

YFIRLÝSING VEGNA KJARASAMNINGS

SAMBANDS ÍSLENSKRA SVEITARFÉLAGA

F.H. ÞEIRRA SVEITARFÉLAGA OG ANNARRA AÐILA
SEM ÞAÐ HEFUR SAMNINGSUMBOÐ FYRIR

OG

Kjölur, stéttarfélag starfsmanna í almannapjónusta
Félag opinberra starfsmanna á Austurlandi
FOSS, stéttarfélag í almannapjónustu
Sameyki, stéttarfélag í almannapjónustu
Starfsmannafélag Garðabæjar
Starfsmannafélag Hafnarfjarðar
Starfsmannafélag Húsavíkur
Starfsmannafélag Kópavogs
Starfsmannafélag Mosfellsbæjar
Starfsmannafélag Suðurnesja
Starfsmannafélag Vestmannaeyja

Undirrituðum er kunnugt um að það hafi orðið á mistök við frágang og undirritun nýs kjarasamnings ofangreindra aðila aðfaranótt 13. júní 2024. Aðilar eru sammála um að upphafstími launahækkana árin 2025, 2026 og 2027 eigi að vera 1. apríl þau ár en ekki 1. janúar eins og stendur í samningnum. Meðfylgjandi eru leiðréttingar á texta eins og við á.

Með undirritun fallast aðilar á eftirfarandi breytingar:

- Breyting á dagsetningum í texta í gr. 1.1.1. bls. 3
- Breyting á dagsetningum í launatölum bls. 27-38
- Breyting á dagsetningum í töflu um sérstakar greiðslur lægstu launa bls. 40
- Breyting á dagsetningum í töflu um viðbótarlaun á einstök starfsheiti bls. 41

INNGANGUR

Kjarasamningar aðila framlengjast frá 1. apríl 2024 til 31. mars 2028 með þeim breytingum sem í samkomulagi þessu felast og fellur þá úr gildi án frekari fyrirvara.

Kjarasamningur þessi byggir á heildarkjarasamningi Sambands Íslenskra sveitarfélaga f.h. þeirra sveitarfélaga og annarra aðila sem það hefur samningsumboð fyrir og bæjarstarfsmannafélaga innan BSRB sem unnin var sameiginlega af aðilum og hefur gildistíma frá 1. apríl 2024 til 31. mars 2028.

Bæjarstarfsmannafélögin eru Kjölur, stéttarfélag starfsmanna í almannajónusta, Félag opinberra starfsmanna á Austurlandi, FOSS, stéttarfélag í almannajónustu; Sameyki, stéttarfélag í almannajónustu, Starfsmannafélag Garðabæjar, Starfsmannafélag Hafnarfjarðar, Starfsmannafélag Húsavíkur, Starfsmannafélag Kópavogs, Starfsmannafélag Mosfellsbæjar, Starfsmannafélag Suðurnesja og Starfsmannafélag Vestmannaeyja.

Þeir starfsmenn sem heyra undir kjarasamning þennan hafa réttindi og skyldur samkvæmt lögum nr. 94/1986 um kjarasamninga opinberra starfsmanna. Þar er m.a. fjallað um sérstöðu opinberra starfsmanna, samningsrétt stéttarfélagsins og verkfallsrétt.

Með þessum kjarasamningi eru ákvæði um betri vinnutíma færð inn í kjarasamninginn skv. fylgiskjöllum 2 og 3 með áorðnum breytingum og falla þar með bæði fylgiskjölín úr gildi.

1 KAFLI: LAUN

1.1 FÖST MÁNAÐARLAUN

Grein 1.1.1 breytist og hljóði svo

1.1.1 Mánaðarlaun þeirra sem gegna fullu starfi, skulu greidd samkvæmt eftirfarandi launatöflu, sjá nánar í fylgiskjali 1:

Launatafla 1: Gildir frá 1. apríl 2024 til 31. mars 2025

Launatafla 2: Gildir frá 1. apríl 2025 til 31. mars 2026.

Launatafla 3: Gildir frá 1. apríl 2026 til 31. mars 2027.

Launatafla 4: Gildir frá 1. apríl 2027 til 31. mars 2028.

Mánaðarlaun hækka sem hér segir á samningstímanum:

1. apríl 2024: 23.750 kr. eða að lágmarki um 3,25% sbr. launatöflu 1.

1. apríl 2025: 23.750 kr. eða að lágmarki um 3,50% sbr. launatöflu 2.

1. apríl 2026: 23.750 kr. eða að lágmarki um 3,50% sbr. launatöflu 3.

1. apríl 2027: 23.750 kr. eða að lágmarki um 3,50% sbr. launatöflu 4.

Útgefin launatafla hverju sinni nær yfir alla launaflokka sem miðað er við í kjarasamningi þessum. Við launaflokk leggst einstaklingsbundið persónuálag í samræmi við viðeigandi ákvæði í 10. kafla samnings þessa og myndar þannig dagvinnulaun viðkomandi starfsmanns. Laun þessi eru viðmiðun vegna afleiddra launategunda, s.s. tímakaups í yfir- og dagvinnu og lífeyrisgreiðslna B-deilda opinberra lífeyrissjóða eða sambærilegra deilda slíkra sjóða.

Undir almenn ákvæði þessa kjarasamnings heyra allir þeir starfsmenn sem verða 16 ára á almanaksárinu og eldri, sem sinna skilgreindum störfum skv. starfsmati sveitarfélaga og fá laun sem starfinu fylgja.

FYLGISKJÖL OG VIÐAUKAR

FYLGISKJAL 1: LAUNATÖFLUR OG TENGITAFLA VIÐ STARFSMAT

Mánaðarlaun þeirra sem gegna fullu starfi, skulu greidd samkvæmt eftirtöldum launatöflum:

Launatafla 1: Gildir frá 1. apríl 2024 til 31. mars 2025.

Launatafla 2: Gildir frá 1. apríl 2025 til 31. mars 2026.

Launatafla 3: Gildir frá 1. apríl 2026 til 31. mars 2027.

Launatafla 4: Gildir frá 1. apríl 2027 til 31. mars 2028.

