

Appendix 5 SALARY SCALES

Salary scales 1 July 2025

Teaching and Research Staff

Position demand level	Job-related salary component
1	€ 2,074.47
2	€ 2,281.48
3	€ 2,506.10
4	€ 2,844.66
5	€ 3,293.89
6	€ 3,841.13
7	€ 4,428.24
8	€ 5,354.16
9	€ 6,030.64
10	€ 6,825.50
11	€ 7,889.68

	Percentage of personal salary component
I	min. 6% - max 19 %
II	over 19% - max 31 %
III	over 31 % - max 42 %
IV	over 42 % - max 50 %

Other expert and support staff

Position demand level	Job-related salary component
2	€ 1,843.13
3	€ 2,002.76
4	€ 2,106.80
5	€ 2,222.00
6	€ 2,348.48
7	€ 2,531.78
8	€ 2,857.26
9	€ 3,294.03
10	€ 3,800.12
11	€ 4,333.82
12	€ 4,908.48
13	€ 5,550.04
14	€ 6,320.29
15	€ 7,065.20

Performance category	Percentage of personal salary component
I	min. 6% - max 19 %
II	over 19% - max 31 %
III	over 31 % - max 42 %
IV	over 42 % - max 50 %

Salary scales 1 June 2026

Teaching and Research Staff

Position demand level	Job-related salary component
1	€ 2,120.11
2	€ 2,331.67
3	€ 2,561.23
4	€ 2,907.24
5	€ 3,366.36
6	€ 3,925.63
7	€ 4,525.66
8	€ 5,471.95
9	€ 6,163.31
10	€ 6,975.66
11	€ 8,063.25

Performance category	Percentage of personal salary component
I	min. 6% - max 19 %
II	over 19% - max 31 %
III	over 31 % - max 42 %
IV	over 42 % - max 50 %

Other expert and support staff

Position demand level	Job-related salary component
2	€ 1,883.68
3	€ 2,046.82
4	€ 2,153.15
5	€ 2,270.88
6	€ 2,400.15
7	€ 2,587.48
8	€ 2,920.12
9	€ 3,366.50
10	€ 3,883.72
11	€ 4,429.16
12	€ 5,016.47
13	€ 5,672.14
14	€ 6,459.34
15	€ 7,220.63

Performance category	Percentage of personal salary component
I	min. 6% - max 19 %
II	over 19% - max 31 %
III	over 31 % - max 42 %
IV	over 42 % - max 50 %

Salary scales 1 June 2027

Teaching and Research Staff

Position demand level	Job-related salary component
1	€ 2,162.51
2	€ 2,378.30
3	€ 2,612.45
4	€ 2,965.38
5	€ 3,433.69
6	€ 4,004.14
7	€ 4,616.17
8	€ 5,581.39
9	€ 6,286.58
10	€ 7,115.17
11	€ 8,224.52

Performance category	Percentage of personal salary component
I	min. 6% - max 19 %
II	over 19% - max 31 %
III	over 31 % - max 42 %
IV	over 42 % - max 50 %

Other expert and support staff

Position demand level	Job-related salary component
2	€ 1,921.35
3	€ 2,087.76
4	€ 2,196.21
5	€ 2,316.30
6	€ 2,448.15
7	€ 2,639.23
8	€ 2,978.52
9	€ 3,433.83
10	€ 3,961.39
11	€ 4,517.74
12	€ 5,116.80
13	€ 5,785.58
14	€ 6,588.53
15	€ 7,365.04

Performance category	Percentage of personal salary component
I	min. 6% - max 19 %
II	over 19% - max 31 %
III	over 31 % - max 42 %
IV	over 42 % - max 50 %

