

# 国公7級～9級の俸給表の 見直しへの対応

総務部

# ① 国公7級～9級の俸給表の見直しへの対応

## 本市における対応(案)

### 1.各級の構造

今回の国公の改定を受け、本市の行政職給料表を以下のとおり改定する。

○ 6級及び7級…国公準拠

○ 8級及び9級…役員に相当する職務であることを踏まえ、いずれの級も単一号給とする(独自構造)

#### 【行政職給料表の改定案】

| 級・職務  | 現 行  | 改定後  | 構造   |
|-------|--|--|------|
| 6級・課長 |  | さらに9～16号給を廃止   | 国公準拠 |
| 7級・次長 | 国公と比較し、いずれも1号俸～8号俸を廃止している                        | 大きくくり化 9号給制<br>昇給号給数は、国の取り扱いと同様に、最上位評価2号給、上位評価1号給、標準評価昇給なし |      |
| 8級・部長 | 2号給制<br>国公9級8号俸(486,700円)<br>国公9級12号俸(498,600円)  | 1号給制<br>国公9級1号俸(510,200円)                                  | 市独自  |
| 9級・理事 | 2号給制<br>国公9級18号俸(511,600円)<br>国公9級12号俸(523,500円) | 1号給制<br>国公9級6号俸(533,400円)                                  |      |

# ① 国公7級～9級の俸給表の見直しへの対応

## 本市における対応(案)

### 2.改定実施日(切り替え日)以後の給料格付けの取扱い

| 区 分              |                         | 給料表の改定後に格付けられる号給                                     |
|------------------|-------------------------|--|
| 在級者              | 6級                      | 現在1～8号給(改定により廃止される号給)に格付けされている職員⇒新1号給に格付け            |
|                  |                         | 現在9号給以上に格付けられている職員⇒現在の号給から8を減じた新号給に格付け               |
|                  | 7級                      | 現在1～14号給(改定により廃止される号給)に格付けられている職員⇒新1号給に格付け           |
|                  |                         | 現在15号給以上に格付けられている職員⇒現在受けている給料月額と同額又は直近上位の額に係る新号給に格付け |
|                  | 8級及び9級(現在、全ての者は1号給に格付け) | 旧1号給⇒新1号給に格付け  |
| 昇格時(改定実施日の昇格を含む) | 5級⇒6級                   | 昇格前に受けていた給料月額に10,000円を加算した額と同額又は直近上位の額に係る新号給に格付け     |
|                  | 6級⇒7級                   | 昇格前に受けていた給料月額と同額又は直近上位の額に係る新号給に格付け                   |
|                  | 7級⇒8級、8級⇒9級             | 昇格後の級の new 1号給に格付け                                   |