Bæjarstarfsmannafélög									
Launatafla 1									
Gildir frá 1. apríl 2024 til 31. mars 2025									
L.fl.	Grunn- laun	Persónu- álag 2%	Persónu- álag 4%	Persónu- álag 6%	Persónu- álag 8%	Persónu- álag 10%	Persónu- álag 12%	Persónu- álag 14%	Persónu- álag 16%
117	456,295	465,421	474,547	483,673	492,799	501,925	511,050	520,176	529,302
118	459,851	469,048	478,245	487,442	496,639	505,836	515,033	524,230	533,427
119	463,445	472,713	481,982	491,251	500,520	509,789	519,058	528,327	537,596
120	467,079	476,420	485,762	495,103	504,445	513,786	523,128	532,470	541,811
121	470,752	480,167	489,582	498,997	508,412	517,827	527,242	536,657	546,072
122	474,466	483,956	493,445	502,934	512,424	521,913	531,402	540,892	550,381
123	478,221	487,786	497,350	506,914	516,479	526,043	535,608	545,172	554,737
124	482,020	491,660	501,300	510,941	520,581	530,221	539,862	549,502	559,143
125	485,857	495,574	505,291	515,008	524,726	534,443	544,160	553,877	563,594
126	489,737	499,532	509,326	519,121	528,916	538,711	548,505	558,300	568,095
127	493,659	503,533	513,406	523,279	533,152	543,025	552,899	562,772	572,645
128	497,625	507,578	517,530	527,483	537,435	547,388	557,340	567,293	577,245
129	501,636	511,669	521,701	531,734	541,767	551,799	561,832	571,865	581,898
130	505,690	515,804	525,917	536,031	546,145	556,259	566,373	576,486	586,600
131	509,787	519,983	530,179	540,375	550,570	560,766	570,962	581,158	591,353
132	513,932	524,210	534,489	544,768	555,046	565,325	575,604	585,882	596,161
133	518,121	528,483	538,846	549,208	559,570	569,933	580,295	590,658	601,020
134	522,355	532,802	543,250	553,697	564,144	574,591	585,038	595,485	605,932
135	526,638	537,171	547,703	558,236	568,769	579,302	589,834	600,367	610,900
136	530,967	541,587	552,206	562,825	573,445	584,064	594,683	605,303	615,922
137	535,343	546,050	556,757	567,464	578,171	588,878	599,585	610,291	620,998
138	539,768	550,564	561,359	572,154	582,950	593,745	604,541	615,336	626,131
139	544,242	555,127	566,012	576,897	587,782	598,667	609,551	620,436	631,321
140	548,763	559,738	570,714	581,689	592,664	603,640	614,615	625,590	636,565
141	553,335	564,402	575,469	586,535	597,602	608,669	619,735	630,802	641,869
142	557,958	569,117	580,277	591,436	602,595	613,754	624,913	636,072	647,232
143	562,632	573,885	585,138	596,390	607,643	618,896	630,148	641,401	652,654
144	567,358	578,705	590,052	601,399	612,746	624,094	635,441	646,788	658,135
145	572,134	583,577	595,020	606,462	617,905	629,348	640,790	652,233	663,676
146	576,963	588,502	600,042	611,581	623,120	634,659	646,199	657,738	669,277
147	581,846	593,483	605,120	616,757	628,394	640,031	651,668	663,305	674,942
148	586,783	598,518	610,254	621,990	633,725	645,461	657,197	668,932	680,668
149	591,773	603,609	615,444	627,280	639,115	650,951	662,786	674,622	686,457
150	596,818	608,754	620,690	632,627	644,563	656,499	668,436	680,372	692,308

Bæjarstarfsmannafélög									
Launatafla 1									
Gildir frá 1. apríl 2024 til 31. mars 2025									
L.fl.	Grunn- laun	Persónu- álág 2%	Persónu- álág 4%	Persónu- álág 6%	Persónu- álág 8%	Persónu- álág 10%	Persónu- álág 12%	Persónu- álág 14%	Persónu- álág 16%
151	601,920	613,959	625,997	638,036	650,074	662,113	674,151	686,189	698,228
152	607,077	619,218	631,360	643,501	655,643	667,784	679,926	692,067	704,209
153	612,290	624,535	636,781	649,027	661,273	673,518	685,764	698,010	710,256
154	617,561	629,912	642,264	654,615	666,966	679,317	691,668	704,020	716,371
155	622,890	635,348	647,806	660,264	672,722	685,179	697,637	710,095	722,553
156	628,279	640,845	653,411	665,976	678,542	691,107	703,673	716,238	728,804
157	633,725	646,400	659,074	671,749	684,423	697,098	709,772	722,447	735,121
158	639,232	652,016	664,801	677,585	690,370	703,155	715,939	728,724	741,509
159	644,799	657,695	670,591	683,487	696,383	709,279	722,175	735,071	747,967
160	650,429	663,437	676,446	689,454	702,463	715,471	728,480	741,489	754,497
161	656,118	669,240	682,363	695,485	708,607	721,730	734,852	747,974	761,097
162	660,367	673,574	686,781	699,989	713,196	726,403	739,611	752,818	766,025
163	665,409	678,717	692,025	705,333	718,642	731,950	745,258	758,566	771,874
164	670,502	683,912	697,322	710,732	724,142	737,552	750,962	764,372	777,783
165	675,645	689,158	702,671	716,184	729,697	743,210	756,723	770,236	783,749
166	680,839	694,456	708,073	721,690	735,307	748,923	762,540	776,157	789,774
167	688,003	701,763	715,523	729,283	743,043	756,803	770,563	784,323	798,083
168	695,262	709,167	723,073	736,978	750,883	764,788	778,694	792,599	806,504
169	702,620	716,672	730,725	744,777	758,830	772,882	786,934	800,987	815,039
170	710,074	724,276	738,477	752,679	766,880	781,082	795,283	809,485	823,686
171	717,629	731,982	746,335	760,687	775,040	789,392	803,745	818,097	832,450
172	725,288	739,793	754,299	768,805	783,311	797,816	812,322	826,828	841,334
173	733,047	747,708	762,369	777,030	791,690	806,351	821,012	835,673	850,334
174	740,909	755,727	770,546	785,364	800,182	815,000	829,818	844,637	859,455
175	748,877	763,855	778,832	793,810	808,787	823,765	838,742	853,720	868,697
176	757,032	772,172	787,313	802,454	817,594	832,735	847,876	863,016	878,157
177	766,403	781,731	797,059	812,387	827,715	843,043	858,371	873,699	889,027
178	775,909	791,427	806,945	822,464	837,982	853,500	869,018	884,536	900,055
179	785,553	801,264	816,975	832,687	848,398	864,109	879,820	895,531	911,242
180	795,337	811,244	827,151	843,058	858,964	874,871	890,778	906,685	922,591
181	805,264	821,369	837,474	853,580	869,685	885,790	901,896	918,001	934,106
182	815,333	831,640	847,947	864,254	880,560	896,867	913,174	929,480	945,787
183	825,550	842,061	858,572	875,083	891,594	908,105	924,616	941,127	957,638
184	835,915	852,633	869,351	886,070	902,788	919,506	936,225	952,943	969,661
185	846,429	863,357	880,286	897,214	914,143	931,071	948,000	964,929	981,857
186	857,097	874,239	891,381	908,523	925,664	942,806	959,948	977,090	994,232
187	867,918	885,276	902,635	919,993	937,352	954,710	972,068	989,427	1,006,785
188	878,896	896,474	914,052	931,630	949,208	966,786	984,363	1,001,941	1,019,519
189	890,034	907,834	925,635	943,436	961,236	979,037	996,838	1,014,638	1,032,439
190	901,334	919,361	937,388	955,414	973,441	991,468	1,009,494	1,027,521	1,045,548

