 €	482,71 €	440,16 €	410,00 €	422,00 €	410,00 €
107	672,53 €	709,40 €	744,76 €	780,64 €	816,51 €	851,29 €	874,60 €	901,40 €
108	615,59 €	659,14 €	704,79 €	748,30 €	789,98 €	832,69 €	856,00 €	866,29 €
109	550,73 €	566,10 €	581,45 €	596,81 €	612,16 €	627,49 €	640,88 €	577,30 €
110	410,00 €	415,14 €	421,73 €	426,93 €	433,51 €	485,35 €	489,97 €	410,00 €
111	410,00 €	417,83 €	427,09 €	434,91 €	444,17 €	491,61 €	491,83 €	478,35 €
112	410,00 €	427,81 €	445,61 €	463,42 €	481,22 €	527,30 €	526,16 €	477,14 €
113	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €

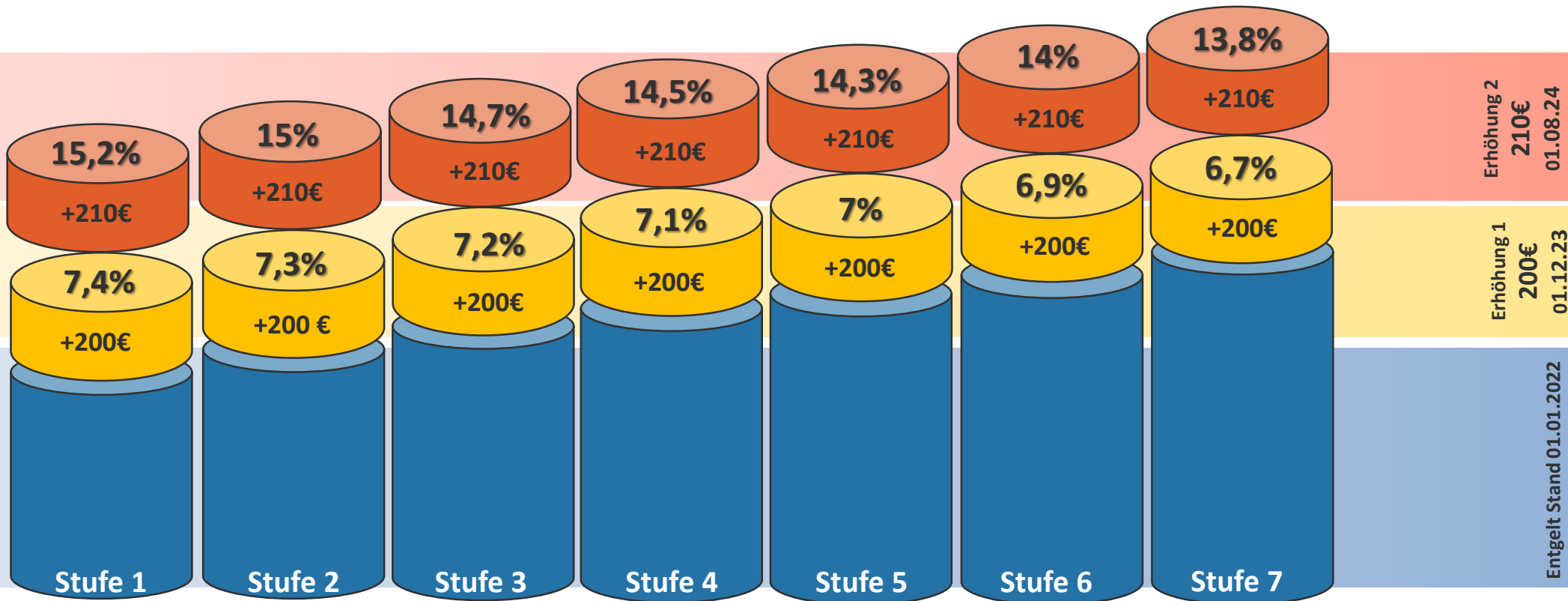
FGr 1-TV

Auswirkung – Entgeltentwicklung

GEMEINSAM BLEIBT GEMEINSAM

[FGr 2] **209** (1.432 Personen betroffen = 18%)

