

# 兵庫県公報

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## 人 事 委 員 会 公 告

兵庫県人事委員会は、平成22年10月15日、兵庫県議会及び兵庫県知事に対し、職員の給与等について報告し、併せて給与の改定について勧告を行ったので、次のとおりその全文を公表する。

平成22年11月2日

兵庫県人事委員会  
委員長 中 瀬 憲 一

## 別紙第1

## 報 告

## 1 本年の報告及び勧告に当たって

我が国経済は、一昨年秋の世界的な経済危機を背景に大幅に悪化したが、昨年夏以降、輸出の改善等によって持ち直しの動きが広がってきている。しかしながら本年に入っても、失業率が引き続き高い水準にあるなど、雇用・賃金情勢は厳しい状況が続いている。

本委員会が行った、本年の「職種別民間給与実態調査」においても、雇用調整を行っている県内民間事業所の割合は昨年比で減少しているものの、本年4月に賃金カット等を実施した事業所の割合は全国値を上回っており、また、希望退職者の募集や部門の整理閉鎖・部門間の配転が増加しているなど、依然として厳しい状況が続いている。

本委員会の給与等に関する報告及び勧告は、職員の労働基本権制約の代償措置として重要な役割を果たすものであり、社会一般の情勢を的確に把握し、職員の給与をはじめとして、適切な勤務条件を保つことを通じて県民の理解を得てきている。

職員の給与に関しては、地方公務員法に基づき、生計費並びに国及び他の地方公共団体の職員並びに民間事業の従事者の給与その他の事情を考慮して定めなければならないとする均衡の原則の下で、毎年、職員の給与水準を民間の従業員と均衡させること（民間準拠）を基本として行っているところである。

人事院は、平成18年度から本年度まで、地域民間賃金の適切な反映や職務・職責に応じた俸給構造への転換及び勤務実績の給与への反映等を柱とする給与構造改革を段階的に実施してきている。また、公務員給与と民間企業従業員の給与水準を精密に比較し、勧告を行っているが、比較にあたっては、民間企業従業員の給与をできる限り広く把握するため、平成18年から比較対象企業規模をそれまでの100人以上から50人以上に改めるなどの抜本的な見直しを行った。

本委員会においても、人事院及び他の都道府県人事委員会の状況等を考慮し、給与構造改革や民間給与との比較方法の見直しに取り組んできたところである。

最近の職員給与を見ると、民間賃金の厳しい状況を反映して、平成21年度は月例給与と特別給与とともに引き下げられ、なかでも特別給与の引下げ月数は過去最大となった。また、平成20年4月から、財政構造を安定的・持続的なものに転換していくために策定された「新行財政構造改革推進方策」を踏まえ、給与の抑制措置が行われている。

本年の報告及び勧告にあたっては、以上のような職員の給与を取り巻く諸情勢を踏まえつつ、地方公務員法の規定に基づき、職員の給与の実態及び民間の従業員の給与を調査し、国家公務員や他の都道府県職員の給与の状況を考慮して、様々な角度から総合的に検討を行った。

## 2 職員の給与等

本委員会の給与勧告の対象とされている職員の数は、約53,500人（市町立学校県費負担教職員約25,300人を含む。）となっている。

また、調査対象外として、企業職員、病院事業職員及び技能労務職員があり、その職員数は約5,500人となっている。

本年実施した「平成22年職員給与実態調査」（平成22年4月現在）による職員の給与等の状況は、次のとおりとなっている。

## (1) 平均給与月額

本委員会の給与勧告の対象とされている職員にかかる平均給与月額は、「新行財政構造改革推進方策」を踏まえた給与抑制措置を受け、給料367,868円、扶養手当10,341円、地域手当23,910円、その他手当29,982円、計432,101円となっている。

そのうち、行政職（行政職給料表適用者をいう。以下同じ。）についてみると、給料345,141円、扶養手当11,388円、地域手当23,741円、その他手当30,488円、計410,758円となっている。

## (2) 職員数及び職員構成

職員は、総数53,471人、平均年齢42.9歳、平均経験年数20.9年となっている。男女別構成比は、男性63.7%、女性36.3%、学歴別構成は、大学卒77.7%、短大卒7.4%、高校卒14.9%、中学卒0.0%、年齢別構成は、19歳以下0.3%、20歳台15.1%、30歳台21.8%、40歳台28.1%、50歳台34.5%、60歳以上0.2%となっている。

なお、行政職についてみると、職員数8,924人、平均年齢43.7歳、平均経験年数22.2年となっている。

(参考資料 第1 職員給与関係資料 参照)

## 3 民間の給与等

職員の給与と民間従業員の給与との精密な比較を行うため、企業規模50人以上で、かつ、事業所規模50人以上の県内民間事業所1,850のうちから、層化無作為抽出法によって抽出した420の事業所を対象に、人事院及び神戸市人事委員会等と共同で「平成22年職種別民間給与実態調査」を実施し、県職員の職務と類似する職務に従事する者78職種、約17,800人について、本年4月分として個々の従業員に実際に支払われた所定内給与及び所定外給与の月額等を実地に詳細に調査した。

また、各民間事業所における初任給の状況、給与改定の状況や雇用調整の実施状況等についても、引き続き調査した。

### (初任給の状況)

新規学卒者の採用を行った事業所は、大学卒で29.8% (昨年39.1%)、高校卒で16.6% (同21.9%) となっており、大学卒は昨年に比べ大きく減少し、高校卒においても昨年に比べ減少している。

新規学卒者の採用を行った事業所における初任給は、据置き割合が、大学卒では89.1% (昨年82.1%)、高校卒では86.7% (同75.3%) となり、大勢を占めている。

また、新卒事務員・技術者の初任給の平均額は、大学卒で197,419円、高校卒で158,302円となっており、昨年に比べ減額となっている。

### (給与改定の状況)

本年の県内民間事業所の給与改定の状況は、別表第1に示すとおり、一般の従業員(係員)について、ベースアップを実施した事業所の割合は13.2% (昨年12.5%)、ベースダウンを実施した事業所の割合は1.5% (同1.4%) と、ともに昨年とほぼ同様の状況となっている一方、ベースアップの慣行のない事業所の割合は61.2% (同53.7%) と増加している。

定期昇給の実施状況は、別表第2に示すとおり、一般の従業員(係員)について、定期昇給を実施した事業所の割合は79.1% (同78.8%)、定期昇給を停止した事業所の割合は7.0% (同7.7%) と、ともに昨年とほぼ同様の状況となっている。

### (雇用調整の実施状況等)

平成22年1月以降に雇用調整を実施した事業所の割合は、別表第3に示すとおり36.4% (昨年49.8%) と減少しているものの、依然として高い水準となっている。雇用調整の措置内容としては、採用の停止・抑制23.8% (同28.7%)、残業の規制14.0% (同30.4%)、一時帰休・休業11.9% (同18.0%)、部門の整理閉鎖・部門間の配転8.9% (同6.1%) の順となっている。

さらに、本年4月分の給与について賃金カット等を実施した事業所は、別表第4に示すとおり、一般の従業員(係員)については7.5%、管理職(課長級)については11.2%となっており、また当該事業所における平均減額率は、一般の従業員については5.6%、管理職については6.8%となっている。

このように、本年の給与改定の状況及び雇用調整の実施状況等をみると、民間企業においては、依然として厳しい状況が続いている。

(参考資料 第2 民間給与関係資料 参照)

## 4 職員給与と民間給与の比較

### (1) 月例給

## ア 公民給与の較差

前記の「職員給与実態調査」及び「職種別民間給与実態調査」の結果に基づいて、職員にあつては行政職、民間従業員にあつては行政職に類似する事務・技術関係の職種の者について、責任の度合、学歴、年齢等が同等であると認められる者同士の給与を対比させ、民間従業員の人員構成を本県職員の人員構成に置き換え、責任の度合、学歴、年齢等ごとに給与を加重平均するラスパイレース方式による比較を行った。この結果、別表第5に示すとおり、一人当たり平均して、職員給与が民間従業員給与を19,938円(5.04%)下回っていることが明らかになった。この較差は、本県において「新行財政構造改革推進方策」を踏まえ、給与の抑制措置が講じられていることによる影響が大きく、この措置の影響分を除くと、職員給与は民間従業員給与を727円(0.17%)上回っている。

## イ 住居手当

民間における住居(住宅)手当の支給状況を調査した結果は別表第6に示すとおりである。

### (2) 特別給(賞与等)

前記の「職種別民間給与実態調査」により民間の特別給(賞与等)の過去1年間の支給実績を精確に把握し、これに職員の特別給(期末手当・勤勉手当)の年間支給月数を合わせることを基本に勧告を行っている。

本年の「職種別民間給与実態調査」で、昨年8月から本年7月までの1年間において、民間事業所で支払われた特別給について調査した結果は、別表第7に示すとおり、平均所定内給与月額3.97月分に相当しており、職員の期末手当・勤勉手当の年間の支給月数(4.15月)が民間事業所の特別給を上回っている。

## 5 最近の賃金・雇用情勢等

### (1) 民間賃金指標の動向

兵庫県企画県民部政策室統計課の「毎月勤労統計調査地方調査」(事業所規模30人以上)による本年4月の兵庫県における民間事業所の所定内給与は、昨年4月に比べ0.9%減少している。一方、所定外給与は6.5%増加しており、これらを合わせた、「きまって支給する給与」は、0.2%の減少となっている。

なお、パートタイム労働者を除く一般労働者では、所定内給与は1.6%減少している。

(参考資料 第4 労働経済関係資料 参照)

### (2) 消費者物価指数

総務省の「小売物価統計調査」によると、本年4月の神戸市の消費者物価指数は、全国と同様、昨年4月に比べて1.2%減少している。

(参考資料 第4 労働経済関係資料 参照)

### (3) 標準生計費

総務省の「家計調査」を基礎として、本委員会が人事院の方法により算定した神戸市における本年4月の標準生計費は、2人世帯165,360円、3人世帯185,230円、4人世帯205,100円となっている。

(参考資料 第3 生計費関係資料 参照)

### (4) 雇用情勢

総務省の「労働力調査」による本年4月の全国における完全失業率は、昨年4月の水準を0.1ポイント上回り、5.1%(季節調整値)となっている。

また、厚生労働省の調査による本年4月の兵庫県における有効求人倍率は、昨年4月に比べると、0.03ポイント下落して0.46倍(季節調整値)となっており、全国の0.48倍(同)を若干下回っている。

(参考資料 第4 労働経済関係資料 参照)

## 6 人事院の給与等に関する勧告等の概要

人事院は、本年8月10日、国会及び内閣に対し、一般職の国家公務員の給与等に関する報告を行い、併せて職員の給与の改定について勧告するとともに、公務員人事管理等について報告した。また、国家公務員の育児休業等に関する法律の改正についての意見の申出を行った。

その概要は別表第8のとおりである。

## 7 職員の給与の改定等

### (1) 改定の基本的な考え方

職員の給与については、民間従業員の給与との均衡を図るため、公民較差を基本に、国家公務員及び他の都道府県職員との均衡等を考慮して改定する必要があるが、本年の職員給与の改定にあたっては、「新行財政構造改革推進方策」を踏まえた給与抑制措置の影響分を除いた公民較差を基本とすることが適当である。

### (2) 月例給

#### ア 給料表等

人事院は、行政職俸給表（一）の引下げ改定に当たって、民間の給与水準を下回っている30歳台までの職員が受ける号俸については据え置くこととし、40歳台の職員が受ける号俸以上の号俸を対象に、平均0.1%の引下げについて勧告し、併せて50歳台後半層の一定の職員の俸給等の支給額について1.5%の減額を勧告した。

行政職俸給表（一）以外の俸給表についても、行政職俸給表（一）との均衡を基本に引下げを勧告した。ただし、医療職俸給表（一）については、医師の処遇確保の観点から引下げ改定を行わないこととした。

また、給与構造改革に伴う、いわゆる現給保障額についても引下げを勧告した。

本県の給料表については、国家公務員の俸給表の改定内容を考慮して改定を行う必要がある。

また、職員の給与等に関する条例等の一部を改正する条例（平成21年兵庫県条例第42号）附則第4項から第6項までの規定による額を受けている職員の給料月額、いわゆる現給保障額については、給料表の職務の級及び号給ごとの改定率を考慮して改定を行う必要がある。

高等学校教育職給料表及び中学校・小学校教育職給料表については、全国人事委員会連合会が作成した「モデル給料表」の改定内容を参考に改定を行う必要がある。

なお、医師に係る給与については、一昨年、初任給調整手当を引き上げたところであるが、本県の医師と民間の医師の給与較差は依然としてあるため、医師確保の観点から、医師・歯科医師職給料表については、国と同様に改定を行わないことが適当である。

#### イ 自宅に係る住居手当

人事院は、昨年、自宅に係る住居手当の廃止を勧告し、国では既に当該手当は廃止されたところである。

本県においても、昨年、民間、国及び他の都道府県の状況を踏まえ、自宅に係る住居手当について、廃止に向けた見直しを行うことが適当であり、平成21年については、給料表等の改定とあわせ、公民較差を解消するための引下げを行う必要があるとしたところである。

国においては、既に制度が廃止されたことから、早期に見直しを行うことが適当であり、本年度においても、アの給料表等の改定とあわせ、公民較差を解消するための引下げを行う必要がある。

### (3) 特別給（賞与等）

期末手当及び勤勉手当については、民間における支給状況並びに国及び他の都道府県の状況を考慮して改定を行う必要がある。

また、大学の学長及び副学長並びに再任用職員の期末手当及び勤勉手当並びに任期付研究員及び特定任期付職員の期末手当についても同様に改定を行う必要がある。

### (4) 改定の実施時期等

本年の給与改定は、職員の給与水準を引き下げる内容の改定であるため、国家公務員の改定に準じ、遡及することなく実施する必要がある。

なお、人事院勧告で、年間給与で民間との均衡を図るために期末手当で行われることとされている調整

措置については、国及び本県の実情を考慮し、必要な措置を講じることが適当である。

## (5) その他の課題

### ア 勤務実績の給与への反映

人事院は、昨年4月の新たな人事評価制度の導入に併せて、人事評価の結果を昇給における昇給区分の決定や勤勉手当における成績率及び成績区分の決定等に活用するための基準を整備し、今後も適切な運用が確保されるよう努めていくこととしている。

本委員会においても、平成17年の報告において、新たな昇給制度及び勤勉手当制度における勤務実績の給与への反映について、国の制度改正、他の都道府県の動向に配慮しつつ、各任命権者と職員団体をはじめとする関係者が十分に協議し、取り組む必要があると言及したところである。

各任命権者において取組が進められているところであるが、引き続き、取り組んでいく必要がある。

### イ 給与構造改革

人事院は、本年の報告において、給与構造改革として当初予定していた地域間給与配分の見直しや新制度の導入・実施が本年度で終了したが、今後も地域間給与配分の見直し等について最終的な検証を行うとしている。また、高齢層給与の見直しとして、定年延長の検討の中で50歳台後半の職員のあるべき給与制度についても検討することとしている。さらに、今後の高齢期の雇用問題に関連して60歳台前半の給与についても、具体的な給与水準及び給与体系を設計することとしている。

本委員会としても、今後の国の動向に留意していきたい。

## 8 勤務環境の整備

### (1) 超過勤務の縮減及び休暇の取得促進

長時間にわたる超過勤務は、職員の心身の健康や公務能率のみならず、家庭生活等にも大きな影響を及ぼすものであることから、本委員会としても、毎年、超過勤務縮減の取組について報告してきたところであり、各任命権者においても、超過勤務の上限目標の設定や「ノー残業デー」の設定など様々な取組が進められてきたところであるが、なお長時間にわたる超過勤務のある職場が見受けられるところである。

そのため、任命権者においては、平成20年度から「事務改革等推進本部」が設置され検討が進められるとともに、本年度は、「総務事務システム」の構築を推進するなど、超過勤務の縮減に向けた取組が進められている。

教育委員会においても、平成21年3月に策定した「教職員の勤務時間適正化対策プラン」をより実効性があるものとするため、「学校業務改善モデル事業」を行い、その成果をまとめた「学校業務改善実践事例集」を作成し、県内すべての公立学校に配布した。本年度はこの実践事例集を参考に学校業務の改善や効率化を推進する「学校業務改善実践校」等を指定するとともに、その成果や課題を協議するための「学校業務改善実践事例普及推進会議」を設置している。

各任命権者においては、今後とも引き続き、超過勤務の縮減に向けた実効性が上がる取組を進め、超過勤務時間を最小限に抑制し、勤務時間の縮減に一層取り組んでいく必要がある。

さらに、休暇の活用促進に関しては、年次休暇の取得しやすい職場環境づくりをさらに進めるほか、事務事業の効率的な執行を図り、年間を通じた計画的な休暇取得、休日等と組み合わせた連続休暇の取得など、その取得促進について、管理監督職が率先して、引き続き取り組む必要がある。また、各任命権者においては、子育て支援休暇の取得要件の拡大等により、休暇制度の充実を図っているところであるが、今後とも、これら休暇の積極的な取得促進に努める必要がある。

### (2) 職員の健康管理

職員が健康で働き続けられることは、本人や家族にとってかけがえのないことであり、また、効率的かつ質の高い行政サービスを提供する観点からも重要である。

そのため、任命権者においては、メンタルヘルス対策として、職場復帰支援のマニュアルの策定、職場復帰支援員の配置等の取組を進めているところであるが、心の健康を害する職員は、依然として多く見られることから、引き続き、これらの取組の一層の推進を図る必要がある。

心の健康は、長時間労働等勤務状況、また、チームワークの欠如やパワー・ハラスメント、セクシュア

ル・ハラスメント等の職場での人間関係と深いかかわりを持つ場合もあることから、職場全体の課題としての認識のもと、特に、管理監督職は、日頃から、職員との意思疎通を積極的に図り、職員の状況を的確に把握するとともに、働きがいのある風通しの良い職場環境づくりに、率先して取り組む必要がある。

また、病気休暇について、人事院は、長期病休者が増加している状況に照らし、これまで各府省の取扱いに差異が見られた1回の病気休暇の上限期間（90日）を設定するなど病気休暇制度の見直しを行うこととしている。

本県においても、国及び他の都道府県の動向を考慮しつつ、病気休暇制度について検討する必要がある。

### (3) 男女共同参画の推進

男女共同参画の推進について、本県では、平成15年度に「男女共同参画兵庫県率先行動計画一ひょうごアクション8一」が策定され、平成21年度から第3次率先行動計画が実施されている。

この率先行動計画において、意思決定過程への女性の参画促進、一人ひとりが能力を発揮できる環境づくり、仕事と生活のバランスの実現を3つの柱として総合的な取組が行われており、この計画に基づき、女性職員の能力発揮や計画的な育成、管理職等への登用や男性職員の育児休業等の取得促進をはじめとした子育て支援などの取組を引き続き推進していく必要がある。

### (4) 人材の確保等

職員の採用においては、本県の将来を担う高い能力と意欲をもつ優秀な人材を確保していくことが必要であり、これまでから、受験年齢の見直しや県外会場での試験の実施、人物重視の試験方法への改善とともに、大学説明会や職場見学も含めた職員ガイダンスの実施、リクルーター制度の導入など様々な広報活動を図ってきたところである。今後も引き続き、魅力ある職場づくりとともに、県職員の多様な仕事の魅力や意欲あふれる仕事ぶりについての情報発信や試験方法の改善等に、積極的に取り組み、本県が求める人材の確保に努めていく必要がある。

また、人事院は、本年の報告の中で、非常勤職員制度の改善について言及し、日々雇用の仕組みを廃止し、会計年度内の期間、臨時的に置かれる官職に就けるために任用される期間業務職員制度を本年10月1日から設けている。また、仕事と育児の両立を図り得るような勤務環境を整備する観点から、引き続き任用された期間が1年に満たない職員等を除いた非常勤職員について、育児休業等をすることができるよう国家公務員の育児休業等に関する法律の改正について意見の申出を行ったほか、介護のための休暇制度の導入についても措置することとしている。

本県においても、国の非常勤職員と同様の任用・勤務形態にある職員については、所要の措置をとる必要がある。

## 9 高齢期の雇用

本委員会では、これまでから、長期的な観点から職員の採用を計画的に行うとともに、長年培われた職員の経験、知識、技能等を活用することも組織の活力維持の上で重要なことから、適切に対応する必要があると言及してきたところであり、任命権者においても、再任用制度の活用等が進められているところである。

人事院は、本年の報告において、来るべき本格的な高齢社会において公務能率を確保しながら職員の能力を十分活用していくためには、公的年金の支給開始年齢の引上げに合わせて、平成25年度から、定年を段階的に65歳まで延長することが適当としている。

また、定年延長に向けた制度見直しの骨格を示し、その中で、定年延長と60歳台の多様な働き方として、高齢期の働き方に関する意向を聴取する仕組みや一定範囲の管理職を対象とした役職定年制の導入と、定年前の短時間勤務制や人事交流の機会の拡充に言及するとともに、定年延長に伴う給与制度の見直しとして、公務における60歳台前半の職員について、民間における60歳台前半の給与等の実情を踏まえ、具体的な給与水準や給与体系を設計することとしている。あわせて、50歳台後半層を中心とする50歳台の給与の在り方について必要な見直しを行うよう検討することとしており、本年中を目途に具体的な立法措置のための意見の申出を行うこととしている。

本県においても、職員が高齢期の生活に不安を覚えることなく、士気を維持し、職務に専念できるよう65歳までの段階的な定年延長について検討を進める必要がある。具体的には、人事院が本年中に行うこととしている意見の申出を踏まえた国の検討状況及び他の都道府県の動向に留意しながら、50歳台後半層の給与の

あり方を含め、公務における高齢期の雇用について検討する必要がある。

**10 労働基本権に係る基本的な論点**

公務員の労働基本権の在り方については、平成20年6月に制定された国家公務員制度改革基本法に基づき、政府において検討が進められているところであるが、人事院は、本年の報告において、労働基本権問題の議論に向けて基本的な論点を整理し、提示したところである。国家公務員の労働基本権問題の議論は地方公務員にも影響を及ぼすものであり、本県においても、国の動向に留意する必要がある。

**11 おわりに**

人事委員会の給与勧告制度は、職員の労働基本権制約の代償措置としての意義を有し、これまでの長年の経緯を経て、県民の理解と支持の下に定着してきたものである。また、給与決定の原則により適切な給与水準を保障することによって、職員の努力や成果に報いるとともに、人材の確保や労使関係の安定などを通じて、行政運営の安定に寄与してきたところである。

本県の経済は、一昨年秋から昨年にかけての非常に厳しい状況からは持ち直しの動きが広がっているが、最近、急速な円高が進行しており、本県経済をめぐる環境に厳しさが増している中、多くの企業で引き続き雇用調整等、種々の経営改善努力が行われている。

本県においては、昨今の公務員をめぐる情勢が大きく変化している中、「新行財政構造改革推進方策」に基づき、組織、定数などの見直しとともに、給与抑制措置が実施されているが、職員の士気等に与える影響を懸念する意見もある。

このような中において、本年の報告及び勧告は、月例給、特別給の双方について引き下げることとする、職員にとって非常に厳しい内容となっている。

職員にあっては、県政を取り巻く大きな環境変化の中、県民のため職務に精励されていることに敬意を表するとともに、今後、より一層、高い倫理観と使命感を持ち、職員一丸となって諸課題に意欲的に取り組み、県民の信頼と期待に応えられるよう努められることを改めて要望する。

議会及び知事におかれては、より厳しい環境の下、県民生活の向上を目指し職務に懸命に取り組む職員の士気高揚や、職員が十分に能力発揮できる働きやすい職場環境の整備に配慮されるとともに、勧告制度の意義や役割にも深い理解を示され、本委員会の報告及び勧告について適切に対応されるよう要請する。

別表第1 **民間における給与改定の状況**

(単位：%)

| 役職<br>段階 | 項目  | ベースアップ実施 | ベースアップ中止 | ベースダウン | ベースアップの<br>慣行なし |
|----------|-----|----------|----------|--------|-----------------|
|          | 係 員 |          | 13.2     | 24.1   | 1.5             |
| 課 長 級    |     | 11.9     | 19.9     | 1.6    | 66.6            |

別表第2 **民間における定期昇給の実施状況**

(単位：%)

| 役職<br>段階 | 項目   | 定期昇給<br>制度あり | 定期昇給実施 |      |      | 定期昇給<br>停 止 | 定期昇給<br>制度なし |
|----------|------|--------------|--------|------|------|-------------|--------------|
|          |      |              | 増 額    | 減 額  | 変化なし |             |              |
|          |      |              | 係 員    | 86.1 | 79.1 |             |              |
| 課 長 級    | 72.7 | 61.5         | 16.1   | 8.0  | 37.4 | 11.2        | 27.3         |

(注) ベースアップと定期昇給を分離することができない事業所を除いて集計した。

別表第3

## 民間における雇用調整の実施状況

(単位：%)

| 項 目                    | 実施事業所割合 |
|------------------------|---------|
| 採用の停止・抑制               | 23.8    |
| 残業の規制                  | 14.0    |
| 一時帰休・休業                | 11.9    |
| 部門の整理閉鎖・部門間の配転         | 8.9     |
| 賃金カット                  | 8.0     |
| 希望退職者の募集               | 5.4     |
| 転籍出向                   | 4.5     |
| 業務の外部委託・一部職種の派遣社員等への転換 | 1.5     |
| 正社員への解雇                | 1.4     |
| ワークシェアリング              | 0.5     |
| 計                      | 36.4    |

(注) 1 平成22年1月以降の実施状況である。

2 項目については、複数回答である。

別表第4

## 民間における賃金カット等の実施状況

(単位：%)

| 役職段階  | 項目 | 賃金カット等を実施した事業所 | 賃金カット等を実施した事業所における平均減額率 |
|-------|----|----------------|-------------------------|
| 係 員   |    | 7.5            | 5.6                     |
| 課 長 級 |    | 11.2           | 6.8                     |