Bæjarstarfsmannafélög									
Launatafla 1									
Gildir frá 1. apríl 2024 til 31. mars 2025									
L.fl.	Grunn- laun	Persónu- álag 2%	Persónu- álag 4%	Persónu- álag 6%	Persónu- álag 8%	Persónu- álag 10%	Persónu- álag 12%	Persónu- álag 14%	Persónu- álag 16%
191	912,797	931,053	949,309	967,565	985,821	1,004,077	1,022,333	1,040,589	1,058,845
192	924,426	942,915	961,403	979,892	998,381	1,016,869	1,035,358	1,053,846	1,072,335
193	936,224	954,949	973,673	992,398	1,011,122	1,029,847	1,048,571	1,067,296	1,086,020
194	948,193	967,157	986,121	1,005,085	1,024,048	1,043,012	1,061,976	1,080,940	1,099,904
195	960,335	979,541	998,748	1,017,955	1,037,162	1,056,368	1,075,575	1,094,782	1,113,988
196	972,654	992,107	1,011,560	1,031,013	1,050,466	1,069,919	1,089,373	1,108,826	1,128,279
197	985,152	1,004,855	1,024,558	1,044,261	1,063,964	1,083,667	1,103,370	1,123,073	1,142,776
198	997,830	1,017,787	1,037,744	1,057,700	1,077,657	1,097,613	1,117,570	1,137,527	1,157,483
199	1,010,693	1,030,907	1,051,121	1,071,335	1,091,548	1,111,762	1,131,976	1,152,190	1,172,404
200	1,023,741	1,044,216	1,064,690	1,085,165	1,105,640	1,126,115	1,146,590	1,167,064	1,187,539

Bæjarstarfsmannafélög									
Launatafla 2									
Gildir frá 1. apríl 2025 til 31. mars 2026									
L.fl.	Grunn- laun	Persónu- álag 2%	Persónu- álag 4%	Persónu- álag 6%	Persónu- álag 8%	Persónu- álag 10%	Persónu- álag 12%	Persónu- álag 14%	Persónu- álag 16%
117	480,045	489,646	499,247	508,848	518,449	528,050	537,650	547,251	556,852
118	483,601	493,273	502,945	512,617	522,289	531,961	541,633	551,305	560,977
119	487,195	496,938	506,682	516,426	526,170	535,914	545,658	555,402	565,146
120	490,829	500,645	510,462	520,278	530,095	539,911	549,728	559,545	569,361
121	494,502	504,392	514,282	524,172	534,062	543,952	553,842	563,732	573,622
122	498,216	508,181	518,145	528,109	538,074	548,038	558,002	567,967	577,931
123	501,971	512,011	522,050	532,089	542,129	552,168	562,208	572,247	582,287
124	505,770	515,885	526,000	536,116	546,231	556,346	566,462	576,577	586,693
125	509,607	519,799	529,991	540,183	550,376	560,568	570,760	580,952	591,144
126	513,487	523,757	534,026	544,296	554,566	564,836	575,105	585,375	595,645
127	517,409	527,758	538,106	548,454	558,802	569,150	579,499	589,847	600,195
128	521,375	531,803	542,230	552,658	563,085	573,513	583,940	594,368	604,795
129	525,386	535,894	546,401	556,909	567,417	577,924	588,432	598,940	609,448
130	529,440	540,029	550,617	561,206	571,795	582,384	592,973	603,561	614,150
131	533,537	544,208	554,879	565,550	576,220	586,891	597,562	608,233	618,903
132	537,682	548,435	559,189	569,943	580,696	591,450	602,204	612,957	623,711
133	541,871	552,708	563,546	574,383	585,220	596,058	606,895	617,733	628,570
134	546,105	557,027	567,950	578,872	589,794	600,716	611,638	622,560	633,482
135	550,388	561,396	572,403	583,411	594,419	605,427	616,434	627,442	638,450
136	554,717	565,812	576,906	588,000	599,095	610,189	621,283	632,378	643,472
137	559,093	570,275	581,457	592,639	603,821	615,003	626,185	637,366	648,548
138	563,518	574,789	586,059	597,329	608,600	619,870	631,141	642,411	653,681
139	567,992	579,352	590,712	602,072	613,432	624,792	636,151	647,511	658,871
140	572,513	583,963	595,414	606,864	618,314	629,765	641,215	652,665	664,115
141	577,085	588,627	600,169	611,710	623,252	634,794	646,335	657,877	669,419
142	581,708	593,342	604,977	616,611	628,245	639,879	651,513	663,147	674,782
143	586,382	598,110	609,838	621,565	633,293	645,021	656,748	668,476	680,204
144	591,108	602,930	614,752	626,574	638,396	650,219	662,041	673,863	685,685
145	595,884	607,802	619,720	631,637	643,555	655,473	667,390	679,308	691,226
146	600,713	612,727	624,742	636,756	648,770	660,784	672,799	684,813	696,827
147	605,596	617,708	629,820	641,932	654,044	666,156	678,268	690,380	702,492
148	610,533	622,743	634,954	647,165	659,375	671,586	683,797	696,007	708,218
149	615,523	627,834	640,144	652,455	664,765	677,076	689,386	701,697	714,007
150	620,568	632,979	645,390	657,802	670,213	682,624	695,036	707,447	719,858

