

## Anhang B3 – Funktionenkatalog

|                                                   |                                                                 | Funktionsstufen / Lohnbänder |    |    |    |    |    |    |    |    |    |
|---------------------------------------------------|-----------------------------------------------------------------|------------------------------|----|----|----|----|----|----|----|----|----|
|                                                   |                                                                 | 10                           | 20 | 30 | 40 | 45 | 50 | 55 | 60 | 70 | 80 |
| <b>Bereich Verwaltungsdirektion</b>               |                                                                 |                              |    |    |    |    |    |    |    |    |    |
| Funktionsstufen                                   | Funktionen                                                      |                              |    |    |    |    |    |    |    |    |    |
| 10.22.10                                          | Verwaltungsdirektor/in                                          |                              |    |    |    |    |    |    |    |    |    |
| 20.22.10                                          | Stv. Verwaltungsdirektor/Projektleiter (befristet bis 30.4.26)  |                              |    |    |    |    |    |    |    |    |    |
| 40.22.10                                          | Leiter/in Marketing + Kommunikation                             |                              |    |    |    |    |    |    |    |    |    |
| 50.22.10                                          | Leiter/in Sekretariat                                           |                              |    |    |    |    |    |    |    |    |    |
| 60.22.10                                          | Sachbearbeiter/in                                               |                              |    |    |    |    |    |    |    |    |    |
| 60.22.20                                          | Mitarbeiter/in digitale Kommunikation                           |                              |    |    |    |    |    |    |    |    |    |
| <b>Bereich Finanzen + Logistik</b>                |                                                                 |                              |    |    |    |    |    |    |    |    |    |
| 20.32.10                                          | Bereichsleiter/in                                               |                              |    |    |    |    |    |    |    |    |    |
| 30.32.10                                          | Leiter/in Finanz- und Rechnungswesen                            |                              |    |    |    |    |    |    |    |    |    |
| 30.32.20                                          | Leiter/in Informatik                                            |                              |    |    |    |    |    |    |    |    |    |
| 30.32.30                                          | Leiter/in Liegenschaften                                        |                              |    |    |    |    |    |    |    |    |    |
| 30.32.40                                          | Leiter/in Personaldienst                                        |                              |    |    |    |    |    |    |    |    |    |
| 40.32.10                                          | Fachverantwortliche/r Personal                                  |                              |    |    |    |    |    |    |    |    |    |
| 40.32.20                                          | Informatiker/in (System)                                        |                              |    |    |    |    |    |    |    |    |    |
| 40.32.30                                          | Projektleiter/in Hochbau                                        |                              |    |    |    |    |    |    |    |    |    |
| 40.32.40                                          | Leiter/in Lohn- und Versicherungswesen                          |                              |    |    |    |    |    |    |    |    |    |
| 40.32.50                                          | Leiter/in IT Infrastruktur Services / Stv. Leiter/in Informatik |                              |    |    |    |    |    |    |    |    |    |
| 40.32.60                                          | Stv. Leiter/in Finanz- und Rechnungswesen                       |                              |    |    |    |    |    |    |    |    |    |
| 40.32.70                                          | IT-Projektmanager/in                                            |                              |    |    |    |    |    |    |    |    |    |
| 40.32.75                                          | Leiter/in IT Support Services                                   |                              |    |    |    |    |    |    |    |    |    |
| 40.32.80                                          | IT-Prozessmanager/in / Business-Analyst/in                      |                              |    |    |    |    |    |    |    |    |    |
| 40.32.85                                          | IT-Applikationsmanager/in                                       |                              |    |    |    |    |    |    |    |    |    |
| 50.32.10                                          | Fachverantwortliche/r Löhne                                     |                              |    |    |    |    |    |    |    |    |    |
| 50.32.20                                          | Informatiker/in (Support)                                       |                              |    |    |    |    |    |    |    |    |    |