(注) 平成22年4月分の給与について、賃金カット、一時帰休・休業又はワークシェアリングのいずれかを実施した事業所の状況である。

別表第5

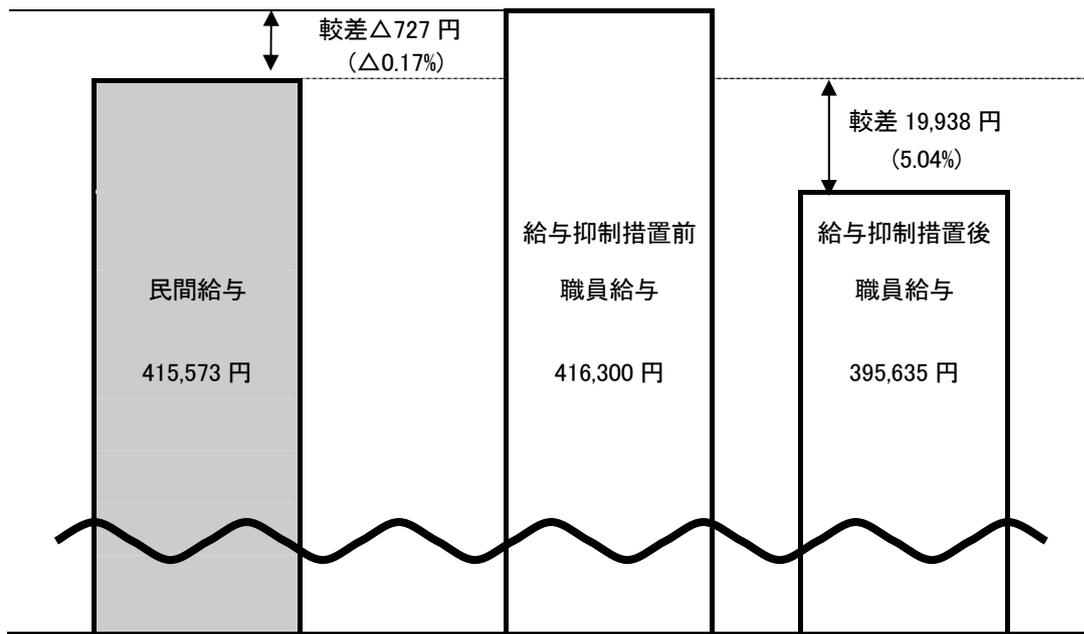
## 給 与 較 差 ( 行 政 職 関 係 )

|              |                                     |
|--------------|-------------------------------------|
| 民間従業員の給与 (A) | 415,573円                            |
| 県職員給与 (B)    | 416,300円<br>[395,635円]              |
| 較 差 (A)-(B)  | △727円(△0.17%)<br>[ 19,938円( 5.04%)] |

(注) 1 (A)、(B)のいずれも本年度の新規学卒の採用者は含まれていない。

2 [ ]内は新行財政構造改革推進方策を踏まえた給与抑制措置後の額。

[参考]



別表第6 民間における住宅手当の支給状況

| 支給の有無                        | 事業所割合                  |
|------------------------------|------------------------|
| 支給                           | 52.3%                  |
| 借家・借間居住者に支給                  | 50.0%                  |
| 自宅居住者に支給                     | 39.7%                  |
| 非支給                          | 47.7%                  |
| 借家・借間居住者に対する住宅手当月額最高支給額の中位階層 | 29,000円以上<br>30,000円未満 |

備考 職員の場合、住居手当の現行の最高支給限度額は28,000円である。

別表第7 民間における特別給の支給状況

| 項目        | 区分          | 事務・技術等   | 技能・労務等   |
|-----------|-------------|----------|----------|
|           |             | 従業員      | 従業員      |
| 平均所定内給与月額 | 下半期 (A1)    | 374,414円 | 282,517円 |
|           | 上半期 (A2)    | 376,886円 | 282,820円 |
| 特別給の支給額   | 下半期 (B1)    | 753,880円 | 452,329円 |
|           | 上半期 (B2)    | 750,056円 | 488,543円 |
| 特別給の支給割合  | 下半期 (B1/A1) | 2.01月分   | 1.60月分   |
|           | 上半期 (B2/A2) | 1.99月分   | 1.73月分   |
|           | 計           | 4.00月分   | 3.33月分   |
| 年間の平均     |             | 3.97月分   |          |

(注) 1 下半期とは平成21年8月から平成22年1月まで、上半期とは同年2月から7月までの期間をいう。  
 2 年間の平均は、特別給の支給割合を県職員の人員構成に合わせて求めたものである。

備考 職員の場合、現行の年間支給月数は、平均で4.15月である。

別表第8 人事院の給与等に関する勧告等の概要

1 給与報告・勧告

| 事 項             | 概 要  |
|-----------------|--|
| 官 民 給 与 の 比 較   | (1) 月例給<br>官民較差 $\Delta 0.19\%$ ( $\Delta 757$ 円)<br>(2) 特別給<br>民間における支給割合 3.97月   |
| 本 年 の 給 与 の 改 定 | (1) 月例給<br>・ 中高年齢層（40歳台以上）が受ける俸給月額に限定して引下げ（医療職俸給表（一）は除く。）<br>・ 55歳を超える職員（行政職俸給表（一）5級以下の職員及びこれに相当する級の職員を除く。）について、支給額を1.5%減額<br>(2) 超過勤務手当<br>月60時間の超過勤務時間の積算の基礎に日曜日又はこれに相当する日の勤務の時間を含める<br>(3) 期末手当・勤勉手当<br>民間の支給割合に見合うよう引下げ 4.15月分→3.95月分<br>(4) 委員、顧問、参与等の手当<br>指定職俸給表の改定状況等を踏まえ支給限度額を引下げ   |
| 給 与 構 造 の 改 革   | (1) 給与構造改革の進捗状況<br>地域間給与配分の見直し、勤務実績の給与への反映等について、今後も必要な見直し<br>(2) 地域別の民間給与との較差の状況<br>地域別の民間給与との較差と全国の較差との率の差は約2.0ポイント。地域間給与配分の見直しについては、今後の経過措置額の状況や地域手当の異動保障の支給状況、各地域の民間賃金の動向等を踏まえつつ、複数年の傾向をみていく必要を念頭に、最終的な検証を行う必要<br>(3) 給与構造改革期間終了後の取組<br>・ 平成23年4月にかけて経過措置が解消されることに伴って生ずる制度改正原資を用いて、同年4月に若年・中堅層（43歳未満の職員）にこれまで抑制してきた昇給を1号俸回復<br>・ 定年延長の検討の中で50歳台の給与の在り方について必要な見直しを検討   |
| 高 齢 期 の 雇 用 問 題 | (1) 公務における高齢期雇用の基本的な方向<br>本格的な高齢社会を迎える中、国家公務員制度改革基本法の趣旨を踏まえ、公的年金の支給開始年齢の引上げに合わせて、平成25年度から、定年を段階的に65歳まで延長することが適当<br>・ 60歳台前半の職員についても職務給を基本とするが、定年延長を行う上では、職員の職務と責任を考慮しつつ、民間企業の雇用・所得の実情を踏まえ、60歳前と同じ仕事を行っている場合もその給与水準を相当程度引き下げて制度設計。あわせて、役職定年等の人材活用方策に取り組むとともに、短時間勤務等多様な働き方の選択を可能に<br>・ 総定員を増加させずポスト構成を維持すれば65歳定年制でも給与等の増加は抑制<br>・ 段階的な定年延長を行う中で、採用から退職に至る公務員人事管理全体の見直しが不可欠。また、早期退職を支援する措置、定員上の経過的な取扱い等について、政府全体としての検討が必要<br>(2) 定年延長に向けた制度見直しの骨格<br>・ 平成25年度から3年に1歳ずつ段階的に定年を引上げ<br>・ 高齢期の働き方に関する職員の意向を聴取する仕組みの導入<br>・ 一定範囲の管理職を対象とした役職定年制の導入<br>・ 定年前の短時間勤務制や人事交流の機会の拡充<br>・ 職務と責任に応じた給与を基本としつつ、60歳台前半の給与水準を相当程度引下げ。50歳台の給与の在り方についても必要な見直しを検討<br>・ 加齢に伴い就労が厳しくなる職種の取扱い、特例的な定年の取扱い等検討 |

2 公務員人事管理

| 事 項         | 概 要   |
|-------------|---|
| 公務員の労働基本権問題 | <p>(1) 公務における労働基本権問題の基本的枠組みと特徴<br/>公務における労働基本権問題の検討は、公務特有の基本的枠組みと特徴を十分踏まえて行う必要</p> <p>(2) 自律的労使関係制度の在り方～基本権制約の程度等に応じたパターン<br/>①協約締結権及び争議権を付与。予算等の制約は存在<br/>②協約締結権を付与し争議権は認めない。この場合は代償措置が必要<br/>③協約締結権及び争議権は認めずその代償措置として第三者機関の勧告制度を設けるとともに、勤務条件決定の各過程における職員団体の参加の仕組みを新たに制度化<br/>④職位、職務内容、職種等に応じて①～③を適用</p> <p>(3) 自律的労使関係制度の在り方を議論する際の論点<br/>・ 国会の関与(法律・予算)と当事者能力の確保・付与する職員の範囲<br/>・ 労使交渉事項と協約事項の範囲・給与水準の決定原則や考慮要素<br/>・ 交渉当局の体制整備・職員団体の代表性の確保</p> <p>(4) 検討の進め方<br/>基本的な議論を深めて見直しの基本的方向を定め、制度設計に向けて各論点を十分に詰めた上で、便益・費用を含む全体像を国民に示し理解を得て、広く議論を尽くして結論を得る必要</p>   |
| 公務員人事管理     | <p>(1) 採用試験の基本的な見直し<br/>・ 優秀かつ多様な人材を確保するため、積極的な人材確保活動と併せ、専門職大学院の設置状況等を踏まえた採用試験の基本的な見直しが喫緊の課題<br/>・ 意見公募手続(本年6月)を経て、新たな試験制度の全体像を提示。現行のⅠ種・Ⅱ種・Ⅲ種試験を廃止し、試験体系を再編。今後、各方面と調整を行いつつ、平成24年度の新試験実施に向け、周知徹底、所要の準備</p> <p>(2) 時代の要請に応じた公務員の育成<br/>・ 各役職段階で必要な研修の体系化と研修内容の充実<br/>・ 若手職員を養成する新たな研修の実施や長期在外研究員制度において博士号を取得させるための方策を検討</p> <p>(3) 官民人事交流等の推進<br/>・ 退職管理方針を踏まえ、公務の公正を確保しつつ、審議官級の交流基準改正を近日中に予定<br/>・ 公益法人等への職員派遣は、意義や妥当性の整理、法人選定等の内閣での対応を踏まえ検討</p> <p>(4) 女性国家公務員の採用・登用の拡大に関する指針の見直し等<br/>・ 実効性のある取組を強化</p> <p>(5) 非常勤職員制度の改善<br/>・ 日々雇用の仕組みを廃止し、会計年度内の期間、臨時的に置かれる官職に就けるために任用される期間業務職員制度を設け、本年10月から実施<br/>・ 育児休業等を行うことができるよう育児休業法改正の意見の申出を行うほか、介護休暇制度の導入についても措置</p> <p>(6) 超過勤務の縮減<br/>府省ごとに在庁状況の把握及び必要な指導などの具体的な取組を政府全体として推進</p> <p>(7) 適切な健康管理及び円滑な職場復帰の促進<br/>・ 心の健康の問題による長期病休者について職場復帰前に試験的に出勤する仕組みを提示<br/>・ 1回の病気休暇の上限期間の設定など病気休暇制度の見直し</p> |

3 国家公務員の育児休業等に関する法律の改正についての意見の申出

| 概 要  |
|--|
| <p>(1) 非常勤職員の育児休業<br/>非常勤職員について、子が1歳に達する日(配偶者がその日以前に育児休業をしている場合には1歳2か月に達する日、継続的な勤務のために特に必要な場合には、1歳6か月に達する日)まで、育児休業をすることができるようにする。</p> <p>(2) 非常勤職員の育児時間<br/>非常勤職員について、3歳に達するまでの子を養育するため、1日につき2時間を超えない範囲内で勤務しないことができるようにする。</p> |

## 別紙第 2

## 勸 告

本委員会は、職員の給与について、別紙第 1 の報告に基づき、所要の措置をとられるよう次のとおり勧告する。

## I 改定の内容

## 1 給料表等

- (1) 給料表を別記のとおり改定すること。
- (2) 職員の給与等に関する条例等の一部を改正する条例（平成21年兵庫県条例第42号）附則第 4 項から第 6 項までの規定による額を受けている職員の給料については、給料表の職務の級及び号給ごとの改定率を考慮して改定すること。

## 2 諸手当

## (1) 住居手当

自らの所有に係る住宅に居住する職員に対する住居手当の月額を1,600円とすること。

## (2) 期末手当及び勤勉手当

## ア 平成22年度の支給割合

- (ア) 平成22年12月に支給される期末手当の支給割合を1.35月分（特定幹部職員にあっては1.15月分）とし、同月に支給される勤勉手当の支給割合を0.65月分（特定幹部職員にあっては0.85月分）とすること。
- (イ) 大学の学長及び副学長については、平成22年12月に支給される期末手当及び勤勉手当の支給割合をそれぞれ0.75月分とすること。
- (ウ) 再任用職員については、平成22年12月に支給される期末手当の支給割合を0.8月分（特定幹部職員にあっては0.7月分）とし、同月に支給される勤勉手当の支給割合を0.3月分（特定幹部職員にあっては0.4月分）とすること。
- (エ) 任期付研究員及び特定任期付職員については、平成22年12月に支給される期末手当の支給割合を1.5月分とすること。

## イ 平成23年度以降の支給割合

- (ア) 6月及び12月に支給される期末手当の支給割合をそれぞれ1.225月分及び1.375月分（特定幹部職員にあってはそれぞれ1.025月分及び1.175月分）とし、勤勉手当の支給割合を0.675月分（特定幹部職員にあっては0.875月分）とすること。
- (イ) 大学の学長及び副学長については、6月及び12月に支給される期末手当の支給割合をそれぞれ0.625月分及び0.775月分とし、勤勉手当の支給割合を0.775月分とすること。
- (ウ) 再任用職員については、6月及び12月に支給される勤勉手当の支給割合をそれぞれ0.325月分（特定幹部職員にあってはそれぞれ0.425月分）とすること。
- (エ) 任期付研究員及び特定任期付職員については、6月及び12月に支給される期末手当の支給割合をそれぞれ1.4月分及び1.55月分とすること。

## II 改定の実施時期

I の改定は、この勧告を実施するための条例の公布の日から実施すること。

ただし、2 の (2) のイについては、平成23年 4 月 1 日から実施すること。

別記 行 政 職 給 料 表

| 職員<br>の<br>区分                                  | 職務<br>の<br>級<br>号給 | 2 級     | 3 級     | 4 級     | 5 級     | 6 級     | 7 級     | 8 級     | 9 級     | 10 級    | 特10級    |
|--|--------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|  |                    | 給料月額    |
|  |                    | 円       | 円       | 円       | 円       | 円       | 円       | 円       | 円       | 円       | 円       |
|  | 1                  | 135,600 | 185,800 | 215,600 | 261,900 | 289,200 | 320,600 | 366,200 | 413,000 | 466,700 | 532,000 |
|  | 2                  | 136,700 | 187,600 | 217,500 | 264,000 | 291,500 | 322,900 | 368,800 | 415,500 | 469,800 | 535,100 |
|  | 3                  | 137,900 | 189,400 | 219,400 | 266,000 | 293,800 | 325,200 | 371,400 | 418,000 | 472,900 | 538,300 |
|  | 4                  | 139,000 | 191,200 | 221,200 | 268,100 | 296,100 | 327,500 | 374,000 | 420,500 | 476,000 | 541,500 |
|  | 5                  | 140,100 | 192,800 | 222,900 | 270,200 | 298,200 | 329,800 | 376,300 | 422,800 | 479,000 | 544,700 |
|  | 6                  | 141,200 | 194,600 | 224,800 | 272,300 | 300,500 | 331,900 | 378,800 | 425,200 | 482,100 | 547,200 |
|  | 7                  | 142,300 | 196,400 | 226,700 | 274,400 | 302,800 | 334,100 | 381,300 | 427,600 | 485,200 | 549,700 |
|  | 8                  | 143,400 | 198,200 | 228,500 | 276,500 | 305,100 | 336,300 | 383,800 | 430,000 | 488,300 | 552,200 |
|  | 9                  | 144,500 | 200,000 | 230,200 | 278,600 | 307,300 | 338,600 | 386,400 | 432,300 | 491,300 | 554,700 |
|  | 10                 | 145,900 | 201,800 | 232,100 | 280,700 | 309,600 | 340,800 | 389,100 | 434,600 | 494,400 | 556,600 |
|  | 11                 | 147,200 | 203,600 | 234,000 | 282,800 | 311,900 | 343,000 | 391,800 | 436,900 | 497,500 | 558,400 |
|  | 12                 | 148,500 | 205,400 | 235,800 | 284,900 | 314,200 | 345,200 | 394,500 | 439,100 | 500,600 | 560,300 |
|  | 13                 | 149,800 | 207,000 | 237,500 | 287,000 | 316,400 | 347,200 | 397,100 | 441,300 | 503,600 | 562,100 |
|  | 14                 | 151,300 | 208,900 | 239,400 | 289,100 | 318,600 | 349,300 | 399,400 | 443,300 | 506,000 | 563,600 |
|  | 15                 | 152,800 | 210,800 | 241,200 | 291,200 | 320,800 | 351,400 | 401,700 | 445,300 | 508,400 | 565,100 |
|  | 16                 | 154,400 | 212,700 | 243,100 | 293,300 | 323,000 | 353,500 | 404,100 | 447,300 | 510,800 | 566,600 |
|  | 17                 | 155,700 | 214,600 | 244,900 | 295,400 | 325,200 | 355,500 | 406,400 | 449,300 | 513,300 | 568,100 |
|  | 18                 | 157,200 | 216,500 | 246,800 | 297,500 | 327,300 | 357,500 | 408,500 | 451,100 | 514,800 | 569,300 |
|  | 19                 | 158,700 | 218,400 | 248,600 | 299,600 | 329,400 | 359,500 | 410,600 | 452,900 | 516,300 | 570,500 |
|  | 20                 | 160,200 | 220,300 | 250,400 | 301,700 | 331,400 | 361,400 | 412,700 | 454,700 | 517,800 | 571,700 |
|  | 21                 | 161,600 | 222,000 | 252,200 | 303,800 | 333,500 | 363,500 | 414,800 | 456,500 | 519,000 | 572,900 |
| 再<br>任<br>用<br>職<br>員<br>以<br>外<br>の<br>職<br>員 | 22                 | 164,300 | 223,900 | 254,200 | 305,900 | 335,600 | 365,400 | 416,800 | 458,000 | 520,500 |         |
|  | 23                 | 166,900 | 225,800 | 256,200 | 308,000 | 337,700 | 367,400 | 418,800 | 459,500 | 522,000 |         |
|  | 24                 | 169,500 | 227,700 | 258,200 | 310,100 | 339,800 | 369,400 | 420,800 | 461,000 | 523,500 |         |
|  | 25                 | 172,200 | 229,300 | 260,100 | 312,100 | 341,500 | 371,500 | 422,900 | 462,500 | 524,800 |         |
|  | 26                 | 173,900 | 231,100 | 262,000 | 314,200 | 343,500 | 373,500 | 424,500 | 463,900 | 526,000 |         |
|  | 27                 | 175,600 | 232,800 | 263,900 | 316,300 | 345,500 | 375,500 | 426,100 | 465,300 | 527,200 |         |
|  | 28                 | 177,300 | 234,600 | 265,700 | 318,400 | 347,500 | 377,500 | 427,700 | 466,600 | 528,400 |         |
|  | 29                 | 178,800 | 236,100 | 267,700 | 320,400 | 349,400 | 379,500 | 429,400 | 467,800 | 529,600 |         |
|  | 30                 | 180,600 | 237,600 | 269,600 | 322,500 | 351,300 | 381,400 | 430,700 | 468,600 | 530,500 |         |
|  | 31                 | 182,400 | 239,100 | 271,500 | 324,600 | 353,200 | 383,300 | 432,000 | 469,400 | 531,400 |         |
|  | 32                 | 184,200 | 240,600 | 273,400 | 326,700 | 355,100 | 385,100 | 433,300 | 470,200 | 532,300 |         |
|  | 33                 | 185,800 | 242,100 | 275,300 | 328,400 | 357,000 | 386,900 | 434,600 | 471,000 | 533,100 |         |
|  | 34                 | 187,300 | 243,600 | 277,200 | 330,400 | 358,800 | 388,600 | 435,900 | 471,800 | 534,000 |         |
|  | 35                 | 188,800 | 245,100 | 279,100 | 332,500 | 360,600 | 390,300 | 437,200 | 472,600 | 534,900 |         |
|  | 36                 | 190,300 | 246,700 | 281,000 | 334,600 | 362,300 | 392,000 | 438,400 | 473,400 | 535,800 |         |
|  | 37                 | 191,600 | 248,000 | 282,700 | 336,500 | 364,200 | 393,700 | 439,700 | 474,200 | 536,700 |         |
|  | 38                 | 192,900 | 249,600 | 284,600 | 338,500 | 365,600 | 394,900 | 440,600 | 475,000 | 537,600 |         |
|  | 39                 | 194,200 | 251,200 | 286,500 | 340,500 | 367,100 | 396,100 | 441,500 | 475,800 | 538,500 |         |
| 40   | 195,500            | 252,800 | 288,400 | 342,500 | 368,600 | 397,300 | 442,400 | 476,600 | 539,400 |         |         |
| 41   | 196,900            | 254,200 | 290,100 | 344,400 | 370,100 | 398,400 | 443,200 | 477,400 | 540,300 |         |         |
| 42   | 198,200            | 255,600 | 291,900 | 346,300 | 371,300 | 399,600 | 444,000 | 478,100 | 541,200 |         |         |
| 43   | 199,500            | 257,000 | 293,700 | 348,200 | 372,500 | 400,800 | 444,800 | 478,900 | 542,100 |         |         |
| 44   | 200,800            | 258,400 | 295,500 | 350,100 | 373,700 | 402,000 | 445,600 | 479,700 | 543,000 |         |         |
| 45   | 202,000            | 259,700 | 297,400 | 352,000 | 374,700 | 403,000 | 446,400 | 480,500 | 543,900 |         |         |
| 46   | 203,300            | 261,100 | 299,100 | 353,600 | 375,600 | 403,700 | 447,200 | 481,200 |         |         |         |
| 47   | 204,600            | 262,500 | 300,800 | 355,200 | 376,500 | 404,400 | 448,000 | 482,000 |         |         |         |
| 48   | 205,900            | 263,900 | 302,500 | 356,800 | 377,400 | 405,100 | 448,800 | 482,800 |         |         |         |
| 49   | 207,100            | 265,200 | 304,200 | 358,500 | 378,400 | 405,900 | 449,400 | 483,600 |         |         |         |
| 50   | 208,200            | 266,400 | 305,900 | 359,700 | 379,200 | 406,600 | 450,200 |         |         |         |         |
| 51   | 209,300            | 267,700 | 307,600 | 360,900 | 380,000 | 407,300 | 451,000 |         |         |         |         |
| 52   | 210,400            | 269,000 | 309,300 | 362,000 | 380,800 | 408,000 | 451,800 |         |         |         |         |
| 53   | 211,600            | 270,100 | 310,600 | 363,000 | 381,700 | 408,800 | 452,400 |         |         |         |         |
| 54   | 212,600            | 271,400 | 312,200 | 364,100 | 382,400 | 409,500 | 453,200 |         |         |         |         |
| 55   | 213,600            | 272,700 | 313,800 | 365,100 | 383,100 | 410,200 | 454,000 |         |         |         |         |
| 56   | 214,600            | 274,000 | 315,400 | 366,200 | 383,800 | 410,900 | 454,800 |         |         |         |         |
| 57   | 215,400            | 275,200 | 317,100 | 367,100 | 384,500 | 411,600 | 455,400 |         |         |         |         |
| 58   | 216,400            | 276,300 | 318,700 | 367,800 | 385,100 | 412,300 | 456,200 |         |         |         |         |
| 59   | 217,300            | 277,400 | 320,300 | 368,500 | 385,800 | 413,000 | 457,000 |         |         |         |         |
| 60   | 218,300            | 278,500 | 321,900 | 369,200 | 386,500 | 413,700 | 457,800 |         |         |         |         |

|     |         |         |         |         |         |         |         |         |         |         |
|-----|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 61  | 219,200 | 279,700 | 323,400 | 369,800 | 387,000 | 414,300 | 458,400 |         |         |         |
| 62  | 220,200 | 280,700 | 324,600 | 370,500 | 387,700 | 415,000 | 459,200 |         |         |         |
| 63  | 221,200 | 281,700 | 325,800 | 371,200 | 388,400 | 415,700 | 460,000 |         |         |         |
| 64  | 222,200 | 282,700 | 327,000 | 371,900 | 389,100 | 416,400 | 460,800 |         |         |         |
| 65  | 223,000 | 283,500 | 328,100 | 372,400 | 389,600 | 416,900 | 461,400 |         |         |         |
| 66  | 224,000 | 284,400 | 329,100 | 373,100 | 390,300 | 417,500 |         |         |         |         |
| 67  | 225,000 | 285,300 | 330,000 | 373,800 | 391,000 | 418,200 |         |         |         |         |
| 68  | 226,100 | 286,200 | 331,000 | 374,500 | 391,700 | 418,900 |         |         |         |         |
| 69  | 226,900 | 287,200 | 331,900 | 375,000 | 392,200 | 419,400 |         |         |         |         |
| 70  | 227,700 | 288,000 | 332,700 | 375,700 | 392,900 | 420,100 |         |         |         |         |
| 71  | 228,500 | 288,800 | 333,500 | 376,400 | 393,600 | 420,800 |         |         |         |         |
| 72  | 229,300 | 289,600 | 334,300 | 377,100 | 394,300 | 421,500 |         |         |         |         |
| 73  | 230,100 | 290,400 | 335,200 | 377,600 | 394,800 | 422,000 |         |         |         |         |
| 74  | 230,800 | 290,900 | 335,900 | 378,300 | 395,500 | 422,700 |         |         |         |         |
| 75  | 231,500 | 291,400 | 336,600 | 379,000 | 396,200 | 423,400 |         |         |         |         |
| 76  | 232,200 | 291,900 | 337,300 | 379,700 | 396,900 | 424,100 |         |         |         |         |
| 77  | 233,000 | 292,300 | 337,800 | 380,200 | 397,300 | 424,600 |         |         |         |         |
| 78  | 233,800 | 292,700 | 338,400 | 380,800 | 398,000 | 425,300 |         |         |         |         |
| 79  | 234,600 | 293,100 | 339,000 | 381,400 | 398,700 | 426,000 |         |         |         |         |
| 80  | 235,400 | 293,500 | 339,600 | 382,000 | 399,400 | 426,700 |         |         |         |         |
| 81  | 236,100 | 293,800 | 340,000 | 382,700 | 399,900 | 427,200 |         |         |         |         |
| 82  | 236,800 | 294,200 | 340,500 | 383,300 | 400,600 |         |         |         |         |         |
| 83  | 237,500 | 294,600 | 341,000 | 383,900 | 401,300 |         |         |         |         |         |
| 84  | 238,200 | 295,000 | 341,500 | 384,500 | 402,000 |         |         |         |         |         |
| 85  | 239,000 | 295,300 | 342,000 | 385,100 | 402,500 |         |         |         |         |         |
| 86  | 239,700 | 295,700 | 342,500 | 385,700 | 403,200 |         |         |         |         |         |
| 87  | 240,400 | 296,100 | 343,000 | 386,300 | 403,900 |         |         |         |         |         |
| 88  | 241,100 | 296,500 | 343,500 | 386,900 | 404,600 |         |         |         |         |         |
| 89  | 241,900 | 296,800 | 344,000 | 387,600 | 405,100 |         |         |         |         |         |
| 90  | 242,400 |         | 344,500 |         | 405,800 |         |         |         |         |         |
| 91  | 242,900 |         | 345,000 |         | 406,500 |         |         |         |         |         |
| 92  | 243,400 |         | 345,500 |         | 407,200 |         |         |         |         |         |
| 93  | 243,700 |         | 345,900 |         | 407,700 |         |         |         |         |         |
| 94  |         |         | 346,400 |         |         |         |         |         |         |         |
| 95  |         |         | 346,900 |         |         |         |         |         |         |         |
| 96  |         |         | 347,400 |         |         |         |         |         |         |         |
| 97  |         |         | 347,700 |         |         |         |         |         |         |         |
| 98  |         |         | 348,200 |         |         |         |         |         |         |         |
| 99  |         |         | 348,700 |         |         |         |         |         |         |         |
| 100 |         |         | 349,200 |         |         |         |         |         |         |         |
| 101 |         |         | 349,500 |         |         |         |         |         |         |         |
| 102 |         |         | 350,000 |         |         |         |         |         |         |         |
| 103 |         |         | 350,500 |         |         |         |         |         |         |         |
| 104 |         |         | 351,000 |         |         |         |         |         |         |         |
| 105 |         |         | 351,300 |         |         |         |         |         |         |         |
| 106 |         |         | 351,700 |         |         |         |         |         |         |         |
| 107 |         |         | 352,100 |         |         |         |         |         |         |         |
| 108 |         |         | 352,500 |         |         |         |         |         |         |         |
| 109 |         |         | 353,000 |         |         |         |         |         |         |         |
| 110 |         |         | 353,400 |         |         |         |         |         |         |         |
| 111 |         |         | 353,800 |         |         |         |         |         |         |         |
| 112 |         |         | 354,200 |         |         |         |         |         |         |         |
| 113 |         |         | 354,700 |         |         |         |         |         |         |         |
|     | 186,300 | 214,000 | 258,400 | 278,700 | 294,300 | 320,300 | 363,000 | 397,300 | 449,600 | 532,000 |