Salary scales 1 July 2025

Teaching and Research Staff

Position demand level		Performance category I		Performance category II		Performance Category III		Performance Category IV	
		Lower limit	Upper limit	Lower limit	Upper limit	Lower limit	Upper limit	Lower limit	Upper limit
		min. 6 %	Max 19 %	Over 19%	Max 31 %	Over 31 %	Max 42 %	Over 42 %	Max 50 %
1	€ 2,074.47	€ 2,198.94	- € 2,468.62	€ 2,468.63	- € 2,717.56	€ 2,717.57	- € 2,945.75	€ 2,945.76	- € 3,111.71
2	€ 2,281.48	€ 2,418.37	- € 2,714.96	€ 2,714.97	- € 2,988.74	€ 2,988.75	- € 3,239.70	€ 3,239.71	- € 3,422.22
3	€ 2,506.10	€ 2,656.47	- € 2,982.26	€ 2,982.27	- € 3,282.99	€ 3,283.00	- € 3,558.66	€ 3,558.67	- € 3,759.15
4	€ 2,844.66	€ 3,015.34	- € 3,385.15	€ 3,385.16	- € 3,726.50	€ 3,726.51	- € 4,039.42	€ 4,039.43	- € 4,266.99
5	€ 3,293.89 Job demand level bonus	€ 3,491.52	- € 3,919.73	€ 3,919.74	- € 4,315.00	€ 4,315.01	- € 4,677.32	€ 4,677.33	- € 4,940.84
		€ 3,781.56	- € 4,245.34	€ 4,245.35	- € 4,673.44	€ 4,673.45	- € 5,065.86	€ 5,065.87	- € 5,351.27
6	€ 3,841.13 Job demand level bonus	€ 4,071.60	- € 4,570.94	€ 4,570.95	- € 5,031.88	€ 5,031.89	- € 5,454.40	€ 5,454.41	- € 5,761.70
		€ 4,382.77	- € 4,920.28	€ 4,920.29	- € 5,416.44	€ 5,416.45	- € 5,871.25	€ 5,871.26	- € 6,202.03
7	€ 4,428.24 Job demand level bonus	€ 4,693.93	- € 5,269.61	€ 5,269.62	- € 5,800.99	€ 5,801.00	- € 6,288.10	€ 6,288.11	- € 6,642.36
		€ 5,184.67	- € 5,820.53	€ 5,820.54	- € 6,407.47	€ 6,407.48	- € 6,945.51	€ 6,945.52	- € 7,336.80
8	€ 5,354.16 Job demand level bonus	€ 5,675.41	- € 6,371.45	€ 6,371.46	- € 7,013.95	€ 7,013.96	- € 7,602.91	€ 7,602.92	- € 8,031.24
		€ 6,033.95	- € 6,773.96	€ 6,773.97	- € 7,457.05	€ 7,457.06	- € 8,083.21	€ 8,083.22	- € 8,538.60
9	€ 6,030.64 Job demand level bonus	€ 6,392.48	- € 7,176.46	€ 7,176.47	- € 7,900.14	€ 7,900.15	- € 8,563.51	€ 8,563.52	- € 9,045.96
		€ 6,813.76	- € 7,649.41	€ 7,649.42	- € 8,420.78	€ 8,420.79	- € 9,127.86	€ 9,127.87	- € 9,642.11
10	€ 6,825.50 Job demand level bonus	€ 7,235.03	- € 8,122.35	€ 8,122.36	- € 8,941.41	€ 8,941.42	- € 9,692.21	€ 9,692.22	- € 10,238.25
		€ 7,799.05	- € 8,755.53	€ 8,755.54	- € 9,638.45	€ 9,638.46	- € 10,447.78	€ 10,447.79	- € 11,036.39
11	€ 7,889.68	€ 8,363.06	- € 9,388.72	€ 9,388.73	- € 10,335.48	€ 10,335.49	- € 11,203.35	€ 11,203.36	- € 11,834.52

