

**Bijlage 12 behorende bij artikel ....**

Bijlage A (IBM, artikel 4)

Salarisschalen voor militairen met ingang van 1 juli 2020

| salaris-nummer | matr3   | slid3    | matr2   | slid2    | matr1   | slid1    | mar2     | kpl     | kpl/kpl1 | sgt     | sgt      | sgt1     | smjr    | sm       | aoa     | aoa      | ltz3    | tlnt     |
|----------------|---------|----------|---------|----------|---------|----------|----------|---------|----------|---------|----------|----------|---------|----------|---------|----------|---------|----------|
|                | KM      | overigen | KM      | overigen | KM      | overigen | overigen | KM      | overigen | KM      | overigen | overigen | KM      | overigen | KM      | overigen | KM      | overigen |
| 0              | 1051,50 | 1051,50  | 1095,69 | 1095,69  | 1510,32 | 1342,44  | 1342,44  | 1545,59 | 1421,29  | 1593,36 | 1503,14  |          |         |          | 1562,89 |          | 1622,65 |          |
| 1              | 1179,95 | 1179,95  | 1230,13 | 1230,13  | 1725,99 | 1534,20  | 1534,20  | 1766,00 | 1624,42  | 1820,98 | 1717,62  |          |         |          | 1785,73 |          | 1854,43 |          |
| 2              | 1324,52 | 1324,52  | 1380,09 | 1380,09  | 1941,65 | 1725,39  | 1725,39  | 1987,07 | 1827,55  | 2048,59 | 1932,71  |          |         |          | 2009,20 |          | 2086,24 |          |
| 3              | 1485,22 | 1485,22  | 1547,94 | 1547,94  | 2157,32 | 1917,18  | 1917,18  | 2207,52 | 2030,69  | 2276,25 | 2147,18  | 2177,04  | 2376,01 | 2232,64  | 2466,82 | 2318,06  | 2411,28 | 2484,71  |
| 4              | 1605,90 | 1605,90  | 1678,77 | 1678,77  | 2335,01 | 1966,16  | 1966,16  | 2261,31 | 2091,03  | 2328,22 | 2215,86  | 2247,56  | 2421,42 | 2318,06  | 2511,64 | 2449,48  | 2567,75 | 2625,71  |
| 5              | 1845,48 | 1845,48  | 1898,63 | 1898,63  | 2275,05 | 2016,93  | 2016,93  | 2316,86 | 2127,47  | 2376,01 | 2284,61  | 2318,06  | 2469,80 | 2376,01  | 2556,46 | 2449,48  | 2582,97 | 2679,65  |
| 6              | 1866,39 | 1866,39  | 1927,34 | 1927,34  | 2319,21 | 2070,71  | 2070,71  | 2357,47 | 2163,32  | 2421,42 | 2319,21  | 2376,01  | 2515,19 | 2449,48  | 2567,75 | 2484,71  | 2613,18 | 2711,17  |
| 7              | 1888,49 | 1888,49  | 1957,18 | 1957,18  | 2352,70 | 2111,35  | 2111,35  | 2398,72 | 2197,37  | 2469,80 | 2352,70  | 2411,28  | 2560,03 | 2484,71  | 2613,18 | 2522,97  | 2660,37 | 2752,39  |
| 8              | 1910,62 | 1910,62  | 1987,07 | 1987,07  | 2384,96 | 2151,96  | 2151,96  | 2438,13 | 2233,83  | 2515,19 | 2386,76  | 2449,48  | 2600,64 | 2522,97  | 2660,37 | 2660,37  | 2711,17 | 2839,62  |
| 9              | 1932,71 | 1932,71  | 2016,35 | 2016,35  | 2417,21 | 2190,79  | 2190,79  | 2479,96 | 2266,67  | 2560,03 | 2420,21  | 2484,71  | 2645,46 | 2560,03  | 2707,56 | 2677,10  | 2971,63 | 2932,83  |
| 10             | 1954,82 | 1954,82  | 2046,83 | 2046,83  | 2450,70 | 2231,41  | 2231,41  | 2518,19 | 2304,92  | 2600,64 | 2454,86  | 2522,97  | 2692,04 | 2599,47  | 2753,58 | 2717,74  | 3071,43 | 3025,43  |
| 11             | 1976,93 | 1976,93  | 2077,26 | 2077,26  | 2484,71 | 2289,08  | 2289,08  | 2558,46 | 2338,97  | 2645,46 | 2487,10  | 2560,03  | 2739,85 | 2636,47  | 2801,97 | 2757,18  | 3172,98 | 3129,95  |
| 12             |         |          |         |          |         | 2312,10  | 2312,10  | 2597,04 | 2371,23  | 2692,04 | 2518,19  | 2599,47  | 2781,65 | 2677,10  | 2849,16 | 2801,97  | 3260,20 | 3221,97  |
| 13             |         |          |         |          |         | 2349,11  | 2349,11  | 2635,28 | 2404,09  | 2739,85 | 2556,46  | 2636,47  | 2822,89 | 2717,74  | 2897,54 | 2845,56  | 3356,40 | 3314,56  |
| 14             |         |          |         |          |         |          |          | 2677,10 | 2436,34  | 2781,65 | 2597,04  | 2677,10  | 2849,16 | 2757,18  | 2945,37 | 2890,96  | 3447,20 | 3408,97  |
| 15             |         |          |         |          |         |          |          | 2717,74 | 2469,80  | 2822,89 | 2635,28  | 2717,74  | 2896,36 | 2801,97  | 2993,74 | 2936,40  | 3527,84 | 3494,41  |
| 16             |         |          |         |          |         |          |          | 2757,18 |          | 2868,30 | 2677,10  | 2757,18  | 2942,97 | 2845,56  | 3046,33 | 2981,81  |         |          |
| 17             |         |          |         |          |         | 2537,91  |          | 2801,97 |          | 2912,50 | 2717,74  | 2801,97  | 2990,17 | 2890,96  | 3098,89 | 3027,80  |         |          |