| 50.32.30                                          | Sachbearbeiter/in Personal                                      |                              |    |    |    |    |    |    |    |    |    |
| 50.32.40                                          | Leiter/in Sekretariat / Bewirtschafter/in Liegenschaften        |                              |    |    |    |    |    |    |    |    |    |
| 50.32.60                                          | Teamleiter/in Hauswartungen                                     |                              |    |    |    |    |    |    |    |    |    |
| 50.32.70                                          | Berufsbildner/in KV                                             |                              |    |    |    |    |    |    |    |    |    |
| 60.32.10                                          | Hauswart/in                                                     |                              |    |    |    |    |    |    |    |    |    |
| 60.32.20                                          | Sachbearbeiter/in                                               |                              |    |    |    |    |    |    |    |    |    |
| 60.32.30                                          | Stv. Hauswart/in                                                |                              |    |    |    |    |    |    |    |    |    |
| 80.32.20                                          | Reinigungsmitarbeiter/in                                        |                              |    |    |    |    |    |    |    |    |    |
| 80.32.30                                          | Mitarbeiter/in Logistik                                         |                              |    |    |    |    |    |    |    |    |    |
| <b>Bereich Einwohner, Soziales und Sicherheit</b> |                                                                 |                              |    |    |    |    |    |    |    |    |    |
| 20.42.10                                          | Bereichsleiter/in Einwohner, Soziales und Sicherheit            |                              |    |    |    |    |    |    |    |    |    |
| 30.42.10                                          | Leiter/in Betreibungsamt                                        |                              |    |    |    |    |    |    |    |    |    |
| 30.42.20                                          | Leiter/in Sozialdienst                                          |                              |    |    |    |    |    |    |    |    |    |
| 30.42.30                                          | Leiter/in Steueramt                                             |                              |    |    |    |    |    |    |    |    |    |
| 30.42.40                                          | Leiter/in Sicherheit                                            |                              |    |    |    |    |    |    |    |    |    |
| 40.42.20                                          | Leiter/in Zivilstandsamt                                        |                              |    |    |    |    |    |    |    |    |    |
| 40.42.60                                          | Stv. Leiter/in Steueramt                                        |                              |    |    |    |    |    |    |    |    |    |
| 40.42.80                                          | Leiter/in Stadtbüro und Infoschalter                            |                              |    |    |    |    |    |    |    |    |    |
| 40.42.81                                          | Leiter/in Zusatzleistungen AHV/IV                               |                              |    |    |    |    |    |    |    |    |    |
| 40.42.82                                          | Leiter/in Krippe                                                |                              |    |    |    |    |    |    |    |    |    |
| 40.42.90                                          | Leiter/in Stadtpolizei                                          |                              |    |    |    |    |    |    |    |    |    |
| 40.42.91                                          | Kommandant/in Zivilschutz                                       |                              |    |    |    |    |    |    |    |    |    |
| 40.42.92                                          | Kinder- und Jugendbeauftragte/r                                 |                              |    |    |    |    |    |    |    |    |    |
| 40.42.95                                          | Leiter/in Frühförderung                                         |                              |    |    |    |    |    |    |    |    |    |
| 45.42.10                                          | Sozialarbeiter/in                                               |                              |    |    |    |    |    |    |    |    |    |
| 45.42.20                                          | Stv. Leiter/in Betreibungsamt                                   |                              |    |    |    |    |    |    |    |    |    |
| 45.42.30                                          | Jugendarbeiter/in                                               |                              |    |    |    |    |    |    |    |    |    |
| 45.42.40                                          | Schulsozialarbeiter/in                                          |                              |    |    |    |    |    |    |    |    |    |
| 45.42.50                                          | Teamleiter/in Intake                                            |                              |    |    |    |    |    |    |    |    |    |