この表は、他の給料表の適用を受けないすべての職員に適用する。

研 究 職 給 料 表

| 職員<br>の<br>区分 | 職務の<br>級<br>号給 | 1 級       | 2 級       | 3 級       | 4 級       | 5 級       |                |         |         |         |         |         |
|---------------|----------------|-----------|-----------|-----------|-----------|-----------|----------------|---------|---------|---------|---------|---------|
|               |                | 給料月額<br>円 | 給料月額<br>円 | 給料月額<br>円 | 給料月額<br>円 | 給料月額<br>円 | 再任用職員<br>以外の職員 | 再任用職員   | 再任用職員   | 再任用職員   | 再任用職員   |         |
|               | 1              | 135,700   | 185,100   | 274,800   | 332,000   | 392,300   | 61             | 244,100 | 307,100 | 384,500 | 438,700 | 529,700 |
|               | 2              | 136,800   | 187,500   | 277,600   | 334,200   | 395,200   | 62             | 245,500 | 308,200 | 385,300 | 439,700 | 530,600 |
|               | 3              | 138,000   | 189,900   | 280,400   | 336,400   | 398,100   | 63             | 246,900 | 309,300 | 386,200 | 440,700 | 531,500 |
|               | 4              | 139,100   | 192,300   | 283,200   | 338,600   | 400,900   | 64             | 248,300 | 310,400 | 387,100 | 441,700 | 532,400 |
|               | 5              | 140,200   | 194,800   | 285,800   | 340,600   | 403,300   | 65             | 249,800 | 311,600 | 387,800 | 442,600 | 533,300 |
|               | 6              | 141,500   | 197,100   | 288,600   | 342,700   | 406,100   | 66             | 251,200 | 312,700 | 388,600 | 443,500 |         |
|               | 7              | 142,800   | 199,400   | 291,400   | 344,800   | 408,900   | 67             | 252,600 | 313,800 | 389,400 | 444,400 |         |
|               | 8              | 144,100   | 201,700   | 294,200   | 346,900   | 411,600   | 68             | 254,000 | 314,900 | 390,200 | 445,300 |         |
|               | 9              | 145,200   | 203,800   | 296,800   | 349,000   | 414,300   | 69             | 255,300 | 316,100 | 391,000 | 446,000 |         |
|               | 10             | 146,900   | 206,100   | 299,600   | 351,100   | 417,100   | 70             | 256,800 | 317,200 | 391,700 | 446,900 |         |
|               | 11             | 148,500   | 208,400   | 302,400   | 353,200   | 419,900   | 71             | 258,300 | 318,300 | 392,400 | 447,800 |         |
|               | 12             | 150,100   | 210,700   | 305,200   | 355,300   | 422,700   | 72             | 259,800 | 319,400 | 393,100 | 448,700 |         |
|               | 13             | 151,600   | 212,900   | 307,800   | 357,400   | 425,600   | 73             | 261,200 | 320,300 | 393,900 | 449,400 |         |
|               | 14             | 153,500   | 215,300   | 310,600   | 359,300   | 428,400   | 74             | 262,600 | 321,400 | 394,600 | 450,300 |         |
|               | 15             | 155,400   | 217,700   | 313,400   | 361,300   | 431,200   | 75             | 264,000 | 322,500 | 395,300 | 451,200 |         |
|               | 16             | 157,400   | 220,100   | 316,200   | 363,300   | 434,000   | 76             | 265,400 | 323,600 | 396,000 | 452,100 |         |
|               | 17             | 159,200   | 222,400   | 318,800   | 365,200   | 436,900   | 77             | 266,500 | 324,700 | 396,800 | 452,800 |         |
|               | 18             | 161,300   | 225,300   | 321,100   | 367,200   | 439,600   | 78             | 267,800 | 325,700 | 397,400 |         |         |
|               | 19             | 163,500   | 228,200   | 323,400   | 369,200   | 442,400   | 79             | 269,100 | 326,700 | 398,100 |         |         |
|               | 20             | 165,600   | 231,100   | 325,700   | 371,200   | 445,200   | 80             | 270,400 | 327,700 | 398,800 |         |         |
|               | 21             | 167,800   | 233,800   | 328,100   | 373,100   | 448,100   | 81             | 271,800 | 328,800 | 399,500 |         |         |
|               | 22             | 170,200   | 236,600   | 330,200   | 375,100   | 450,800   | 82             | 273,100 | 329,600 | 400,200 |         |         |
|               | 23             | 172,500   | 239,400   | 332,200   | 377,100   | 453,500   | 83             | 274,400 | 330,300 | 400,900 |         |         |
|               | 24             | 174,800   | 242,200   | 334,300   | 379,100   | 456,200   | 84             | 275,700 | 331,100 | 401,600 |         |         |
|               | 25             | 176,900   | 245,100   | 336,500   | 380,700   | 459,000   | 85             | 276,900 | 332,000 | 402,200 |         |         |
|               | 26             | 179,000   | 247,800   | 338,400   | 382,600   | 461,600   | 86             | 278,200 | 332,600 | 402,900 |         |         |
|               | 27             | 181,100   | 250,500   | 340,300   | 384,500   | 464,200   | 87             | 279,500 | 333,200 | 403,600 |         |         |
|               | 28             | 183,200   | 253,200   | 342,200   | 386,400   | 466,700   | 88             | 280,800 | 333,800 | 404,300 |         |         |
|               | 29             | 185,200   | 256,000   | 344,200   | 388,300   | 469,300   | 89             | 281,900 | 334,200 | 404,900 |         |         |
|               | 30             | 187,000   | 258,400   | 345,900   | 390,300   | 471,900   | 90             | 283,100 | 334,800 | 405,600 |         |         |
|               | 31             | 188,800   | 260,800   | 347,600   | 392,300   | 474,500   | 91             | 284,300 | 335,400 | 406,300 |         |         |
|               | 32             | 190,600   | 263,200   | 349,300   | 394,300   | 477,100   | 92             | 285,500 | 336,000 | 407,000 |         |         |
|               | 33             | 192,400   | 265,200   | 350,800   | 396,100   | 479,400   | 93             | 286,600 | 336,400 | 407,600 |         |         |
|               | 34             | 194,300   | 267,700   | 352,300   | 397,900   | 481,900   | 94             | 287,600 | 336,900 |         |         |         |
|               | 35             | 196,200   | 270,100   | 353,800   | 399,500   | 484,400   | 95             | 288,600 | 337,400 |         |         |         |
|               | 36             | 198,100   | 272,500   | 355,300   | 401,300   | 486,900   | 96             | 289,600 | 337,900 |         |         |         |
|               | 37             | 199,800   | 274,700   | 356,700   | 403,000   | 489,500   | 97             | 290,200 | 338,500 |         |         |         |
|               | 38             | 201,700   | 276,600   | 358,100   | 404,600   | 492,000   | 98             | 291,100 |         |         |         |         |
|               | 39             | 203,600   | 278,500   | 359,500   | 406,200   | 494,500   | 99             | 292,000 |         |         |         |         |
|               | 40             | 205,500   | 280,400   | 360,900   | 407,800   | 497,000   | 100            | 292,900 |         |         |         |         |
|               | 41             | 207,500   | 282,100   | 361,900   | 409,400   | 499,600   | 101            | 293,800 |         |         |         |         |
|               | 42             | 209,400   | 283,400   | 363,100   | 411,000   | 501,900   | 102            | 294,500 |         |         |         |         |
|               | 43             | 211,300   | 284,700   | 364,400   | 412,600   | 504,200   | 103            | 295,200 |         |         |         |         |
|               | 44             | 213,200   | 286,000   | 365,600   | 414,200   | 506,500   | 104            | 295,900 |         |         |         |         |
|               | 45             | 215,100   | 287,000   | 366,900   | 415,800   | 508,600   | 105            | 296,700 |         |         |         |         |
|               | 46             | 217,100   | 288,300   | 368,200   | 417,400   | 510,200   | 106            | 297,200 |         |         |         |         |
|               | 47             | 219,100   | 289,600   | 369,500   | 419,000   | 511,800   | 107            | 297,700 |         |         |         |         |
|               | 48             | 221,100   | 290,900   | 370,800   | 420,600   | 513,400   | 108            | 298,200 |         |         |         |         |
|               | 49             | 222,900   | 292,300   | 371,900   | 422,000   | 515,100   | 109            | 298,700 |         |         |         |         |
|               | 50             | 224,900   | 293,600   | 373,200   | 423,500   | 516,600   |                |         |         |         |         |         |
|               | 51             | 226,900   | 294,900   | 374,500   | 425,000   | 518,000   |                |         |         |         |         |         |
|               | 52             | 228,900   | 296,200   | 375,800   | 426,500   | 519,500   |                |         |         |         |         |         |
|               | 53             | 230,700   | 297,400   | 376,900   | 428,000   | 520,800   |                |         |         |         |         |         |
|               | 54             | 232,700   | 298,700   | 378,000   | 429,400   | 522,000   |                |         |         |         |         |         |
|               | 55             | 234,700   | 300,000   | 379,100   | 430,800   | 523,200   |                |         |         |         |         |         |
|               | 56             | 236,700   | 301,300   | 380,200   | 432,200   | 524,400   |                |         |         |         |         |         |
|               | 57             | 238,400   | 302,400   | 381,100   | 433,400   | 525,600   |                |         |         |         |         |         |
|               | 58             | 239,900   | 303,600   | 382,000   | 434,800   | 526,600   |                |         |         |         |         |         |
|               | 59             | 241,300   | 304,800   | 382,900   | 436,200   | 527,600   |                |         |         |         |         |         |
|               | 60             | 242,800   | 306,000   | 383,800   | 437,600   | 528,600   |                |         |         |         |         |         |
|               |                |           |           |           |           |           | 再任用職員          | 216,300 | 262,000 | 288,000 | 331,400 | 391,600 |

備考 1 この表は、試験場、研究所等に勤務し、試験研究又は調査研究業務に従事する職員で人事委員会規則で定めるものに適用する。  
 2 この表の5級の46号給から65号給までの号給は、試験場、研究所等の長で人事委員会規則で定めるものみに適用する。

看 護 職 給 料 表

| 職員<br>の<br>区分 | 職務の<br>級<br>号給 | 1 級     | 2 級     | 3 級     | 4 級     | 5 級     | 6 級     | 7 級     |
|---------------|----------------|---------|---------|---------|---------|---------|---------|---------|
|               |                | 給料月額    |
|               |                | 円       | 円       | 円       | 円       | 円       | 円       | 円       |
|               | 1              | 153,300 | 180,500 | 229,300 | 254,700 | 285,600 | 332,100 | 378,400 |
|               | 2              | 154,700 | 182,600 | 231,100 | 255,900 | 287,600 | 334,300 | 381,100 |
|               | 3              | 156,200 | 184,700 | 232,900 | 257,200 | 289,600 | 336,500 | 383,800 |
|               | 4              | 157,600 | 186,800 | 234,700 | 258,500 | 291,600 | 338,700 | 386,500 |
|               | 5              | 159,000 | 188,900 | 236,300 | 259,600 | 293,400 | 340,900 | 389,100 |
|               | 6              | 160,500 | 191,300 | 237,800 | 261,000 | 295,300 | 343,100 | 391,600 |
|               | 7              | 162,000 | 193,600 | 239,300 | 262,300 | 297,200 | 345,300 | 394,100 |
|               | 8              | 163,500 | 195,900 | 240,800 | 263,700 | 299,100 | 347,500 | 396,600 |
|               | 9              | 164,800 | 198,300 | 242,200 | 265,100 | 301,100 | 349,300 | 398,900 |
|               | 10             | 166,500 | 199,700 | 243,600 | 266,400 | 303,000 | 351,300 | 401,200 |
|               | 11             | 168,100 | 201,100 | 245,000 | 268,000 | 304,900 | 353,300 | 403,600 |
|               | 12             | 169,700 | 202,500 | 246,400 | 269,600 | 306,800 | 355,300 | 406,000 |
|               | 13             | 171,200 | 203,900 | 247,700 | 271,200 | 308,600 | 357,500 | 408,400 |
|               | 14             | 173,200 | 205,400 | 249,000 | 272,800 | 310,400 | 359,600 | 410,600 |
|               | 15             | 175,200 | 206,900 | 250,300 | 274,400 | 312,200 | 361,700 | 412,800 |
|               | 16             | 177,200 | 208,400 | 251,600 | 276,000 | 314,000 | 363,800 | 415,000 |
|               | 17             | 179,400 | 209,800 | 252,600 | 277,600 | 315,900 | 365,900 | 417,100 |
|               | 18             | 181,500 | 211,300 | 254,000 | 279,100 | 317,600 | 368,000 | 419,300 |
|               | 19             | 183,600 | 212,800 | 255,300 | 280,600 | 319,300 | 370,100 | 421,500 |
|               | 20             | 185,700 | 214,300 | 256,600 | 282,100 | 321,000 | 372,200 | 423,700 |
|               | 21             | 187,800 | 215,700 | 257,800 | 283,700 | 322,700 | 374,400 | 425,700 |
|               | 22             | 190,000 | 217,400 | 259,200 | 285,300 | 324,300 | 376,600 | 427,600 |
|               | 23             | 192,200 | 219,100 | 260,600 | 286,900 | 325,900 | 378,800 | 429,500 |
|               | 24             | 194,400 | 220,800 | 262,000 | 288,500 | 327,500 | 381,000 | 431,400 |
|               | 25             | 196,500 | 222,300 | 263,500 | 289,900 | 329,200 | 383,000 | 433,200 |
|               | 26             | 197,800 | 224,000 | 265,100 | 291,700 | 330,700 | 385,000 | 434,900 |
|               | 27             | 199,100 | 225,700 | 266,600 | 293,500 | 332,300 | 387,000 | 436,600 |
|               | 28             | 200,400 | 227,400 | 268,200 | 295,300 | 333,900 | 389,000 | 438,200 |
|               | 29             | 201,600 | 229,200 | 269,800 | 296,900 | 335,400 | 391,000 | 439,700 |
|               | 30             | 202,900 | 230,700 | 271,400 | 298,600 | 336,900 | 392,900 | 441,300 |
|               | 31             | 204,200 | 232,200 | 273,000 | 300,300 | 338,400 | 394,800 | 442,900 |
|               | 32             | 205,500 | 233,700 | 274,600 | 302,000 | 339,900 | 396,700 | 444,500 |
|               | 33             | 206,800 | 235,200 | 276,200 | 303,500 | 341,600 | 398,400 | 446,200 |
|               | 34             | 208,100 | 236,600 | 277,700 | 305,100 | 343,200 | 400,100 | 447,800 |
|               | 35             | 209,400 | 238,000 | 279,200 | 306,700 | 344,800 | 401,900 | 449,400 |
|               | 36             | 210,700 | 239,400 | 280,700 | 308,300 | 346,400 | 403,700 | 451,000 |
|               | 37             | 212,100 | 240,700 | 282,300 | 309,900 | 348,100 | 405,600 | 452,500 |
|               | 38             | 213,500 | 242,000 | 283,800 | 311,500 | 349,700 | 407,400 | 454,000 |
|               | 39             | 214,900 | 243,300 | 285,300 | 313,100 | 351,300 | 409,200 | 455,500 |
|               | 40             | 216,300 | 244,600 | 286,800 | 314,700 | 352,900 | 411,000 | 457,000 |
|               | 41             | 217,500 | 245,600 | 288,400 | 316,300 | 354,500 | 412,700 | 458,300 |
|               | 42             | 218,900 | 246,900 | 290,000 | 317,800 | 356,100 | 414,400 | 459,200 |
|               | 43             | 220,300 | 248,100 | 291,600 | 319,300 | 357,700 | 416,100 | 460,100 |
|               | 44             | 221,700 | 249,400 | 293,200 | 320,800 | 359,300 | 417,700 | 461,000 |
|               | 45             | 223,100 | 250,600 | 294,600 | 322,100 | 360,900 | 419,200 | 462,000 |
|               | 46             | 224,600 | 252,000 | 296,100 | 323,500 | 362,400 | 420,800 | 462,900 |
|               | 47             | 226,100 | 253,400 | 297,600 | 324,900 | 363,900 | 422,400 | 463,800 |
|               | 48             | 227,600 | 254,800 | 299,100 | 326,400 | 365,300 | 424,000 | 464,700 |
|               | 49             | 228,900 | 256,200 | 300,500 | 327,700 | 366,800 | 425,700 | 465,700 |
|               | 50             | 230,300 | 257,700 | 301,900 | 329,100 | 368,200 | 427,300 | 466,400 |
|               | 51             | 231,700 | 259,100 | 303,300 | 330,400 | 369,600 | 428,900 | 467,200 |
|               | 52             | 233,100 | 260,500 | 304,700 | 331,800 | 371,000 | 430,500 | 468,000 |
|               | 53             | 234,400 | 262,000 | 306,200 | 333,200 | 372,500 | 432,000 | 468,900 |
|               | 54             | 235,700 | 263,600 | 307,600 | 334,600 | 373,700 | 433,500 | 469,700 |
|               | 55             | 237,000 | 265,200 | 309,000 | 336,000 | 374,900 | 435,000 | 470,500 |
|               | 56             | 238,300 | 266,700 | 310,400 | 337,400 | 376,100 | 436,500 | 471,300 |
|               | 57             | 239,500 | 268,300 | 311,600 | 338,600 | 377,400 | 437,800 | 472,200 |
|               | 58             | 240,800 | 269,900 | 312,900 | 340,000 | 378,400 | 438,700 |         |
|               | 59             | 242,000 | 271,500 | 314,200 | 341,400 | 379,400 | 439,600 |         |
|               | 60             | 243,300 | 273,100 | 315,600 | 342,800 | 380,400 | 440,500 |         |

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| 61  | 244,500 | 274,700 | 316,800 | 344,000 | 381,200 | 441,400 |
| 62  | 245,800 | 276,200 | 318,100 | 345,300 | 382,000 | 442,300 |
| 63  | 247,100 | 277,700 | 319,400 | 346,600 | 382,800 | 443,200 |
| 64  | 248,400 | 279,200 | 320,700 | 347,900 | 383,600 | 444,100 |
| 65  | 249,600 | 280,800 | 322,000 | 349,100 | 384,500 | 445,000 |
| 66  | 250,900 | 282,300 | 323,300 | 350,300 | 385,300 | 445,800 |
| 67  | 252,300 | 283,800 | 324,600 | 351,500 | 386,100 | 446,600 |
| 68  | 253,700 | 285,300 | 325,900 | 352,700 | 386,900 | 447,400 |
| 69  | 254,800 | 286,600 | 327,000 | 353,700 | 387,700 | 448,200 |
| 70  | 256,100 | 288,100 | 328,200 | 354,800 | 388,400 |         |
| 71  | 257,400 | 289,600 | 329,400 | 355,900 | 389,100 |         |
| 72  | 258,700 | 291,100 | 330,500 | 357,000 | 389,800 |         |
| 73  | 260,100 | 292,400 | 331,800 | 358,000 | 390,600 |         |
| 74  | 261,400 | 293,800 | 332,900 | 359,100 | 391,200 |         |
| 75  | 262,700 | 295,200 | 334,100 | 360,200 | 391,800 |         |
| 76  | 264,000 | 296,600 | 335,300 | 361,300 | 392,400 |         |
| 77  | 265,100 | 298,100 | 336,500 | 362,200 | 393,000 |         |
| 78  | 266,300 | 299,400 | 337,700 | 363,000 | 393,600 |         |
| 79  | 267,600 | 300,700 | 338,900 | 363,800 | 394,200 |         |
| 80  | 268,900 | 302,000 | 340,100 | 364,600 | 394,800 |         |
| 81  | 270,000 | 302,900 | 341,200 | 365,300 | 395,300 |         |
| 82  | 271,100 | 304,100 | 342,300 | 365,900 | 395,900 |         |
| 83  | 272,200 | 305,300 | 343,400 | 366,500 | 396,500 |         |
| 84  | 273,300 | 306,600 | 344,500 | 367,100 | 397,100 |         |
| 85  | 274,200 | 307,700 | 345,600 | 367,800 | 397,600 |         |
| 86  | 275,300 | 308,900 | 346,600 | 368,400 | 398,200 |         |
| 87  | 276,400 | 310,100 | 347,600 | 369,000 | 398,800 |         |
| 88  | 277,500 | 311,300 | 348,600 | 369,600 | 399,400 |         |
| 89  | 278,600 | 312,600 | 349,700 | 370,100 | 399,800 |         |
| 90  | 279,600 | 313,800 | 350,500 | 370,700 | 400,400 |         |
| 91  | 280,600 | 315,000 | 351,300 | 371,300 | 401,000 |         |
| 92  | 281,600 | 316,200 | 352,100 | 371,900 | 401,600 |         |
| 93  | 282,600 | 317,400 | 352,900 | 372,400 | 402,100 |         |
| 94  | 283,600 | 318,200 | 353,600 | 372,900 | 402,700 |         |
| 95  | 284,600 | 319,000 | 354,300 | 373,400 | 403,300 |         |
| 96  | 285,600 | 319,800 | 355,000 | 373,900 | 403,900 |         |
| 97  | 286,500 | 320,500 | 355,500 | 374,500 | 404,400 |         |
| 98  | 287,300 | 321,200 | 356,000 | 375,000 | 405,000 |         |
| 99  | 288,100 | 321,900 | 356,500 | 375,500 | 405,600 |         |
| 100 | 289,000 | 322,600 | 357,000 | 376,000 | 406,200 |         |
| 101 | 289,800 | 323,100 | 357,600 | 376,600 | 406,700 |         |
| 102 | 290,600 | 323,700 | 358,100 | 377,100 | 407,300 |         |
| 103 | 291,400 | 324,300 | 358,600 | 377,600 | 407,900 |         |
| 104 | 292,200 | 324,900 | 359,100 | 378,100 | 408,500 |         |
| 105 | 292,900 | 325,300 | 359,700 | 378,700 | 409,000 |         |
| 106 | 293,400 | 325,800 | 360,200 | 379,200 |         |         |
| 107 | 293,900 | 326,300 | 360,700 | 379,700 |         |         |
| 108 | 294,400 | 326,800 | 361,200 | 380,200 |         |         |
| 109 | 294,900 | 327,300 | 361,700 | 380,800 |         |         |
| 110 | 295,300 | 327,700 | 362,200 | 381,300 |         |         |
| 111 | 295,700 | 328,100 | 362,700 | 381,800 |         |         |
| 112 | 296,100 | 328,500 | 363,200 | 382,300 |         |         |
| 113 | 296,500 | 328,900 | 363,700 | 382,900 |         |         |
| 114 | 296,900 | 329,300 | 364,200 | 383,400 |         |         |
| 115 | 297,300 | 329,700 | 364,700 | 383,900 |         |         |
| 116 | 297,700 | 330,000 | 365,100 | 384,400 |         |         |
| 117 | 298,000 | 330,300 | 365,500 | 385,000 |         |         |
| 118 | 298,400 | 330,700 | 366,000 | 385,500 |         |         |
| 119 | 298,800 | 331,100 | 366,500 | 386,000 |         |         |
| 120 | 299,200 | 331,500 | 367,000 | 386,500 |         |         |