*Gesamte Erhöhung in Prozent
Ø14,4% Erhöhung [ABSOLUT] in der 209



[FGr 2] **ABSOLUTE ERHÖHUNG nach 2 Schritten Ø12,1% (08/2024)**

Entgelt- gruppe / Stufe	Tätigkeitsjahre in der Entgeltgruppe							Leistungs- bereich
	0 - <5	5 - <10	10 - <15	15 - <20	20 - <25	25 - <30	>=30	
	1	2	3	4	5	6	7	
201	6,76%	6,52%	6,29%	6,08%	5,89%	5,71%	5,67%	5,36%
202	7,92%	7,64%	7,37%	7,12%	6,89%	6,67%	6,62%	6,26%
203	9,25%	8,92%	8,61%	8,33%	8,06%	7,81%	7,74%	7,25%
204	10,68%	10,32%	9,99%	9,67%	9,38%	9,10%	9,00%	8,45%
205	11,63%	11,29%	10,96%	10,66%	10,37%	10,10%	9,98%	9,30%
206	12,59%	12,07%	11,59%	11,15%	10,74%	10,36%	10,24%	9,53%
266	13,31%	12,74%	12,21%	11,72%	11,27%	10,85%	10,72%	10,09%
277	13,36%	12,94%	12,56%	12,15%	11,81%	11,52%	11,30%	10,67%
207	13,57%	13,30%	13,04%	12,78%	12,54%	12,30%	12,13%	11,19%
288	14,45%	14,13%	13,66%	13,20%	12,78%	12,45%	12,19%	11,38%
208	14,45%	14,18%	13,93%	13,68%	13,43%	13,19%	12,99%	12,08%
209	15,21%	14,96%	14,72%	14,48%	14,25%	14,03%	13,81%	12,80%
210	15,88%	15,60%	15,33%	15,07%	14,82%	14,82%	14,57%	13,66%
211	16,61%	16,34%	16,10%	15,85%	15,62%	15,62%	15,35%	14,58%
212	17,10%	16,90%	16,70%	16,51%	16,33%	16,33%	16,02%	15,32%
213	17,62%	17,40%	17,20%	17,00%	16,80%	16,80%	16,48%	15,74%