| 45.42.60                                          | Teamleiter/in Sozialberatung                                    |                              |    |    |    |    |    |    |    |    |    |
| 45.42.70                                          | Stv. Leiter/in Stadtbüro und Infoschalter                       |                              |    |    |    |    |    |    |    |    |    |
| 45.42.80                                          | Stv. Leiter/in Krippe                                           |                              |    |    |    |    |    |    |    |    |    |
| 45.42.90                                          | Arbeitslosenberater/in Arbeitsintegration                       |                              |    |    |    |    |    |    |    |    |    |
| 45.42.91                                          | Stv. Leiter/in Zivilstands- und Bestattungsamt                  |                              |    |    |    |    |    |    |    |    |    |
| 45.42.92                                          | Teamleiter/in Schulsozialarbeit                                 |                              |    |    |    |    |    |    |    |    |    |
| 45.42.93                                          | Stv. Leiter/in Stadtpolizei                                     |                              |    |    |    |    |    |    |    |    |    |
| 45.42.94                                          | Stv. Leiter/in Sozialdienst/Projektleitung                      |                              |    |    |    |    |    |    |    |    |    |
| 45.42.95                                          | Teamleiter/in Asylkoordination/Wohnheim                         |                              |    |    |    |    |    |    |    |    |    |
| 50.42.60                                          | Teamleiter/in Administration                                    |                              |    |    |    |    |    |    |    |    |    |
| 50.42.91                                          | Stv. Stadtrichteramt                                            |                              |    |    |    |    |    |    |    |    |    |
| 50.42.92                                          | Leiter/in Depot Feuerwehr                                       |                              |    |    |    |    |    |    |    |    |    |
| 50.42.95                                          | Stv. Kommandant/in Zivilschutz                                  |                              |    |    |    |    |    |    |    |    |    |
| 50.42.97                                          | Stadtpolizist/in                                                |                              |    |    |    |    |    |    |    |    |    |
| 50.42.98                                          | Teamleiter/in Veranlagung                                       |                              |    |    |    |    |    |    |    |    |    |

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|                                 |                                                 | Funktionsstufen / Lohnbänder |    |    |    |    |    |    |    |    |    |
|---------------------------------|-------------------------------------------------|------------------------------|----|----|----|----|----|----|----|----|----|
|                                 |                                                 | 10                           | 20 | 30 | 40 | 45 | 50 | 55 | 60 | 70 | 80 |
| 50.42.99                        | Teamleiter/in Spezialsteuern                    |                              |    |    |    |    |    |    |    |    |    |
| 55.42.10                        | Zivilstandsbeamtin/Zivilstandsbeamter           |                              |    |    |    |    |    |    |    |    |    |
| 55.42.30                        | Fachperson Frühpädagogik                        |                              |    |    |    |    |    |    |    |    |    |
| 55.42.40                        | Polizeiliche Postensachbearbeiter/in            |                              |    |    |    |    |    |    |    |    |    |
| 55.42.50                        | Fachspezialist/in ZL                            |                              |    |    |    |    |    |    |    |    |    |
| 55.42.60                        | Fachverantwortliche/r Vollzug                   |                              |    |    |    |    |    |    |    |    |    |
| 55.42.70                        | Fachspezialist/in Grundsteuern                  |                              |    |    |    |    |    |    |    |    |    |
| 60.42.30                        | Hauswart/in                                     |                              |    |    |    |    |    |    |    |    |    |
| 60.42.40                        | Sachbearbeiter/in                               |                              |    |    |    |    |    |    |    |    |    |
| 60.42.50                        | Feuerwehr Gerätewart/in                         |                              |    |    |    |    |    |    |    |    |    |
| 60.42.60                        | Verkehrsassistent/in                            |                              |    |    |    |    |    |    |    |    |    |
| 60.42.70                        | Spielgruppenleiter/in Frühförderung             |                              |    |    |    |    |    |    |    |    |    |
| 60.42.80                        | Fachfrau/mann Betreuung Krippe                  |                              |    |    |    |    |    |    |    |    |    |