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|  |           |         |         |         |         |         |         |         |         |
|--|-----------|---------|---------|---------|---------|---------|---------|---------|---------|
|  | 121       | 299,500 | 331,700 | 367,400 | 387,100 |         |         |         |         |
|  | 122       | 299,900 | 332,100 | 367,900 | 387,600 |         |         |         |         |
|  | 123       | 300,300 | 332,500 | 368,400 | 388,100 |         |         |         |         |
|  | 124       | 300,700 | 332,900 | 368,900 | 388,600 |         |         |         |         |
|  | 125       | 300,900 | 333,100 | 369,300 | 389,200 |         |         |         |         |
|  | 126       | 301,300 | 333,500 | 369,800 | 389,700 |         |         |         |         |
|  | 127       | 301,700 | 333,900 | 370,300 | 390,200 |         |         |         |         |
|  | 128       | 302,100 | 334,300 | 370,800 | 390,700 |         |         |         |         |
|  | 129       | 302,300 | 334,600 | 371,200 | 391,300 |         |         |         |         |
|  | 130       | 302,700 | 335,000 | 371,700 | 391,800 |         |         |         |         |
|  | 131       | 303,100 | 335,400 | 372,200 | 392,300 |         |         |         |         |
|  | 132       | 303,500 | 335,800 | 372,700 | 392,800 |         |         |         |         |
|  | 133       | 303,700 | 336,100 | 373,100 | 393,400 |         |         |         |         |
|  | 134       | 304,100 | 336,500 | 373,600 | 393,900 |         |         |         |         |
|  | 135       | 304,500 | 336,900 | 374,100 | 394,400 |         |         |         |         |
|  | 136       | 304,900 | 337,300 | 374,600 | 394,900 |         |         |         |         |
|  | 137       | 305,100 | 337,600 | 375,000 | 395,500 |         |         |         |         |
|  | 138       | 305,500 | 338,000 |         |         |         |         |         |         |
|  | 139       | 305,900 | 338,400 |         |         |         |         |         |         |
|  | 140       | 306,300 | 338,800 |         |         |         |         |         |         |
|  | 141       | 306,500 | 339,100 |         |         |         |         |         |         |
|  | 142       | 306,900 | 339,500 |         |         |         |         |         |         |
| 再<br>任<br>用<br>職<br>員<br>以<br>外<br>の<br>職<br>員 | 143       | 307,300 | 339,900 |         |         |         |         |         |         |
|  | 144       | 307,700 | 340,300 |         |         |         |         |         |         |
|  | 145       | 307,900 | 340,600 |         |         |         |         |         |         |
|  | 146       | 308,300 | 341,000 |         |         |         |         |         |         |
|  | 147       | 308,700 | 341,400 |         |         |         |         |         |         |
|  | 148       | 309,100 | 341,800 |         |         |         |         |         |         |
|  | 149       | 309,300 | 342,100 |         |         |         |         |         |         |
|  | 150       | 309,600 | 342,500 |         |         |         |         |         |         |
|  | 151       | 309,900 | 342,900 |         |         |         |         |         |         |
|  | 152       | 310,200 | 343,300 |         |         |         |         |         |         |
|  | 153       | 310,600 | 343,600 |         |         |         |         |         |         |
|  | 154       | 310,900 | 344,000 |         |         |         |         |         |         |
|  | 155       | 311,200 | 344,400 |         |         |         |         |         |         |
|  | 156       | 311,500 | 344,800 |         |         |         |         |         |         |
|  | 157       | 311,900 | 345,100 |         |         |         |         |         |         |
|  | 158       | 312,200 | 345,500 |         |         |         |         |         |         |
|  | 159       | 312,500 | 345,900 |         |         |         |         |         |         |
|  | 160       | 312,800 | 346,300 |         |         |         |         |         |         |
|  | 161       | 313,200 | 346,600 |         |         |         |         |         |         |
|  | 162       | 313,500 | 347,000 |         |         |         |         |         |         |
|  | 163       | 313,800 | 347,400 |         |         |         |         |         |         |
|  | 164       | 314,100 | 347,800 |         |         |         |         |         |         |
|  | 165       | 314,500 | 348,100 |         |         |         |         |         |         |
|  | 166       | 314,800 |         |         |         |         |         |         |         |
|  | 167       | 315,100 |         |         |         |         |         |         |         |
|  | 168       | 315,400 |         |         |         |         |         |         |         |
|  | 169       | 315,800 |         |         |         |         |         |         |         |
|  | 170       | 316,100 |         |         |         |         |         |         |         |
|  | 171       | 316,400 |         |         |         |         |         |         |         |
|  | 172       | 316,700 |         |         |         |         |         |         |         |
|  | 173       | 317,100 |         |         |         |         |         |         |         |
|  | 174       | 317,400 |         |         |         |         |         |         |         |
|  | 175       | 317,700 |         |         |         |         |         |         |         |
|  | 176       | 318,000 |         |         |         |         |         |         |         |
|  | 177       | 318,400 |         |         |         |         |         |         |         |
|  | 再任用<br>職員 |         | 233,800 | 258,600 | 266,000 | 276,400 | 293,600 | 331,700 | 377,500 |

備考 この表は、助産師、看護師及び准看護師である職員で人事委員会規則で定めるものに適用する。

警 察 職 給 料 表

| 職員<br>の<br>区分                                  | 職務の<br>級<br>号給 | 1 級       | 2 級       | 3 級       | 4 級       | 5 級       | 6 級       | 7 級       | 8 級       | 9 級       |
|--|----------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
|  |                | 給料月額<br>円 |
| 再<br>任<br>用<br>職<br>員<br>以<br>外<br>の<br>職<br>員 | 1              | 158,100   | 173,600   | 200,200   | 240,100   | 291,600   | 319,600   | 349,100   | 385,300   | 428,000   |
|  | 2              | 159,800   | 175,400   | 202,200   | 241,900   | 293,900   | 321,900   | 351,400   | 387,500   | 429,900   |
|  | 3              | 161,500   | 177,200   | 204,200   | 243,700   | 296,200   | 324,200   | 353,700   | 389,700   | 431,800   |
|  | 4              | 163,200   | 179,000   | 206,200   | 245,500   | 298,500   | 326,500   | 356,000   | 391,900   | 433,700   |
|  | 5              | 164,700   | 180,900   | 208,200   | 247,400   | 300,600   | 328,900   | 358,100   | 393,800   | 435,500   |
|  | 6              | 166,600   | 183,200   | 210,200   | 249,300   | 302,900   | 331,100   | 360,300   | 395,800   | 437,400   |
|  | 7              | 168,400   | 185,500   | 212,200   | 251,200   | 305,200   | 333,400   | 362,500   | 397,800   | 439,200   |
|  | 8              | 170,300   | 187,800   | 214,200   | 253,100   | 307,500   | 335,700   | 364,700   | 399,700   | 441,100   |
|  | 9              | 172,000   | 190,000   | 216,300   | 254,800   | 309,600   | 337,800   | 366,800   | 401,600   | 442,800   |
|  | 10             | 173,700   | 192,600   | 218,100   | 256,700   | 311,900   | 340,100   | 369,000   | 403,600   | 444,600   |
|  | 11             | 175,400   | 195,100   | 219,900   | 258,600   | 314,200   | 342,400   | 371,200   | 405,700   | 446,400   |
|  | 12             | 177,100   | 197,600   | 221,700   | 260,400   | 316,500   | 344,700   | 373,400   | 407,800   | 448,200   |
|  | 13             | 179,000   | 200,000   | 223,600   | 262,100   | 318,600   | 346,800   | 375,600   | 409,700   | 449,800   |
|  | 14             | 181,100   | 201,800   | 225,500   | 263,700   | 320,900   | 349,000   | 377,800   | 411,800   | 451,600   |
|  | 15             | 183,200   | 203,600   | 227,400   | 265,300   | 323,200   | 351,200   | 380,000   | 413,900   | 453,400   |
|  | 16             | 185,300   | 205,400   | 229,300   | 266,800   | 325,500   | 353,400   | 382,200   | 416,000   | 455,200   |
|  | 17             | 187,500   | 207,300   | 231,000   | 268,100   | 327,600   | 355,700   | 384,100   | 418,100   | 456,800   |
|  | 18             | 189,900   | 209,200   | 232,800   | 270,000   | 329,900   | 357,800   | 386,100   | 420,000   | 458,600   |
|  | 19             | 192,300   | 211,100   | 234,600   | 271,800   | 332,100   | 359,900   | 388,200   | 421,900   | 460,400   |
|  | 20             | 194,700   | 213,000   | 236,400   | 273,600   | 334,400   | 362,000   | 390,200   | 423,800   | 462,200   |
|  | 21             | 197,200   | 214,700   | 238,200   | 275,200   | 336,500   | 364,200   | 392,100   | 425,600   | 463,800   |
|  | 22             | 199,000   | 216,500   | 239,700   | 277,100   | 338,600   | 366,200   | 394,200   | 427,300   | 465,600   |
|  | 23             | 200,800   | 218,300   | 241,200   | 279,000   | 340,700   | 368,300   | 396,300   | 429,000   | 467,300   |
|  | 24             | 202,600   | 220,100   | 242,700   | 280,900   | 342,800   | 370,400   | 398,400   | 430,700   | 469,100   |
|  | 25             | 204,500   | 221,800   | 244,200   | 282,600   | 345,000   | 372,400   | 400,200   | 432,300   | 470,700   |
|  | 26             | 206,300   | 223,500   | 245,800   | 284,800   | 347,100   | 374,500   | 402,300   | 433,900   | 472,200   |
|  | 27             | 208,100   | 225,200   | 247,400   | 287,000   | 349,200   | 376,600   | 404,400   | 435,500   | 473,700   |
|  | 28             | 209,900   | 226,900   | 249,000   | 289,200   | 351,300   | 378,700   | 406,500   | 437,100   | 475,200   |
|  | 29             | 211,800   | 228,500   | 250,400   | 291,500   | 353,500   | 380,800   | 408,400   | 438,400   | 476,600   |
|  | 30             | 213,600   | 230,300   | 251,800   | 293,500   | 355,600   | 382,900   | 410,300   | 440,100   | 477,400   |
|  | 31             | 215,400   | 232,100   | 253,300   | 295,500   | 357,700   | 385,000   | 412,200   | 441,800   | 478,100   |
|  | 32             | 217,200   | 233,900   | 254,800   | 297,500   | 359,800   | 387,100   | 414,100   | 443,500   | 478,900   |
|  | 33             | 218,900   | 235,500   | 256,000   | 299,400   | 361,600   | 389,000   | 416,100   | 445,000   | 479,500   |
|  | 34             | 220,600   | 237,100   | 257,500   | 301,300   | 363,700   | 391,100   | 417,700   | 446,700   | 480,300   |
|  | 35             | 222,300   | 238,700   | 258,900   | 303,200   | 365,700   | 393,200   | 419,400   | 448,400   | 481,100   |
|  | 36             | 224,000   | 240,300   | 260,400   | 305,100   | 367,800   | 395,200   | 421,100   | 450,100   | 481,900   |
|  | 37             | 225,600   | 241,800   | 261,700   | 307,100   | 369,800   | 397,100   | 422,700   | 451,600   | 482,500   |
|  | 38             | 227,400   | 243,300   | 263,200   | 309,000   | 371,900   | 398,700   | 424,200   | 452,400   | 483,300   |
|  | 39             | 229,200   | 244,800   | 264,700   | 310,900   | 374,000   | 400,300   | 425,700   | 453,200   | 484,100   |
|  | 40             | 231,000   | 246,300   | 266,100   | 312,800   | 376,100   | 401,900   | 427,200   | 454,000   | 484,900   |
|  | 41             | 232,600   | 247,800   | 267,500   | 314,700   | 378,100   | 403,400   | 428,800   | 454,600   | 485,500   |
|  | 42             | 234,100   | 249,200   | 269,200   | 316,600   | 380,200   | 404,600   | 430,100   | 455,300   | 486,300   |
|  | 43             | 235,600   | 250,700   | 270,900   | 318,500   | 382,300   | 405,800   | 431,400   | 456,000   | 487,100   |
|  | 44             | 237,100   | 252,200   | 272,500   | 320,400   | 384,400   | 407,000   | 432,700   | 456,700   | 487,900   |
|  | 45             | 238,600   | 253,400   | 274,000   | 322,300   | 386,300   | 408,300   | 434,000   | 457,500   | 488,500   |
|  | 46             | 239,900   | 254,900   | 275,700   | 324,200   | 388,100   | 409,500   | 434,800   | 458,200   | 489,300   |
|  | 47             | 241,200   | 256,300   | 277,400   | 326,100   | 389,900   | 410,700   | 435,600   | 458,900   | 490,100   |
|  | 48             | 242,500   | 257,800   | 279,100   | 328,000   | 391,700   | 411,900   | 436,400   | 459,600   | 490,900   |
|  | 49             | 243,600   | 259,100   | 280,900   | 329,800   | 393,500   | 413,200   | 437,100   | 460,300   | 491,500   |
|  | 50             | 245,000   | 260,600   | 282,600   | 331,400   | 394,700   | 414,000   | 437,900   | 461,000   | 492,300   |
|  | 51             | 246,500   | 262,100   | 284,300   | 333,100   | 395,900   | 414,800   | 438,700   | 461,700   | 493,100   |
|  | 52             | 248,000   | 263,600   | 286,000   | 334,800   | 397,000   | 415,600   | 439,500   | 462,400   | 493,900   |
|  | 53             | 249,200   | 264,900   | 287,700   | 336,500   | 398,300   | 416,300   | 440,100   | 463,100   | 494,500   |
|  | 54             | 250,700   | 266,500   | 289,500   | 338,300   | 399,500   | 417,000   | 440,800   | 463,800   |           |
|  | 55             | 252,100   | 268,200   | 291,300   | 340,100   | 400,700   | 417,700   | 441,500   | 464,500   |           |
|  | 56             | 253,600   | 269,800   | 293,100   | 341,900   | 401,900   | 418,300   | 442,200   | 465,200   |           |
|  | 57             | 254,900   | 271,200   | 294,700   | 343,300   | 403,200   | 419,100   | 442,900   | 465,900   |           |
|  | 58             | 256,200   | 272,900   | 296,500   | 345,000   | 404,000   | 419,600   | 443,600   | 466,500   |           |
|  | 59             | 257,500   | 274,600   | 298,300   | 346,700   | 404,800   | 420,200   | 444,300   | 467,200   |           |
|  | 60             | 258,800   | 276,300   | 300,100   | 348,400   | 405,600   | 420,800   | 445,000   | 467,900   |           |

|     |         |         |         |         |         |         |         |         |
|-----|---------|---------|---------|---------|---------|---------|---------|---------|
| 61  | 260,100 | 277,900 | 301,700 | 350,100 | 406,300 | 421,400 | 445,700 | 468,600 |
| 62  | 261,500 | 279,500 | 303,500 | 351,800 | 407,000 | 422,000 | 446,300 | 469,200 |
| 63  | 262,900 | 281,100 | 305,300 | 353,500 | 407,700 | 422,600 | 446,900 | 469,900 |
| 64  | 264,300 | 282,700 | 307,100 | 355,200 | 408,400 | 423,200 | 447,500 | 470,600 |
| 65  | 265,700 | 284,300 | 308,700 | 356,900 | 408,900 | 423,800 | 448,200 | 471,300 |
| 66  | 267,000 | 285,800 | 310,400 | 358,500 | 409,600 | 424,400 | 448,800 | 471,900 |
| 67  | 268,400 | 287,300 | 312,100 | 360,100 | 410,300 | 425,000 | 449,400 | 472,600 |
| 68  | 269,800 | 288,800 | 313,800 | 361,700 | 411,000 | 425,600 | 450,000 | 473,300 |
| 69  | 271,000 | 290,400 | 315,400 | 363,200 | 411,500 | 426,200 | 450,700 | 474,000 |
| 70  | 272,400 | 292,000 | 316,900 | 364,700 | 412,100 | 426,800 | 451,300 | 474,600 |
| 71  | 273,800 | 293,600 | 318,400 | 366,100 | 412,700 | 427,400 | 451,900 | 475,300 |
| 72  | 275,200 | 295,200 | 319,900 | 367,600 | 413,300 | 428,000 | 452,500 | 476,000 |
| 73  | 276,700 | 296,600 | 321,000 | 369,100 | 413,900 | 428,600 | 453,200 | 476,700 |
| 74  | 278,100 | 298,100 | 322,700 | 370,600 | 414,500 | 429,200 | 453,800 | 477,300 |
| 75  | 279,500 | 299,600 | 324,400 | 372,100 | 415,100 | 429,800 | 454,400 | 478,000 |
| 76  | 280,900 | 301,100 | 326,100 | 373,500 | 415,700 | 430,400 | 455,000 | 478,700 |
| 77  | 282,100 | 302,400 | 327,900 | 374,900 | 416,300 | 430,900 | 455,700 | 479,400 |
| 78  | 283,300 | 303,900 | 329,600 | 376,100 | 416,900 | 431,500 | 456,300 |         |
| 79  | 284,500 | 305,400 | 331,200 | 377,300 | 417,500 | 432,100 | 456,900 |         |
| 80  | 285,700 | 306,900 | 332,900 | 378,500 | 418,000 | 432,700 | 457,500 |         |
| 81  | 287,000 | 308,400 | 334,600 | 379,800 | 418,600 | 433,300 | 458,200 |         |
| 82  | 288,300 | 309,800 | 336,300 | 381,000 | 419,200 | 433,900 | 458,800 |         |
| 83  | 289,600 | 311,200 | 338,000 | 382,200 | 419,800 | 434,500 | 459,400 |         |
| 84  | 290,900 | 312,600 | 339,700 | 383,400 | 420,400 | 435,100 | 460,000 |         |
| 85  | 292,300 | 313,800 | 341,400 | 384,700 | 420,900 | 435,700 | 460,700 |         |
| 86  | 293,500 | 315,300 | 343,000 | 385,300 | 421,500 | 436,300 | 461,300 |         |
| 87  | 294,700 | 316,800 | 344,600 | 385,900 | 422,100 | 436,900 | 461,900 |         |
| 88  | 295,900 | 318,300 | 346,200 | 386,500 | 422,700 | 437,500 | 462,500 |         |
| 89  | 297,100 | 319,800 | 347,700 | 387,200 | 423,300 | 438,100 | 463,200 |         |
| 90  | 298,300 | 321,300 | 349,200 | 387,800 | 423,900 | 438,700 | 463,800 |         |
| 91  | 299,500 | 322,800 | 350,700 | 388,400 | 424,500 | 439,300 | 464,400 |         |
| 92  | 300,700 | 324,300 | 352,200 | 389,000 | 425,100 | 439,900 | 465,000 |         |
| 93  | 301,500 | 325,600 | 353,700 | 389,500 | 425,700 | 440,500 | 465,700 |         |
| 94  | 302,800 | 327,000 | 355,200 | 390,100 | 426,300 | 441,100 |         |         |
| 95  | 304,100 | 328,400 | 356,700 | 390,700 | 426,900 | 441,700 |         |         |
| 96  | 305,400 | 329,800 | 358,200 | 391,300 | 427,500 | 442,300 |         |         |
| 97  | 306,500 | 331,200 | 359,600 | 391,800 | 428,100 | 442,900 |         |         |
| 98  | 307,700 | 332,600 | 360,800 | 392,400 | 428,700 | 443,500 |         |         |
| 99  | 308,900 | 334,000 | 361,900 | 393,000 | 429,300 | 444,100 |         |         |
| 100 | 310,100 | 335,400 | 363,100 | 393,600 | 429,900 | 444,700 |         |         |
| 101 | 311,300 | 336,900 | 364,400 | 394,100 | 430,500 | 445,300 |         |         |
| 102 | 312,400 | 338,200 | 365,500 | 394,700 | 431,100 |         |         |         |
| 103 | 313,500 | 339,500 | 366,700 | 395,300 | 431,700 |         |         |         |
| 104 | 314,600 | 340,800 | 367,900 | 395,900 | 432,300 |         |         |         |
| 105 | 315,600 | 342,000 | 369,200 | 396,400 | 432,900 |         |         |         |
| 106 | 316,300 | 343,100 | 369,800 | 396,900 |         |         |         |         |
| 107 | 317,000 | 344,200 | 370,400 | 397,400 |         |         |         |         |
| 108 | 317,700 | 345,300 | 371,000 | 397,900 |         |         |         |         |
| 109 | 318,400 | 346,500 | 371,700 | 398,200 |         |         |         |         |
| 110 | 319,100 | 347,500 | 372,300 | 398,700 |         |         |         |         |
| 111 | 319,800 | 348,500 | 372,900 | 399,200 |         |         |         |         |
| 112 | 320,500 | 349,500 | 373,500 | 399,700 |         |         |         |         |
| 113 | 321,300 | 350,600 | 374,000 | 400,100 |         |         |         |         |
| 114 | 322,100 | 351,600 | 374,600 | 400,600 |         |         |         |         |
| 115 | 322,900 | 352,600 | 375,200 | 401,100 |         |         |         |         |
| 116 | 323,700 | 353,600 | 375,800 | 401,600 |         |         |         |         |
| 117 | 324,300 | 354,700 | 376,300 | 402,000 |         |         |         |         |
| 118 | 325,100 | 355,300 | 376,900 | 402,500 |         |         |         |         |
| 119 | 325,900 | 355,900 | 377,500 | 403,000 |         |         |         |         |
| 120 | 326,700 | 356,500 | 378,100 | 403,500 |         |         |         |         |

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|            |     |         |         |         |         |         |         |         |         |         |
|------------|-----|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|            | 121 | 327,400 | 357,000 | 378,500 | 403,900 |         |         |         |         |         |
|            | 122 | 327,900 | 357,500 | 379,100 | 404,400 |         |         |         |         |         |
|            | 123 | 328,400 | 358,000 | 379,700 | 404,900 |         |         |         |         |         |
|            | 124 | 328,900 | 358,500 | 380,300 | 405,400 |         |         |         |         |         |
|            | 125 | 329,200 | 359,000 | 380,800 | 405,800 |         |         |         |         |         |
|            | 126 | 329,700 | 359,500 | 381,300 | 406,300 |         |         |         |         |         |
|            | 127 | 330,200 | 360,000 | 381,800 | 406,800 |         |         |         |         |         |
|            | 128 | 330,700 | 360,500 | 382,300 | 407,300 |         |         |         |         |         |
|            | 129 | 331,000 | 361,000 | 382,600 | 407,700 |         |         |         |         |         |
|            | 130 | 331,500 | 361,500 | 383,100 | 408,200 |         |         |         |         |         |
|            | 131 | 332,000 | 361,900 | 383,600 | 408,700 |         |         |         |         |         |
|            | 132 | 332,500 | 362,400 | 384,100 | 409,200 |         |         |         |         |         |
|            | 133 | 332,800 | 362,900 | 384,400 | 409,600 |         |         |         |         |         |
|            | 134 |         | 363,400 | 384,900 | 410,100 |         |         |         |         |         |
|            | 135 |         | 363,900 | 385,300 | 410,600 |         |         |         |         |         |
|            | 136 |         | 364,400 | 385,800 | 411,100 |         |         |         |         |         |
|            | 137 |         | 364,700 | 386,100 | 411,500 |         |         |         |         |         |
|            | 138 |         | 365,100 | 386,600 |         |         |         |         |         |         |
|            | 139 |         | 365,600 | 387,100 |         |         |         |         |         |         |
|            | 140 |         | 366,100 | 387,600 |         |         |         |         |         |         |
|            | 141 |         | 366,400 | 387,900 |         |         |         |         |         |         |
|            | 142 |         | 366,900 | 388,400 |         |         |         |         |         |         |
|            | 143 |         | 367,400 | 388,900 |         |         |         |         |         |         |
|            | 144 |         | 367,900 | 389,400 |         |         |         |         |         |         |
|            | 145 |         | 368,200 | 389,700 |         |         |         |         |         |         |
|            | 146 |         | 368,700 | 390,200 |         |         |         |         |         |         |
|            | 147 |         | 369,200 | 390,700 |         |         |         |         |         |         |
|            | 148 |         | 369,700 | 391,200 |         |         |         |         |         |         |
|            | 149 |         | 370,000 | 391,500 |         |         |         |         |         |         |
|            | 150 |         | 370,500 | 392,000 |         |         |         |         |         |         |
|            | 151 |         | 371,000 | 392,500 |         |         |         |         |         |         |
|            | 152 |         | 371,500 | 393,000 |         |         |         |         |         |         |
|            | 153 |         | 371,800 | 393,300 |         |         |         |         |         |         |
|            | 154 |         | 372,300 | 393,800 |         |         |         |         |         |         |
|            | 155 |         | 372,800 | 394,300 |         |         |         |         |         |         |
|            | 156 |         | 373,300 | 394,800 |         |         |         |         |         |         |
|            | 157 |         | 373,600 | 395,100 |         |         |         |         |         |         |
|            | 158 |         | 374,100 |         |         |         |         |         |         |         |
|            | 159 |         | 374,600 |         |         |         |         |         |         |         |
|            | 160 |         | 375,100 |         |         |         |         |         |         |         |
|            | 161 |         | 375,400 |         |         |         |         |         |         |         |
|            | 162 |         | 375,900 |         |         |         |         |         |         |         |
|            | 163 |         | 376,400 |         |         |         |         |         |         |         |
|            | 164 |         | 376,900 |         |         |         |         |         |         |         |
|            | 165 |         | 377,200 |         |         |         |         |         |         |         |
| 再任用職員以外の職員 |     | 240,000 | 251,900 | 256,200 | 292,400 | 309,800 | 324,500 | 348,700 | 384,600 | 417,400 |