| 18             |         |          |         |          |         |          |          |         |          | 2956,10 | 2757,18  | 2845,56  | 3042,14 | 2936,40  | 3150,88 | 3085,76  |         |          |
| 19             |         |          |         |          |         | 2590,47  |          |         |          | 3002,12 | 2801,97  | 2890,96  | 3096,51 | 2981,81  | 3195,69 | 3131,16  |         |          |
| 20             |         |          |         |          |         |          |          |         |          | 3052,26 |          | 2936,40  | 3144,91 | 3027,80  | 3239,88 | 3179,56  |         |          |
| 21             |         |          |         |          |         | 2644,26  |          |         |          | 2522,97 | 3096,51  |          | 2981,81 | 3191,51  | 3085,76 | 3268,30  | 3220,21 |          |
| 22             |         |          |         |          |         |          |          |         |          |         | 3144,91  |          | 3027,80 |          | 3335,49 | 3263,80  |         |          |
| 23             |         |          |         |          |         |          |          |         |          | 2575,55 | 3191,51  |          |         | 3285,89  | 3179,56 | 3383,28  | 3309,20 |          |
| 24             |         |          |         |          |         |          |          |         |          |         |          |          |         | 3334,89  | 3220,21 | 3429,30  | 3357,60 |          |
| 25             |         |          |         |          |         |          |          |         |          | 2629,30 |          |          |         | 3383,28  | 3263,80 | 3472,29  | 3402,39 |          |
| 26             |         |          |         |          |         |          |          |         |          |         |          |          |         | 3430,49  | 3309,20 | 3538,00  | 3474,68 |          |
| 27             |         |          |         |          |         |          |          |         |          |         |          |          |         | 3474,68  | 3357,60 | 3604,93  | 3542,81 |          |
| 28             |         |          |         |          |         |          |          |         |          |         |          |          |         |          | 3402,39 | 3673,63  | 3611,50 |          |
| 29             |         |          |         |          |         | 2698,62  |          |         |          | 2683,69 |          |          |         |          |         | 3742,93  | 3682,59 |          |
| 30             |         |          |         |          |         |          |          |         |          |         |          |          |         |          |         | 3811,61  | 3752,48 |          |
| 31             |         |          |         |          |         |          |          |         |          |         |          |          |         |          |         |          |         |          |
| 32             |         |          |         |          |         |          |          |         |          |         |          |          |         |          |         |          |         |          |
| 33             |         |          |         |          |         |          |          |         |          |         |          |          |         |          |         |          |         |          |
| 34             |         |          |         |          |         |          |          |         |          |         |          |          |         |          |         |          |         |          |
| 35             |         |          |         |          |         |          |          |         |          |         |          |          |         |          |         |          |         |          |
| 36             |         |          |         |          |         |          |          |         |          |         |          |          |         |          |         |          |         |          |
| 37             |         |          |         |          |         |          |          |         |          |         |          |          |         |          |         |          |         |          |
| 38             |         |          |         |          |         |          |          |         |          |         |          |          |         |          |         |          |         |          |