| 60.42.90                        | Materialwart/in / Schutzraumkontrolleur/in      |                              |    |    |    |    |    |    |    |    |    |
| 60.42.91                        | Sekretär/in Bürgerrecht                         |                              |    |    |    |    |    |    |    |    |    |
| 60.42.92                        | Registerführer/in Veranlagung                   |                              |    |    |    |    |    |    |    |    |    |
| 80.42.20                        | Mitarbeiter/in Frühförderung                    |                              |    |    |    |    |    |    |    |    |    |
| 80.42.30                        | Mitarbeiter/in Hauswartung                      |                              |    |    |    |    |    |    |    |    |    |
| <b>Bereich Lebensraum</b>       |                                                 |                              |    |    |    |    |    |    |    |    |    |
| 20.52.10                        | Bereichsleiter/in Lebensraum                    |                              |    |    |    |    |    |    |    |    |    |
| 30.52.10                        | Leiter/in Baupolizei                            |                              |    |    |    |    |    |    |    |    |    |
| 30.52.20                        | Leiter/in Planung/Infrastruktur+Forst           |                              |    |    |    |    |    |    |    |    |    |
| 40.52.20                        | Leiter/in Tiefbau + Infrastruktur               |                              |    |    |    |    |    |    |    |    |    |
| 40.52.40                        | Förster/in                                      |                              |    |    |    |    |    |    |    |    |    |
| 40.52.60                        | Projektleiter/in Stadtplanung                   |                              |    |    |    |    |    |    |    |    |    |
| 40.52.80                        | Umwelt- und Energieberater/in                   |                              |    |    |    |    |    |    |    |    |    |
| 50.52.10                        | Fachverantwortliche/r Baupolizei                |                              |    |    |    |    |    |    |    |    |    |
| 50.52.60                        | Leiter/in Strassenunterhalt                     |                              |    |    |    |    |    |    |    |    |    |
| 50.52.90                        | Leiter/in Friedhof                              |                              |    |    |    |    |    |    |    |    |    |
| 50.52.91                        | Fachspezialist/in / Projektleiter/in            |                              |    |    |    |    |    |    |    |    |    |
| 60.52.10                        | Fachfrau/mann Betriebsunterhalt                 |                              |    |    |    |    |    |    |    |    |    |
| 60.52.20                        | Forstwart/in                                    |                              |    |    |    |    |    |    |    |    |    |
| 60.52.40                        | Sachbearbeiter/in                               |                              |    |    |    |    |    |    |    |    |    |
| 60.52.60                        | Mitarbeiter/in Strassenunterhalt                |                              |    |    |    |    |    |    |    |    |    |
| 60.52.70                        | Platzwart/in Bettensee                          |                              |    |    |    |    |    |    |    |    |    |
| 60.52.80                        | Beauftragte/r Nebensammelstellen                |                              |    |    |    |    |    |    |    |    |    |
| 60.52.90                        | Gärtner/in                                      |                              |    |    |    |    |    |    |    |    |    |
| 70.52.10                        | Mitarbeiter/in Betriebsunterhalt                |                              |    |    |    |    |    |    |    |    |    |
| 80.52.10                        | Reinigungsmitarbeiter/in                        |                              |    |    |    |    |    |    |    |    |    |
| <b>Bereich Bildung + Kind</b>   |                                                 |                              |    |    |    |    |    |    |    |    |    |
| 20.62.10                        | Bereichsleiter/in Bildung+Kind                  |                              |    |    |    |    |    |    |    |    |    |
| 30.62.10                        | Leiter/in Schulpsychologischer Dienst           |                              |    |    |    |    |    |    |    |    |    |
| 30.62.20                        | Leiter/in Schulverwaltung                       |                              |    |    |    |    |    |    |    |    |    |
| 30.62.30                        | Leiter/in Schulhorte                            |                              |    |    |    |    |    |    |    |    |    |
| 30.62.40                        | Musikschulleiter/in                             |                              |    |    |    |    |    |    |    |    |    |
| 40.62.30                        | Coach                                           |                              |    |    |    |    |    |    |    |    |    |
| 40.62.40                        | Schulpsychologin/Schulpsychologe                |                              |    |    |    |    |    |    |    |    |    |
| 40.62.70                        | Medien- und Informatikbeauftragte/r             |                              |    |    |    |    |    |    |    |    |    |