Salary scales 1 June 2026

Teaching and Research Staff

Position demand level		Performance category I		Performance category II		Performance Category III		Performance Category IV	
		Lower limit	Upper limit	Lower limit	Upper limit	Lower limit	Upper limit	Lower limit	Upper limit
		min. 6 %	Max 19 %	Over 19%	Max 31 %	Over 31 %	Max 42 %	Over 42 %	Max 50 %
1	€ 2,120.11	€ 2,247.32	- € 2,522.93	€ 2,522.94	- € 2,777.34	€ 2,777.35	- € 3,010.56	€ 3,010.57	- € 3,180.17
2	€ 2,331.67	€ 2,471.57	- € 2,774.69	€ 2,774.70	- € 3,054.49	€ 3,054.50	- € 3,310.97	€ 3,310.98	- € 3,497.51
3	€ 2,561.23	€ 2,714.90	- € 3,047.86	€ 3,047.87	- € 3,355.21	€ 3,355.22	- € 3,636.95	€ 3,636.96	- € 3,841.85
4	€ 2,907.24	€ 3,081.67	- € 3,459.62	€ 3,459.63	- € 3,808.48	€ 3,808.49	- € 4,128.28	€ 4,128.29	- € 4,360.86
5	€ 3,366.36	€ 3,568.34	- € 4,005.97	€ 4,005.98	- € 4,409.93	€ 4,409.94	- € 4,780.23	€ 4,780.24	- € 5,049.54
	Job demand level bonus	€ 3,864.76	- € 4,338.74	€ 4,338.75	- € 4,776.26	€ 4,776.27	- € 5,177.31	€ 5,177.32	- € 5,469.00
6	€ 3,925.63	€ 4,161.17	- € 4,671.50	€ 4,671.51	- € 5,142.58	€ 5,142.59	- € 5,574.39	€ 5,574.40	- € 5,888.45
	Job demand level bonus	€ 4,479.19	- € 5,028.52	€ 5,028.53	- € 5,535.60	€ 5,535.61	- € 6,000.42	€ 6,000.43	- € 6,338.47
7	€ 4,525.66	€ 4,797.20	- € 5,385.54	€ 5,385.55	- € 5,928.61	€ 5,928.62	- € 6,426.44	€ 6,426.45	- € 6,788.49
	Job demand level bonus	€ 5,298.74	- € 5,948.58	€ 5,948.59	- € 6,548.43	€ 6,548.44	- € 7,098.31	€ 7,098.32	- € 7,498.21
8	€ 5,471.95	€ 5,800.27	- € 6,511.62	€ 6,511.63	- € 7,168.25	€ 7,168.26	- € 7,770.17	€ 7,770.18	- € 8,207.93
	Job demand level bonus	€ 6,166.69	- € 6,922.98	€ 6,922.99	- € 7,621.10	€ 7,621.11	- € 8,261.04	€ 8,261.05	- € 8,726.45
9	€ 6,163.31	€ 6,533.11	- € 7,334.34	€ 7,334.35	- € 8,073.94	€ 8,073.95	- € 8,751.90	€ 8,751.91	- € 9,244.97
	Job demand level bonus	€ 6,963.66	- € 7,817.69	€ 7,817.70	- € 8,606.03	€ 8,606.04	- € 9,328.67	€ 9,328.68	- € 9,854.23
10	€ 6,975.66	€ 7,394.20	- € 8,301.04	€ 8,301.05	- € 9,138.11	€ 9,138.12	- € 9,905.44	€ 9,905.45	- € 10,463.49
	Job demand level bonus	€ 7,970.63	- € 8,948.16	€ 8,948.17	- € 9,850.49	€ 9,850.50	- € 10,677.63	€ 10,677.64	- € 11,279.19
11	€ 8,063.25	€ 8,547.05	- € 9,595.27	€ 9,595.28	- € 10,562.86	€ 10,562.87	- € 11,449.82	€ 11,449.83	- € 12,094.88