| salaris-nummer | ltz2    | elnt     | ltz2oc  | kap      | ltz1    | maj      | kltz    | lkol     | ktz     | kol      | cdr     | bgen     | genm     | sbn      | vadm *)  | lgen *)  | ltadm *) | gen *)   |
|----------------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|----------|----------|----------|----------|----------|----------|
|                | KM      | overigen | KM      | overigen | KM      | overigen | KM      | overigen | KM      | overigen | KM      | overigen | KM       | overigen | KM       | overigen | KM       | overigen |
| 0              |         |          |         |          |         |          |         |          |         |          |         |          |          |          |          |          |          |          |
| 1              |         |          |         |          |         |          |         |          |         |          |         |          |          |          |          |          |          |          |
| 2              |         |          |         |          |         |          |         |          |         |          |         |          |          |          |          |          |          |          |
| 3              |         |          |         |          |         |          |         |          |         |          |         |          |          |          |          |          |          |          |
| 4              |         |          |         |          |         |          |         |          |         |          |         |          |          |          |          |          |          |          |
| 5              |         |          |         |          |         |          |         |          |         |          |         |          |          |          |          |          |          |          |
| 6              | 2746,43 | 2665,78  |         |          |         |          |         |          |         |          |         |          |          |          |          |          |          |          |
| 7              | 2873,09 | 2798,39  |         |          |         |          |         |          |         |          |         |          |          |          |          |          |          |          |
| 8              | 2999,13 | 2932,83  |         |          |         |          |         |          |         |          |         |          |          |          |          |          |          |          |
| 9              | 3103,70 | 3025,43  |         |          |         |          |         |          |         |          |         |          |          |          |          |          |          |          |
| 10             | 3201,66 | 3129,95  |         |          |         |          |         |          |         |          |         |          |          |          |          |          |          |          |
| 11             | 3294,28 | 3221,97  |         |          |         |          |         |          |         |          |         |          |          |          |          |          |          |          |
| 12             | 3391,63 | 3314,56  |         |          |         |          |         |          |         |          |         |          |          |          |          |          |          |          |
| 13             | 3480,66 | 3408,97  | 3695,74 | 3604,34  |         |          |         |          |         |          |         |          |          |          |          |          |          |          |
| 14             | 3561,92 | 3494,41  | 3782,35 | 3681,39  |         |          |         |          |         |          |         |          |          |          |          |          |          |          |
| 15             | 3648,55 | 3571,48  | 3872,58 | 3759,67  |         |          |         |          |         |          |         |          |          |          |          |          |          |          |
| 16             | 3717,25 | 3654,51  | 3935,30 | 3840,33  |         |          |         |          |         |          |         |          |          |          |          |          |          |          |
| 17             | 3782,97 | 3735,16  | 3992,66 | 3915,60  |         |          |         |          |         |          |         |          |          |          |          |          |          |          |
| 18             | 3851,67 | 3818,21  | 4049,39 | 3989,66  | 4286,59 |          |         |          |         |          |         |          |          |          |          |          |          |          |