| 50.62.70                        | Stv. Leiter/in Schulverwaltung                  |                              |    |    |    |    |    |    |    |    |    |
| 50.62.80                        | Assistent/in Bereichsleitung B+K                |                              |    |    |    |    |    |    |    |    |    |
| 50.62.85                        | Teamleiter/in Personalbelange (Schulverwaltung) |                              |    |    |    |    |    |    |    |    |    |
| 60.62.20                        | Fachfrau/mann Betreuung Schulhorte              |                              |    |    |    |    |    |    |    |    |    |
| 60.62.30                        | Sachbearbeiter/in                               |                              |    |    |    |    |    |    |    |    |    |
| 80.62.20                        | Betreuungsassistent Schulhorte                  |                              |    |    |    |    |    |    |    |    |    |
| <b>Bereich Freizeit + Sport</b> |                                                 |                              |    |    |    |    |    |    |    |    |    |
| 20.72.10                        | Bereichsleiter/in Freizeit+Sport                |                              |    |    |    |    |    |    |    |    |    |
| 40.72.10                        | Leiter/in Administration                        |                              |    |    |    |    |    |    |    |    |    |
| 40.72.20                        | Leiter/in Technik                               |                              |    |    |    |    |    |    |    |    |    |
| 40.72.30                        | Leiter/in Einkauf + Disposition                 |                              |    |    |    |    |    |    |    |    |    |
| 40.72.40                        | Koordinator/in Bevölkerung                      |                              |    |    |    |    |    |    |    |    |    |
| 40.72.50                        | Koordinator/in Zentrumsmanagement               |                              |    |    |    |    |    |    |    |    |    |
| 50.72.10                        | Leiter/in Hallen-/Freibad                       |                              |    |    |    |    |    |    |    |    |    |
| 50.72.20                        | Leiter/in Konferenzzentrum                      |                              |    |    |    |    |    |    |    |    |    |
| 50.72.30                        | Leiter/in Stadtbibliothek                       |                              |    |    |    |    |    |    |    |    |    |
| 50.72.40                        | Leiter/in Sportanlagen                          |                              |    |    |    |    |    |    |    |    |    |
| 50.72.50                        | Leiter/in Stadion                               |                              |    |    |    |    |    |    |    |    |    |
| 50.72.60                        | Leiter/in Wartung und Unterhalt                 |                              |    |    |    |    |    |    |    |    |    |
| 60.72.10                        | Bad-/Eismeister/in                              |                              |    |    |    |    |    |    |    |    |    |
| 60.72.20                        | Hauswart/in                                     |                              |    |    |    |    |    |    |    |    |    |
| 60.72.30                        | Sachbearbeiter/in                               |                              |    |    |    |    |    |    |    |    |    |
| 60.72.50                        | Betriebselektriker/in                           |                              |    |    |    |    |    |    |    |    |    |
| 60.72.70                        | Fachfrau/mann Information + Dokumentation       |                              |    |    |    |    |    |    |    |    |    |

## Anhang B3 – Funktionenkatalog

|                                   |                                   | Funktionsstufen / Lohnbänder |    |    |    |    |    |    |    |    |    |
|-----------------------------------|-----------------------------------|------------------------------|----|----|----|----|----|----|----|----|----|
|                                   |                                   | 10                           | 20 | 30 | 40 | 45 | 50 | 55 | 60 | 70 | 80 |
| 70.72.10                          | Chefkassier/in                    |                              |    |    |    |    |    |    |    |    |    |
| 70.72.20                          | Kassier/in                        |                              |    |    |    |    |    |    |    |    |    |
| 80.72.10                          | Reinigungsmitarbeiter/in          |                              |    |    |    |    |    |    |    |    |    |
| 80.72.20                          | Badeaufsicht/Badewache            |                              |    |    |    |    |    |    |    |    |    |
| <b>Bereich Gesundheit + Alter</b> |                                   |                              |    |    |    |    |    |    |    |    |    |
| 20.82.10                          | Bereichsleiter/in G+A             |                              |    |    |    |    |    |    |    |    |    |
| 30.82.10                          | Leiter/in Pflegedienst            |                              |    |    |    |    |    |    |    |    |    |
| 30.82.20                          | Stv. Bereichsleiter/in G+A        |                              |    |    |    |    |    |    |    |    |    |
| 30.82.30                          | Leiter/in Spitex                  |                              |    |    |    |    |    |    |    |    |    |