備考 この表は、警察官である職員に適用する。

大 学 教 育 職 給 料 表

| 職員<br>の<br>区分                                  | 職務の<br>級<br>号給 | 1 級       | 2 級       | 3 級       | 4 級       |     |         |         |         |         |
|--|----------------|-----------|-----------|-----------|-----------|-----|---------|---------|---------|---------|
|  |                | 給料月額<br>円 | 給料月額<br>円 | 給料月額<br>円 | 給料月額<br>円 |     |         |         |         |         |
| 再<br>任<br>用<br>職<br>員<br>以<br>外<br>の<br>職<br>員 | 1              | 204,600   | 265,400   | 316,200   | 408,000   | 61  | 331,400 | 401,700 | 440,200 | 537,300 |
|  | 2              | 206,800   | 268,500   | 319,600   | 410,500   | 62  | 332,500 | 403,200 | 441,300 | 538,300 |
|  | 3              | 209,000   | 271,600   | 323,100   | 413,000   | 63  | 333,600 | 404,700 | 442,400 | 539,300 |
|  | 4              | 211,200   | 274,700   | 326,600   | 415,500   | 64  | 334,700 | 406,200 | 443,500 | 540,300 |
|  | 5              | 213,300   | 277,800   | 330,200   | 418,100   | 65  | 335,700 | 407,600 | 444,500 | 541,100 |
|  | 6              | 215,500   | 280,600   | 333,700   | 420,600   | 66  | 336,800 | 408,800 | 445,500 | 542,000 |
|  | 7              | 217,700   | 283,400   | 337,200   | 423,100   | 67  | 337,900 | 410,000 | 446,500 | 542,900 |
|  | 8              | 219,900   | 286,100   | 340,700   | 425,600   | 68  | 339,000 | 411,200 | 447,500 | 543,800 |
|  | 9              | 222,200   | 288,900   | 344,300   | 427,900   | 69  | 340,000 | 412,400 | 448,600 | 544,700 |
|  | 10             | 224,600   | 291,800   | 347,600   | 430,400   | 70  | 341,100 | 413,400 | 449,600 | 545,600 |
|  | 11             | 227,000   | 294,700   | 350,900   | 432,900   | 71  | 342,200 | 414,400 | 450,600 | 546,500 |
|  | 12             | 229,400   | 297,600   | 354,200   | 435,400   | 72  | 343,300 | 415,400 | 451,600 | 547,400 |
|  | 13             | 231,700   | 300,200   | 357,500   | 437,200   | 73  | 344,000 | 416,400 | 452,700 | 548,300 |
|  | 14             | 234,100   | 302,800   | 360,000   | 439,500   | 74  | 345,000 | 417,300 | 453,700 | 549,200 |
|  | 15             | 236,500   | 305,300   | 362,600   | 441,900   | 75  | 346,000 | 418,100 | 454,700 | 550,100 |
|  | 16             | 238,900   | 307,800   | 365,200   | 444,200   | 76  | 347,000 | 419,000 | 455,700 | 551,000 |
|  | 17             | 241,100   | 310,200   | 367,900   | 446,600   | 77  | 348,100 | 419,700 | 456,700 | 551,900 |
|  | 18             | 244,200   | 313,000   | 370,200   | 449,000   | 78  | 349,100 | 420,300 | 457,400 | 552,800 |
|  | 19             | 247,300   | 315,800   | 372,500   | 451,400   | 79  | 350,100 | 420,900 | 458,100 | 553,700 |
|  | 20             | 250,400   | 318,600   | 374,800   | 453,800   | 80  | 351,100 | 421,500 | 458,800 | 554,600 |
|  | 21             | 253,500   | 321,200   | 377,000   | 456,300   | 81  | 352,100 | 422,100 | 459,600 | 555,500 |
|  | 22             | 256,600   | 324,000   | 379,100   | 458,700   | 82  | 353,100 | 422,700 | 460,300 | 556,400 |
|  | 23             | 259,700   | 326,800   | 381,200   | 461,100   | 83  | 354,100 | 423,300 | 461,000 | 557,300 |
|  | 24             | 262,800   | 329,600   | 383,300   | 463,500   | 84  | 355,100 | 423,900 | 461,700 | 558,200 |
|  | 25             | 265,800   | 332,100   | 385,300   | 465,900   | 85  | 356,000 | 424,400 | 462,200 | 559,100 |
|  | 26             | 268,800   | 334,600   | 387,200   | 468,300   | 86  | 356,700 | 425,000 | 462,900 | 560,000 |
|  | 27             | 271,800   | 337,100   | 389,100   | 470,700   | 87  | 357,400 | 425,600 | 463,600 | 560,900 |
|  | 28             | 274,800   | 339,600   | 391,000   | 473,100   | 88  | 358,100 | 426,200 | 464,300 | 561,800 |
|  | 29             | 277,800   | 342,000   | 393,000   | 475,500   | 89  | 358,900 | 426,700 | 464,800 | 562,700 |
|  | 30             | 280,500   | 344,200   | 394,800   | 477,900   | 90  | 359,500 | 427,300 | 465,500 |         |
|  | 31             | 283,200   | 346,400   | 396,600   | 480,200   | 91  | 360,100 | 427,900 | 466,200 |         |
|  | 32             | 285,900   | 348,600   | 398,400   | 482,600   | 92  | 360,700 | 428,500 | 466,900 |         |
|  | 33             | 288,500   | 350,900   | 400,200   | 485,000   | 93  | 361,300 | 428,900 | 467,400 |         |
|  | 34             | 291,400   | 353,200   | 402,000   | 487,300   | 94  | 361,700 | 429,400 | 468,100 |         |
|  | 35             | 294,200   | 355,500   | 403,800   | 489,600   | 95  | 362,200 | 429,900 | 468,800 |         |
|  | 36             | 297,000   | 357,800   | 405,600   | 491,900   | 96  | 362,700 | 430,400 | 469,500 |         |
|  | 37             | 299,800   | 359,900   | 407,200   | 494,200   | 97  | 363,300 | 431,000 | 470,000 |         |
|  | 38             | 302,100   | 362,000   | 408,900   | 496,200   | 98  | 363,800 | 431,500 | 470,700 |         |
|  | 39             | 304,400   | 364,100   | 410,600   | 498,200   | 99  | 364,300 | 432,000 | 471,400 |         |
|  | 40             | 306,700   | 366,100   | 412,300   | 500,200   | 100 | 364,800 | 432,500 | 472,100 |         |
|  | 41             | 308,900   | 368,100   | 413,700   | 502,300   | 101 | 365,300 | 433,100 | 472,600 |         |
|  | 42             | 310,100   | 370,000   | 415,300   | 504,200   | 102 | 365,800 | 433,600 | 473,300 |         |
|  | 43             | 311,300   | 371,900   | 416,900   | 506,100   | 103 | 366,300 | 434,100 | 474,000 |         |
|  | 44             | 312,500   | 373,800   | 418,500   | 508,000   | 104 | 366,800 | 434,600 | 474,700 |         |
|  | 45             | 313,600   | 375,800   | 419,900   | 510,000   | 105 | 367,400 | 435,200 | 475,200 |         |
|  | 46             | 314,800   | 377,600   | 421,500   | 511,900   | 106 | 367,900 |         | 475,900 |         |
|  | 47             | 316,000   | 379,400   | 423,100   | 513,800   | 107 | 368,400 |         | 476,600 |         |
|  | 48             | 317,200   | 381,200   | 424,700   | 515,700   | 108 | 368,900 |         | 477,300 |         |
|  | 49             | 318,200   | 383,100   | 426,300   | 517,700   | 109 | 369,500 |         | 477,800 |         |
|  | 50             | 319,300   | 384,900   | 427,600   | 519,500   | 110 | 370,000 |         |         |         |
|  | 51             | 320,400   | 386,700   | 428,900   | 521,400   | 111 | 370,500 |         |         |         |
|  | 52             | 321,500   | 388,500   | 430,200   | 523,300   | 112 | 371,000 |         |         |         |
|  | 53             | 322,700   | 389,900   | 431,400   | 525,300   | 113 | 371,600 |         |         |         |
|  | 54             | 323,800   | 391,400   | 432,500   | 527,000   | 114 | 372,100 |         |         |         |
|  | 55             | 324,900   | 392,900   | 433,600   | 528,700   | 115 | 372,600 |         |         |         |
|  | 56             | 326,000   | 394,500   | 434,700   | 530,400   | 116 | 373,100 |         |         |         |
|  | 57             | 327,100   | 395,900   | 435,900   | 532,100   | 117 | 373,600 |         |         |         |
|  | 58             | 328,200   | 397,300   | 437,000   | 533,400   | 118 | 374,100 |         |         |         |
|  | 59             | 329,300   | 398,800   | 438,100   | 534,700   | 119 | 374,600 |         |         |         |
|  | 60             | 330,300   | 400,300   | 439,100   | 536,000   | 120 | 375,100 |         |         |         |

|  |       |         |         |         |         |
|--|-------|---------|---------|---------|---------|
| 再<br>任<br>用<br>職<br>員<br>以<br>外<br>の<br>職<br>員 | 121   | 375,600 |         |         |         |
|  | 122   | 376,100 |         |         |         |
|  | 123   | 376,600 |         |         |         |
|  | 124   | 377,100 |         |         |         |
|  | 125   | 377,600 |         |         |         |
|  | 126   | 378,100 |         |         |         |
|  | 127   | 378,600 |         |         |         |
|  | 128   | 379,100 |         |         |         |
|  | 129   | 379,600 |         |         |         |
|  | 再任用職員 |         | 286,500 | 298,600 | 321,000 |

備考 この表は、県立大学に勤務する教授、准教授、講師、助教、助手その他の職員で人事委員会規則で定めるものに適用する。

高 等 学 校 教 育 職 給 料 表

| 職員の<br>区分 | 職務<br>の級<br>号給 | 1 級       | 2 級       | 3 級       | 4 級       | 5 級       |            |            |            |            |            |     |         |         |         |         |
|-----------|----------------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|-----|---------|---------|---------|---------|
|           |                | 給料月額<br>円 | 給料月額<br>円 | 給料月額<br>円 | 給料月額<br>円 | 給料月額<br>円 | 再任用職員以外の職員 | 再任用職員以外の職員 | 再任用職員以外の職員 | 再任用職員以外の職員 | 再任用職員以外の職員 |     |         |         |         |         |
|           | 1              | 148,800   | 164,400   | 265,800   | 330,600   | 423,100   |            |            |            |            |            | 61  | 257,000 | 306,600 | 398,000 | 442,800 |
|           | 2              | 150,300   | 166,500   | 268,400   | 332,900   | 425,000   |            |            |            |            |            | 62  | 258,600 | 309,100 | 399,600 | 444,400 |
|           | 3              | 151,800   | 168,600   | 270,900   | 335,200   | 426,900   |            |            |            |            |            | 63  | 260,200 | 311,600 | 401,200 | 446,000 |
|           | 4              | 153,300   | 170,800   | 273,400   | 337,500   | 428,800   |            |            |            |            |            | 64  | 261,700 | 314,100 | 402,800 | 447,600 |
|           | 5              | 154,900   | 172,800   | 275,900   | 339,800   | 430,700   |            |            |            |            |            | 65  | 263,200 | 316,500 | 404,200 | 449,300 |
|           | 6              | 156,800   | 175,000   | 278,500   | 342,100   | 432,600   |            |            |            |            |            | 66  | 264,900 | 318,700 | 405,500 | 450,900 |
|           | 7              | 158,600   | 177,200   | 281,100   | 344,400   | 434,500   |            |            |            |            |            | 67  | 266,500 | 320,900 | 406,800 | 452,500 |
|           | 8              | 160,400   | 179,400   | 283,700   | 346,700   | 436,400   |            |            |            |            |            | 68  | 268,200 | 323,100 | 408,100 | 454,100 |
|           | 9              | 162,200   | 181,700   | 286,200   | 348,900   | 438,200   |            |            |            |            |            | 69  | 269,700 | 325,400 | 409,300 | 455,700 |
|           | 10             | 164,300   | 184,500   | 288,800   | 351,100   | 440,000   |            |            |            |            |            | 70  | 271,200 | 327,600 | 410,600 | 457,300 |
|           | 11             | 166,300   | 187,200   | 291,500   | 353,300   | 441,900   |            |            |            |            |            | 71  | 272,700 | 329,800 | 411,900 | 458,900 |
|           | 12             | 168,300   | 189,900   | 294,200   | 355,500   | 443,800   |            |            |            |            |            | 72  | 274,200 | 331,900 | 413,200 | 460,500 |
|           | 13             | 170,300   | 192,800   | 296,900   | 357,700   | 445,600   |            |            |            |            |            | 73  | 275,500 | 334,100 | 414,300 | 462,000 |
|           | 14             | 172,500   | 194,500   | 299,800   | 359,700   | 447,500   |            |            |            |            |            | 74  | 276,900 | 336,300 | 415,500 | 463,000 |
|           | 15             | 174,700   | 196,200   | 302,700   | 361,800   | 449,400   |            |            |            |            |            | 75  | 278,300 | 338,500 | 416,700 | 464,000 |
|           | 16             | 176,900   | 197,900   | 305,600   | 363,900   | 451,300   |            |            |            |            |            | 76  | 279,700 | 340,700 | 417,900 | 465,000 |
|           | 17             | 179,200   | 199,700   | 308,400   | 365,900   | 453,100   |            |            |            |            |            | 77  | 281,100 | 342,900 | 419,000 | 465,800 |
|           | 18             | 181,800   | 201,400   | 311,100   | 367,900   | 455,000   |            |            |            |            |            | 78  | 282,300 | 345,100 | 420,000 | 466,800 |
|           | 19             | 184,300   | 203,100   | 313,800   | 369,900   | 456,900   |            |            |            |            |            | 79  | 283,500 | 347,300 | 421,000 | 467,800 |
|           | 20             | 186,800   | 204,800   | 316,500   | 371,900   | 458,800   |            |            |            |            |            | 80  | 284,700 | 349,500 | 422,000 | 468,800 |
|           | 21             | 189,300   | 206,600   | 319,200   | 374,000   | 460,600   |            |            |            |            |            | 81  | 286,000 | 351,500 | 423,100 | 469,600 |
|           | 22             | 191,000   | 208,500   | 321,500   | 376,000   | 462,500   |            |            |            |            |            | 82  | 287,200 | 353,600 | 424,000 | 470,600 |
|           | 23             | 192,700   | 210,400   | 323,800   | 378,000   | 464,400   |            |            |            |            |            | 83  | 288,400 | 355,700 | 424,900 | 471,600 |
|           | 24             | 194,400   | 212,300   | 326,100   | 380,000   | 466,200   |            |            |            |            |            | 84  | 289,600 | 357,800 | 425,800 | 472,600 |
|           | 25             | 195,900   | 214,000   | 328,200   | 381,600   | 468,000   |            |            |            |            |            | 85  | 290,900 | 359,600 | 426,500 | 473,400 |
|           | 26             | 197,600   | 216,000   | 330,400   | 383,500   | 469,700   |            |            |            |            |            | 86  | 292,100 | 361,500 | 427,400 | 474,400 |
|           | 27             | 199,300   | 218,000   | 332,700   | 385,400   | 471,400   |            |            |            |            |            | 87  | 293,300 | 363,500 | 428,300 | 475,400 |
|           | 28             | 201,000   | 220,000   | 335,000   | 387,300   | 473,100   |            |            |            |            |            | 88  | 294,500 | 365,400 | 429,100 | 476,400 |
|           | 29             | 202,500   | 221,900   | 337,100   | 389,200   | 474,900   |            |            |            |            |            | 89  | 295,700 | 367,400 | 429,800 | 477,200 |
|           | 30             | 204,200   | 224,600   | 339,400   | 391,200   | 476,600   |            |            |            |            |            | 90  | 296,900 | 369,100 | 430,400 | 478,200 |
|           | 31             | 205,900   | 227,300   | 341,700   | 393,200   | 478,200   |            |            |            |            |            | 91  | 298,100 | 370,800 | 431,000 | 479,200 |
|           | 32             | 207,600   | 230,000   | 344,000   | 395,200   | 479,900   |            |            |            |            |            | 92  | 299,300 | 372,500 | 431,600 | 480,200 |
|           | 33             | 209,200   | 232,800   | 346,100   | 397,100   | 481,600   |            |            |            |            |            | 93  | 300,100 | 374,200 | 432,000 | 481,000 |
|           | 34             | 211,000   | 235,700   | 348,300   | 398,800   | 482,600   |            |            |            |            |            | 94  | 301,300 | 375,700 | 432,600 |         |
|           | 35             | 212,800   | 238,600   | 350,500   | 400,500   | 483,600   |            |            |            |            |            | 95  | 302,500 | 377,200 | 433,200 |         |
|           | 36             | 214,600   | 241,500   | 352,700   | 402,300   | 484,600   |            |            |            |            |            | 96  | 303,700 | 378,700 | 433,800 |         |
|           | 37             | 216,300   | 244,300   | 354,700   | 403,900   | 485,700   |            |            |            |            |            | 97  | 304,700 | 380,200 | 434,200 |         |
|           | 38             | 218,100   | 247,100   | 356,800   | 405,500   | 486,700   |            |            |            |            |            | 98  | 305,800 | 381,700 | 434,700 |         |
|           | 39             | 219,900   | 249,900   | 358,900   | 407,100   | 487,700   |            |            |            |            |            | 99  | 306,900 | 383,200 | 435,200 |         |
|           | 40             | 221,700   | 252,700   | 361,000   | 408,700   | 488,700   |            |            |            |            |            | 100 | 308,000 | 384,700 | 435,700 |         |
|           | 41             | 223,600   | 255,500   | 363,200   | 410,400   | 489,800   |            |            |            |            |            | 101 | 308,900 | 386,100 | 436,200 |         |
|           | 42             | 225,400   | 258,100   | 365,300   | 412,000   | 490,800   |            |            |            |            |            | 102 | 310,000 | 387,500 | 436,700 |         |
|           | 43             | 227,200   | 260,700   | 367,300   | 413,600   | 491,800   |            |            |            |            |            | 103 | 311,100 | 388,900 | 437,200 |         |
|           | 44             | 229,000   | 263,300   | 369,400   | 415,200   | 492,800   |            |            |            |            |            | 104 | 312,200 | 390,300 | 437,700 |         |
|           | 45             | 230,900   | 265,700   | 371,000   | 416,900   | 493,900   |            |            |            |            |            | 105 | 313,100 | 391,800 | 438,300 |         |
|           | 46             | 232,600   | 268,300   | 372,800   | 418,500   | 494,900   |            |            |            |            |            | 106 | 314,000 | 393,100 | 438,800 |         |
|           | 47             | 234,300   | 270,800   | 374,600   | 420,100   | 495,900   |            |            |            |            |            | 107 | 314,900 | 394,400 | 439,300 |         |
|           | 48             | 236,000   | 273,300   | 376,400   | 421,700   | 496,900   |            |            |            |            |            | 108 | 315,800 | 395,700 | 439,800 |         |
|           | 49             | 237,600   | 275,800   | 378,200   | 423,400   | 498,000   |            |            |            |            |            | 109 | 316,800 | 397,100 | 440,400 |         |
|           | 50             | 239,300   | 278,400   | 379,800   | 425,000   | 499,000   |            |            |            |            |            | 110 | 317,400 | 398,100 | 440,900 |         |
|           | 51             | 241,000   | 281,000   | 381,400   | 426,600   | 500,000   |            |            |            |            |            | 111 | 318,000 | 399,200 | 441,400 |         |
|           | 52             | 242,700   | 283,600   | 383,000   | 428,200   | 501,000   |            |            |            |            |            | 112 | 318,600 | 400,300 | 441,900 |         |
|           | 53             | 244,100   | 286,100   | 384,700   | 429,900   | 502,100   |            |            |            |            |            | 113 | 319,300 | 401,400 | 442,500 |         |
|           | 54             | 245,800   | 288,700   | 386,400   | 431,500   | 503,100   |            |            |            |            |            | 114 | 319,800 | 402,500 | 443,000 |         |
|           | 55             | 247,400   | 291,200   | 388,100   | 433,100   | 504,100   |            |            |            |            |            | 115 | 320,300 | 403,600 | 443,500 |         |
|           | 56             | 249,100   | 293,700   | 389,800   | 434,700   | 505,100   |            |            |            |            |            | 116 | 320,800 | 404,700 | 444,000 |         |
|           | 57             | 250,600   | 296,000   | 391,500   | 436,400   | 506,200   |            |            |            |            |            | 117 | 321,400 | 405,600 | 444,600 |         |
|           | 58             | 252,200   | 298,700   | 393,100   | 438,000   |           |            |            |            |            |            | 118 | 321,900 | 406,600 | 445,100 |         |
|           | 59             | 253,800   | 301,400   | 394,700   | 439,500   |           |            |            |            |            |            | 119 | 322,400 | 407,600 | 445,600 |         |
|           | 60             | 255,400   | 304,100   | 396,300   | 441,100   |           |            |            |            |            |            | 120 | 322,900 | 408,600 | 446,100 |         |

|  |         |         |         |         |         |         |
|--|---------|---------|---------|---------|---------|---------|
| 再<br>任<br>用<br>職<br>員<br>以<br>外<br>の<br>職<br>員 | 121     | 323,500 | 409,500 | 446,700 |         |         |
|  | 122     | 324,000 | 410,400 |         |         |         |
|  | 123     | 324,500 | 411,300 |         |         |         |
|  | 124     | 325,000 | 412,200 |         |         |         |
|  | 125     | 325,600 | 412,900 |         |         |         |
|  | 126     | 326,000 | 413,700 |         |         |         |
|  | 127     | 326,400 | 414,500 |         |         |         |
|  | 128     | 326,800 | 415,300 |         |         |         |
|  | 129     | 327,100 | 416,100 |         |         |         |
|  | 130     | 327,500 | 416,900 |         |         |         |
|  | 131     | 327,900 | 417,600 |         |         |         |
|  | 132     | 328,300 | 418,400 |         |         |         |
|  | 133     | 328,500 | 419,200 |         |         |         |
|  | 134     | 328,800 | 419,700 |         |         |         |
|  | 135     | 329,100 | 420,200 |         |         |         |
|  | 136     | 329,400 | 420,700 |         |         |         |
|  | 137     | 329,800 | 421,100 |         |         |         |
|  | 138     | 330,000 | 421,600 |         |         |         |
|  | 139     | 330,300 | 422,100 |         |         |         |
| 140  | 330,600 | 422,600 |         |         |         |         |
| 141  | 330,900 | 423,000 |         |         |         |         |
| 142  | 331,200 | 423,500 |         |         |         |         |
| 143  | 331,500 | 424,000 |         |         |         |         |
| 144  | 331,800 | 424,500 |         |         |         |         |
| 145  | 332,100 | 424,900 |         |         |         |         |
| 146  | 332,400 | 425,400 |         |         |         |         |
| 147  | 332,700 | 425,900 |         |         |         |         |
| 148  | 333,000 | 426,400 |         |         |         |         |
| 149  | 333,200 | 426,800 |         |         |         |         |
| 150  | 333,500 | 427,300 |         |         |         |         |
| 151  | 333,800 | 427,800 |         |         |         |         |
| 152  | 334,100 | 428,300 |         |         |         |         |
| 153  | 334,300 | 428,700 |         |         |         |         |
| 154  | 334,600 | 429,200 |         |         |         |         |
| 155  | 334,900 | 429,700 |         |         |         |         |
| 156  | 335,200 | 430,200 |         |         |         |         |
| 157  | 335,400 | 430,600 |         |         |         |         |
| 158  | 335,700 | 431,100 |         |         |         |         |
| 159  | 336,000 | 431,600 |         |         |         |         |
| 160  | 336,300 | 432,100 |         |         |         |         |
| 161  | 336,500 | 432,500 |         |         |         |         |
| 162  | 336,800 | 433,000 |         |         |         |         |
| 163  | 337,100 | 433,500 |         |         |         |         |
| 164  | 337,400 | 434,000 |         |         |         |         |
| 165  | 337,600 | 434,400 |         |         |         |         |
| 166  | 337,900 | 434,900 |         |         |         |         |
| 167  | 338,200 | 435,400 |         |         |         |         |
| 168  | 338,500 | 435,900 |         |         |         |         |
| 169  | 338,700 | 436,300 |         |         |         |         |
| 再任用<br>職員                                      |         | 234,700 | 278,600 | 306,300 | 336,700 | 423,100 |

備考 1 この表は、高等学校等に勤務する校長、教頭、主幹教諭、教諭、養護教諭、栄養教諭、講師、助教諭、養護助教諭、実習助手その他の職員で人事委員会規則で定めるものに適用する。  
 2 この表の適用を受ける職員のうち、その職務の級が4級である職員の給料月額、この表の額に7,700円をそれぞれ加算した額とする。