| 19             | 3912,59 | 3897,69  | 4112,16 | 4061,37  | 4423,99 | 4290,80  |         |          |         |          |         |          |          |          |          |          |          |          |
| 20             | 4008,80 | 3971,17  | 4170,11 | 4133,06  | 4559,03 | 4427,00  | 4686,29 | 4605,02  |         |          |         |          |          |          |          |          |          |          |
| 21             | 4094,24 | 4034,51  | 4259,71 | 4211,92  | 4689,26 | 4560,86  | 4850,58 | 4733,48  |         |          |         |          |          |          |          |          |          |          |
| 22             | 4186,24 | 4112,16  | 4358,89 | 4289,62  | 4820,12 | 4690,48  | 4976,05 | 4864,32  |         |          |         |          |          |          |          |          |          |          |
| 23             |         |          | 4453,88 | 4375,05  | 4944,97 | 4821,89  | 5109,28 | 4989,78  |         |          |         |          |          |          |          |          |          |          |
| 24             |         |          | 4547,70 | 4456,27  | 5077,00 | 4948,56  | 5240,12 | 5123,03  |         |          |         |          |          |          |          |          |          |          |
| 25             |         |          |         |          | 5206,66 | 5082,38  | 5366,17 | 5263,83  |         |          |         |          |          |          |          |          |          |          |
| 26             |         |          |         |          | 5330,92 | 5213,82  | 5497,00 | 5379,90  |         |          |         |          |          |          |          |          |          |          |
| 27             |         |          |         |          | 5442,64 | 5340,49  | 5627,26 | 5510,76  |         |          |         |          |          |          |          |          |          |          |
| 28             |         |          |         |          | 5554,36 | 5472,52  | 5758,08 | 5640,98  | 5879,94 | 5786,16  |         |          |          |          |          |          |          |          |
| 29             |         |          |         |          | 5665,49 | 5575,87  | 5887,13 | 5792,74  | 6197,80 | 6126,71  |         |          |          |          |          |          |          |          |
| 30             |         |          |         |          | 5775,42 | 5759,88  | 6017,37 | 5946,27  | 6345,36 | 6293,39  |         |          |          |          |          |          |          |          |
| 31             |         |          |         |          | 5827,38 | 5827,38  | 6147,64 | 6099,21  | 6493,53 | 6459,48  |         |          |          |          |          |          |          |          |
| 32             |         |          |         |          | 5878,78 | 5878,78  | 6243,18 | 6243,18  | 6632,14 | 6632,14  |         |          |          |          |          |          |          |          |
| 33             |         |          |         |          | 6021,55 | 6021,55  | 6362,09 | 6362,09  | 6849,57 | 6849,57  | 7086,19 | 7086,19  | 8137,06  | 8137,06  |          |          |          |          |
| 34             |         |          |         |          |         |          | 6477,42 | 6477,42  | 7070,08 | 7070,08  | 7432,12 | 7432,12  | 8362,91  | 8362,91  |          |          |          |          |
| 35             |         |          |         |          |         |          | 6636,90 | 6636,90  | 7366,97 | 7366,97  | 7923,19 | 7923,19  | 8767,37  | 8767,37  |          |          |          |          |
| 36             |         |          |         |          |         |          | 6880,69 | 6880,69  | 7674,07 | 7674,07  | 8165,14 | 8165,14  | 9180,20  | 9180,20  |          |          |          |          |
| 37             |         |          |         |          |         |          |         |          | 7988,87 | 7988,87  | 8616,24 | 8616,24  | 9601,39  | 9601,39  |          |          |          |          |
| 38             |         |          |         |          |         |          |         |          | 8307,95 | 8307,95  | 9079,81 | 9079,81  | 10034,50 | 10034,50 | 10668,75 | 10668,75 | 11437,71 | 11437,71 |

\*) de salarisbedragen van lgen en gen volgen de salarisontwikkeling in de sector Rijk

Mij bekend,  
De Staatssecretaris van Defensie,

Drs. B. Visser