| 30.82.40                          | Leiter/in Hotellerie              |                              |    |    |    |    |    |    |    |    |    |
| 40.82.10                          | Altersbeauftragte/r               |                              |    |    |    |    |    |    |    |    |    |
| 40.82.20                          | Leiter/in Administration          |                              |    |    |    |    |    |    |    |    |    |
| 40.82.40                          | Leiter/in Pflegewohnung           |                              |    |    |    |    |    |    |    |    |    |
| 40.82.50                          | Stationsleiter/in                 |                              |    |    |    |    |    |    |    |    |    |
| 40.82.70                          | Pflegeexpert/in                   |                              |    |    |    |    |    |    |    |    |    |
| 40.82.80                          | Teamleiter/in Nachtdienst         |                              |    |    |    |    |    |    |    |    |    |
| 40.82.90                          | Teamleiter/in / Stv. Spitex       |                              |    |    |    |    |    |    |    |    |    |
| 40.82.91                          | Fachfrau/mann Finanzen            |                              |    |    |    |    |    |    |    |    |    |
| 40.82.95                          | Stv. Leiterin Pflegedienst        |                              |    |    |    |    |    |    |    |    |    |
| 40.82.96                          | Teamleiter/in Pflege              |                              |    |    |    |    |    |    |    |    |    |
| 40.82.97                          | Teamleiter/in Psychiatrie         |                              |    |    |    |    |    |    |    |    |    |
| 40.82.98                          | Qualitätsbeauftragte/r            |                              |    |    |    |    |    |    |    |    |    |
| 45.82.10                          | Leiter/in Küche                   |                              |    |    |    |    |    |    |    |    |    |
| 45.82.20                          | Leiter/in Technischer Dienst      |                              |    |    |    |    |    |    |    |    |    |
| 45.82.30                          | Teamleiter/in Hauswirtschaft      |                              |    |    |    |    |    |    |    |    |    |
| 50.82.10                          | Aktivierungstherapeut/in          |                              |    |    |    |    |    |    |    |    |    |
| 50.82.20                          | Ausbildungsverantwortliche/r      |                              |    |    |    |    |    |    |    |    |    |
| 50.82.30                          | Dipl. Pflegefachfrau/mann HF      |                              |    |    |    |    |    |    |    |    |    |
| 50.82.70                          | Fachfrau/mann Langzeitpflege      |                              |    |    |    |    |    |    |    |    |    |
| 55.82.10                          | Pflegefachfrau/mann DNI           |                              |    |    |    |    |    |    |    |    |    |
| 55.82.30                          | Teamleiter/in Restauration        |                              |    |    |    |    |    |    |    |    |    |
| 60.82.10                          | Fachfrau/mann Gesundheit          |                              |    |    |    |    |    |    |    |    |    |
| 60.82.20                          | Fachfrau/mann Betreuung           |                              |    |    |    |    |    |    |    |    |    |
| 60.82.30                          | Hauspfleger/in                    |                              |    |    |    |    |    |    |    |    |    |
| 60.82.40                          | Hauswart/in                       |                              |    |    |    |    |    |    |    |    |    |
| 60.82.50                          | Hauswirtschaftler/in              |                              |    |    |    |    |    |    |    |    |    |
| 60.82.60                          | Koch/Köchin                       |                              |    |    |    |    |    |    |    |    |    |
| 60.82.70                          | Krankenpfleger/in FASRK           |                              |    |    |    |    |    |    |    |    |    |
| 60.82.80                          | Sachbearbeiter/in                 |                              |    |    |    |    |    |    |    |    |    |
| 60.82.90                          | Stv. Leiter/in Küche              |                              |    |    |    |    |    |    |    |    |    |
| 70.82.11                          | Assistent/in Gesundheit+Soziales  |                              |    |    |    |    |    |    |    |    |    |
| 80.82.10                          | Hausdienstmitarbeiter/in          |                              |    |    |    |    |    |    |    |    |    |
| 80.82.20                          | Küchenhilfe                       |                              |    |    |    |    |    |    |    |    |    |
| 80.82.30                          | Mitarbeiter/in Cafeteria          |                              |    |    |    |    |    |    |    |    |    |
| 80.82.40                          | Pflegehilfe                       |                              |    |    |    |    |    |    |    |    |    |
| 80.82.50                          | Haushelfer/in                     |                              |    |    |    |    |    |    |    |    |    |
| 80.82.60                          | Mitarbeiter/in Technischer Dienst |                              |    |    |    |    |    |    |    |    |    |