中学校・小学校教育職給料表

| 職員の<br>区分 | 職務<br>の級<br>号給 | 1 級       | 2 級       | 3 級       | 4 級       | 5 級       |            |            |            |            |         |         |
|-----------|----------------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|---------|---------|
|           |                | 給料月額<br>円 | 給料月額<br>円 | 給料月額<br>円 | 給料月額<br>円 | 給料月額<br>円 | 再任用職員以外の職員 | 再任用職員以外の職員 | 再任用職員以外の職員 | 再任用職員以外の職員 |         |         |
|           | 1              | 148,800   | 164,400   | 265,800   | 285,600   | 412,700   |            | 61         | 255,700    | 306,600    | 389,600 | 406,900 |
|           | 2              | 150,300   | 166,500   | 268,400   | 288,700   | 414,300   |            | 62         | 257,200    | 309,100    | 390,800 | 408,300 |
|           | 3              | 151,800   | 168,600   | 270,900   | 291,800   | 415,900   |            | 63         | 258,700    | 311,600    | 392,000 | 409,700 |
|           | 4              | 153,300   | 170,800   | 273,400   | 294,900   | 417,500   |            | 64         | 260,100    | 314,100    | 393,200 | 411,100 |
|           | 5              | 154,900   | 172,800   | 275,900   | 297,600   | 419,200   |            | 65         | 261,400    | 316,500    | 394,400 | 412,300 |
|           | 6              | 156,800   | 175,000   | 278,500   | 300,700   | 420,800   |            | 66         | 263,000    | 318,700    | 395,600 | 413,500 |
|           | 7              | 158,600   | 177,200   | 281,100   | 303,800   | 422,400   |            | 67         | 264,600    | 320,900    | 396,700 | 414,700 |
|           | 8              | 160,400   | 179,400   | 283,700   | 306,900   | 424,000   |            | 68         | 266,100    | 323,100    | 397,900 | 415,900 |
|           | 9              | 162,200   | 181,700   | 286,200   | 309,900   | 425,500   |            | 69         | 267,800    | 325,400    | 398,900 | 417,000 |
|           | 10             | 164,300   | 184,500   | 288,800   | 312,800   | 426,900   |            | 70         | 269,300    | 327,600    | 400,000 | 418,200 |
|           | 11             | 166,300   | 187,200   | 291,500   | 315,700   | 428,300   |            | 71         | 270,800    | 329,800    | 401,100 | 419,400 |
|           | 12             | 168,300   | 189,900   | 294,200   | 318,600   | 429,700   |            | 72         | 272,300    | 331,900    | 402,200 | 420,600 |
|           | 13             | 170,300   | 192,800   | 296,900   | 321,400   | 431,100   |            | 73         | 273,600    | 334,100    | 403,400 | 421,600 |
|           | 14             | 172,500   | 194,500   | 299,800   | 323,700   | 432,500   |            | 74         | 274,900    | 336,300    | 404,400 | 422,400 |
|           | 15             | 174,700   | 196,200   | 302,700   | 326,000   | 433,900   |            | 75         | 276,200    | 338,500    | 405,400 | 423,200 |
|           | 16             | 176,900   | 197,900   | 305,600   | 328,300   | 435,300   |            | 76         | 277,500    | 340,700    | 406,400 | 424,000 |
|           | 17             | 179,200   | 199,700   | 308,400   | 330,600   | 436,600   |            | 77         | 278,900    | 342,700    | 407,400 | 424,900 |
|           | 18             | 181,800   | 201,400   | 311,100   | 332,900   | 438,000   |            | 78         | 280,100    | 344,600    | 408,400 | 425,700 |
|           | 19             | 184,300   | 203,100   | 313,800   | 335,200   | 439,300   |            | 79         | 281,300    | 346,500    | 409,400 | 426,500 |
|           | 20             | 186,800   | 204,800   | 316,500   | 337,500   | 440,700   |            | 80         | 282,500    | 348,400    | 410,400 | 427,300 |
|           | 21             | 189,300   | 206,600   | 319,200   | 339,800   | 442,000   |            | 81         | 283,800    | 350,200    | 411,200 | 428,100 |
|           | 22             | 191,000   | 208,500   | 321,500   | 342,100   | 443,400   |            | 82         | 285,000    | 352,000    | 412,000 | 428,800 |
|           | 23             | 192,700   | 210,400   | 323,800   | 344,400   | 444,800   |            | 83         | 286,200    | 353,800    | 412,800 | 429,500 |
|           | 24             | 194,400   | 212,300   | 326,100   | 346,700   | 446,200   |            | 84         | 287,400    | 355,600    | 413,600 | 430,200 |
|           | 25             | 195,900   | 214,000   | 328,200   | 348,900   | 447,500   |            | 85         | 288,500    | 357,100    | 414,300 | 430,900 |
|           | 26             | 197,500   | 216,000   | 330,400   | 350,800   | 448,800   |            | 86         | 289,500    | 358,800    | 415,000 | 431,600 |
|           | 27             | 199,100   | 218,000   | 332,700   | 352,700   | 450,100   |            | 87         | 290,500    | 360,500    | 415,700 | 432,300 |
|           | 28             | 200,700   | 220,000   | 335,000   | 354,600   | 451,400   |            | 88         | 291,500    | 362,100    | 416,400 | 433,000 |
|           | 29             | 202,400   | 221,900   | 337,100   | 356,500   | 452,700   |            | 89         | 292,600    | 363,800    | 417,100 | 433,700 |
|           | 30             | 204,100   | 224,600   | 339,300   | 358,400   | 453,900   |            | 90         | 293,500    | 365,100    | 417,700 | 434,400 |
|           | 31             | 205,800   | 227,300   | 341,500   | 360,200   | 455,100   |            | 91         | 294,400    | 366,500    | 418,300 | 435,100 |
|           | 32             | 207,500   | 230,000   | 343,700   | 362,100   | 456,300   |            | 92         | 295,300    | 367,900    | 418,900 | 435,800 |
|           | 33             | 209,000   | 232,800   | 345,900   | 363,900   | 457,500   |            | 93         | 295,800    | 369,400    | 419,600 | 436,300 |
|           | 34             | 210,700   | 235,700   | 347,800   | 365,700   | 458,400   |            | 94         | 296,600    | 370,700    | 420,200 | 437,000 |
|           | 35             | 212,400   | 238,600   | 349,700   | 367,500   | 459,300   |            | 95         | 297,400    | 372,000    | 420,800 | 437,700 |
|           | 36             | 214,100   | 241,500   | 351,600   | 369,300   | 460,200   |            | 96         | 298,200    | 373,300    | 421,400 | 438,400 |
|           | 37             | 215,700   | 244,300   | 353,400   | 371,200   | 461,100   |            | 97         | 299,100    | 374,700    | 422,100 | 438,900 |
|           | 38             | 217,400   | 247,100   | 355,200   | 372,800   | 462,000   |            | 98         | 299,900    | 375,800    | 422,700 | 439,600 |
|           | 39             | 219,100   | 249,900   | 357,000   | 374,400   | 462,900   |            | 99         | 300,700    | 376,900    | 423,300 | 440,300 |
|           | 40             | 220,800   | 252,700   | 358,800   | 376,000   | 463,800   |            | 100        | 301,500    | 378,000    | 423,900 | 441,000 |
|           | 41             | 222,600   | 255,500   | 360,700   | 377,400   | 464,700   |            | 101        | 302,400    | 379,200    | 424,400 | 441,500 |
|           | 42             | 224,400   | 258,100   | 362,500   | 378,900   | 465,600   |            | 102        | 302,900    | 380,300    | 425,000 | 442,200 |
|           | 43             | 226,200   | 260,700   | 364,300   | 380,400   | 466,500   |            | 103        | 303,400    | 381,400    | 425,600 | 442,900 |
|           | 44             | 228,000   | 263,300   | 366,000   | 381,900   | 467,400   |            | 104        | 303,900    | 382,500    | 426,200 | 443,600 |
|           | 45             | 229,900   | 265,700   | 367,400   | 383,500   | 468,300   |            | 105        | 304,400    | 383,500    | 426,800 | 444,100 |
|           | 46             | 231,600   | 268,300   | 368,800   | 385,100   | 469,200   |            | 106        | 304,800    | 384,500    | 427,400 | 444,800 |
|           | 47             | 233,300   | 270,800   | 370,300   | 386,700   | 470,100   |            | 107        | 305,200    | 385,400    | 428,000 | 445,500 |
|           | 48             | 235,000   | 273,300   | 371,800   | 388,300   | 471,000   |            | 108        | 305,600    | 386,400    | 428,600 | 446,200 |
|           | 49             | 236,700   | 275,800   | 373,400   | 389,800   | 471,900   |            | 109        | 305,800    | 387,300    | 429,200 | 446,700 |
|           | 50             | 238,400   | 278,400   | 374,900   | 391,300   | 472,800   |            | 110        | 306,200    | 388,300    | 429,800 | 447,400 |
|           | 51             | 240,100   | 281,000   | 376,400   | 392,800   | 473,700   |            | 111        | 306,600    | 389,300    | 430,400 | 448,100 |
|           | 52             | 241,800   | 283,600   | 377,900   | 394,300   | 474,600   |            | 112        | 307,000    | 390,300    | 431,000 | 448,800 |
|           | 53             | 243,100   | 286,100   | 379,200   | 395,900   | 475,500   |            | 113        | 307,200    | 391,100    | 431,600 | 449,300 |
|           | 54             | 244,800   | 288,700   | 380,600   | 397,300   | 476,400   |            | 114        |            | 392,000    | 432,200 |         |
|           | 55             | 246,400   | 291,200   | 382,000   | 398,600   | 477,300   |            | 115        |            | 392,900    | 432,800 |         |
|           | 56             | 248,100   | 293,700   | 383,400   | 399,900   | 478,200   |            | 116        |            | 393,800    | 433,400 |         |
|           | 57             | 249,600   | 296,000   | 384,500   | 401,400   | 479,100   |            | 117        |            | 394,800    | 434,000 |         |
|           | 58             | 251,100   | 298,700   | 385,800   | 402,800   |           |            | 118        |            | 395,600    | 434,600 |         |
|           | 59             | 252,600   | 301,400   | 387,100   | 404,200   |           |            | 119        |            | 396,400    | 435,200 |         |
|           | 60             | 254,100   | 304,100   | 388,400   | 405,600   |           |            | 120        |            | 397,200    | 435,800 |         |

|       |     |         |         |         |         |         |
|-------|-----|---------|---------|---------|---------|---------|
|       | 121 |         | 397,900 | 436,400 |         |         |
|       | 122 |         | 398,700 | 437,000 |         |         |
|       | 123 |         | 399,500 | 437,600 |         |         |
|       | 124 |         | 400,300 | 438,200 |         |         |
|       | 125 |         | 401,000 | 438,800 |         |         |
|       | 126 |         | 401,700 |         |         |         |
|       | 127 |         | 402,400 |         |         |         |
|       | 128 |         | 403,100 |         |         |         |
|       | 129 |         | 403,900 |         |         |         |
|       | 130 |         | 404,600 |         |         |         |
|       | 131 |         | 405,300 |         |         |         |
|       | 132 |         | 406,000 |         |         |         |
|       | 133 |         | 406,500 |         |         |         |
|       | 134 |         | 407,100 |         |         |         |
|       | 135 |         | 407,700 |         |         |         |
|       | 136 |         | 408,300 |         |         |         |
|       | 137 |         | 408,700 |         |         |         |
|       | 138 |         | 409,300 |         |         |         |
|       | 139 |         | 409,900 |         |         |         |
| 再     | 140 |         | 410,500 |         |         |         |
| 任     | 141 |         | 410,900 |         |         |         |
| 用     | 142 |         | 411,500 |         |         |         |
| 職     | 143 |         | 412,100 |         |         |         |
| 員     | 144 |         | 412,700 |         |         |         |
| 以     | 145 |         | 413,100 |         |         |         |
| 外     | 146 |         | 413,700 |         |         |         |
| の     | 147 |         | 414,300 |         |         |         |
| 職     | 148 |         | 414,900 |         |         |         |
| 員     | 149 |         | 415,300 |         |         |         |
|       | 150 |         | 415,900 |         |         |         |
|       | 151 |         | 416,500 |         |         |         |
|       | 152 |         | 417,100 |         |         |         |
|       | 153 |         | 417,500 |         |         |         |
|       | 154 |         | 418,100 |         |         |         |
|       | 155 |         | 418,700 |         |         |         |
|       | 156 |         | 419,300 |         |         |         |
|       | 157 |         | 419,700 |         |         |         |
|       | 158 |         | 420,300 |         |         |         |
|       | 159 |         | 420,900 |         |         |         |
|       | 160 |         | 421,500 |         |         |         |
|       | 161 |         | 421,900 |         |         |         |
|       | 162 |         | 422,500 |         |         |         |
|       | 163 |         | 423,100 |         |         |         |
|       | 164 |         | 423,700 |         |         |         |
|       | 165 |         | 424,100 |         |         |         |
|       | 166 |         | 424,700 |         |         |         |
|       | 167 |         | 425,300 |         |         |         |
|       | 168 |         | 425,900 |         |         |         |
|       | 169 |         | 426,300 |         |         |         |
|       | 170 |         | 426,900 |         |         |         |
|       | 171 |         | 427,500 |         |         |         |
|       | 172 |         | 428,100 |         |         |         |
|       | 173 |         | 428,500 |         |         |         |
| 再任用職員 |     | 225,800 | 275,200 | 302,900 | 329,800 | 412,700 |

備考 1 この表は、中学校、小学校等に勤務する校長、教頭、主幹教諭、教諭、養護教諭、栄養教諭、助教諭その他の職員で人事委員会規則で定めるものに適用する。

2 この表の適用を受ける職員のうち、その職務の級が4級である職員の給料月額額は、この表の額に7,500円をそれぞれ加算した額とする。

## 任 期 付 研 究 員 給 料 表

## 第 1 号任期付研究員

| 号給 | 給料月額    |
|----|---------|
|    | 円       |
| 1  | 398,000 |
| 2  | 459,000 |
| 3  | 522,000 |
| 4  | 608,000 |
| 5  | 707,000 |
| 6  | 808,000 |

職員の給与等に関する報告及び勧告

参 考 資 料

平 成 22 年

兵 庫 県 人 事 委 員 会

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## 第1 職員給与関係資料

今回の報告の基礎となった職員給与実態調査の概要は、次のとおりである。

### 1 調査の目的と時期

この調査は、職員の給与検討の資料とするため、平成22年4月現在における職員給与の実態を調査したものである。

### 2 調査の範囲

本年4月1日現在に在職する職員。ただし、技能労務職員、企業職員、病院事業職員、無給休職中の職員、公益的法人等へ派遣中の職員、育児休業等の承認を受けている職員、非常勤職員、臨時的任用職員及び再任用職員を除く。

### 3 調査事項

- (1) 給 料
  - ア 年 齢
  - イ 学 歴
  - ウ 経験年数
  - エ 適用給料表及び職務の級、号給
- (2) 諸 手 当
  - ア 扶養手当
  - イ 地域手当
  - ウ 住居手当
  - エ 通勤手当
  - オ 管理職手当
  - カ その他の手当
- (3) そ の 他
  - ア 家賃又は部屋代負担額
  - イ 交通機関等の運賃等負担額
  - ウ 交通用具の使用距離

第1表 職員の給料表別給与

| 給料表      | 給与総額               | 内 訳                             |                  |                  |                 |                  |                 |                 |
|----------|--------------------|---------------------------------|------------------|------------------|-----------------|------------------|-----------------|-----------------|
|          |                    | 給 料                             | 扶養手当             | 地域手当             | 住居手当            | 通勤手当             | 管理職手当           | その他の手当          |
| 行 政 職    | 円<br>3,665,601,042 | 円<br>3,080,039,150              | 円<br>101,625,000 | 円<br>211,862,593 | 円<br>42,024,200 | 円<br>137,813,113 | 円<br>69,018,590 | 円<br>23,218,396 |
| 研 究 職    | 106,862,784        | 89,289,725                      | 3,406,000        | 5,375,535        | 1,401,700       | 4,257,913        | 2,306,407       | 825,504         |
| 医師・歯科医師職 | 33,765,567         | 18,607,800                      | 410,500          | 3,263,960        | 185,500         | 539,564          | 2,895,243       | 7,863,000       |
| 看 護 職    | 2,204,789          | 1,908,010                       | 54,000           | 156,476          | 5,000           | 81,303           | 0               | 0               |
| 警 察 職    | 4,482,590,718      | 3,728,680,546                   | 157,593,000      | 278,528,729      | 54,623,400      | 169,869,222      | 12,029,414      | 81,266,407      |
| 大学教育職    | 293,949,138        | (6,717,100)<br>256,293,213      | 6,820,000        | 15,295,785       | 5,126,400       | 8,283,412        | 1,969,328       | 161,000         |
| 高等学校教育職  | 3,904,738,966      | (170,474,091)<br>3,315,741,600  | 92,767,000       | 200,985,820      | 38,201,100      | 88,144,023       | 19,693,446      | 149,205,977     |
| 中・小学校教育職 | 10,612,228,995     | (367,007,552)<br>9,177,182,415  | 190,266,500      | 562,807,207      | 122,051,100     | 191,237,432      | 108,279,146     | 260,405,195     |
| 任期付研究員   | 1,083,326          | 998,244                         | -                | 49,160           | -               | 31,162           | -               | 4,760           |
| 特定任期付職員  | 977,500            | 850,000                         | -                | 127,500          | -               | 0                | -               | 0               |
| 一般任期付職員  | 861,097            | 661,093                         | 11,500           | 51,278           | 30,500          | 52,086           | 54,640          | 0               |
| 計        | 23,104,863,922     | (544,198,743)<br>19,670,251,796 | 552,953,500      | 1,278,504,043    | 263,648,900     | 600,309,230      | 216,246,214     | 522,950,239     |
| 21年      | 23,642,930,378     | (575,230,542)<br>20,034,284,048 | 567,831,500      | 1,303,893,061    | 277,181,000     | 601,211,539      | 220,107,279     | 638,421,951     |

| 給料表      | 一人当たり平均<br>給与総額 | 内 訳                 |             |             |            |             |            |            | 人員         |
|----------|-----------------|---------------------|-------------|-------------|------------|-------------|------------|------------|------------|
|          |                 | 給 料                 | 扶養手当        | 地域手当        | 住居手当       | 通勤手当        | 管理職手当      | その他の手当     |            |
| 行 政 職    | 円<br>410,758    | 円<br>345,141        | 円<br>11,388 | 円<br>23,741 | 円<br>4,709 | 円<br>15,443 | 円<br>7,734 | 円<br>2,602 | 人<br>8,924 |
| 研 究 職    | 464,621         | 388,216             | 14,809      | 23,372      | 6,094      | 18,513      | 10,028     | 3,589      | 230        |
| 医師・歯科医師職 | 912,583         | 502,914             | 11,095      | 88,215      | 5,014      | 14,583      | 78,250     | 212,514    | 37         |
| 看 護 職    | 440,958         | 381,602             | 10,800      | 31,295      | 1,000      | 16,261      | 0          | 0          | 5          |
| 警 察 職    | 397,957         | 331,026             | 13,991      | 24,727      | 4,849      | 15,081      | 1,068      | 7,215      | 11,264     |
| 大学教育職    | 527,736         | (12,059)<br>460,131 | 12,244      | 27,461      | 9,204      | 14,871      | 3,536      | 289        | 557        |
| 高等学校教育職  | 479,050         | (20,915)<br>406,790 | 11,381      | 24,658      | 4,687      | 10,814      | 2,416      | 18,305     | 8,151      |
| 中・小学校教育職 | 436,771         | (15,105)<br>377,708 | 7,831       | 23,164      | 5,023      | 7,871       | 4,456      | 10,718     | 24,297     |
| 任期付研究員   | 361,109         | 332,748             | -           | 16,387      | -          | 10,387      | -          | 1,587      | 3          |
| 特定任期付職員  | 977,500         | 850,000             | -           | 127,500     | -          | 0           | -          | 0          | 1          |
| 一般任期付職員  | 430,549         | 330,547             | 5,750       | 25,639      | 15,250     | 26,043      | 27,320     | 0          | 2          |
| 計        | 432,101         | (10,177)<br>367,868 | 10,341      | 23,910      | 4,931      | 11,227      | 4,044      | 9,780      | 53,471     |
| 21年      | 438,823         | (10,677)<br>371,845 | 10,539      | 24,201      | 5,145      | 11,158      | 4,085      | 11,850     | 53,878     |

- (注) 1 平成22年4月現在のものである。以下第12表まで同じ。  
 2 給料の欄の( )内は、「給料の調整額」及び「教職調整額」を内書で示す。  
 3 「任期付研究員給料表」は、一般職の任期付研究員の採用等に関する条例第5条第2項に定める給料表をいう。以下第12表まで同じ。  
 4 「特定任期付職員給料表」は、一般職の任期付職員の採用等に関する条例第7条第1項に定める給料表をいう。以下第12表まで同じ。  
 5 「一般任期付職員」に適用する給料表は、職員の給与等に関する条例第8条第1項に定める給料表である。以下第12表まで同じ。  
 6 「21年」は、平成21年4月現在のもを示す。以下第12表まで同じ。  
 7 学長・副学長については、国の指定職俸給表の号俸に相当する給料月額が支給されているが、大学教育職給料表の区分に含めた。以下第12表まで同じ。  
 8 その他の手当は、初任給調整手当、単身赴任手当(基礎額)、特殊勤務手当、農林漁業普及指導手当、特地勤務手当、へき地手当、定時制通信教育手当、産業教育手当、寒冷地手当(12分の1の額)及び義務教育等教員特別手当である。  
 9 任期付研究員給料表及び特定任期付職員給料表における「-」は、当該手当の支給制度がないことを示す。  
 10 職員には、この表に示す人員の他、技能労務職員が876人、企業職員が180人、病院事業職員が4,462人及び再任用職員(技能労務職員、企業職員及び病院事業職員を含む。)が444人いる。

第2表 職員の給料表別・学歴別人員構成比・平均年齢及び平均経験年数

| 給料表      | 大学卒   | 短大卒  | 高校卒  | 中学卒 | 計     | 平均年齢 | 平均経験年数 |
|----------|-------|------|------|-----|-------|------|--------|
|          | %     | %    | %    | %   | %     | 歳    | 年      |
| 行政職      | 64.5  | 8.7  | 26.7 | 0.1 | 100.0 | 43.7 | 22.2   |
| 研究職      | 100.0 | -    | -    | -   | 100.0 | 44.7 | 21.7   |
| 医師・歯科医師職 | 100.0 | -    | -    | -   | 100.0 | 47.6 | 23.2   |
| 看護職      | -     | 60.0 | 40.0 | -   | 100.0 | 52.2 | 32.2   |
| 警察職      | 47.3  | 4.5  | 48.2 | -   | 100.0 | 38.7 | 17.8   |
| 大学教育職    | 96.6  | 3.4  | -    | -   | 100.0 | 47.8 | 23.9   |
| 高等学校教育職  | 93.4  | 4.7  | 1.9  | -   | 100.0 | 45.9 | 23.2   |
| 中・小学校教育職 | 90.7  | 9.3  | -    | -   | 100.0 | 43.5 | 20.9   |
| 任期付研究員   | 100.0 | -    | -    | -   | 100.0 | 34.0 | 8.3    |
| 特定任期付職員  | 100.0 | -    | -    | -   | 100.0 | 67.0 | 43.0   |
| 一般任期付職員  | 100.0 | -    | -    | -   | 100.0 | 42.5 | 16.5   |
| 計        | 77.7  | 7.4  | 14.9 | 0.0 | 100.0 | 42.9 | 20.9   |
| 21年      | 77.0  | 7.6  | 15.4 | 0.0 | 100.0 | 43.1 | 21.0   |

第3表 職員の給料表別・学歴別・性別人員及び性別構成比

| 給料表      | 性別 | 大学卒    |       | 短大卒   |       | 高校卒   |       | 中学卒 |       | 計      |       |
|----------|----|--------|-------|-------|-------|-------|-------|-----|-------|--------|-------|
|          |    | 人員     | 構成比   | 人員    | 構成比   | 人員    | 構成比   | 人員  | 構成比   | 人員     | 構成比   |
| 行政職      | 男  | 4,387  | 76.2  | 248   | 31.9  | 1,374 | 57.8  | 8   | 100.0 | 6,017  | 67.4  |
|          | 女  | 1,373  | 23.8  | 530   | 68.1  | 1,004 | 42.2  |     |       | 2,907  | 32.6  |
| 研究職      | 男  | 211    | 91.7  |       |       |       |       |     |       | 211    | 91.7  |
|          | 女  | 19     | 8.3   |       |       |       |       |     |       | 19     | 8.3   |
| 医師・歯科医師職 | 男  | 25     | 67.6  |       |       |       |       |     |       | 25     | 67.6  |
|          | 女  | 12     | 32.4  |       |       |       |       |     |       | 12     | 32.4  |
| 看護職      | 男  |        |       |       |       |       |       |     |       |        |       |
|          | 女  |        |       | 3     | 100.0 | 2     | 100.0 |     |       | 5      | 100.0 |
| 警察職      | 男  | 5,034  | 94.5  | 384   | 76.2  | 5,120 | 94.3  |     |       | 10,538 | 93.6  |
|          | 女  | 295    | 5.5   | 120   | 23.8  | 311   | 5.7   |     |       | 726    | 6.4   |
| 大学教育職    | 男  | 441    | 82.0  | 2     | 10.5  |       |       |     |       | 443    | 79.5  |
|          | 女  | 97     | 18.0  | 17    | 89.5  |       |       |     |       | 114    | 20.5  |
| 高等学校教育職  | 男  | 5,139  | 67.5  | 47    | 12.3  | 128   | 84.2  |     |       | 5,314  | 65.2  |
|          | 女  | 2,478  | 32.5  | 335   | 87.7  | 24    | 15.8  |     |       | 2,837  | 34.8  |
| 中・小学校教育職 | 男  | 11,347 | 51.5  | 155   | 6.9   |       |       |     |       | 11,502 | 47.3  |
|          | 女  | 10,691 | 48.5  | 2,104 | 93.1  |       |       |     |       | 12,795 | 52.7  |
| 任期付研究員   | 男  | 2      | 66.7  |       |       |       |       |     |       | 2      | 66.7  |
|          | 女  | 1      | 33.3  |       |       |       |       |     |       | 1      | 33.3  |
| 特定任期付職員  | 男  | 1      | 100.0 |       |       |       |       |     |       | 1      | 100.0 |
|          | 女  |        |       |       |       |       |       |     |       |        |       |
| 一般任期付職員  | 男  | 1      | 50.0  |       |       |       |       |     |       | 1      | 50.0  |
|          | 女  | 1      | 50.0  |       |       |       |       |     |       | 1      | 50.0  |
| 計        | 男  | 26,588 | 64.0  | 836   | 21.2  | 6,622 | 83.2  | 8   | 100.0 | 34,054 | 63.7  |
|          | 女  | 14,967 | 36.0  | 3,109 | 78.8  | 1,341 | 16.8  | 0   | 0.0   | 19,417 | 36.3  |
| 21年      | 男  | 26,759 | 64.5  | 850   | 20.6  | 6,900 | 83.3  | 4   | 100.0 | 34,513 | 64.1  |
|          | 女  | 14,713 | 35.5  | 3,273 | 79.4  | 1,379 | 16.7  | 0   | 0.0   | 19,365 | 35.9  |

第4表 職員の給料表別・年齢別人員分布

| 給料表<br>年 齢 | 行政職   | 研究職 | 医師・歯<br>科医師職 | 看護職 | 警察職    | 大 学<br>教育職 | 高等学校<br>教育職 | 中・小学<br>校教育職 | 任期付<br>研究員 | 特定任期<br>付職員 | 一般任期<br>付職員 | 計      | 構成比   |
|------------|-------|-----|--------------|-----|--------|------------|-------------|--------------|------------|-------------|-------------|--------|-------|
|            | 人     | 人   | 人            | 人   | 人      | 人          | 人           | 人            | 人          | 人           | 人           | 人      | %     |
| 18歳以下      | 9     |     |              |     | 59     |            |             |              |            |             |             | 68     | 0.3   |
| 19         | 14    |     |              |     | 73     |            |             |              |            |             |             | 87     |       |
| 20         | 18    |     |              |     | 86     |            |             |              |            |             |             | 104    | 15.1  |
| 21         | 21    |     |              |     | 94     |            |             |              |            |             |             | 115    |       |
| 22         | 64    |     |              |     | 308    |            | 19          | 248          |            |             |             | 639    |       |
| 23         | 65    |     |              |     | 273    |            | 37          | 420          |            |             |             | 795    |       |
| 24         | 97    |     | 2            |     | 299    |            | 48          | 470          |            |             |             | 916    |       |
| 25         | 103   | 3   | 2            |     | 322    |            | 58          | 517          |            |             |             | 1,005  |       |
| 26         | 118   | 2   | 1            |     | 374    |            | 80          | 506          |            |             |             | 1,081  |       |
| 27         | 119   | 2   |              |     | 392    | 1          | 77          | 557          |            |             |             | 1,148  |       |
| 28         | 117   | 5   |              |     | 382    | 5          | 85          | 542          |            |             |             | 1,136  |       |
| 29         | 122   | 2   | 1            |     | 351    | 4          | 109         | 563          |            |             |             | 1,152  |       |
| 30         | 130   | 4   |              |     | 397    | 5          | 110         | 541          |            |             |             | 1,187  | 21.8  |
| 31         | 120   | 5   |              |     | 336    | 9          | 112         | 571          | 1          |             |             | 1,154  |       |
| 32         | 124   | 2   |              |     | 377    | 10         | 111         | 453          |            |             |             | 1,077  |       |
| 33         | 148   | 6   |              |     | 280    | 9          | 133         | 436          |            |             | 1           | 1,013  |       |
| 34         | 188   | 5   |              |     | 300    | 12         | 127         | 425          |            |             |             | 1,057  |       |
| 35         | 215   | 5   |              |     | 313    | 25         | 135         | 436          | 1          |             |             | 1,130  |       |
| 36         | 246   | 6   |              |     | 359    | 11         | 157         | 416          | 1          |             |             | 1,196  |       |
| 37         | 293   | 4   |              |     | 331    | 17         | 161         | 474          |            |             |             | 1,280  |       |
| 38         | 310   | 7   | 2            |     | 257    | 16         | 207         | 508          |            |             |             | 1,307  |       |
| 39         | 308   | 7   | 1            |     | 251    | 14         | 198         | 465          |            |             |             | 1,244  |       |
| 40         | 308   | 7   | 1            |     | 230    | 14         | 173         | 484          |            |             |             | 1,217  | 28.1  |
| 41         | 330   | 12  |              |     | 192    | 26         | 201         | 571          |            |             |             | 1,332  |       |
| 42         | 329   | 8   | 1            |     | 198    | 15         | 218         | 631          |            |             |             | 1,400  |       |
| 43         | 271   | 4   | 1            |     | 200    | 14         | 196         | 516          |            |             |             | 1,202  |       |
| 44         | 333   | 7   | 1            | 1   | 208    | 17         | 268         | 558          |            |             |             | 1,393  |       |
| 45         | 327   | 14  |              |     | 268    | 14         | 348         | 678          |            |             |             | 1,649  |       |
| 46         | 320   | 10  |              | 1   | 232    | 12         | 338         | 688          |            |             |             | 1,601  |       |
| 47         | 301   | 6   | 2            |     | 287    | 20         | 383         | 635          |            |             |             | 1,634  |       |
| 48         | 292   | 11  |              |     | 300    | 17         | 412         | 750          |            |             |             | 1,782  |       |
| 49         | 292   | 9   | 2            |     | 308    | 15         | 384         | 813          |            |             |             | 1,823  |       |
| 50         | 293   | 7   |              |     | 291    | 20         | 350         | 935          |            |             |             | 1,896  | 34.5  |
| 51         | 320   | 9   | 1            |     | 284    | 16         | 353         | 1,070        |            |             |             | 2,053  |       |
| 52         | 286   | 10  | 4            |     | 257    | 15         | 373         | 1,068        |            |             | 1           | 2,014  |       |
| 53         | 279   | 7   | 1            | 1   | 324    | 17         | 321         | 955          |            |             |             | 1,905  |       |
| 54         | 303   | 9   | 2            |     | 279    | 18         | 313         | 1,073        |            |             |             | 1,997  |       |
| 55         | 260   | 3   | 2            |     | 263    | 10         | 317         | 1,107        |            |             |             | 1,962  |       |
| 56         | 255   | 7   | 1            |     | 267    | 23         | 331         | 1,062        |            |             |             | 1,946  |       |
| 57         | 271   | 9   | 1            |     | 266    | 17         | 318         | 821          |            |             |             | 1,703  |       |
| 58         | 315   | 7   | 1            |     | 224    | 18         | 313         | 700          |            |             |             | 1,578  |       |
| 59         | 290   | 9   |              | 2   | 172    | 14         | 277         | 634          |            |             |             | 1,398  |       |
| 60歳以上      |       |     | 7            |     |        | 87         |             |              |            | 1           |             | 95     | 0.2   |
| 計          | 8,924 | 230 | 37           | 5   | 11,264 | 557        | 8,151       | 24,297       | 3          | 1           | 2           | 53,471 | 100.0 |
| 21年        | 9,156 | 233 | 39           | 5   | 11,315 | 557        | 8,159       | 24,407       | 4          | 1           | 2           | 53,878 | —     |