3.給料の支給額の取り扱い

案①:本則給料月額を支給…すべての職員に対し、改定後の本則給料月額を支給

案②:各職務に応じて、令和8年4月1日以降は経過措置を講じて給料を支給

# ① 国公7級～9級の俸給表の見直しへの対応

## 【給料表改定イメージ】

| 53号給 | 6級【国公7級】 |       |    | 37号給 | 7級【国公8級】 |       |    | 2号給 | 8級【国公9級】 |        |    |
|------|----------|-------|----|------|----------|-------|----|-----|----------|--------|----|
|      | 給料月額     | 間差    | 分布 |      | 給料月額     | 間差    | 分布 |     | 給料月額     | 間差     | 分布 |
| 旧1   | 373,400  | 円     |    | 旧1   | 415,600  | 円     |    | 1   | 486,700  | 円      |    |
|      |          |       |    |      |          |       |    | 2   | 498,600  | 11,900 |    |
| 旧8   | 388,800  |       |    | 旧8   | 431,200  |       |    |     |          |        |    |
| 1    | 390,800  |       |    | 1    | 433,100  |       |    |     |          |        |    |
|      |          |       |    |      |          |       |    |     |          |        |    |
| 8    | 406,500  |       |    | 14   | 456,900  |       |    |     |          |        |    |
| 9    | 408,300  | 1,800 |    | 15   | 458,300  |       |    | 2号給 | 9級【国公9級】 |        |    |
| 10   | 410,200  | 1,900 |    | 16   | 459,800  | 1,500 |    |     |          |        |    |
| 11   | 412,100  | 1,900 |    | 17   | 461,200  | 1,400 |    |     |          |        |    |
| 12   | 413,900  | 1,800 |    | 18   | 462,500  | 1,300 |    | 1   | 511,600  | 円      |    |
| 13   | 415,700  | 1,800 |    | 19   | 463,800  | 5,500 |    | 2   | 523,500  | 11,900 |    |
| 14   | 417,500  | 1,800 |    | 20   | 465,000  | 1,200 |    |     |          |        |    |
| 15   | 419,300  | 1,800 |    | 21   | 466,000  | 1,000 |    |     |          |        |    |
| 16   | 421,100  | 1,800 |    | 22   | 466,700  | 700   |    |     |          |        |    |
| 17   | 422,700  | 1,600 |    | 23   | 467,400  | 700   |    |     |          |        |    |
| 18   | 424,200  | 1,500 |    | 24   | 468,100  | 700   |    |     |          |        |    |
| 19   | 425,700  | 1,500 |    | 25   | 468,800  | 5,000 |    |     |          |        |    |
| 20   | 427,200  | 1,500 |    | 26   | 469,500  | 700   |    |     |          |        |    |
| 21   | 428,700  | 1,500 |    | 27   | 470,100  | 600   |    |     |          |        |    |
| 22   | 430,000  | 1,300 |    | 28   | 470,700  | 600   |    |     |          |        |    |
| 23   | 431,300  | 1,300 |    | 29   | 471,200  | 500   |    |     |          |        |    |
| 24   | 432,500  | 1,200 |    | 30   | 471,800  | 600   |    |     |          |        |    |
| 25   | 433,700  | 1,200 |    | 31   | 472,400  | 600   |    |     |          |        |    |
| 26   | 435,000  | 1,300 |    | 32   | 473,000  | 600   |    |     |          |        |    |
| 27   | 436,300  | 1,300 |    | 33   | 473,500  | 4,700 |    |     |          |        |    |
| 28   | 437,500  | 1,200 |    | 34   | 474,000  | 500   |    |     |          |        |    |
| 29   | 438,700  | 1,200 |    | 35   | 474,400  | 400   |    |     |          |        |    |
| 30   | 439,500  | 800   |    | 36   | 474,700  | 300   |    |     |          |        |    |
| 31   | 440,300  | 800   |    | 37   | 475,000  | 1,500 |    |     |          |        |    |
| 32   | 441,100  | 800   |    |      |          |       |    |     |          |        |    |
| 33   | 441,700  | 600   |    |      |          |       |    |     |          |        |    |
| 34   | 442,300  | 600   |    |      |          |       |    |     |          |        |    |
| 35   | 442,900  | 600   |    |      |          |       |    |     |          |        |    |



| 45号給 | 6級【国公7級】 |       |    | 9号給 | 7級【国公8級】 |       |    | 1号給 | 8級【国公9級】 |    |    |
|------|----------|-------|----|-----|----------|-------|----|-----|----------|----|----|
|      | 給料月額     | 間差    | 分布 |     | 給料月額     | 間差    | 分布 |     | 給料月額     | 間差 | 分布 |
|      |          |       |    |     |          |       |    | 1   | 510,200  | 円  |    |
|      |          |       |    |     |          |       |    |     |          |    |    |
|      |          |       |    |     |          |       |    |     |          |    |    |
|      |          |       |    |     |          |       |    |     |          |    |    |
|      |          |       |    |     |          |       |    |     |          |    |    |
| 1    | 408,300  | 円     |    | 1   | 458,300  |       |    | 1号給 | 9級【国公9級】 |    |    |
| 2    | 410,200  | 1,900 |    |     |          |       |    |     |          |    |    |
| 3    | 412,100  | 1,900 |    |     |          |       |    |     |          |    |    |
| 4    | 413,900  | 1,800 |    |     |          |       |    | 1   | 533,400  | 円  |    |
| 5    | 415,700  | 1,800 |    | 2   | 463,800  | 5,500 |    |     |          |    |    |
| 6    | 417,500  | 1,800 |    |     |          |       |    |     |          |    |    |
| 7    | 419,300  | 1,800 |    |     |          |       |    |     |          |    |    |
| 8    | 421,100  | 1,800 |    |     |          |       |    |     |          |    |    |
| 9    | 422,700  | 1,600 |    |     |          |       |    |     |          |    |    |
| 10   | 424,200  | 1,500 |    |     |          |       |    |     |          |    |    |
| 11   | 425,700  | 1,500 |    | 3   | 468,800  | 5,000 |    |     |          |    |    |
| 12   | 427,200  | 1,500 |    |     |          |       |    |     |          |    |    |
| 13   | 428,700  | 1,500 |    |     |          |       |    |     |          |    |    |
| 14   | 430,000  | 1,300 |    |     |          |       |    |     |          |    |    |
| 15   | 431,300  | 1,300 |    |     |          |       |    |     |          |    |    |
| 16   | 432,500  | 1,200 |    |     |          |       |    |     |          |    |    |
| 17   | 433,700  | 1,200 |    |     |          |       |    |     |          |    |    |
| 18   | 435,000  | 1,300 |    |     |          |       |    |     |          |    |    |
| 19   | 436,300  | 1,300 |    | 4   | 473,500  | 4,700 |    |     |          |    |    |
| 20   | 437,500  | 1,200 |    |     |          |       |    |     |          |    |    |
| 21   | 438,700  | 1,200 |    |     |          |       |    |     |          |    |    |
| 22   | 439,500  | 800   |    |     |          |       |    |     |          |    |    |
| 23   | 440,300  | 800   |    | 5   | 477,500  | 4,000 |    |     |          |    |    |
| 24   | 441,100  | 800   |    | 6   | 481,000  | 3,500 |    |     |          |    |    |
| 25   | 441,700  | 600   |    | 7   | 484,000  | 3,000 |    |     |          |    |    |
| 26   | 442,300  | 600   |    | 8   | 486,500  | 2,500 |    |     |          |    |    |
| 27   | 442,900  | 600   |    | 9   | 488,500  | 2,000 |    |     |          |    |    |