Bæjarstarfsmannafélög									
Launatafla 2									
Gildir frá 1. apríl 2025 til 31. mars 2026									
L.fl.	Grunn- laun	Persónu- álág 2%	Persónu- álág 4%	Persónu- álág 6%	Persónu- álág 8%	Persónu- álág 10%	Persónu- álág 12%	Persónu- álág 14%	Persónu- álág 16%
151	625,670	638,184	650,697	663,211	675,724	688,238	700,751	713,264	725,778
152	630,827	643,443	656,060	668,676	681,293	693,909	706,526	719,142	731,759
153	636,040	648,760	661,481	674,202	686,923	699,643	712,364	725,085	737,806
154	641,311	654,137	666,964	679,790	692,616	705,442	718,268	731,095	743,921
155	646,640	659,573	672,506	685,439	698,372	711,304	724,237	737,170	750,103
156	652,029	665,070	678,111	691,151	704,192	717,232	730,273	743,313	756,354
157	657,475	670,625	683,774	696,924	710,073	723,223	736,372	749,522	762,671
158	662,982	676,241	689,501	702,760	716,020	729,280	742,539	755,799	769,059
159	668,549	681,920	695,291	708,662	722,033	735,404	748,775	762,146	775,517
160	674,179	687,662	701,146	714,629	728,113	741,596	755,080	768,564	782,047
161	679,868	693,465	707,063	720,660	734,257	747,855	761,452	775,049	788,647
162	684,117	697,799	711,481	725,164	738,846	752,528	766,211	779,893	793,575
163	689,159	702,942	716,725	730,508	744,292	758,075	771,858	785,641	799,424
164	694,252	708,137	722,022	735,907	749,792	763,677	777,562	791,447	805,333
165	699,395	713,383	727,371	741,359	755,347	769,335	783,323	797,311	811,299
166	704,669	718,762	732,856	746,949	761,042	775,136	789,229	803,323	817,416
167	712,083	726,324	740,566	754,808	769,049	783,291	797,533	811,774	826,016
168	719,596	733,988	748,380	762,772	777,164	791,556	805,948	820,340	834,732
169	727,212	741,756	756,300	770,844	785,389	799,933	814,477	829,021	843,566
170	734,927	749,626	764,324	779,023	793,721	808,420	823,118	837,817	852,515
171	742,746	757,601	772,456	787,311	802,166	817,021	831,876	846,731	861,586
172	750,673	765,686	780,700	795,713	810,727	825,740	840,753	855,767	870,780
173	758,703	773,877	789,051	804,226	819,400	834,574	849,748	864,922	880,096
174	766,841	782,178	797,515	812,852	828,188	843,525	858,862	874,199	889,536
175	775,088	790,589	806,091	821,593	837,095	852,597	868,098	883,600	899,102
176	783,528	799,199	814,869	830,540	846,210	861,881	877,551	893,222	908,892
177	793,227	809,091	824,956	840,820	856,685	872,549	888,414	904,279	920,143
178	803,066	819,127	835,189	851,250	867,311	883,373	899,434	915,495	931,557
179	813,048	829,309	845,570	861,831	878,092	894,352	910,613	926,874	943,135
180	823,174	839,638	856,101	872,565	889,028	905,492	921,955	938,419	954,882
181	833,448	850,117	866,786	883,455	900,124	916,793	933,462	950,131	966,800
182	843,870	860,748	877,625	894,502	911,380	928,257	945,135	962,012	978,889
183	854,444	871,533	888,622	905,711	922,799	939,888	956,977	974,066	991,155
184	865,172	882,475	899,779	917,082	934,386	951,689	968,992	986,296	1,003,599
185	876,054	893,575	911,096	928,617	946,138	963,659	981,180	998,701	1,016,222
186	887,095	904,837	922,579	940,321	958,063	975,805	993,547	1,011,288	1,029,030
187	898,295	916,261	934,227	952,193	970,159	988,125	1,006,091	1,024,057	1,042,022
188	909,657	927,850	946,044	964,237	982,430	1,000,623	1,018,816	1,037,009	1,055,202
189	921,185	939,608	958,032	976,456	994,880	1,013,303	1,031,727	1,050,151	1,068,574
190	932,881	951,539	970,196	988,854	1,007,512	1,026,169	1,044,827	1,063,484	1,082,142

Bæjarstarfsmannafélög									
Launatafla 2									
Gildir frá 1. apríl 2025 til 31. mars 2026									
L.fl.	Grunn- laun	Persónu- álag 2%	Persónu- álag 4%	Persónu- álag 6%	Persónu- álag 8%	Persónu- álag 10%	Persónu- álag 12%	Persónu- álag 14%	Persónu- álag 16%
191	944,745	963,640	982,535	1,001,430	1,020,325	1,039,220	1,058,114	1,077,009	1,095,904
192	956,781	975,917	995,053	1,014,188	1,033,324	1,052,459	1,071,595	1,090,731	1,109,866
193	968,992	988,372	1,007,752	1,027,132	1,046,512	1,065,891	1,085,271	1,104,651	1,124,031
194	981,380	1,001,007	1,020,635	1,040,263	1,059,890	1,079,518	1,099,145	1,118,773	1,138,401
195	993,947	1,013,825	1,033,704	1,053,583	1,073,462	1,093,341	1,113,220	1,133,099	1,152,978
196	1,006,697	1,026,831	1,046,965	1,067,099	1,087,233	1,107,367	1,127,501	1,147,634	1,167,768
197	1,019,632	1,040,025	1,060,417	1,080,810	1,101,203	1,121,595	1,141,988	1,162,381	1,182,773
198	1,032,754	1,053,409	1,074,065	1,094,720	1,115,375	1,136,030	1,156,685	1,177,340	1,197,995
199	1,046,067	1,066,989	1,087,910	1,108,831	1,129,753	1,150,674	1,171,595	1,192,517	1,213,438
200	1,059,572	1,080,763	1,101,954	1,123,146	1,144,337	1,165,529	1,186,720	1,207,912	1,229,103