第5表 職員の給料表別・職務の級別・年齢別人員・平均給料額

その1 行 政 職

| 職務の級<br>年齢 | 2 級 |           | 3 級 |           | 4 級   |           | 5 級   |           | 6 級   |           |
|------------|-----|-----------|-----|-----------|-------|-----------|-------|-----------|-------|-----------|
|            | 人員  | 平均<br>給料額 | 人員  | 平均<br>給料額 | 人員    | 平均<br>給料額 | 人員    | 平均<br>給料額 | 人員    | 平均<br>給料額 |
| 18歳以下      | 9   | 140,888   |     |           |       |           |       |           |       |           |
| 19         | 14  | 144,426   |     |           |       |           |       |           |       |           |
| 20         | 18  | 150,112   |     |           |       |           |       |           |       |           |
| 21         | 21  | 154,166   |     |           |       |           |       |           |       |           |
| 22         | 64  | 171,641   |     |           |       |           |       |           |       |           |
| 23         | 65  | 176,525   |     |           |       |           |       |           |       |           |
| 24         | 97  | 182,183   |     |           |       |           |       |           |       |           |
| 25         | 103 | 188,504   |     |           |       |           |       |           |       |           |
| 26         | 63  | 191,241   | 55  | 201,213   |       |           |       |           |       |           |
| 27         | 38  | 192,724   | 81  | 207,538   |       |           |       |           |       |           |
| 28         | 24  | 194,159   | 87  | 212,802   | 6     | 229,457   |       |           |       |           |
| 29         | 20  | 197,077   | 60  | 215,232   | 42    | 232,484   |       |           |       |           |
| 30         | 13  | 203,355   | 41  | 218,274   | 76    | 238,162   |       |           |       |           |
| 31         | 3   | 205,660   | 33  | 223,798   | 84    | 243,471   |       |           |       |           |
| 32         | 2   | 213,769   | 10  | 227,780   | 112   | 249,923   |       |           |       |           |
| 33         | 2   | 217,425   | 6   | 227,923   | 139   | 259,595   |       |           |       |           |
| 34         | 4   | 219,765   | 2   | 232,684   | 159   | 270,045   | 21    | 295,100   | 1     | 281,103   |
| 35         |     |           |     |           | 136   | 275,704   | 77    | 300,343   | 2     | 316,046   |
| 36         |     |           |     |           | 132   | 284,818   | 108   | 308,901   | 5     | 324,940   |
| 37         |     |           |     |           | 92    | 287,144   | 192   | 316,404   | 9     | 332,835   |
| 38         |     |           |     |           | 53    | 292,509   | 243   | 323,604   | 14    | 341,041   |
| 39         |     |           |     |           | 32    | 301,292   | 258   | 332,144   | 17    | 354,557   |
| 40         |     |           |     |           | 18    | 307,150   | 270   | 339,229   | 19    | 359,456   |
| 41         |     |           |     |           | 17    | 317,233   | 275   | 346,672   | 35    | 362,165   |
| 42         |     |           |     |           | 7     | 324,246   | 252   | 351,476   | 65    | 368,665   |
| 43         |     |           |     |           | 6     | 332,040   | 207   | 355,975   | 56    | 371,648   |
| 44         |     |           |     |           | 6     | 345,014   | 241   | 359,244   | 79    | 374,389   |
| 45         |     |           |     |           | 9     | 334,807   | 220   | 360,577   | 83    | 374,299   |
| 46         |     |           |     |           | 9     | 338,377   | 180   | 363,108   | 95    | 377,514   |
| 47         |     |           |     |           | 7     | 351,087   | 188   | 368,265   | 77    | 380,326   |
| 48         |     |           |     |           | 4     | 342,586   | 147   | 372,695   | 98    | 383,493   |
| 49         |     |           |     |           | 12    | 362,211   | 131   | 379,935   | 93    | 390,176   |
| 50         |     |           |     |           | 5     | 360,745   | 118   | 391,118   | 99    | 394,762   |
| 51         |     |           |     |           | 8     | 377,995   | 58    | 395,396   | 167   | 396,109   |
| 52         |     |           |     |           | 3     | 350,313   | 114   | 398,303   | 75    | 399,082   |
| 53         |     |           |     |           | 1     | 386,471   | 105   | 403,295   | 62    | 401,981   |
| 54         |     |           |     |           | 2     | 390,788   | 92    | 403,851   | 88    | 405,118   |
| 55         |     |           |     |           |       |           | 54    | 407,267   | 110   | 407,083   |
| 56         |     |           |     |           | 6     | 382,186   | 19    | 407,235   | 144   | 410,736   |
| 57         |     |           |     |           | 5     | 398,926   | 4     | 412,953   | 146   | 413,462   |
| 58         |     |           |     |           | 2     | 401,215   | 7     | 404,361   | 146   | 416,512   |
| 59         |     |           |     |           |       |           | 4     | 420,592   | 145   | 422,731   |
| 60歳以上      |     |           |     |           |       |           |       |           |       |           |
| 計          | 560 | 181,699   | 375 | 212,667   | 1,190 | 274,775   | 3,585 | 354,781   | 1,930 | 395,032   |

(注) この表に示す人員の他、職員の給与等に関する条例第8条の2により定額を支給される職員が1名いる。

行 政 職

| 職務の級<br>年齢 | 7 級 |           | 8 級 |           | 9 級 |           | 10 級 |           | 特 10 級 |           |
|------------|-----|-----------|-----|-----------|-----|-----------|------|-----------|--------|-----------|
|            | 人員  | 平均<br>給料額 | 人員  | 平均<br>給料額 | 人員  | 平均<br>給料額 | 人員   | 平均<br>給料額 | 人員     | 平均<br>給料額 |
|            | 人   | 円         | 人   | 円         | 人   | 円         | 人    | 円         | 人      | 円         |
| 18歳以下      |     |           |     |           |     |           |      |           |        |           |
| 19         |     |           |     |           |     |           |      |           |        |           |
| 20         |     |           |     |           |     |           |      |           |        |           |
| 21         |     |           |     |           |     |           |      |           |        |           |
| 22         |     |           |     |           |     |           |      |           |        |           |
| 23         |     |           |     |           |     |           |      |           |        |           |
| 24         |     |           |     |           |     |           |      |           |        |           |
| 25         |     |           |     |           |     |           |      |           |        |           |
| 26         |     |           |     |           |     |           |      |           |        |           |
| 27         |     |           |     |           |     |           |      |           |        |           |
| 28         |     |           |     |           |     |           |      |           |        |           |
| 29         |     |           |     |           |     |           |      |           |        |           |
| 30         |     |           |     |           |     |           |      |           |        |           |
| 31         |     |           |     |           |     |           |      |           |        |           |
| 32         |     |           |     |           |     |           |      |           |        |           |
| 33         |     |           | 1   | 344,228   |     |           |      |           |        |           |
| 34         |     |           | 1   | 354,004   |     |           |      |           |        |           |
| 35         |     |           |     |           |     |           |      |           |        |           |
| 36         |     |           | 1   | 358,892   |     |           |      |           |        |           |
| 37         |     |           |     |           |     |           |      |           |        |           |
| 38         |     |           |     |           |     |           |      |           |        |           |
| 39         |     |           | 1   | 366,318   |     |           |      |           |        |           |
| 40         |     |           | 1   | 358,892   |     |           |      |           |        |           |
| 41         | 1   | 384,096   | 2   | 362,558   |     |           |      |           |        |           |
| 42         | 3   | 384,864   | 1   | 366,318   | 1   | 420,174   |      |           |        |           |
| 43         | 2   | 388,704   |     |           |     |           |      |           |        |           |
| 44         | 7   | 388,608   |     |           |     |           |      |           |        |           |
| 45         | 13  | 390,949   |     |           |     |           | 2    | 444,819   |        |           |
| 46         | 35  | 393,485   | 1   | 412,754   |     |           |      |           |        |           |
| 47         | 25  | 393,816   | 4   | 409,488   |     |           |      |           |        |           |
| 48         | 35  | 395,797   | 8   | 414,575   |     |           |      |           |        |           |
| 49         | 42  | 397,790   | 14  | 414,897   |     |           |      |           |        |           |
| 50         | 52  | 400,763   | 18  | 415,926   | 1   | 435,798   |      |           |        |           |
| 51         | 65  | 402,539   | 19  | 416,262   | 3   | 438,278   |      |           |        |           |
| 52         | 56  | 403,692   | 36  | 419,501   | 2   | 441,225   |      |           |        |           |
| 53         | 61  | 405,281   | 40  | 420,671   | 8   | 441,913   | 1    | 475,788   | 1      | 531,402   |
| 54         | 63  | 407,378   | 36  | 420,243   | 17  | 442,447   | 5    | 484,381   |        |           |
| 55         | 48  | 409,665   | 35  | 420,788   | 12  | 440,771   | 1    | 478,113   |        |           |
| 56         | 47  | 412,177   | 25  | 424,261   | 12  | 444,704   | 2    | 499,283   |        |           |
| 57         | 69  | 414,515   | 31  | 426,183   | 13  | 443,936   | 3    | 489,304   |        |           |
| 58         | 89  | 417,953   | 37  | 429,374   | 21  | 445,470   | 13   | 481,933   |        |           |
| 59         | 77  | 425,531   | 40  | 432,670   | 17  | 457,207   | 5    | 481,430   | 1      | 509,733   |
| 60歳以上      |     |           |     |           |     |           |      |           |        |           |
| 計          | 790 | 407,463   | 352 | 421,143   | 107 | 445,182   | 32   | 481,381   | 2      | 520,568   |

## その2 研 究 職

| 職務の級<br>年齢 | 1 級 |           | 2 級 |           | 3 級 |           | 4 級 |           | 5 級 |           |
|------------|-----|-----------|-----|-----------|-----|-----------|-----|-----------|-----|-----------|
|            | 人員  | 平均<br>給料額 |
|            | 人   | 円         | 人   | 円         | 人   | 円         | 人   | 円         | 人   | 円         |
| 18歳以下      |     |           |     |           |     |           |     |           |     |           |
| 19         |     |           |     |           |     |           |     |           |     |           |
| 20         |     |           |     |           |     |           |     |           |     |           |
| 21         |     |           |     |           |     |           |     |           |     |           |
| 22         |     |           |     |           |     |           |     |           |     |           |
| 23         |     |           |     |           |     |           |     |           |     |           |
| 24         |     |           |     |           |     |           |     |           |     |           |
| 25         |     |           | 3   | 211,250   |     |           |     |           |     |           |
| 26         |     |           | 2   | 233,415   |     |           |     |           |     |           |
| 27         |     |           | 2   | 240,289   |     |           |     |           |     |           |
| 28         |     |           | 5   | 246,313   |     |           |     |           |     |           |
| 29         |     |           | 2   | 267,009   |     |           |     |           |     |           |
| 30         |     |           | 4   | 263,564   |     |           |     |           |     |           |
| 31         |     |           | 5   | 266,597   |     |           |     |           |     |           |
| 32         |     |           | 2   | 271,529   |     |           |     |           |     |           |
| 33         |     |           | 6   | 279,629   |     |           |     |           |     |           |
| 34         |     |           | 3   | 284,894   | 2   | 317,748   |     |           |     |           |
| 35         |     |           | 1   | 293,933   | 4   | 327,224   |     |           |     |           |
| 36         |     |           |     |           | 6   | 333,494   |     |           |     |           |
| 37         |     |           |     |           | 4   | 336,288   |     |           |     |           |
| 38         |     |           | 1   | 309,388   | 6   | 345,093   |     |           |     |           |
| 39         |     |           | 1   | 272,549   | 6   | 352,529   |     |           |     |           |
| 40         |     |           |     |           | 7   | 356,224   |     |           |     |           |
| 41         |     |           |     |           | 12  | 358,652   |     |           |     |           |
| 42         |     |           |     |           | 8   | 362,775   |     |           |     |           |
| 43         |     |           |     |           | 3   | 367,611   | 1   | 391,589   |     |           |
| 44         |     |           |     |           | 6   | 370,527   | 1   | 394,693   |     |           |
| 45         |     |           |     |           | 6   | 371,386   | 8   | 401,835   |     |           |
| 46         |     |           |     |           | 1   | 378,108   | 9   | 402,906   |     |           |
| 47         |     |           |     |           | 2   | 375,679   | 3   | 404,458   | 1   | 443,193   |
| 48         |     |           |     |           | 1   | 377,352   | 6   | 404,264   | 4   | 449,644   |
| 49         |     |           |     |           | 1   | 376,650   | 2   | 403,229   | 6   | 450,953   |
| 50         |     |           |     |           |     |           | 2   | 416,470   | 5   | 454,087   |
| 51         |     |           |     |           |     |           | 5   | 416,634   | 4   | 465,933   |
| 52         |     |           |     |           |     |           | 3   | 416,065   | 7   | 476,137   |
| 53         |     |           |     |           |     |           | 2   | 419,574   | 5   | 483,429   |
| 54         |     |           |     |           |     |           | 4   | 421,136   | 5   | 483,203   |
| 55         |     |           |     |           |     |           |     |           | 3   | 473,826   |
| 56         |     |           |     |           |     |           | 1   | 443,895   | 6   | 476,604   |
| 57         |     |           |     |           |     |           | 2   | 433,256   | 7   | 486,895   |
| 58         |     |           |     |           |     |           |     |           | 7   | 477,570   |
| 59         |     |           |     |           |     |           | 1   | 460,949   | 8   | 468,258   |
| 60歳以上      |     |           |     |           |     |           |     |           |     |           |
| 計          | —   | —         | 37  | 261,767   | 75  | 354,848   | 50  | 410,638   | 68  | 470,973   |

その3 医 師 ・ 歯 科 医 師 職

| 職務の級<br>年齢 | 1 級 |           | 2 級 |           | 3 級 |           | 4 級 |           |
|------------|-----|-----------|-----|-----------|-----|-----------|-----|-----------|
|            | 人員  | 平均<br>給料額 | 人員  | 平均<br>給料額 | 人員  | 平均<br>給料額 | 人員  | 平均<br>給料額 |
|            | 人   | 円         | 人   | 円         | 人   | 円         | 人   | 円         |
| 18歳以下      |     |           |     |           |     |           |     |           |
| 19         |     |           |     |           |     |           |     |           |
| 20         |     |           |     |           |     |           |     |           |
| 21         |     |           |     |           |     |           |     |           |
| 22         |     |           |     |           |     |           |     |           |
| 23         |     |           |     |           |     |           |     |           |
| 24         | 2   | 259,000   |     |           |     |           |     |           |
| 25         | 2   | 270,600   |     |           |     |           |     |           |
| 26         | 1   | 270,600   |     |           |     |           |     |           |
| 27         |     |           |     |           |     |           |     |           |
| 28         |     |           |     |           |     |           |     |           |
| 29         | 1   | 326,500   |     |           |     |           |     |           |
| 30         |     |           |     |           |     |           |     |           |
| 31         |     |           |     |           |     |           |     |           |
| 32         |     |           |     |           |     |           |     |           |
| 33         |     |           |     |           |     |           |     |           |
| 34         |     |           |     |           |     |           |     |           |
| 35         |     |           |     |           |     |           |     |           |
| 36         |     |           |     |           |     |           |     |           |
| 37         |     |           |     |           |     |           |     |           |
| 38         |     |           |     |           | 2   | 463,800   |     |           |
| 39         |     |           |     |           | 1   | 480,700   |     |           |
| 40         |     |           |     |           | 1   | 486,000   |     |           |
| 41         |     |           |     |           |     |           |     |           |
| 42         |     |           |     |           | 1   | 468,400   |     |           |
| 43         |     |           |     |           | 1   | 491,400   |     |           |
| 44         |     |           |     |           | 1   | 511,200   |     |           |
| 45         |     |           |     |           |     |           |     |           |
| 46         |     |           |     |           |     |           |     |           |
| 47         |     |           |     |           | 2   | 507,600   |     |           |
| 48         |     |           |     |           |     |           |     |           |
| 49         |     |           |     |           | 1   | 505,200   | 1   | 531,700   |
| 50         |     |           |     |           |     |           |     |           |
| 51         |     |           |     |           |     |           | 1   | 535,300   |
| 52         |     |           |     |           | 2   | 514,200   | 2   | 550,200   |
| 53         |     |           |     |           |     |           | 1   | 559,600   |
| 54         |     |           |     |           |     |           | 2   | 555,600   |
| 55         |     |           |     |           |     |           | 2   | 583,400   |
| 56         |     |           |     |           |     |           | 1   | 590,500   |
| 57         |     |           |     |           |     |           | 1   | 600,300   |
| 58         |     |           |     |           |     |           | 1   | 595,700   |
| 59         |     |           |     |           |     |           |     |           |
| 60歳以上      |     |           |     |           |     |           | 7   | 607,171   |
| 計          | 6   | 276,050   | —   | —         | 12  | 492,842   | 19  | 581,142   |

その4 看護職

| 職務の級<br>年齢 | 1 級 |                | 2 級 |                | 3 級 |                | 4 級 |                | 5 級     |                | 6 級 |                | 7 級 |                |
|------------|-----|----------------|-----|----------------|-----|----------------|-----|----------------|---------|----------------|-----|----------------|-----|----------------|
|            | 人員  | 平均<br>給料額<br>円 | 人員  | 平均<br>給料額<br>円 | 人員  | 平均<br>給料額<br>円 | 人員  | 平均<br>給料額<br>円 | 人員      | 平均<br>給料額<br>円 | 人員  | 平均<br>給料額<br>円 | 人員  | 平均<br>給料額<br>円 |
| 18歳以下      |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 19         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 20         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 21         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 22         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 23         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 24         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 25         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 26         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 27         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 28         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 29         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 30         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 31         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 32         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 33         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 34         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 35         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 36         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 37         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 38         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 39         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 40         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 41         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 42         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 43         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 44         |     |                |     |                | 1   | 336,998        |     |                |         |                |     |                |     |                |
| 45         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 46         |     |                |     |                | 1   | 354,071        |     |                |         |                |     |                |     |                |
| 47         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 48         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 49         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 50         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 51         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 52         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 53         |     |                |     |                |     |                |     | 1              | 396,365 |                |     |                |     |                |
| 54         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 55         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 56         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 57         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 58         |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 59         |     |                |     |                |     |                |     | 2              | 416,057 |                |     |                |     |                |
| 60歳以上      |     |                |     |                |     |                |     |                |         |                |     |                |     |                |
| 計          | —   | —              | —   | —              | 2   | 345,535        | 3   | 409,493        | —       | —              | —   | —              | —   | —              |

その5 警 察 職

| 職務の級<br>年齢 | 1 級   |           | 2 級   |           | 3 級   |           | 4 級   |           | 5 級 |           | 6 級 |           |
|------------|-------|-----------|-------|-----------|-------|-----------|-------|-----------|-----|-----------|-----|-----------|
|            | 人員    | 平均<br>給料額 | 人員    | 平均<br>給料額 | 人員    | 平均<br>給料額 | 人員    | 平均<br>給料額 | 人員  | 平均<br>給料額 | 人員  | 平均<br>給料額 |
|            | 人     | 円         | 人     | 円         | 人     | 円         | 人     | 円         | 人   | 円         | 人   | 円         |
| 18歳以下      | 59    | 166,043   |       |           |       |           |       |           |     |           |     |           |
| 19         | 73    | 170,198   |       |           |       |           |       |           |     |           |     |           |
| 20         | 86    | 177,654   |       |           |       |           |       |           |     |           |     |           |
| 21         | 94    | 187,060   |       |           |       |           |       |           |     |           |     |           |
| 22         | 308   | 196,269   |       |           |       |           |       |           |     |           |     |           |
| 23         | 272   | 202,373   |       |           |       |           | 1     | 240,473   |     |           |     |           |
| 24         | 284   | 208,590   | 9     | 217,349   | 6     | 225,164   |       |           |     |           |     |           |
| 25         | 154   | 208,439   | 153   | 221,851   | 15    | 231,278   |       |           |     |           |     |           |
| 26         | 118   | 211,844   | 230   | 228,421   | 26    | 238,200   |       |           |     |           |     |           |
| 27         | 69    | 216,699   | 267   | 235,121   | 56    | 242,872   |       |           |     |           |     |           |
| 28         | 59    | 215,680   | 237   | 239,132   | 80    | 250,428   | 6     | 266,766   |     |           |     |           |
| 29         | 33    | 224,859   | 167   | 241,550   | 132   | 255,281   | 19    | 274,504   |     |           |     |           |
| 30         | 36    | 222,568   | 140   | 242,217   | 178   | 259,228   | 43    | 283,915   |     |           |     |           |
| 31         | 16    | 226,682   | 71    | 244,136   | 182   | 261,287   | 67    | 292,549   |     |           |     |           |
| 32         | 23    | 235,323   | 46    | 244,397   | 205   | 266,624   | 102   | 297,811   |     |           | 1   | 340,280   |
| 33         | 11    | 237,634   | 7     | 242,413   | 168   | 271,023   | 93    | 305,625   | 1   | 327,078   |     |           |
| 34         | 4     | 239,680   | 10    | 252,954   | 135   | 276,943   | 147   | 316,320   | 4   | 343,019   |     |           |
| 35         | 4     | 257,010   | 2     | 268,825   | 122   | 283,068   | 167   | 321,876   | 13  | 349,449   | 4   | 360,588   |
| 36         | 3     | 255,450   | 2     | 248,528   | 128   | 290,108   | 195   | 329,247   | 27  | 354,183   | 4   | 360,588   |
| 37         |       |           | 1     | 274,073   | 84    | 296,716   | 213   | 336,535   | 27  | 357,685   | 6   | 362,459   |
| 38         |       |           |       |           | 65    | 302,589   | 170   | 341,467   | 17  | 364,129   | 5   | 372,179   |
| 39         |       |           |       |           | 50    | 310,912   | 159   | 349,204   | 30  | 370,958   | 12  | 381,575   |
| 40         |       |           |       |           | 44    | 319,786   | 155   | 355,660   | 16  | 381,517   | 14  | 390,911   |
| 41         |       |           |       |           | 23    | 324,589   | 142   | 364,278   | 18  | 382,223   | 7   | 397,771   |
| 42         |       |           |       |           | 20    | 333,116   | 132   | 368,147   | 30  | 388,279   | 12  | 402,676   |
| 43         |       |           | 2     | 327,813   | 16    | 343,116   | 132   | 374,257   | 33  | 394,294   | 11  | 407,988   |
| 44         |       |           | 1     | 339,520   | 18    | 348,131   | 112   | 377,723   | 45  | 396,731   | 24  | 408,103   |
| 45         |       |           | 1     | 352,809   | 21    | 355,034   | 136   | 382,417   | 62  | 399,288   | 38  | 413,676   |
| 46         |       |           |       |           | 10    | 360,231   | 136   | 386,021   | 49  | 402,593   | 18  | 412,347   |
| 47         |       |           | 1     | 360,182   | 18    | 363,051   | 148   | 390,974   | 60  | 405,590   | 34  | 420,757   |
| 48         |       |           | 2     | 359,181   | 19    | 367,067   | 157   | 393,056   | 44  | 410,317   | 44  | 421,619   |
| 49         |       |           |       |           | 8     | 371,422   | 160   | 400,765   | 32  | 412,480   | 66  | 424,129   |
| 50         |       |           |       |           | 12    | 378,306   | 140   | 402,050   | 22  | 414,950   | 84  | 424,704   |
| 51         |       |           | 1     | 386,471   | 11    | 383,217   | 142   | 408,664   | 13  | 416,609   | 73  | 424,465   |
| 52         |       |           |       |           | 7     | 385,570   | 117   | 409,009   | 12  | 424,238   | 82  | 428,204   |
| 53         | 1     | 358,179   |       |           | 21    | 396,578   | 163   | 414,965   | 21  | 430,617   | 72  | 433,363   |
| 54         |       |           |       |           | 17    | 399,646   | 138   | 419,115   | 17  | 430,853   | 59  | 435,583   |
| 55         |       |           |       |           | 15    | 401,435   | 135   | 422,302   | 10  | 433,984   | 71  | 437,864   |
| 56         |       |           | 3     | 401,227   | 25    | 403,462   | 132   | 426,285   | 14  | 437,121   | 65  | 441,998   |
| 57         |       |           |       |           | 14    | 407,264   | 132   | 429,705   | 10  | 442,647   | 63  | 444,361   |
| 58         |       |           | 2     | 408,588   | 10    | 411,032   | 115   | 429,230   | 9   | 443,251   | 53  | 447,297   |
| 59         |       |           | 1     | 400,507   | 8     | 416,821   | 84    | 435,314   | 7   | 448,013   | 43  | 453,844   |
| 60歳以上      |       |           |       |           |       |           |       |           |     |           |     |           |
| 計          | 1,707 | 201,986   | 1,356 | 237,081   | 1,969 | 286,820   | 4,090 | 373,182   | 643 | 398,701   | 965 | 427,889   |