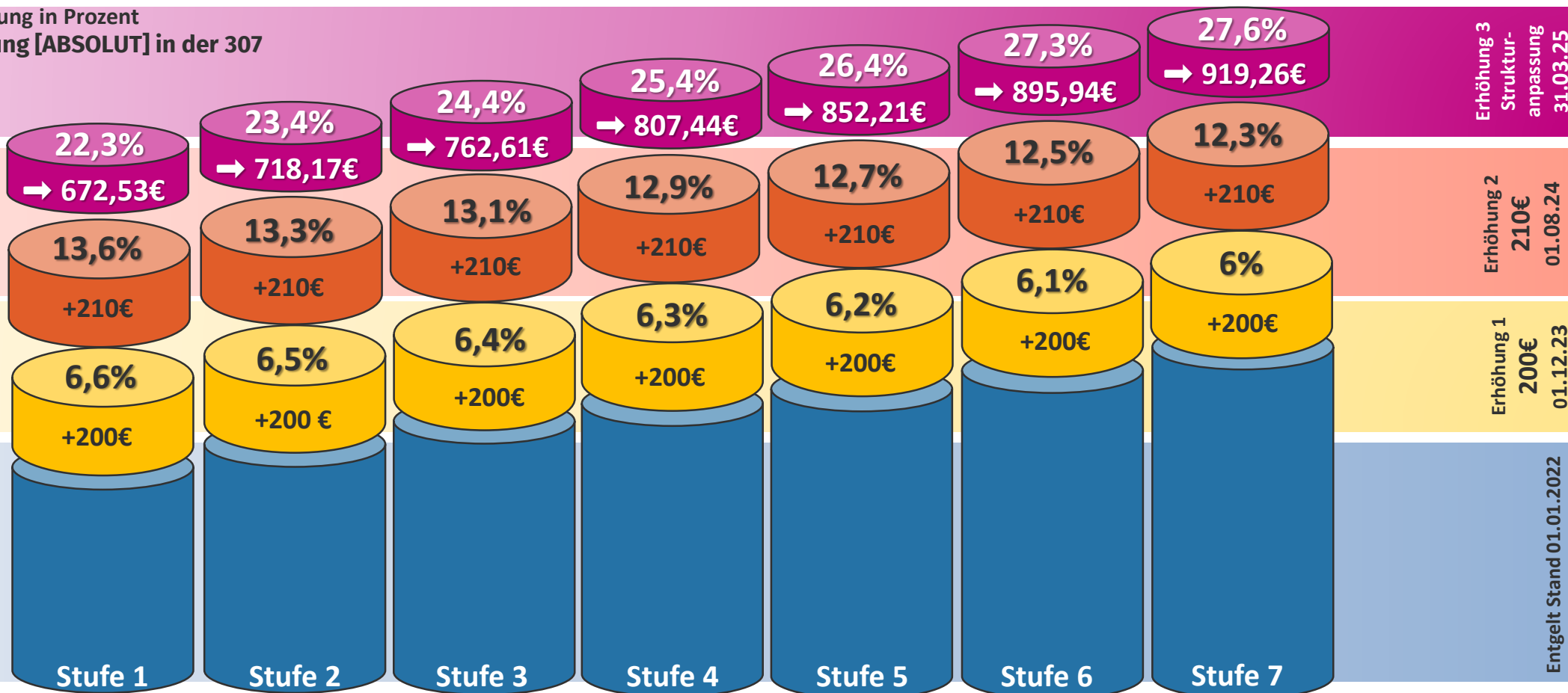
FGr 2 -TV

Auswirkung – Entgeltentwicklung

GEMEINSAM BLEIBT GEMEINSAM

[FGr 3] **307** (4.731 Personen betroffen = 27%)

*Gesamte Erhöhung in Prozent
 Ø26,6% Erhöhung [ABSOLUT] in der 307



[FGr 3] ABSOLUTE ERHÖHUNG nach 3 Schritten Ø15,8% (03/2025)

Entgelt- gruppe	Tätigkeitsjahre in der Entgeltgruppe							Leistungs- bereich
	0 - <5	5 - <10	10 - <15	15 - <20	20 - <25	25 - <30	>=30	
	1	2	3	4	5	6	7	
301	6,76%	6,52%	6,29%	6,08%	5,89%	5,71%	5,67%	5,36%
302	7,92%	7,64%	7,37%	7,12%	6,89%	6,67%	6,62%	6,26%
303	9,25%	8,92%	8,61%	8,33%	8,06%	7,81%	7,74%	7,25%
304	10,68%	10,32%	9,99%	9,67%	9,38%	9,10%	9,00%	8,45%
355	10,68%	10,50%	11,54%	12,90%	14,21%	15,48%	15,29%	14,15%
305	15,07%	15,18%	16,34%	17,49%	18,57%	19,73%	19,63%	18,02%
306	18,67%	19,53%	20,36%	21,22%	21,99%	23,14%	23,17%	21,08%
307	22,26%	23,36%	24,39%	25,39%	26,35%	27,25%	27,57%	26,48%
308	21,70%	23,05%	24,48%	25,73%	26,91%	28,11%	28,43%	26,74%
309	20,43%	20,66%	20,87%	21,08%	21,28%	21,48%	21,59%	18,02%
310	15,88%	15,79%	15,77%	15,69%	15,67%	17,55%	17,42%	13,66%
311	16,61%	16,66%	16,77%	16,82%	16,92%	18,73%	18,41%	17,01%
312	17,10%	17,63%	18,15%	18,66%	19,16%	21,00%	20,56%	17,83%
313	17,62%	17,40%	17,20%	17,00%	16,80%	16,80%	16,48%	15,74%

FGr 3 -TV

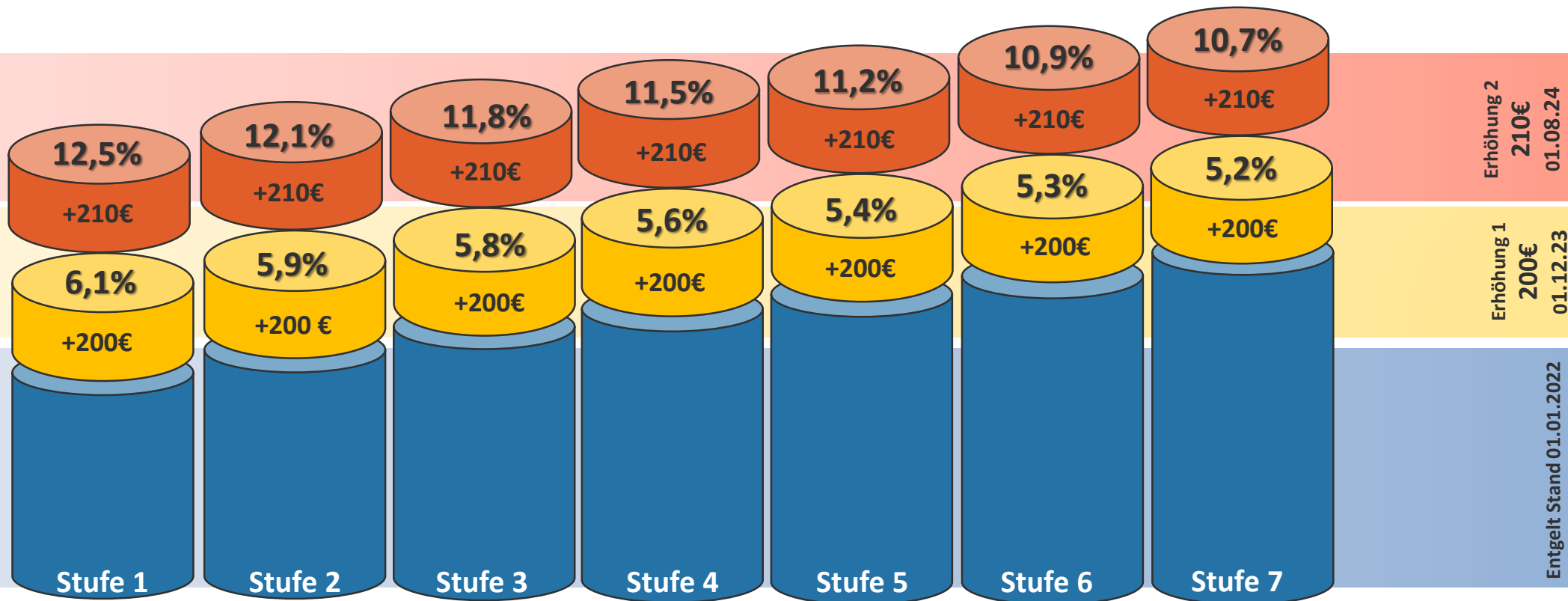
[FGr 3] **ABSOLUTE ERHÖHUNG nach 3 Schritten Ø534,11€ (03/2025)**