Salary scales 1 June 2027**Teaching and Research Staff**

Position demand level		Performance category I		Performance category II		Performance Category III		Performance Category IV	
		Lower limit	Upper limit	Lower limit	Upper limit	Lower limit	Upper limit	Lower limit	Upper limit
		min. 6 %	Max 19 %	Over 19%	Max 31 %	Over 31 %	Max 42 %	Over 42 %	Max 50 %
1	€ 2,162.51	€ 2,292.26	- € 2,573.39	€ 2,573.40	- € 2,832.89	€ 2,832.90	- € 3,070.76	€ 3,070.77	- € 3,243.77
2	€ 2,378.30	€ 2,521.00	- € 2,830.18	€ 2,830.19	- € 3,115.57	€ 3,115.58	- € 3,377.19	€ 3,377.20	- € 3,567.45
3	€ 2,612.45	€ 2,769.20	- € 3,108.82	€ 3,108.83	- € 3,422.31	€ 3,422.32	- € 3,709.68	€ 3,709.69	- € 3,918.68
4	€ 2,965.38	€ 3,143.30	- € 3,528.80	€ 3,528.81	- € 3,884.65	€ 3,884.66	- € 4,210.84	€ 4,210.85	- € 4,448.07
5	€ 3,433.69 Job demand level bonus	€ 3,639.71	- € 4,086.09	€ 4,086.10	- € 4,498.13	€ 4,498.14	- € 4,875.84	€ 4,875.85	- € 5,150.54
		€ 3,942.05	- € 4,425.51	€ 4,425.52	- € 4,871.78	€ 4,871.79	- € 5,280.86	€ 5,280.87	- € 5,578.38
6	€ 4,004.14 Job demand level bonus	€ 4,244.39	- € 4,764.93	€ 4,764.94	- € 5,245.42	€ 5,245.43	- € 5,685.88	€ 5,685.89	- € 6,006.21
		€ 4,568.77	- € 5,129.09	€ 5,129.10	- € 5,646.30	€ 5,646.31	- € 6,120.42	€ 6,120.43	- € 6,465.24
7	€ 4,616.17 Job demand level bonus	€ 4,893.14	- € 5,493.24	€ 5,493.25	- € 6,047.18	€ 6,047.19	- € 6,554.96	€ 6,554.97	- € 6,924.26
		€ 5,404.71	- € 6,067.55	€ 6,067.56	- € 6,679.40	€ 6,679.41	- € 7,240.27	€ 7,240.28	- € 7,648.18
8	€ 5,581.39 Job demand level bonus	€ 5,916.27	- € 6,641.85	€ 6,641.86	- € 7,311.62	€ 7,311.63	- € 7,925.57	€ 7,925.58	- € 8,372.09
		€ 6,290.02	- € 7,061.44	€ 7,061.45	- € 7,773.52	€ 7,773.53	- € 8,426.26	€ 8,426.27	- € 8,900.98
9	€ 6,286.58 Job demand level bonus	€ 6,663.77	- € 7,481.03	€ 7,481.04	- € 8,235.42	€ 8,235.43	- € 8,926.94	€ 8,926.95	- € 9,429.87
		€ 7,102.93	- € 7,974.04	€ 7,974.05	- € 8,778.15	€ 8,778.16	- € 9,515.24	€ 9,515.25	- € 10,051.32
10	€ 7,115.17 Job demand level bonus	€ 7,542.08	- € 8,467.05	€ 8,467.06	- € 9,320.87	€ 9,320.88	- € 10,103.54	€ 10,103.55	- € 10,672.76
		€ 8,130.04	- € 9,127.12	€ 9,127.13	- € 10,047.50	€ 10,047.51	- € 10,891.18	€ 10,891.19	- € 11,504.77
11	€ 8,224.52	€ 8,717.99	- € 9,787.18	€ 9,787.19	- € 10,774.12	€ 10,774.13	- € 11,678.82	€ 11,678.83	- € 12,336.78