Bæjarstarfsmannafélög									
Launatafla 3									
Gildir frá 1. apríl 2026 til 31. mars 2027									
L.fl.	Grunn- laun	Persónu- álág 2%	Persónu- álág 4%	Persónu- álág 6%	Persónu- álág 8%	Persónu- álág 10%	Persónu- álág 12%	Persónu- álág 14%	Persónu- álág 16%
117	503,795	513,871	523,947	534,023	544,099	554,175	564,250	574,326	584,402
118	507,351	517,498	527,645	537,792	547,939	558,086	568,233	578,380	588,527
119	510,945	521,163	531,382	541,601	551,820	562,039	572,258	582,477	592,696
120	514,579	524,870	535,162	545,453	555,745	566,036	576,328	586,620	596,911
121	518,252	528,617	538,982	549,347	559,712	570,077	580,442	590,807	601,172
122	521,966	532,406	542,845	553,284	563,724	574,163	584,602	595,042	605,481
123	525,721	536,236	546,750	557,264	567,779	578,293	588,808	599,322	609,837
124	529,520	540,110	550,700	561,291	571,881	582,471	593,062	603,652	614,243
125	533,357	544,024	554,691	565,358	576,026	586,693	597,360	608,027	618,694
126	537,237	547,982	558,726	569,471	580,216	590,961	601,705	612,450	623,195
127	541,159	551,983	562,806	573,629	584,452	595,275	606,099	616,922	627,745
128	545,125	556,028	566,930	577,833	588,735	599,638	610,540	621,443	632,345
129	549,136	560,119	571,101	582,084	593,067	604,049	615,032	626,015	636,998
130	553,190	564,254	575,317	586,381	597,445	608,509	619,573	630,636	641,700
131	557,287	568,433	579,579	590,725	601,870	613,016	624,162	635,308	646,453
132	561,432	572,660	583,889	595,118	606,346	617,575	628,804	640,032	651,261
133	565,621	576,933	588,246	599,558	610,870	622,183	633,495	644,808	656,120
134	569,855	581,252	592,650	604,047	615,444	626,841	638,238	649,635	661,032
135	574,138	585,621	597,103	608,586	620,069	631,552	643,034	654,517	666,000
136	578,467	590,037	601,606	613,175	624,745	636,314	647,883	659,453	671,022
137	582,843	594,500	606,157	617,814	629,471	641,128	652,785	664,441	676,098
138	587,268	599,014	610,759	622,504	634,250	645,995	657,741	669,486	681,231
139	591,742	603,577	615,412	627,247	639,082	650,917	662,751	674,586	686,421
140	596,263	608,188	620,114	632,039	643,964	655,890	667,815	679,740	691,665
141	600,835	612,852	624,869	636,885	648,902	660,919	672,935	684,952	696,969
142	605,458	617,567	629,677	641,786	653,895	666,004	678,113	690,222	702,332
143	610,132	622,335	634,538	646,740	658,943	671,146	683,348	695,551	707,754
144	614,858	627,155	639,452	651,749	664,046	676,344	688,641	700,938	713,235
145	619,634	632,027	644,420	656,812	669,205	681,598	693,990	706,383	718,776
146	624,463	636,952	649,442	661,931	674,420	686,909	699,399	711,888	724,377
147	629,346	641,933	654,520	667,107	679,694	692,281	704,868	717,455	730,042
148	634,283	646,968	659,654	672,340	685,025	697,711	710,397	723,082	735,768
149	639,273	652,059	664,844	677,630	690,415	703,201	715,986	728,772	741,557
150	644,318	657,204	670,090	682,977	695,863	708,749	721,636	734,522	747,408

Bæjarstarfsmannafélög									
Launatafla 3									
Gildir frá 1. apríl 2026 til 31. mars 2027									
L.fl.	Grunn- laun	Persónu- álag 2%	Persónu- álag 4%	Persónu- álag 6%	Persónu- álag 8%	Persónu- álag 10%	Persónu- álag 12%	Persónu- álag 14%	Persónu- álag 16%
151	649,420	662,409	675,397	688,386	701,374	714,363	727,351	740,339	753,328
152	654,577	667,668	680,760	693,851	706,943	720,034	733,126	746,217	759,309
153	659,790	672,985	686,181	699,377	712,573	725,768	738,964	752,160	765,356
154	665,061	678,362	691,664	704,965	718,266	731,567	744,868	758,170	771,471
155	670,390	683,798	697,206	710,614	724,022	737,429	750,837	764,245	777,653
156	675,779	689,295	702,811	716,326	729,842	743,357	756,873	770,388	783,904
157	681,225	694,850	708,474	722,099	735,723	749,348	762,972	776,597	790,221
158	686,732	700,466	714,201	727,935	741,670	755,405	769,139	782,874	796,609
159	692,299	706,145	719,991	733,837	747,683	761,529	775,375	789,221	803,067
160	697,929	711,887	725,846	739,804	753,763	767,721	781,680	795,639	809,597
161	703,663	717,737	731,810	745,883	759,956	774,030	788,103	802,176	816,249
162	708,061	722,222	736,383	750,545	764,706	778,867	793,028	807,189	821,351
163	713,279	727,545	741,811	756,076	770,342	784,607	798,873	813,139	827,404
164	718,551	732,922	747,293	761,664	776,035	790,406	804,777	819,148	833,519
165	723,874	738,352	752,829	767,307	781,784	796,262	810,739	825,217	839,694
166	729,332	743,919	758,506	773,092	787,679	802,266	816,852	831,439	846,025
167	737,006	751,746	766,486	781,226	795,966	810,706	825,446	840,186	854,927
168	744,782	759,678	774,574	789,469	804,365	819,261	834,156	849,052	863,947
169	752,664	767,717	782,771	797,824	812,877	827,931	842,984	858,037	873,090
170	760,649	775,862	791,075	806,288	821,501	836,714	851,927	867,140	882,353
171	768,743	784,117	799,492	814,867	830,242	845,617	860,992	876,366	891,741
172	776,946	792,485	808,024	823,563	839,102	854,641	870,180	885,719	901,258
173	785,258	800,963	816,668	832,373	848,079	863,784	879,489	895,194	910,899
174	793,681	809,554	825,428	841,301	857,175	873,049	888,922	904,796	920,669
175	802,216	818,260	834,304	850,349	866,393	882,437	898,482	914,526	930,570
176	810,951	827,170	843,390	859,609	875,828	892,047	908,266	924,485	940,704
177	820,990	837,410	853,829	870,249	886,669	903,089	919,509	935,928	952,348
178	831,173	847,797	864,420	881,044	897,667	914,291	930,914	947,538	964,161
179	841,504	858,334	875,165	891,995	908,825	925,655	942,485	959,315	976,145
180	851,985	869,025	886,065	903,105	920,144	937,184	954,224	971,263	988,303
181	862,619	879,871	897,124	914,376	931,628	948,881	966,133	983,385	1,000,638
182	873,406	890,874	908,342	925,810	943,278	960,746	978,214	995,682	1,013,151
183	884,350	902,037	919,723	937,410	955,097	972,784	990,471	1,008,158	1,025,845
184	895,453	913,362	931,271	949,180	967,089	984,998	1,002,907	1,020,816	1,038,725
185	906,715	924,850	942,984	961,118	979,253	997,387	1,015,521	1,033,656	1,051,790
186	918,143	936,506	954,869	973,232	991,595	1,009,958	1,028,321	1,046,684	1,065,046
187	929,736	948,330	966,925	985,520	1,004,114	1,022,709	1,041,304	1,059,898	1,078,493
188	941,495	960,325	979,155	997,985	1,016,815	1,035,645	1,054,475	1,073,305	1,092,135
189	953,426	972,495	991,563	1,010,632	1,029,700	1,048,769	1,067,837	1,086,906	1,105,974
190	965,532	984,843	1,004,153	1,023,464	1,042,774	1,062,085	1,081,396	1,100,706	1,120,017