# ① 国公7級～9級の俸給表の見直しへの対応

## 【給料表改定イメージ】

| 53号給 | 6級 [国公7級] |       |    | 37号給 | 7級 [国公8級] |       |    | 2号給 | 8級 [国公9級] |        |    |
|------|-----------|-------|----|------|-----------|-------|----|-----|-----------|--------|----|
|      | 給料月額      | 間差    | 分布 |      | 給料月額      | 間差    | 分布 |     | 給料月額      | 間差     | 分布 |
| 旧1   | 373,400   | 円     |    | 旧1   | 415,600   | 円     |    | 1   | 486,700   | 円      |    |
|      |           |       |    |      |           |       |    | 2   | 498,600   | 11,900 |    |
|      |           |       |    |      |           |       |    |     |           |        |    |
| 旧8   | 388,800   |       |    | 旧8   | 431,200   |       |    |     |           |        |    |
| 1    | 390,800   |       |    | 1    | 433,100   |       |    |     |           |        |    |
|      |           |       |    |      |           |       |    |     |           |        |    |
| 8    | 406,500   |       |    | 14   | 456,900   |       |    |     |           |        |    |
| 9    | 408,300   | 1,800 |    | 15   | 458,300   |       |    | 2号給 | 9級 [国公9級] |        |    |
| 10   | 410,200   | 1,900 |    | 16   | 459,800   | 1,500 |    |     |           |        |    |
| 11   | 412,100   | 1,900 |    | 17   | 461,200   | 1,400 |    |     | 給料月額      | 間差     | 分布 |
| 12   | 413,900   | 1,800 |    | 18   | 462,500   | 1,300 |    | 1   | 511,600   | 円      |    |
| 13   | 415,700   | 1,800 |    | 19   | 463,800   | 5,500 |    | 2   | 523,500   | 11,900 |    |
| 14   | 417,500   | 1,800 |    | 20   | 465,000   | 1,200 |    |     |           |        |    |
| 15   | 419,300   | 1,800 |    | 21   | 466,000   | 1,000 |    |     |           |        |    |
| 16   | 421,100   | 1,800 |    | 22   | 466,700   | 700   |    |     |           |        |    |
| 17   | 422,700   | 1,600 |    | 23   | 467,400   | 700   |    |     |           |        |    |
| 18   | 424,200   | 1,500 |    | 24   | 468,100   | 700   |    |     |           |        |    |
| 19   | 425,700   | 1,500 |    | 25   | 468,800   | 5,000 |    |     |           |        |    |
| 20   | 427,200   | 1,500 |    | 26   | 469,500   | 700   |    |     |           |        |    |
| 21   | 428,700   | 1,500 |    | 27   | 470,100   | 600   |    |     |           |        |    |
| 22   | 430,000   | 1,300 |    | 28   | 470,700   | 600   |    |     |           |        |    |
| 23   | 431,300   | 1,300 |    | 29   | 471,200   | 500   |    |     |           |        |    |
| 24   | 432,500   | 1,200 |    | 30   | 471,800   | 600   |    |     |           |        |    |
| 25   | 433,700   | 1,200 |    | 31   | 472,400   | 600   |    |     |           |        |    |
| 26   | 435,000   | 1,300 |    | 32   | 473,000   | 600   |    |     |           |        |    |
| 27   | 436,300   | 1,300 |    | 33   | 473,500   | 4,700 |    |     |           |        |    |
| 28   | 437,500   | 1,200 |    | 34   | 474,000   | 500   |    |     |           |        |    |
| 29   | 438,700   | 1,200 |    | 35   | 474,400   | 400   |    |     |           |        |    |
| 30   | 439,500   | 800   |    | 36   | 474,700   | 300   |    |     |           |        |    |
| 31   | 440,300   | 800   |    | 37   | 475,000   | 1,500 |    |     |           |        |    |
| 32   | 441,100   | 800   |    |      |           |       |    |     |           |        |    |
| 33   | 441,700   | 600   |    |      |           |       |    |     |           |        |    |
| 34   | 442,300   | 600   |    |      |           |       |    |     |           |        |    |
| 35   | 442,900   | 600   |    |      |           |       |    |     |           |        |    |