Salary scales 1 July 2025**Other expert and support staff**

Position demand level		Performance category I		Performance category II		Performance Category III		Performance Category IV	
		Lower limit	Upper limit	Lower limit	Upper limit	Lower limit	Upper limit	Lower limit	Upper limit
		min. 6 %	Max 19 %	Over 19%	Max 31 %	Over 31 %	Max 42 %	Over 42 %	Max 50 %
2	€ 1,843.13	€ 1,953.72 - € 2,193.32	€ 2,193.33 - € 2,414.50	€ 2,414.51 - € 2,617.24	€ 2,617.25 - € 2,764.70				
3	€ 2,002.76	€ 2,122.93 - € 2,383.28	€ 2,383.29 - € 2,623.62	€ 2,623.63 - € 2,843.92	€ 2,843.93 - € 3,004.14				
4	€ 2,106.80	€ 2,233.21 - € 2,507.09	€ 2,507.10 - € 2,759.91	€ 2,759.92 - € 2,991.66	€ 2,991.67 - € 3,160.20				
	Job demand level bonus	€ 2,294.27 - € 2,575.63	€ 2,575.64 - € 2,835.37	€ 2,835.38 - € 3,073.45	€ 3,073.46 - € 3,246.60				
5	€ 2,222.00	€ 2,355.32 - € 2,644.18	€ 2,644.19 - € 2,910.82	€ 2,910.83 - € 3,155.24	€ 3,155.25 - € 3,333.00				
	Job demand level bonus	€ 2,422.35 - € 2,719.44	€ 2,719.45 - € 2,993.67	€ 2,993.68 - € 3,245.04	€ 3,245.05 - € 3,427.86				
6	€ 2,348.48	€ 2,489.39 - € 2,794.69	€ 2,794.70 - € 3,076.51	€ 3,076.52 - € 3,334.84	€ 3,334.85 - € 3,522.72				
	Job demand level bonus	€ 2,586.54 - € 2,903.76	€ 2,903.77 - € 3,196.57	€ 3,196.58 - € 3,464.99	€ 3,465.00 - € 3,660.20				
7	€ 2,531.78	€ 2,683.69 - € 3,012.82	€ 3,012.83 - € 3,316.63	€ 3,316.64 - € 3,595.13	€ 3,595.14 - € 3,797.67				
	Job demand level bonus	€ 2,856.20 - € 3,206.48	€ 3,206.49 - € 3,529.82	€ 3,529.83 - € 3,826.22	€ 3,826.23 - € 4,041.78				
8	€ 2,857.26	€ 3,028.70 - € 3,400.14	€ 3,400.15 - € 3,743.01	€ 3,743.02 - € 4,057.31	€ 4,057.32 - € 4,285.89				