Bæjarstarfsmannafélög									
Launatafla 3									
Gildir frá 1. apríl 2026 til 31. mars 2027									
L.fl.	Grunn- laun	Persónu- álag 2%	Persónu- álag 4%	Persónu- álag 6%	Persónu- álag 8%	Persónu- álag 10%	Persónu- álag 12%	Persónu- álag 14%	Persónu- álag 16%
191	977,811	997,367	1,016,924	1,036,480	1,056,036	1,075,592	1,095,149	1,114,705	1,134,261
192	990,269	1,010,074	1,029,879	1,049,685	1,069,490	1,089,296	1,109,101	1,128,906	1,148,712
193	1,002,907	1,022,965	1,043,023	1,063,081	1,083,139	1,103,198	1,123,256	1,143,314	1,163,372
194	1,015,728	1,036,043	1,056,357	1,076,672	1,096,986	1,117,301	1,137,615	1,157,930	1,178,245
195	1,028,735	1,049,309	1,069,884	1,090,459	1,111,033	1,131,608	1,152,183	1,172,757	1,193,332
196	1,041,931	1,062,770	1,083,609	1,104,447	1,125,286	1,146,124	1,166,963	1,187,802	1,208,640
197	1,055,319	1,076,426	1,097,532	1,118,638	1,139,745	1,160,851	1,181,958	1,203,064	1,224,170
198	1,068,901	1,090,279	1,111,657	1,133,035	1,154,413	1,175,791	1,197,169	1,218,547	1,239,925
199	1,082,680	1,104,333	1,125,987	1,147,640	1,169,294	1,190,947	1,212,601	1,234,255	1,255,908
200	1,096,657	1,118,590	1,140,523	1,162,456	1,184,389	1,206,322	1,228,255	1,250,189	1,272,122

Bæjarstarfsmannafélög									
Launatafla 4									
Gildir frá 1. apríl 2027 til 31. mars 2028									
L.fl.	Grunn- laun	Persónu- álag 2%	Persónu- álag 4%	Persónu- álag 6%	Persónu- álag 8%	Persónu- álag 10%	Persónu- álag 12%	Persónu- álag 14%	Persónu- álag 16%
117	527,545	538,096	548,647	559,198	569,749	580,300	590,850	601,401	611,952
118	531,101	541,723	552,345	562,967	573,589	584,211	594,833	605,455	616,077
119	534,695	545,388	556,082	566,776	577,470	588,164	598,858	609,552	620,246
120	538,329	549,095	559,862	570,628	581,395	592,161	602,928	613,695	624,461
121	542,002	552,842	563,682	574,522	585,362	596,202	607,042	617,882	628,722
122	545,716	556,631	567,545	578,459	589,374	600,288	611,202	622,117	633,031
123	549,471	560,461	571,450	582,439	593,429	604,418	615,408	626,397	637,387
124	553,270	564,335	575,400	586,466	597,531	608,596	619,662	630,727	641,793
125	557,107	568,249	579,391	590,533	601,676	612,818	623,960	635,102	646,244
126	560,987	572,207	583,426	594,646	605,866	617,086	628,305	639,525	650,745
127	564,909	576,208	587,506	598,804	610,102	621,400	632,699	643,997	655,295
128	568,875	580,253	591,630	603,008	614,385	625,763	637,140	648,518	659,895
129	572,886	584,344	595,801	607,259	618,717	630,174	641,632	653,090	664,548
130	576,940	588,479	600,017	611,556	623,095	634,634	646,173	657,711	669,250
131	581,037	592,658	604,279	615,900	627,520	639,141	650,762	662,383	674,003
132	585,182	596,885	608,589	620,293	631,996	643,700	655,404	667,107	678,811
133	589,371	601,158	612,946	624,733	636,520	648,308	660,095	671,883	683,670
134	593,605	605,477	617,350	629,222	641,094	652,966	664,838	676,710	688,582
135	597,888	609,846	621,803	633,761	645,719	657,677	669,634	681,592	693,550
136	602,217	614,262	626,306	638,350	650,395	662,439	674,483	686,528	698,572
137	606,593	618,725	630,857	642,989	655,121	667,253	679,385	691,516	703,648
138	611,018	623,239	635,459	647,679	659,900	672,120	684,341	696,561	708,781
139	615,492	627,802	640,112	652,422	664,732	677,042	689,351	701,661	713,971
140	620,013	632,413	644,814	657,214	669,614	682,015	694,415	706,815	719,215
141	624,585	637,077	649,569	662,060	674,552	687,044	699,535	712,027	724,519
142	629,208	641,792	654,377	666,961	679,545	692,129	704,713	717,297	729,882
143	633,882	646,560	659,238	671,915	684,593	697,271	709,948	722,626	735,304
144	638,608	651,380	664,152	676,924	689,696	702,469	715,241	728,013	740,785
145	643,384	656,252	669,120	681,987	694,855	707,723	720,590	733,458	746,326
146	648,213	661,177	674,142	687,106	700,070	713,034	725,999	738,963	751,927
147	653,096	666,158	679,220	692,282	705,344	718,406	731,468	744,530	757,592
148	658,033	671,193	684,354	697,515	710,675	723,836	736,997	750,157	763,318
149	663,023	676,284	689,544	702,805	716,065	729,326	742,586	755,847	769,107
150	668,068	681,429	694,790	708,152	721,513	734,874	748,236	761,597	774,958