Entgelt- gruppe Stufe	Tätigkeitsjahre in der Entgeltgruppe							Leistungs- bereich
	0 - <5	5 - <10	10 - <15	15 - <20	20 - <25	25 - <30	>=30	
	1	2	3	4	5	6	7	
301	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €
302	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €
303	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €
304	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €
355	410,00 €	410,00 €	458,80 €	521,56 €	584,31 €	647,07 €	646,14 €	640,19 €
305	531,41 €	544,82 €	596,57 €	649,41 €	701,15 €	757,61 €	763,12 €	754,18 €
306	608,20 €	647,48 €	686,73 €	728,14 €	767,40 €	820,51 €	832,52 €	820,53 €
307	672,53 €	718,17 €	762,61 €	807,44 €	852,21 €	895,94 €	919,26 €	946,06 €
308	615,59 €	664,79 €	717,51 €	766,69 €	814,87 €	864,92 €	888,23 €	899,03 €
309	550,73 €	566,10 €	581,45 €	596,81 €	612,16 €	627,49 €	640,88 €	577,30 €
310	410,00 €	415,14 €	421,73 €	426,93 €	433,51 €	485,35 €	489,97 €	410,00 €
311	410,00 €	417,83 €	427,09 €	434,91 €	444,17 €	491,61 €	491,83 €	478,35 €
312	410,00 €	427,81 €	445,61 €	463,42 €	481,22 €	527,30 €	526,16 €	477,14 €
313	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €

FGr 3 -TV

[FGr 4] **445** (12.256 Personen betroffen = 78%)