| 45号給 | 6級 [国公7級] |       |    | 9号給 | 7級 [国公8級] |       |    | 1号給 | 8級 [国公9級] |    |    |
|------|-----------|-------|----|-----|-----------|-------|----|-----|-----------|----|----|
|      | 給料月額      | 間差    | 分布 |     | 給料月額      | 間差    | 分布 |     | 給料月額      | 間差 | 分布 |
| 1    | 408,300   | 円     |    | 1   | 458,300   |       |    | 1   | 510,200   | 円  |    |
| 2    | 410,200   | 1,900 |    | 2   | 463,800   | 5,500 |    |     |           |    |    |
| 3    | 412,100   | 1,900 |    | 3   | 468,800   | 5,000 |    |     |           |    |    |
| 4    | 413,900   | 1,800 |    | 4   | 473,500   | 4,700 |    |     |           |    |    |
| 5    | 415,700   | 1,800 |    | 5   | 477,500   | 4,000 |    |     |           |    |    |
| 6    | 417,500   | 1,800 |    | 6   | 481,000   | 3,500 |    |     |           |    |    |
| 7    | 419,300   | 1,800 |    | 7   | 484,000   | 3,000 |    | 1号給 | 9級 [国公9級] |    |    |
| 8    | 421,100   | 1,800 |    | 8   | 486,500   | 2,500 |    |     |           |    |    |
| 9    | 422,700   | 1,600 |    | 9   | 488,500   | 2,000 |    |     | 給料月額      | 間差 | 分布 |
| 10   | 424,200   | 1,500 |    |     |           |       |    | 1   | 533,400   | 円  |    |
| 11   | 425,700   | 1,500 |    |     |           |       |    |     |           |    |    |
| 12   | 427,200   | 1,500 |    |     |           |       |    |     |           |    |    |
| 13   | 428,700   | 1,500 |    |     |           |       |    |     |           |    |    |
| 14   | 430,000   | 1,300 |    |     |           |       |    |     |           |    |    |
| 15   | 431,300   | 1,300 |    |     |           |       |    |     |           |    |    |
| 16   | 432,500   | 1,200 |    |     |           |       |    |     |           |    |    |
| 17   | 433,700   | 1,200 |    |     |           |       |    |     |           |    |    |
| 18   | 435,000   | 1,300 |    |     |           |       |    |     |           |    |    |
| 19   | 436,300   | 1,300 |    |     |           |       |    |     |           |    |    |
| 20   | 437,500   | 1,200 |    |     |           |       |    |     |           |    |    |
| 21   | 438,700   | 1,200 |    |     |           |       |    |     |           |    |    |
| 22   | 439,500   | 800   |    |     |           |       |    |     |           |    |    |
| 23   | 440,300   | 800   |    |     |           |       |    |     |           |    |    |
| 24   | 441,100   | 800   |    |     |           |       |    |     |           |    |    |
| 25   | 441,700   | 600   |    |     |           |       |    |     |           |    |    |
| 26   | 442,300   | 600   |    |     |           |       |    |     |           |    |    |
| 27   | 442,900   | 600   |    |     |           |       |    |     |           |    |    |
| 28   | 443,500   | 600   |    |     |           |       |    |     |           |    |    |
| 29   | 444,200   | 700   |    |     |           |       |    |     |           |    |    |
| 30   | 445,000   | 800   |    |     |           |       |    |     |           |    |    |
| 31   | 445,400   | 400   |    |     |           |       |    |     |           |    |    |
| 32   | 446,100   | 700   |    |     |           |       |    |     |           |    |    |
| 33   | 446,600   | 500   |    |     |           |       |    |     |           |    |    |