Bæjarstarfsmannafélög									
Launatafla 4									
Gildir frá 1. apríl 2027 til 31. mars 2028									
L.fl.	Grunn- laun	Persónu- álág 2%	Persónu- álág 4%	Persónu- álág 6%	Persónu- álág 8%	Persónu- álág 10%	Persónu- álág 12%	Persónu- álág 14%	Persónu- álág 16%
151	673,170	686,634	700,097	713,561	727,024	740,488	753,951	767,414	780,878
152	678,327	691,893	705,460	719,026	732,593	746,159	759,726	773,292	786,859
153	683,540	697,210	710,881	724,552	738,223	751,893	765,564	779,235	792,906
154	688,811	702,587	716,364	730,140	743,916	757,692	771,468	785,245	799,021
155	694,140	708,023	721,906	735,789	749,672	763,554	777,437	791,320	805,203
156	699,529	713,520	727,511	741,501	755,492	769,482	783,473	797,463	811,454
157	705,068	719,169	733,271	747,372	761,473	775,575	789,676	803,777	817,879
158	710,767	724,983	739,198	753,413	767,629	781,844	796,059	810,275	824,490
159	716,530	730,860	745,191	759,521	773,852	788,183	802,513	816,844	831,174
160	722,356	736,803	751,250	765,697	780,145	794,592	809,039	823,486	837,933
161	728,292	742,857	757,423	771,989	786,555	801,121	815,687	830,252	844,818
162	732,843	747,500	762,157	776,814	791,470	806,127	820,784	835,441	850,098
163	738,244	753,009	767,774	782,539	797,304	812,069	826,833	841,598	856,363
164	743,700	758,574	773,448	788,322	803,196	818,070	832,944	847,818	862,692
165	749,210	764,194	779,178	794,162	809,147	824,131	839,115	854,099	869,083
166	754,859	769,956	785,053	800,150	815,248	830,345	845,442	860,539	875,636
167	762,801	778,057	793,313	808,569	823,825	839,081	854,337	869,593	884,849
168	770,850	786,267	801,684	817,101	832,518	847,935	863,352	878,769	894,186
169	779,007	794,588	810,168	825,748	841,328	856,908	872,488	888,068	903,649
170	787,272	803,018	818,763	834,509	850,254	865,999	881,745	897,490	913,236
171	795,649	811,561	827,474	843,387	859,300	875,213	891,126	907,039	922,952
172	804,139	820,222	836,305	852,388	868,471	884,553	900,636	916,719	932,802
173	812,742	828,997	845,252	861,507	877,761	894,016	910,271	926,526	942,781
174	821,459	837,889	854,318	870,747	887,176	903,605	920,034	936,464	952,893
175	830,293	846,899	863,505	880,111	896,717	913,323	929,929	946,534	963,140
176	839,335	856,121	872,908	889,695	906,482	923,268	940,055	956,842	973,628
177	849,724	866,719	883,713	900,708	917,702	934,697	951,691	968,686	985,680
178	860,264	877,470	894,675	911,880	929,085	946,291	963,496	980,701	997,907
179	870,957	888,376	905,795	923,214	940,634	958,053	975,472	992,891	1,010,310
180	881,805	899,441	917,077	934,713	952,349	969,985	987,621	1,005,258	1,022,894
181	892,810	910,667	928,523	946,379	964,235	982,091	999,948	1,017,804	1,035,660
182	903,975	922,054	940,134	958,213	976,293	994,372	1,012,452	1,030,531	1,048,611
183	915,302	933,608	951,914	970,220	988,526	1,006,832	1,025,138	1,043,444	1,061,750
184	926,794	945,330	963,865	982,401	1,000,937	1,019,473	1,038,009	1,056,545	1,075,081
185	938,451	957,220	975,989	994,758	1,013,527	1,032,296	1,051,065	1,069,834	1,088,603
186	950,278	969,284	988,290	1,007,295	1,026,301	1,045,306	1,064,312	1,083,317	1,102,323
187	962,276	981,522	1,000,767	1,020,013	1,039,258	1,058,504	1,077,749	1,096,995	1,116,240
188	974,448	993,937	1,013,426	1,032,914	1,052,403	1,071,892	1,091,381	1,110,870	1,130,359
189	986,796	1,006,532	1,026,268	1,046,004	1,065,740	1,085,476	1,105,212	1,124,948	1,144,684
190	999,326	1,019,312	1,039,299	1,059,285	1,079,272	1,099,258	1,119,245	1,139,231	1,159,218