	Job demand level bonus	€ 3,260.19 - € 3,660.02	€ 3,660.03 - € 4,029.10	€ 4,029.11 - € 4,367.42	€ 4,367.43 - € 4,613.47				
9	€ 3,294.03	€ 3,491.67 - € 3,919.90	€ 3,919.91 - € 4,315.18	€ 4,315.19 - € 4,677.52	€ 4,677.53 - € 4,941.05				
	Job demand level bonus	€ 3,759.90 - € 4,221.02	€ 4,221.03 - € 4,646.67	€ 4,646.68 - € 5,036.85	€ 5,036.86 - € 5,320.62				
10	€ 3,800.12	€ 4,028.13 - € 4,522.14	€ 4,522.15 - € 4,978.16	€ 4,978.17 - € 5,396.17	€ 5,396.18 - € 5,700.18				
	Job demand level bonus	€ 4,310.99 - € 4,839.70	€ 4,839.71 - € 5,327.73	€ 5,327.74 - € 5,775.10	€ 5,775.11 - € 6,100.46				
11	€ 4,333.82	€ 4,593.85 - € 5,157.25	€ 5,157.26 - € 5,677.30	€ 5,677.31 - € 6,154.02	€ 6,154.03 - € 6,500.73				
	Job demand level bonus	€ 4,898.42 - € 5,499.17	€ 5,499.18 - € 6,053.71	€ 6,053.72 - € 6,562.03	€ 6,562.04 - € 6,931.73				
12	€ 4,908.48	€ 5,202.99 - € 5,841.09	€ 5,841.10 - € 6,430.11	€ 6,430.12 - € 6,970.04	€ 6,970.05 - € 7,362.72				
	Job demand level bonus	€ 5,543.02 - € 6,222.82	€ 6,222.83 - € 6,850.33	€ 6,850.34 - € 7,425.55	€ 7,425.56 - € 7,843.89				
13	€ 5,550.04	€ 5,883.04 - € 6,604.55	€ 6,604.56 - € 7,270.55	€ 7,270.56 - € 7,881.06	€ 7,881.07 - € 8,325.06				
	Job demand level bonus	€ 6,291.28 - € 7,062.85	€ 7,062.86 - € 7,775.07	€ 7,775.08 - € 8,427.94	€ 8,427.95 - € 8,902.75				
14	€ 6,320.29	€ 6,699.51 - € 7,521.15	€ 7,521.16 - € 8,279.58	€ 8,279.59 - € 8,974.81	€ 8,974.82 - € 9,480.44				
	Job demand level bonus	€ 7,094.31 - € 7,964.37	€ 7,964.38 - € 8,767.50	€ 8,767.51 - € 9,503.70	€ 9,503.71 - € 10,039.12				
15	€ 7,065.20	€ 7,489.11 - € 8,407.59	€ 8,407.60 - € 9,255.41	€ 9,255.42 - € 10,032.58	€ 10,032.59 - € 10,597.80				

