

<b>Effective:</b> 1-Sep-18				<b>Hours/Week: 39 Hours</b>					
I. = Minimum Pay									
II. = Maximum Pay									
<b>Manager</b>					<b>Assistant Manager</b>				
<b>Grade</b>	<b>Wage Area 1</b>		<b>Wage Area 2</b>		<b>Grade</b>	<b>Wage Area 1</b>		<b>Wage Area 2</b>	
	<b>I.</b>	<b>II.</b>	<b>I.</b>	<b>II.</b>		<b>I.</b>	<b>II.</b>	<b>I.</b>	<b>II.</b>
<b>HM 1</b>	4371.59	5239.18	4502.58	5397.36	<b>HM 1a</b>	3503.98	4197.31	3609.05	4324.61
<b>HM 2</b>	4826.39	5785.43	5020.43	6016.55	<b>HM 2a</b>	3867.32	4634.82	4023.06	4820.21
<b>HM 3</b>	5398.59	6472.59	5648.24	6771.67	<b>HM 3a</b>	4325.85	5184.80	4524.83	5423.33

Wage Area 1: Bayern (excl. Neu-Ulm), Rheinland-Pfalz (excl. Mainz) & Saarland

Wage Area 2: Baden-Württemberg, Neu-Ulm, Hessen & Mainz

Die abgebildeten Vergütungssätze stehen unter dem Vorbehalt des endgültigen Abschlusses des Unterschriftenverfahrens der Tarifparteien.  
Above pay scales are subject to final conclusion of the signature process of the parties to the tariff agreement.