*Gesamte Erhöhung in Prozent
Ø12,3% Erhöhung [ABSOLUT] in der 445



[FGr 4] **ABSOLUTE ERHÖHUNG nach 2 Schritten Ø11,2% (08/2024)**

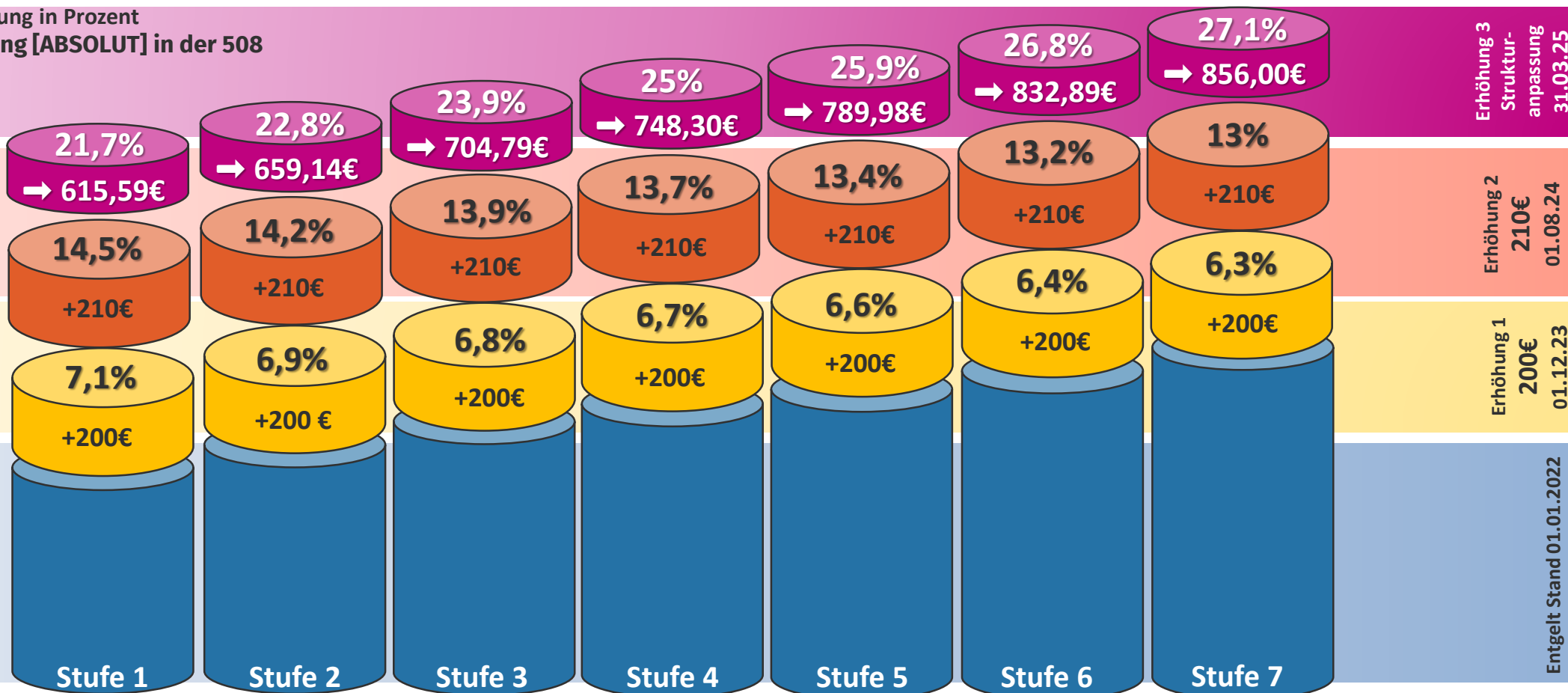
FGr 4 - TV	Entgelt- gruppe	Berufserfahrung in Jahren						
		0 - <5	5 - <10	10 - <15	15 - <20	20 - <25	25 - <30	>=30
	Stufe	1	2	3	4	5	6	7
	442	10,68%	10,32%	9,99%	9,67%	9,38%	9,10%	9,00%
	443	11,63%	11,29%	10,96%	10,66%	10,37%	10,10%	9,98%
	444	11,86%	11,54%	11,23%	10,93%	10,66%	10,39%	10,21%
	445	12,49%	12,12%	11,78%	11,46%	11,15%	10,87%	10,67%
	446	13,48%	13,06%	12,66%	12,29%	11,94%	11,61%	11,38%
	447	14,46%						

Auswirkung – Entgeltentwicklung

GEMEINSAM BLEIBT GEMEINSAM

[FGr 5] **508** (3.487 Personen betroffen = 36%)

*Gesamte Erhöhung in Prozent
 Ø26,1% Erhöhung [ABSOLUT] in der 508



[FGr 5] **ABSOLUTE ERHÖHUNG nach 3 Schritten Ø15,3% (03/2025)**

Entgelt- gruppe Stufe	Tätigkeitsjahre in der Entgeltgruppe							Leistungs- bereich
	0 - <5	5 - <10	10 - <15	15 - <20	20 - <25	25 - <30	>=30	
	1	2	3	4	5	6	7	
501	6,76%	6,52%	6,29%	6,08%	5,89%	5,71%	5,67%	5,36%
502	7,92%	7,64%	7,37%	7,12%	6,89%	6,67%	6,62%	6,26%
503	9,25%	8,92%	8,61%	8,33%	8,06%	7,81%	7,74%	7,25%
504	10,68%	10,32%	9,99%	9,67%	9,38%	9,10%	9,00%	8,45%
505	15,07%	13,77%	13,57%	13,40%	13,22%	13,20%	13,18%	12,09%
506	18,67%	18,36%	18,12%	17,90%	17,68%	17,75%	17,85%	16,24%
507	22,26%	23,01%	23,68%	24,34%	24,97%	25,55%	25,88%	24,92%
588	21,70%	22,80%	23,94%	24,96%	25,87%	26,78%	27,12%	25,52%
508	21,70%	22,80%	23,94%	24,96%	25,87%	26,78%	27,12%	25,52%
509	20,43%	20,66%	20,87%	21,08%	21,28%	21,48%	21,59%	18,02%
510	15,88%	15,79%	15,77%	15,69%	15,67%	17,55%	17,42%	13,66%
511	16,61%	16,66%	16,77%	16,82%	16,92%	18,73%	18,41%	17,01%
512	17,10%	17,63%	18,15%	18,66%	19,16%	21,00%	20,56%	17,83%
513	17,62%	17,40%	17,20%	17,00%	16,80%	16,80%	16,48%	15,74%