Salary scales 1 June 2026**Other expert and support staff**

Position demand level		Performance category I		Performance category II		Performance Category III		Performance Category IV	
		Lower limit	Upper limit	Lower limit	Upper limit	Lower limit	Upper limit	Lower limit	Upper limit
		min. 6 %	Max 19 %	Over 19%	Max 31 %	Over 31 %	Max 42 %	Over 42 %	Max 50 %
2	€ 1,883.68	€ 1,996.70 - € 2,241.58	€ 2,241.59 - € 2,467.62	€ 2,467.63 - € 2,674.83	€ 2,674.84 - € 2,825.52				
3	€ 2,046.82	€ 2,169.63 - € 2,435.72	€ 2,435.73 - € 2,681.33	€ 2,681.34 - € 2,906.48	€ 2,906.49 - € 3,070.23				
4	€ 2,153.15	€ 2,282.34 - € 2,562.25	€ 2,562.26 - € 2,820.63	€ 2,820.64 - € 3,057.47	€ 3,057.48 - € 3,229.73				
	Job demand level bonus	€ 2,344.74 - € 2,632.30	€ 2,632.31 - € 2,897.74	€ 2,897.75 - € 3,141.06	€ 3,141.07 - € 3,318.03				
5	€ 2,270.88	€ 2,407.13 - € 2,702.35	€ 2,702.36 - € 2,974.85	€ 2,974.86 - € 3,224.65	€ 3,224.66 - € 3,406.32				
	Job demand level bonus	€ 2,475.64 - € 2,779.27	€ 2,779.28 - € 3,059.53	€ 3,059.54 - € 3,316.43	€ 3,316.44 - € 3,503.27				
6	€ 2,400.15	€ 2,544.16 - € 2,856.18	€ 2,856.19 - € 3,144.20	€ 3,144.21 - € 3,408.21	€ 3,408.22 - € 3,600.23				
	Job demand level bonus	€ 2,643.45 - € 2,967.64	€ 2,967.65 - € 3,266.90	€ 3,266.91 - € 3,541.22	€ 3,541.23 - € 3,740.73				
7	€ 2,587.48	€ 2,742.73 - € 3,079.10	€ 3,079.11 - € 3,389.60	€ 3,389.61 - € 3,674.22	€ 3,674.23 - € 3,881.22				
	Job demand level bonus	€ 2,919.03 - € 3,277.02	€ 3,277.03 - € 3,607.48	€ 3,607.49 - € 3,910.40	€ 3,910.41 - € 4,130.70				
8	€ 2,920.12	€ 3,095.33 - € 3,474.94	€ 3,474.95 - € 3,825.36	€ 3,825.37 - € 4,146.57	€ 4,146.58 - € 4,380.18				
	Job demand level bonus	€ 3,331.91 - € 3,740.54	€ 3,740.55 - € 4,117.74	€ 4,117.75 - € 4,463.50	€ 4,463.51 - € 4,714.97				
9	€ 3,366.50	€ 3,568.49 - € 4,006.14	€ 4,006.15 - € 4,410.12	€ 4,410.13 - € 4,780.43	€ 4,780.44 - € 5,049.75				
	Job demand level bonus	€ 3,842.62 - € 4,313.89	€ 4,313.90 - € 4,748.90	€ 4,748.91 - € 5,147.66	€ 5,147.67 - € 5,437.67				
10	€ 3,883.72	€ 4,116.74 - € 4,621.63	€ 4,621.64 - € 5,087.67	€ 5,087.68 - € 5,514.88	€ 5,514.89 - € 5,825.58				
	Job demand level bonus	€ 4,405.83 - € 4,946.17	€ 4,946.18 - € 5,444.94	€ 5,444.95 - € 5,902.15	€ 5,902.16 - € 6,234.66				
11	€ 4,429.16	€ 4,694.91 - € 5,270.70	€ 5,270.71 - € 5,802.20	€ 5,802.21 - € 6,289.41	€ 6,289.42 - € 6,643.74				
	Job demand level bonus	€ 5,006.19 - € 5,620.15	€ 5,620.16 - € 6,186.89	€ 6,186.90 - € 6,706.40	€ 6,706.41 - € 7,084.23				
12	€ 5,016.47	€ 5,317.46 - € 5,969.60	€ 5,969.61 - € 6,571.58	€ 6,571.59 - € 7,123.39	€ 7,123.40 - € 7,524.71				
	Job demand level bonus	€ 5,664.97 - € 6,359.73	€ 6,359.74 - € 7,001.04	€ 7,001.05 - € 7,588.92	€ 7,588.93 - € 8,016.46				
13	€ 5,672.14	€ 6,012.47 - € 6,749.85	€ 6,749.86 - € 7,430.50	€ 7,430.51 - € 8,054.44	€ 8,054.45 - € 8,508.21				
	Job demand level bonus	€ 6,429.69 - € 7,218.23	€ 7,218.24 - € 7,946.12	€ 7,946.13 - € 8,613.35	€ 8,613.36 - € 9,098.61				
14	€ 6,459.34	€ 6,846.90 - € 7,686.61	€ 7,686.62 - € 8,461.74	€ 8,461.75 - € 9,172.26	€ 9,172.27 - € 9,689.01				
	Job demand level bonus	€ 7,250.39 - € 8,139.58	€ 8,139.59 - € 8,960.39	€ 8,960.40 - € 9,712.78	€ 9,712.79 - € 10,259.98				
15	€ 7,220.63	€ 7,653.87 - € 8,592.55	€ 8,592.56 - € 9,459.03	€ 9,459.04 - € 10,253.29	€ 10,253.30 - € 10,830.95				

