

LUXEMBOURG LOCAL COMPENSATION PLAN

ANNUAL & MONTHLY RATES IN €(40 HRS/W)

EFFECTIVE 1 OCTOBER 2004

CLASS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16
12	80,521.72	83,570.82	86,619.97	89,669.15	92,718.27	95,767.40	98,816.63	101,865.75	104,914.88	107,964.11	111,013.20	114,062.33	117,111.53	120,160.69	123,209.81	126,258.99
	6,710.14	6,964.24	7,218.33	7,472.43	7,726.52	7,980.62	8,234.72	8,488.81	8,742.91	8,997.01	9,251.10	9,505.19	9,759.29	10,013.39	10,267.48	10,521.58
11	71,254.86	73,929.55	76,604.27	79,278.94	81,953.64	84,628.27	87,303.05	89,977.72	92,652.36	95,327.14	98,001.80	100,676.47	103,351.22	106,025.91	108,700.55	111,375.30
	5,937.90	6,160.80	6,383.69	6,606.58	6,829.47	7,052.36	7,275.25	7,498.14	7,721.03	7,943.93	8,166.82	8,389.71	8,612.60	8,835.49	9,058.38	9,281.27
10	63,126.05	65,472.26	67,818.52	70,164.72	72,510.93	74,857.14	77,203.38	79,549.61	81,895.81	84,242.08	86,588.29	88,934.51	91,280.75	93,626.98	96,349.87	98,319.44
	5,260.50	5,456.02	5,651.54	5,847.06	6,042.58	6,238.09	6,433.62	6,629.13	6,824.65	7,020.17	7,215.69	7,411.21	7,606.73	7,802.25	8,029.16	8,193.29
9	55,995.52	58,053.60	60,111.68	62,169.79	64,227.88	66,285.96	68,344.10	70,402.18	72,460.26	74,518.34	76,576.45	78,634.54	80,692.62	82,750.73	84,808.82	86,866.89
	4,666.29	4,837.80	5,009.31	5,180.82	5,352.32	5,523.83	5,695.34	5,866.85	6,038.36	6,209.86	6,381.37	6,552.88	6,724.39	6,895.89	7,067.40	7,238.91
8	48,565.49	50,360.24	52,154.98	53,949.71	55,744.47	57,539.23	59,333.96	61,128.69	62,923.47	64,718.22	66,512.96	68,307.68	70,102.47	71,897.20	73,691.94	75,486.69
	4,047.12	4,196.69	4,346.25	4,495.81	4,645.37	4,794.94	4,944.50	5,094.06	5,243.62	5,393.18	5,542.75	5,692.31	5,841.87	5,991.43	6,141.00	6,290.56
7	44,066.55	45,698.13	47,329.73	48,961.33	50,592.92	52,224.52	53,856.12	55,487.72	57,119.28	58,750.89	60,382.49	62,014.11	63,645.68	65,277.27	66,908.87	68,540.47
	3,672.21	3,808.18	3,944.14	4,080.11	4,216.08	4,352.04	4,488.01	4,623.98	4,759.94	4,895.91	5,031.87	5,167.84	5,303.81	5,439.77	5,575.74	5,711.71
6	39,976.66	41,459.88	42,943.17	44,426.41	45,909.66	47,392.92	48,876.17	50,359.42	51,842.67	53,325.94	54,809.16	56,292.45	57,775.68	59,258.93	60,742.18	62,225.45
	3,331.39	3,454.99	3,578.60	3,702.20	3,825.81	3,949.41	4,073.01	4,196.62	4,320.22	4,443.83	4,567.43	4,691.04	4,814.64	4,938.24	5,061.85	5,185.45
5	36,258.50	37,609.41	38,960.31	40,311.15	41,662.04	43,012.93	44,363.84	45,714.69	47,065.58	48,416.50	49,767.37	51,118.23	52,469.13	53,820.00	55,170.86	56,521.75
	3,021.54	3,134.12	3,246.69	3,359.26	3,471.84	3,584.41	3,696.99	3,809.56	3,922.13	4,034.71	4,147.28	4,259.85	4,372.43	4,485.00	4,597.57	4,710.15
4	32,878.48	34,106.58	35,334.62	36,562.69	37,790.76	39,018.83	40,246.90	41,474.95	42,703.04	43,931.11	45,159.15	46,387.25	47,615.31	48,843.36	50,071.43	51,299.53
	2,739.87	2,842.21	2,944.55	3,046.89	3,149.23	3,251.57	3,353.91	3,456.25	3,558.59	3,660.93	3,763.26	3,865.60	3,967.94	4,070.28	4,172.62	4,274.96
3	29,794.86	30,924.16	32,042.68	33,161.16	34,279.70	35,398.18	36,516.72	37,636.28	38,753.72	39,872.25	40,990.74	42,109.28	43,227.79	44,346.30	45,464.82	46,583.35
	2,482.91	2,577.01	2,670.22	2,763.43	2,856.64	2,949.85	3,043.06	3,136.36	3,229.48	3,322.69	3,415.90	3,509.11	3,602.32	3,695.53	3,788.73	3,881.95