FGr 5 - TV

[FGr 5] **ABSOLUTE ERHÖHUNG nach 3 Schritten Ø512,23€ (03/2025)**

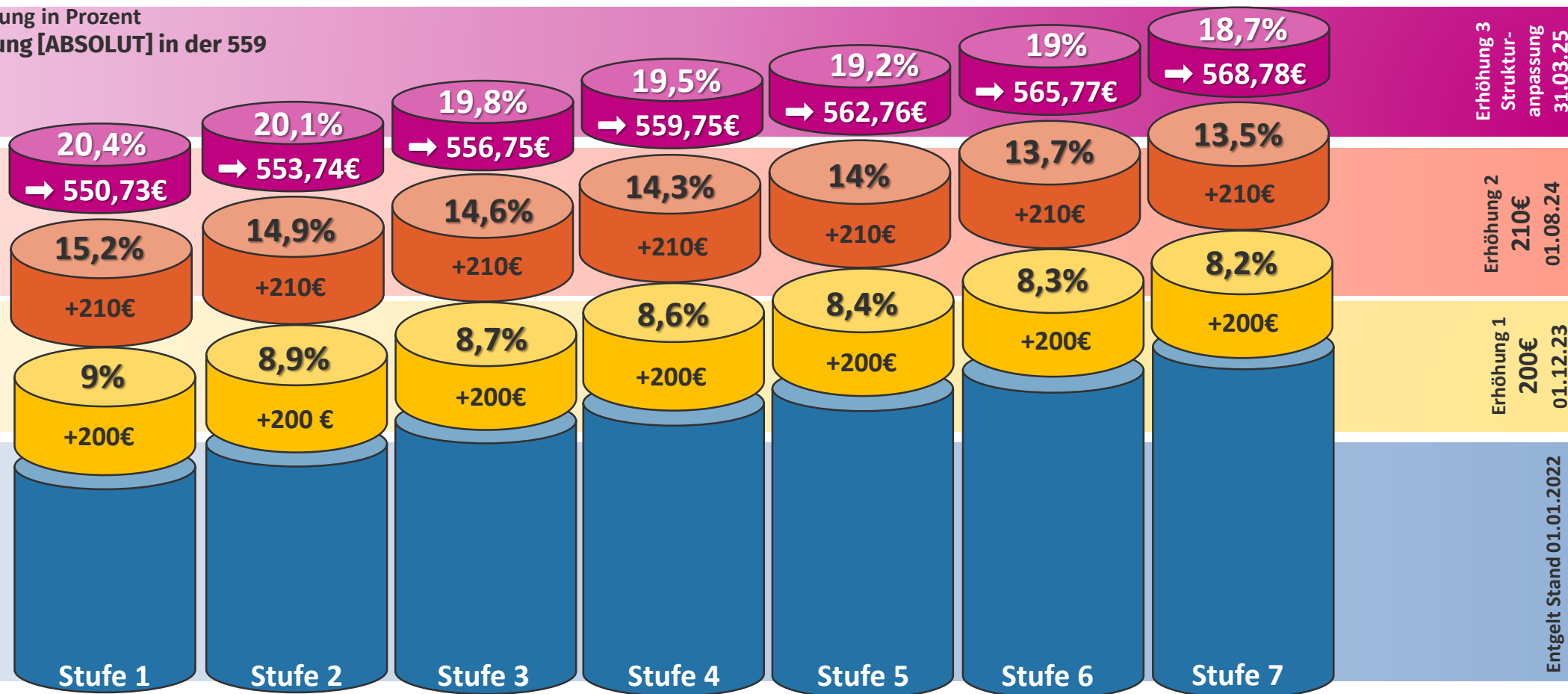
FGr 5 - TV	Entgelt- gruppe / Stufe	Tätigkeitsjahre in der Entgeltgruppe							Leistungs- bereich
		0 - <5	5 - <10	10 - <15	15 - <20	20 - <25	25 - <30	>=30	
	1	2	3	4	5	6	7		
	501	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €
	502	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €
	503	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €
	504	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €
	505	531,41 €	500,19 €	507,31 €	515,52 €	522,64 €	535,99 €	541,51 €	532,54 €
	506	608,20 €	614,75 €	622,76 €	631,47 €	639,47 €	658,41 €	670,40 €	658,41 €
	507	672,53 €	709,40 €	744,76 €	780,64 €	816,51 €	851,29 €	874,60 €	901,40 €
	588	615,59 €	659,14 €	704,79 €	748,30 €	789,98 €	832,69 €	856,00 €	866,29 €
	508	615,59 €	659,14 €	704,79 €	748,30 €	789,98 €	832,69 €	856,00 €	866,29 €
	509	550,73 €	566,10 €	581,45 €	596,81 €	612,16 €	627,49 €	640,88 €	577,30 €
	510	410,00 €	415,14 €	421,73 €	426,93 €	433,51 €	485,35 €	489,97 €	410,00 €
	511	410,00 €	417,83 €	427,09 €	434,91 €	444,17 €	491,61 €	491,83 €	478,35 €
	512	410,00 €	427,81 €	445,61 €	463,42 €	481,22 €	527,30 €	526,16 €	477,14 €
	513	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €

Auswirkung – Entgeltentwicklung

GEMEINSAM BLEIBT GEMEINSAM

[ZusatzTV FGr 5] **559** (3.754 Personen betroffen = 47%)

*Gesamte Erhöhung in Prozent
 Ø20,8% Erhöhung [ABSOLUT] in der 559



[ZUsatzTV FGr 5] **ABSOLUTE ERHÖHUNG nach 3 Schritten Ø18,4% (03/2025)**

ZusatzTV FGr 5 - TV	Entgelt- gruppe	Tätigkeitsjahre in der Entgeltgruppe						LB	
		0 - <5	5 - <10	10 - <15	15 - <20	20 - <25	25 - <30		>=30
	Stufe	1	2	3	4	5	6	7	
	558	21,70%	22,40%	23,13%	23,77%	24,38%	25,00%	24,73%	25,52%
	559	20,43%	20,12%	19,81%	19,52%	19,24%	18,96%	18,70%	18,02%
	550	15,88%	15,57%	15,27%	14,98%	14,70%	14,43%	14,17%	13,66%
	552	17,10%	16,77%	16,46%	16,16%	15,88%	15,60%	15,33%	17,83%

[ZUsatzTV FGr 5] **ABSOLUTE ERHÖHUNG nach 3 Schritten Ø526,29€ (03/2025)**

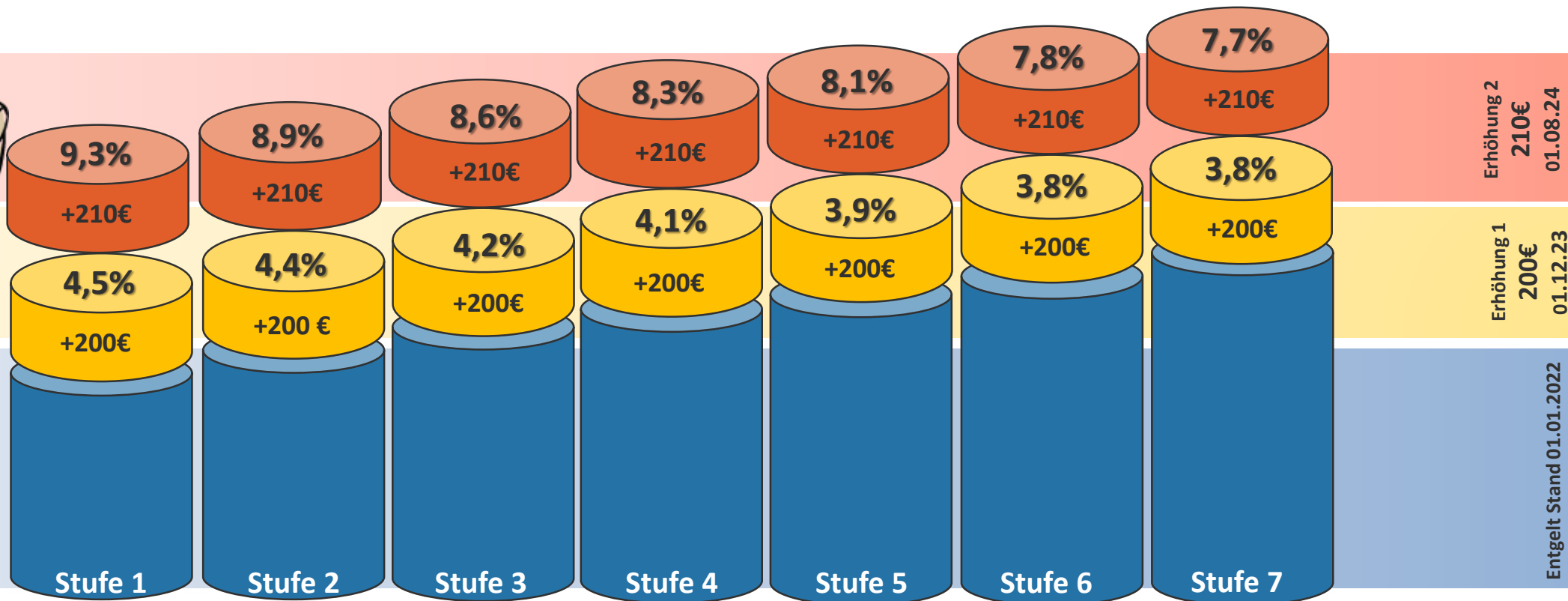
ZusatzTV FGr 5 - TV	Entgelt- gruppe / Stufe	Tätigkeitsjahre in der Entgeltgruppe						LB	
		0 - <5	5 - <10	10 - <15	15 - <20	20 - <25	25 - <30		>=30
	1	2	3	4	5	6	7		
	558	615,59 €	649,50 €	685,55 €	719,44 €	753,35 €	788,32 €	795,52 €	866,29 €
	559	550,73 €	553,74 €	556,75 €	559,75 €	562,76 €	565,77 €	568,78 €	577,30 €
	550	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €
	552	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	410,00 €	477,14 €