Bæjarstarfsmannafélög									
Launatafla 4									
Gildir frá 1. apríl 2027 til 31. mars 2028									
L.fl.	Grunn- laun	Persónu- álag 2%	Persónu- álag 4%	Persónu- álag 6%	Persónu- álag 8%	Persónu- álag 10%	Persónu- álag 12%	Persónu- álag 14%	Persónu- álag 16%
191	1,012,035	1,032,275	1,052,516	1,072,757	1,092,997	1,113,238	1,133,479	1,153,719	1,173,960
192	1,024,928	1,045,427	1,065,925	1,086,424	1,106,922	1,127,421	1,147,919	1,168,418	1,188,917
193	1,038,009	1,058,769	1,079,529	1,100,289	1,121,049	1,141,809	1,162,570	1,183,330	1,204,090
194	1,051,279	1,072,304	1,093,330	1,114,355	1,135,381	1,156,406	1,177,432	1,198,458	1,219,483
195	1,064,740	1,086,035	1,107,330	1,128,625	1,149,920	1,171,214	1,192,509	1,213,804	1,235,099
196	1,078,399	1,099,967	1,121,535	1,143,103	1,164,671	1,186,239	1,207,807	1,229,375	1,250,943
197	1,092,255	1,114,101	1,135,946	1,157,791	1,179,636	1,201,481	1,223,326	1,245,171	1,267,016
198	1,106,312	1,128,439	1,150,565	1,172,691	1,194,817	1,216,944	1,239,070	1,261,196	1,283,322
199	1,120,573	1,142,985	1,165,396	1,187,808	1,210,219	1,232,631	1,255,042	1,277,454	1,299,865
200	1,135,040	1,157,740	1,180,441	1,203,142	1,225,843	1,248,544	1,271,244	1,293,945	1,316,646

FYLGISKJAL 2: SÉRSTAKAR GREIÐSLUR LÆGSTU LAUNA**4.1. Samkomulag um sérstakar greiðslur lægstu launa á starfsmatsstigabilum**

Samkomulag Sambands Íslenskra sveitarfélaga og bæjarstarfsmannafélaga innan BSRB um sérstakar greiðslur sem gilda frá 1. apríl 2024.

Aðilar eru sammála um eftirfarandi sérstakar greiðslur til hækkunnar lægstu launa. Yfirlit yfir fjárhæðir er á starfsmatsstigabilum og verður eftirfarandi frá 1. apríl 2024.

SÉRSTAKAR GREIÐSLUR LÆGSTU LAUNA Á MÁNUÐI						
STARFSMATSSTIG OG LAUNAFLOKKAR			GILDISTÍMI:			
Starf með starfsmats stig frá	Starf með starfsmats stig til	Launa-flokkar	Frá 1. apríl 2024 til 31. mars 2025	Frá 1. apríl 2025 til 31. mars 2026	Frá 1. apríl 2026 til 31. mars 2027	Frá 1. apríl 2027 til 31. mars 2028
265	274	117	20,134	20,838	21,568	22,323
275	284	118	20,134	20,838	21,568	22,323
285	294	119	20,134	20,838	21,568	22,323
295	304	120	20,134	20,838	21,568	22,323
305	314	121	20,134	20,838	21,568	22,323
315	324	122	20,134	20,838	21,568	22,323
325	334	123	20,134	20,838	21,568	22,323
335	344	124	20,134	20,838	21,568	22,323
345	354	125	18,327	18,968	19,632	20,319
355	363	126	16,107	16,671	17,254	17,858
364	372	127	12,080	12,503	12,941	13,394
373	381	128	10,067	10,419	10,784	11,161
382	390	129	6,040	6,252	6,470	6,697
391	399	130	2,685	2,778	2,876	2,976

Greiðslan er föst fjárhæð miðað við starfshlutfall, óháð einstaklingsbundnum launamyndunarþáttum. Orlofslaun teljast innifalin í ofangreindum fjárhæðum. Greiðslur skv. ofangreindu falla niður í lok samningstímans, þann 31. mars 2028, án frekari fyrirvara, en þó þannig að greiðslur haldast í samræmi við framkvæmd þar til gengið hefur verið frá nýjum kjarasamningi milli aðila.

Fái starf endurmat/endurskoðun til hærri stigaröðunar og/eða ef breyting verður á starfsheimum/ráðningarkjörum starfsfólks á ofangreindum stigabilum, þannig að launaröðun taki mið af hærri stigaröðun, tekur greiðsla breytingum í samræmi við breytt stigabil. Nái stigaröðun starfs hærri stigaröðun en 399 starfsmatsstigum falla greiðslur skv. ofangreindu niður.

FYLGISKJAL 3: VIÐBÓTARLAUN Á EINSTÖK STARFSHEITI**Samkomulag um viðbótarlaun á einstök starfsheiti í leikskólum og heimaþjónustu**

Samkomulag Sambands Íslenskra sveitarfélaga og bæjarstarfsmannafélaga innan BSRB um viðbótarlaun sem gildir frá 1. apríl 2024.

Aðilar eru sammála um eftirfarandi fjárhæðir vegna viðbótarlauna starfsfólks leikskóla og í heimaþjónustu:

VIÐBÓTARLAUN Á EINSTÖK STARFSHEITI				
STARFSHEITI	GILDISTÍMI			
Starfsfólk í leikskóla	Frá 1. apríl 2024 til 31. mars 2025	Frá 1. apríl 2025 til 31. mars 2026	Frá 1. apríl 2026 til 31. mars 2027	Frá 1. apríl 2027 til 31. mars 2028
Starfsmaður/leiðbeinandi leikskóla	40,546	41,965	43,434	44,954
Starfsmaður í leikskóla með aukna ábyrgð	40,546	41,965	43,434	44,954
Starfsmaður í leikskóla með stuðningi 1	40,546	41,965	43,434	44,954
Starfsmaður í leikskóla með stuðningi 2	46,834	48,473	50,170	51,926
Leikskólaliði	46,834	48,473	50,170	51,926
Deildarstjóri 1 og 2 á leikskóla	53,122	54,981	56,905	58,897

Starfsfólk í heimaþjónustu	Frá 1. apríl 2024 til 31. mars 2025	Frá 1. apríl 2025 til 31. mars 2026	Frá 1. apríl 2026 til 31. mars 2027	Frá 1. apríl 2027 til 31. mars 2028
Heimaþjónusta 1, 2 og 3	51,171	52,962	54,816	56,735
Félagsliði í heimaþjónustu 1	56,158	58,124	60,158	62,264
Félagsliði í heimaþjónustu 2 (með flokkstjórn)	62,446	64,632	66,894	69,235

Við aðlögun viðbótarlauna á einstök starfsheiti skal horfa til sömu viðmiða og gilda í samningi Reykjavíkurborgar við Eflingu stéttarfélag. Viðbótarlaun á einstök starfsheiti í leikskólum og heimaþjónustu taka gildi frá 1. apríl 2024.