Salary scales 1 June 2027**Other expert and support staff**

Position demand level		Performance category I		Performance category II		Performance Category III		Performance Category IV	
		Lower limit	Upper limit	Lower limit	Upper limit	Lower limit	Upper limit	Lower limit	Upper limit
		min. 6 %	Max 19 %	Over 19%	Max 31 %	Over 31 %	Max 42 %	Over 42 %	Max 50 %
2	€ 1,921.35	€ 2,036.63 - € 2,286.41	€ 2,286.42 - € 2,516.97	€ 2,516.98 - € 2,728.32	€ 2,728.33 - € 2,882.03				
3	€ 2,087.76	€ 2,213.03 - € 2,484.43	€ 2,484.44 - € 2,734.97	€ 2,734.98 - € 2,964.62	€ 2,964.63 - € 3,131.64				
4	€ 2,196.21	€ 2,327.98 - € 2,613.49	€ 2,613.50 - € 2,877.04	€ 2,877.05 - € 3,118.62	€ 3,118.63 - € 3,294.32				
	Job demand level bonus	€ 2,391.63 - € 2,684.95	€ 2,684.96 - € 2,955.70	€ 2,955.71 - € 3,203.89	€ 3,203.90 - € 3,384.38				
5	€ 2,316.30	€ 2,455.28 - € 2,756.40	€ 2,756.41 - € 3,034.35	€ 3,034.36 - € 3,289.15	€ 3,289.16 - € 3,474.45				
	Job demand level bonus	€ 2,525.16 - € 2,834.85	€ 2,834.86 - € 3,120.72	€ 3,120.73 - € 3,382.76	€ 3,382.77 - € 3,573.34				
6	€ 2,448.15	€ 2,595.04 - € 2,913.30	€ 2,913.31 - € 3,207.08	€ 3,207.09 - € 3,476.37	€ 3,476.38 - € 3,672.23				
	Job demand level bonus	€ 2,696.31 - € 3,026.99	€ 3,027.00 - € 3,332.24	€ 3,332.25 - € 3,612.04	€ 3,612.05 - € 3,815.54				
7	€ 2,639.23	€ 2,797.58 - € 3,140.68	€ 3,140.69 - € 3,457.39	€ 3,457.40 - € 3,747.71	€ 3,747.72 - € 3,958.85				
	Job demand level bonus	€ 2,977.41 - € 3,342.56	€ 3,342.57 - € 3,679.63	€ 3,679.64 - € 3,988.61	€ 3,988.62 - € 4,213.32				
8	€ 2,978.52	€ 3,157.23 - € 3,544.44	€ 3,544.45 - € 3,901.86	€ 3,901.87 - € 4,229.50	€ 4,229.51 - € 4,467.78				
	Job demand level bonus	€ 3,398.55 - € 3,815.35	€ 3,815.36 - € 4,200.09	€ 4,200.10 - € 4,552.77	€ 4,552.78 - € 4,809.27				
9	€ 3,433.83	€ 3,639.86 - € 4,086.26	€ 4,086.27 - € 4,498.32	€ 4,498.33 - € 4,876.04	€ 4,876.05 - € 5,150.75				
	Job demand level bonus	€ 3,919.47 - € 4,400.16	€ 4,400.17 - € 4,843.87	€ 4,843.88 - € 5,250.61	€ 5,250.62 - € 5,546.42				
10	€ 3,961.39	€ 4,199.07 - € 4,714.05	€ 4,714.06 - € 5,189.42	€ 5,189.43 - € 5,625.17	€ 5,625.18 - € 5,942.09				
	Job demand level bonus	€ 4,493.94 - € 5,045.08	€ 5,045.09 - € 5,553.83	€ 5,553.84 - € 6,020.18	€ 6,020.19 - € 6,359.35				
11	€ 4,517.74	€ 4,788.80 - € 5,376.11	€ 5,376.12 - € 5,918.24	€ 5,918.25 - € 6,415.19	€ 6,415.20 - € 6,776.61				
	Job demand level bonus	€ 5,106.31 - € 5,732.55	€ 5,732.56 - € 6,310.63	€ 6,310.64 - € 6,840.53	€ 6,840.54 - € 7,225.91				
12	€ 5,116.80	€ 5,423.81 - € 6,088.99	€ 6,089.00 - € 6,703.01	€ 6,703.02 - € 7,265.86	€ 7,265.87 - € 7,675.20				
	Job demand level bonus	€ 5,778.26 - € 6,486.92	€ 6,486.93 - € 7,141.06	€ 7,141.07 - € 7,740.69	€ 7,740.70 - € 8,176.79				
13	€ 5,785.58	€ 6,132.71 - € 6,884.84	€ 6,884.85 - € 7,579.11	€ 7,579.12 - € 8,215.52	€ 8,215.53 - € 8,678.37				
	Job demand level bonus	€ 6,558.28 - € 7,362.60	€ 7,362.61 - € 8,105.04	€ 8,105.05 - € 8,785.61	€ 8,785.62 - € 9,280.58				
14	€ 6,588.53	€ 6,983.84 - € 7,840.35	€ 7,840.36 - € 8,630.97	€ 8,630.98 - € 9,355.71	€ 9,355.72 - € 9,882.80				
	Job demand level bonus	€ 7,395.39 - € 8,302.38	€ 8,302.39 - € 9,139.59	€ 9,139.60 - € 9,907.04	€ 9,907.05 - € 10,465.18				
15	€ 7,365.04	€ 7,806.94 - € 8,764.40	€ 8,764.41 - € 9,648.20	€ 9,648.21 - € 10,458.36	€ 10,458.37 - € 11,047.56				