Auswirkung – Entgeltentwicklung

GEMEINSAM BLEIBT GEMEINSAM

[FGr 6] **603** (11.316 Personen betroffen = 25%)

*Gesamte Erhöhung in Prozent
Ø8,8% Erhöhung [ABSOLUT] in der 603



[FGr 6] **ABSOLUTE ERHÖHUNG nach 2 Schritten Ø12,8% (08/2024)**

Entgelt- gruppe Stufe	Tätigkeitsjahre in der Entgeltgruppe							Leistungs- bereich
	0 - <5	5 - <10	10 - <15	15 - <20	20 - <25	25 - <30	>=30	
	1	2	3	4	5	6	7	
601	6,76%	bis					5,67%	5,36%
602	7,92%	bis					6,62%	6,26%
603	9,25%	8,92%	8,61%	8,33%	8,06%	7,81%	7,74%	7,25%
604	10,68%	10,32%	9,99%	9,67%	9,38%	9,10%	9,00%	8,45%
605	11,63%	11,39%	11,16%	10,94%	10,72%	10,52%	10,39%	9,66%
606	12,59%	12,42%	12,25%	12,09%	11,93%	11,78%	11,62%	10,72%
607	13,57%	13,38%	13,19%	13,00%	12,82%	12,64%	12,46%	11,62%
608	14,45%	14,27%	14,09%	13,91%	13,74%	13,57%	13,36%	12,40%
609	15,21%	15,01%	14,81%	14,61%	14,42%	14,24%	14,01%	12,97%
610	15,88%	15,60%	15,33%	15,07%	14,82%	14,82%	14,57%	13,66%
611	16,61%	16,34%	16,10%	15,85%	15,62%	15,62%	15,35%	14,58%
612	17,10%	16,90%	16,70%	16,51%	16,33%	16,33%	16,02%	15,32%
613	17,62%	17,40%	17,20%	17,00%	16,80%	16,80%	16,48%	15,74%

FGr 6-TV

GEMEINSAM

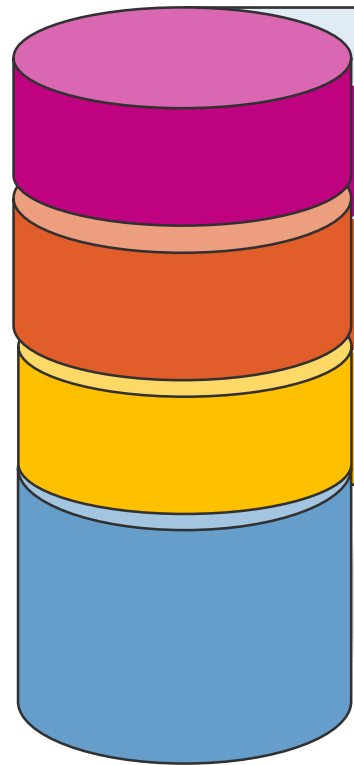
BLEIBT

GEMEINSAM

Zusammenfassung

Effekt der Entgeltentwicklung

Übersicht – Entgeltentwicklung FGr-TVe + TDL



Zeitpunkt:	Ø in der Laufzeit (bis zum 31.03.2025)
31.03.2025 - Strukturanpassung	Ø 14,2% [min. 410€, max. 924,61€]
01.08.2024	Ø 12,3%
01.12.2023	Ø 6,1%