警 察 職

| 職務の級<br>年齢 | 7 級 |           | 8 級 |           | 9 級 |           |
|------------|-----|-----------|-----|-----------|-----|-----------|
|            | 人員  | 平均<br>給料額 | 人員  | 平均<br>給料額 | 人員  | 平均<br>給料額 |
|            | 人   | 円         | 人   | 円         | 人   | 円         |
| 18歳以下      |     |           |     |           |     |           |
| 19         |     |           |     |           |     |           |
| 20         |     |           |     |           |     |           |
| 21         |     |           |     |           |     |           |
| 22         |     |           |     |           |     |           |
| 23         |     |           |     |           |     |           |
| 24         |     |           |     |           |     |           |
| 25         |     |           |     |           |     |           |
| 26         |     |           |     |           |     |           |
| 27         |     |           |     |           |     |           |
| 28         |     |           |     |           |     |           |
| 29         |     |           |     |           |     |           |
| 30         |     |           |     |           |     |           |
| 31         |     |           |     |           |     |           |
| 32         |     |           |     |           |     |           |
| 33         |     |           |     |           |     |           |
| 34         |     |           |     |           |     |           |
| 35         | 1   | 359,268   |     |           |     |           |
| 36         |     |           |     |           |     |           |
| 37         |     |           |     |           |     |           |
| 38         |     |           |     |           |     |           |
| 39         |     |           |     |           |     |           |
| 40         |     |           |     |           | 1   | 408,336   |
| 41         | 2   | 414,869   |     |           |     |           |
| 42         | 3   | 419,202   | 1   | 440,283   |     |           |
| 43         | 6   | 425,846   |     |           |     |           |
| 44         | 8   | 424,751   |     |           |     |           |
| 45         | 8   | 424,351   | 2   | 442,999   |     |           |
| 46         | 16  | 429,181   | 3   | 444,040   |     |           |
| 47         | 13  | 435,966   | 12  | 446,949   | 1   | 450,918   |
| 48         | 20  | 435,653   | 12  | 447,183   | 2   | 431,366   |
| 49         | 26  | 439,530   | 13  | 449,374   | 3   | 454,222   |
| 50         | 21  | 444,395   | 9   | 451,865   | 3   | 456,182   |
| 51         | 21  | 446,769   | 17  | 450,647   | 6   | 462,342   |
| 52         | 18  | 450,460   | 12  | 455,970   | 9   | 458,381   |
| 53         | 19  | 454,698   | 13  | 459,038   | 14  | 465,392   |
| 54         | 25  | 455,999   | 6   | 459,697   | 17  | 460,574   |
| 55         | 11  | 458,403   | 12  | 462,061   | 9   | 467,808   |
| 56         | 14  | 460,236   | 8   | 465,115   | 6   | 467,680   |
| 57         | 15  | 465,108   | 12  | 464,324   | 20  | 470,777   |
| 58         | 15  | 467,954   | 6   | 464,610   | 14  | 475,652   |
| 59         | 3   | 474,930   | 6   | 483,632   | 20  | 484,404   |
| 60歳以上      |     |           |     |           |     |           |
| 計          | 265 | 446,182   | 144 | 456,125   | 125 | 467,816   |

## その6 大学教育職

| 職務の級<br>年齢 | 1 級 |           | 2 級 |           | 3 級 |           | 4 級 |           | 学長・副学長 |           |
|------------|-----|-----------|-----|-----------|-----|-----------|-----|-----------|--------|-----------|
|            | 人員  | 平均<br>給料額 | 人員  | 平均<br>給料額 | 人員  | 平均<br>給料額 | 人員  | 平均<br>給料額 | 人員     | 平均<br>給料額 |
|            | 人   | 円         | 人   | 円         | 人   | 円         | 人   | 円         | 人      | 円         |
| 18歳以下      |     |           |     |           |     |           |     |           |        |           |
| 19         |     |           |     |           |     |           |     |           |        |           |
| 20         |     |           |     |           |     |           |     |           |        |           |
| 21         |     |           |     |           |     |           |     |           |        |           |
| 22         |     |           |     |           |     |           |     |           |        |           |
| 23         |     |           |     |           |     |           |     |           |        |           |
| 24         |     |           |     |           |     |           |     |           |        |           |
| 25         |     |           |     |           |     |           |     |           |        |           |
| 26         |     |           |     |           |     |           |     |           |        |           |
| 27         | 1   | 265,005   |     |           |     |           |     |           |        |           |
| 28         | 5   | 284,825   |     |           |     |           |     |           |        |           |
| 29         | 4   | 291,305   |     |           |     |           |     |           |        |           |
| 30         | 5   | 298,210   |     |           |     |           |     |           |        |           |
| 31         | 8   | 302,147   | 1   | 320,372   |     |           |     |           |        |           |
| 32         | 9   | 307,984   |     |           | 1   | 337,172   |     |           |        |           |
| 33         | 6   | 312,029   | 1   | 336,701   | 2   | 373,693   |     |           |        |           |
| 34         | 8   | 319,898   | 3   | 329,055   | 1   | 365,690   |     |           |        |           |
| 35         | 12  | 328,285   | 4   | 345,984   | 9   | 386,060   |     |           |        |           |
| 36         | 5   | 329,625   | 2   | 349,094   | 4   | 385,866   |     |           |        |           |
| 37         | 3   | 335,178   | 2   | 357,697   | 12  | 396,859   |     |           |        |           |
| 38         | 6   | 354,425   | 2   | 373,880   | 7   | 403,659   | 1   | 431,712   |        |           |
| 39         | 5   | 361,487   | 3   | 364,792   | 6   | 409,728   |     |           |        |           |
| 40         | 1   | 339,520   | 2   | 367,757   | 9   | 409,911   | 2   | 447,984   |        |           |
| 41         | 7   | 385,057   | 4   | 386,298   | 14  | 415,631   | 1   | 464,064   |        |           |
| 42         | 1   | 391,999   |     |           | 13  | 421,047   | 1   | 452,640   |        |           |
| 43         | 2   | 350,212   | 2   | 371,451   | 9   | 425,313   | 1   | 457,248   |        |           |
| 44         | 2   | 365,461   |     |           | 10  | 424,045   | 5   | 457,632   |        |           |
| 45         | 1   | 346,227   | 2   | 393,709   | 8   | 429,928   | 3   | 462,496   |        |           |
| 46         | 1   | 327,370   | 1   | 383,843   | 8   | 432,725   | 2   | 490,368   |        |           |
| 47         | 4   | 369,887   | 1   | 370,527   | 8   | 430,558   | 7   | 475,250   |        |           |
| 48         | 4   | 379,205   |     |           | 6   | 438,173   | 7   | 491,177   |        |           |
| 49         | 1   | 434,876   |     |           | 6   | 439,910   | 8   | 482,316   |        |           |
| 50         | 2   | 405,241   |     |           | 4   | 436,035   | 14  | 490,508   |        |           |
| 51         | 1   | 434,876   | 1   | 367,028   | 3   | 444,726   | 11  | 496,325   |        |           |
| 52         | 1   | 437,884   |     |           | 7   | 450,645   | 7   | 505,661   |        |           |
| 53         | 3   | 438,886   |     |           | 4   | 452,898   | 10  | 508,954   |        |           |
| 54         |     |           |     |           | 6   | 464,638   | 12  | 503,995   |        |           |
| 55         |     |           |     |           | 2   | 463,236   | 8   | 512,070   |        |           |
| 56         |     |           | 1   | 395,313   | 4   | 466,814   | 17  | 510,526   | 1      | 783,990   |
| 57         |     |           |     |           | 4   | 477,525   | 13  | 514,721   |        |           |
| 58         |     |           |     |           | 1   | 488,671   | 17  | 530,854   |        |           |
| 59         |     |           |     |           | 1   | 465,267   | 13  | 529,906   |        |           |
| 60歳以上      |     |           |     |           | 7   | 488,063   | 77  | 552,864   | 3      | 901,170   |
| 計          | 108 | 337,554   | 32  | 362,863   | 176 | 426,620   | 237 | 518,717   | 4      | 871,875   |

## その7 高等学校教育職

| 職務の級<br>年齢 | 1 級 |                | 2 級   |                | 3 級 |                | 4 級 |                | 5 級 |                |
|------------|-----|----------------|-------|----------------|-----|----------------|-----|----------------|-----|----------------|
|            | 人員  | 平均<br>給料額<br>円 | 人員    | 平均<br>給料額<br>円 | 人員  | 平均<br>給料額<br>円 | 人員  | 平均<br>給料額<br>円 | 人員  | 平均<br>給料額<br>円 |
| 18歳以下      |     |                |       |                |     |                |     |                |     |                |
| 19         |     |                |       |                |     |                |     |                |     |                |
| 20         |     |                |       |                |     |                |     |                |     |                |
| 21         |     |                |       |                |     |                |     |                |     |                |
| 22         |     |                | 19    | 194,708        |     |                |     |                |     |                |
| 23         |     |                | 37    | 199,519        |     |                |     |                |     |                |
| 24         |     |                | 48    | 207,385        |     |                |     |                |     |                |
| 25         |     |                | 58    | 214,915        |     |                |     |                |     |                |
| 26         |     |                | 80    | 224,744        |     |                |     |                |     |                |
| 27         |     |                | 77    | 237,625        |     |                |     |                |     |                |
| 28         | 1   | 226,785        | 84    | 245,922        |     |                |     |                |     |                |
| 29         |     |                | 109   | 256,807        |     |                |     |                |     |                |
| 30         | 3   | 239,409        | 107   | 267,274        |     |                |     |                |     |                |
| 31         | 2   | 245,139        | 110   | 276,916        |     |                |     |                |     |                |
| 32         | 1   | 251,360        | 110   | 287,097        |     |                |     |                |     |                |
| 33         | 2   | 257,532        | 131   | 298,077        |     |                |     |                |     |                |
| 34         | 3   | 267,786        | 124   | 308,756        |     |                |     |                |     |                |
| 35         | 1   | 270,508        | 134   | 318,235        |     |                |     |                |     |                |
| 36         | 2   | 286,109        | 155   | 329,769        |     |                |     |                |     |                |
| 37         | 4   | 278,017        | 157   | 340,984        |     |                |     |                |     |                |
| 38         | 9   | 290,898        | 198   | 352,531        |     |                |     |                |     |                |
| 39         | 4   | 293,788        | 194   | 361,392        |     |                |     |                |     |                |
| 40         | 2   | 298,405        | 171   | 369,909        |     |                |     |                |     |                |
| 41         | 6   | 307,023        | 195   | 374,597        |     |                |     |                |     |                |
| 42         | 6   | 309,242        | 212   | 379,906        |     |                |     |                |     |                |
| 43         | 3   | 313,082        | 192   | 385,466        | 1   | 401,289        |     |                |     |                |
| 44         | 3   | 310,684        | 263   | 390,751        | 2   | 405,266        |     |                |     |                |
| 45         | 2   | 314,102        | 340   | 394,540        | 6   | 406,883        |     |                |     |                |
| 46         | 1   | 331,080        | 325   | 398,694        | 11  | 408,467        | 1   | 422,304        |     |                |
| 47         | 5   | 331,786        | 364   | 401,293        | 14  | 411,987        |     |                |     |                |
| 48         | 3   | 330,757        | 379   | 405,352        | 27  | 412,958        | 3   | 434,144        |     |                |
| 49         | 3   | 334,184        | 335   | 407,047        | 35  | 414,618        | 11  | 437,943        |     |                |
| 50         | 3   | 328,669        | 295   | 410,889        | 34  | 416,786        | 18  | 439,083        |     |                |
| 51         | 1   | 328,267        | 296   | 413,904        | 37  | 420,516        | 18  | 442,261        | 1   | 450,260        |
| 52         |     |                | 313   | 420,108        | 28  | 424,072        | 31  | 444,590        | 1   | 450,260        |
| 53         |     |                | 260   | 423,021        | 27  | 425,781        | 33  | 445,841        | 1   | 459,190        |
| 54         | 1   | 342,139        | 233   | 426,749        | 27  | 431,205        | 45  | 449,258        | 7   | 459,501        |
| 55         | 2   | 337,968        | 246   | 429,989        | 19  | 434,680        | 29  | 452,301        | 21  | 460,518        |
| 56         |     |                | 267   | 433,284        | 16  | 437,660        | 19  | 452,981        | 29  | 463,242        |
| 57         |     |                | 240   | 437,712        | 39  | 441,326        | 11  | 460,135        | 28  | 467,729        |
| 58         |     |                | 228   | 441,363        | 34  | 445,632        | 5   | 464,943        | 46  | 470,692        |
| 59         |     |                | 194   | 447,647        | 30  | 449,135        | 8   | 472,585        | 45  | 477,601        |
| 60歳以上      |     |                |       |                |     |                |     |                |     |                |
| 計          | 73  | 299,509        | 7,280 | 379,894        | 387 | 427,433        | 232 | 448,311        | 179 | 468,835        |

その8 中学校・小学校教育職

| 職務の級<br>年齢 | 1 級 |           | 2 級    |           | 3 級   |           | 4 級   |           | 5 級   |           |
|------------|-----|-----------|--------|-----------|-------|-----------|-------|-----------|-------|-----------|
|            | 人員  | 平均<br>給料額 | 人員     | 平均<br>給料額 | 人員    | 平均<br>給料額 | 人員    | 平均<br>給料額 | 人員    | 平均<br>給料額 |
|            | 人   | 円         | 人      | 円         | 人     | 円         | 人     | 円         | 人     | 円         |
| 18歳以下      |     |           |        |           |       |           |       |           |       |           |
| 19         |     |           |        |           |       |           |       |           |       |           |
| 20         |     |           |        |           |       |           |       |           |       |           |
| 21         |     |           |        |           |       |           |       |           |       |           |
| 22         |     |           | 248    | 194,952   |       |           |       |           |       |           |
| 23         |     |           | 420    | 200,287   |       |           |       |           |       |           |
| 24         |     |           | 470    | 206,550   |       |           |       |           |       |           |
| 25         |     |           | 517    | 215,073   |       |           |       |           |       |           |
| 26         |     |           | 506    | 225,239   |       |           |       |           |       |           |
| 27         |     |           | 557    | 236,745   |       |           |       |           |       |           |
| 28         |     |           | 542    | 246,683   |       |           |       |           |       |           |
| 29         |     |           | 563    | 257,508   |       |           |       |           |       |           |
| 30         |     |           | 541    | 267,680   |       |           |       |           |       |           |
| 31         |     |           | 571    | 277,361   |       |           |       |           |       |           |
| 32         |     |           | 453    | 287,845   |       |           |       |           |       |           |
| 33         |     |           | 436    | 295,818   |       |           |       |           |       |           |
| 34         |     |           | 425    | 307,314   |       |           |       |           |       |           |
| 35         |     |           | 436    | 318,866   |       |           |       |           |       |           |
| 36         |     |           | 416    | 327,936   |       |           |       |           |       |           |
| 37         |     |           | 474    | 339,716   |       |           |       |           |       |           |
| 38         |     |           | 508    | 350,040   |       |           |       |           |       |           |
| 39         |     |           | 465    | 358,070   |       |           |       |           |       |           |
| 40         |     |           | 484    | 362,901   |       |           |       |           |       |           |
| 41         |     |           | 571    | 369,811   |       |           |       |           |       |           |
| 42         |     |           | 630    | 372,855   | 1     | 385,284   |       |           |       |           |
| 43         |     |           | 515    | 376,394   | 1     | 386,448   |       |           |       |           |
| 44         |     |           | 555    | 380,520   | 2     | 393,238   | 1     | 407,136   |       |           |
| 45         |     |           | 645    | 384,412   | 27    | 395,501   | 6     | 410,432   |       |           |
| 46         |     |           | 624    | 388,241   | 53    | 396,931   | 11    | 412,957   |       |           |
| 47         |     |           | 551    | 392,955   | 56    | 399,541   | 28    | 413,866   |       |           |
| 48         |     |           | 635    | 397,444   | 74    | 402,495   | 41    | 415,280   |       |           |
| 49         |     |           | 633    | 402,293   | 99    | 406,226   | 80    | 417,749   | 1     | 426,196   |
| 50         |     |           | 714    | 407,820   | 102   | 410,241   | 114   | 420,995   | 5     | 425,052   |
| 51         |     |           | 817    | 412,713   | 114   | 415,102   | 129   | 423,638   | 10    | 430,425   |
| 52         |     |           | 757    | 417,663   | 113   | 418,764   | 174   | 426,480   | 24    | 431,062   |
| 53         |     |           | 656    | 421,576   | 101   | 422,042   | 142   | 430,069   | 56    | 433,393   |
| 54         |     |           | 646    | 424,398   | 203   | 425,656   | 121   | 433,237   | 103   | 435,762   |
| 55         |     |           | 665    | 428,431   | 177   | 429,174   | 104   | 436,891   | 161   | 438,650   |
| 56         |     |           | 602    | 431,717   | 203   | 431,915   | 72    | 442,557   | 185   | 442,991   |
| 57         |     |           | 369    | 434,294   | 229   | 435,493   | 47    | 449,263   | 176   | 447,591   |
| 58         |     |           | 289    | 436,960   | 171   | 437,577   | 43    | 457,175   | 197   | 452,917   |
| 59         |     |           | 244    | 441,676   | 127   | 442,106   | 38    | 461,077   | 225   | 461,251   |
| 60歳以上      |     |           |        |           |       |           |       |           |       |           |
| 計          | —   | —         | 20,150 | 348,093   | 1,853 | 423,915   | 1,151 | 430,395   | 1,143 | 446,818   |

その9 任期付研究員

| 職務の級<br>年齢 | 人 員 | 平 均<br>給料額 |
|------------|-----|------------|
|            | 人   | 円          |
| 18歳以下      |     |            |
| 19         |     |            |
| 20         |     |            |
| 21         |     |            |
| 22         |     |            |
| 23         |     |            |
| 24         |     |            |
| 25         |     |            |
| 26         |     |            |
| 27         |     |            |
| 28         |     |            |
| 29         |     |            |
| 30         |     |            |
| 31         | 1   | 320,760    |
| 32         |     |            |
| 33         |     |            |
| 34         |     |            |
| 35         | 1   | 356,724    |
| 36         | 1   | 320,760    |
| 37         |     |            |
| 38         |     |            |
| 39         |     |            |
| 40         |     |            |
| 41         |     |            |
| 42         |     |            |
| 43         |     |            |
| 44         |     |            |
| 45         |     |            |
| 46         |     |            |
| 47         |     |            |
| 48         |     |            |
| 49         |     |            |
| 50         |     |            |
| 51         |     |            |
| 52         |     |            |
| 53         |     |            |
| 54         |     |            |
| 55         |     |            |
| 56         |     |            |
| 57         |     |            |
| 58         |     |            |
| 59         |     |            |
| 60歳以上      |     |            |
| 計          | 3   | 332,748    |

その10 特定任期付職員

| 職務の級<br>年齢 | 人 員 | 平 均<br>給料額 |
|------------|-----|------------|
|            | 人   | 円          |
| 18歳以下      |     |            |
| 19         |     |            |
| 20         |     |            |
| 21         |     |            |
| 22         |     |            |
| 23         |     |            |
| 24         |     |            |
| 25         |     |            |
| 26         |     |            |
| 27         |     |            |
| 28         |     |            |
| 29         |     |            |
| 30         |     |            |
| 31         |     |            |
| 32         |     |            |
| 33         |     |            |
| 34         |     |            |
| 35         |     |            |
| 36         |     |            |
| 37         |     |            |
| 38         |     |            |
| 39         |     |            |
| 40         |     |            |
| 41         |     |            |
| 42         |     |            |
| 43         |     |            |
| 44         |     |            |
| 45         |     |            |
| 46         |     |            |
| 47         |     |            |
| 48         |     |            |
| 49         |     |            |
| 50         |     |            |
| 51         |     |            |
| 52         |     |            |
| 53         |     |            |
| 54         |     |            |
| 55         |     |            |
| 56         |     |            |
| 57         |     |            |
| 58         |     |            |
| 59         |     |            |
| 60歳以上      | 1   | 850,000    |
| 計          | 1   | 850,000    |

その11 一般任期付職員

| 職務の級<br>年齢 | 人 員 | 平 均<br>給料額 |
|------------|-----|------------|
|            | 人   | 円          |
| 18歳以下      |     |            |
| 19         |     |            |
| 20         |     |            |
| 21         |     |            |
| 22         |     |            |
| 23         |     |            |
| 24         |     |            |
| 25         |     |            |
| 26         |     |            |
| 27         |     |            |
| 28         |     |            |
| 29         |     |            |
| 30         |     |            |
| 31         |     |            |
| 32         |     |            |
| 33         | 1   | 209,235    |
| 34         |     |            |
| 35         |     |            |
| 36         |     |            |
| 37         |     |            |
| 38         |     |            |
| 39         |     |            |
| 40         |     |            |
| 41         |     |            |
| 42         |     |            |
| 43         |     |            |
| 44         |     |            |
| 45         |     |            |
| 46         |     |            |
| 47         |     |            |
| 48         |     |            |
| 49         |     |            |
| 50         |     |            |
| 51         |     |            |
| 52         | 1   | 451,858    |
| 53         |     |            |
| 54         |     |            |
| 55         |     |            |
| 56         |     |            |
| 57         |     |            |
| 58         |     |            |
| 59         |     |            |
| 60歳以上      |     |            |
| 計          | 2   | 330,547    |

第6表 職員の給料表別・職務の級別・号給別人員分布  
その1 行 政 職

| 職務の級<br>号給 | 2級 | 3級 | 4級 | 5級 | 6級 | 7級 | 8級 | 9級 | 10級 | 特10級 | 計 |
|------------|----|----|----|----|----|----|----|----|-----|------|---|
| 1          |    |    | 1  |    | 1  |    | 1  |    | 1   |      |   |
| 2          |    |    |    |    |    |    |    |    |     |      |   |
| 3          |    |    |    |    |    |    | 1  |    |     |      |   |
| 4          |    |    |    |    |    |    |    |    |     |      |   |
| 5          |    |    |    |    |    |    | 1  |    |     |      |   |
| 6          |    | 1  | 1  |    |    |    |    |    |     | 1    |   |
| 7          |    |    |    |    |    |    | 2  |    |     |      |   |
| 8          |    | 1  | 1  |    |    |    |    |    | 1   |      |   |
| 9          | 9  |    | 3  |    |    |    |    |    |     |      |   |
| 10         |    | 3  | 1  |    |    |    | 2  |    |     |      |   |
| 11         | 5  | 2  | 2  |    |    |    |    |    |     |      |   |
| 12         | 10 | 18 | 16 |    |    |    |    |    |     |      |   |
| 13         |    | 43 | 12 |    |    |    |    |    |     |      |   |
| 14         | 5  | 13 | 39 |    |    |    | 1  |    | 2   |      |   |
| 15         | 4  | 20 | 14 |    |    |    |    |    |     |      |   |
| 16         | 13 | 31 | 16 |    | 2  |    |    |    | 2   |      |   |
| 17         | 3  | 27 | 17 | 2  | 1  |    |    |    | 4   |      |   |
| 18         | 4  | 35 | 48 | 4  | 3  |    |    | 1  | 3   |      |   |
| 19         | 1  | 14 | 18 | 4  | 1  |    |    |    | 2   | 1    |   |
| 20         | 1  | 20 | 26 | 7  | 3  |    |    |    | 1   |      |   |
| 21         | 10 | 23 | 15 | 20 |    |    |    |    | 3   |      |   |
| 22         | 3  | 48 | 35 | 20 | 2  |    |    |    | 2   |      |   |
| 23         | 9  | 24 | 30 | 12 | 1  |    |    |    | 4   |      |   |
| 24         | 5  | 5  | 20 | 23 | 1  |    |    |    | 1   |      |   |
| 25         | 4  | 11 | 20 | 41 | 4  |    |    |    | 2   |      |   |
| 26         | 4  | 10 | 32 | 45 | 1  |    |    |    | 1   |      |   |
| 27         | 3  | 6  | 19 | 31 | 1  |    |    | 1  |     |      |   |
| 28         | 2  | 3  | 28 | 42 | 1  |    |    | 1  | 1   |      |   |
| 29         | 62 | 5  | 25 | 15 | 2  |    |    |    | 3   |      |   |
| 30         | 7  | 3  | 34 | 56 | 2  |    |    | 5  | 1   |      |   |
| 31         | 5  | 3  | 23 | 44 |    | 1  |    | 7  |     |      |   |
| 32         | 57 | 1  | 30 | 36 | 4  |    | 2  | 5  |     |      |   |
| 33         | 12 |    | 23 | 62 | 2  |    | 6  | 6  |     |      |   |
| 34         | 15 | 3  | 30 | 30 | 5  |    | 9  | 9  |     |      |   |
| 35         | 10 |    | 24 | 56 | 4  |    | 10 | 5  |     |      |   |
| 36         | 55 |    | 21 | 64 | 5  |    | 17 | 5  |     |      |   |
| 37         | 24 | 1  | 31 | 62 | 3  |    | 17 | 6  |     |      |   |
| 38         | 13 |    | 43 | 74 | 4  |    | 18 | 4  | 1   |      |   |
| 39         | 12 | 1  | 36 | 72 | 3  |    | 14 | 1  |     |      |   |
| 40         | 26 |    | 43 | 60 | 10 |    | 17 | 5  |     |      |   |
| 41         | 57 |    | 15 | 22 | 6  | 1  | 16 | 8  |     |      |   |
| 42         | 25 |    | 18 | 60 | 4  | 1  | 21 | 3  |     |      |   |
| 43         | 17 |    | 22 | 54 | 3  | 2  | 37 | 7  |     |      |   |
| 44         | 21 |    | 27 | 65 | 8  | 1  | 22 | 7  |     |      |   |
| 45         | 5  |    | 20 | 87 | 11 | 2  | 24 | 5  |     |      |   |
| 46         | 6  |    | 19 | 72 | 8  | 5  | 13 | 1  |     |      |   |
| 47         | 5  |    | 32 | 38 | 8  | 5  | 22 | 2  |     |      |   |
| 48         | 3  |    | 26 | 71 | 18 | 10 | 11 | 1  |     |      |   |
| 49         | 6  |    | 21 | 14 | 8  | 4  | 10 | 9  |     |      |   |
| 50         | 4  |    | 19 | 65 | 9  | 11 | 10 |    |     |      |   |
| 51         | 2  |    | 25 | 43 | 21 | 10 | 5  |    |     |      |   |
| 52         | 3  |    | 23 | 67 | 29 | 16 | 2  |    |     |      |   |
| 53         |    |    | 8  | 78 | 16 | 10 | 5  |    |     |      |   |
| 54         |    |    | 7  | 81 | 16 | 15 | 5  |    |     |      |   |
| 55         | 1  |    | 6  | 59 | 19 | 16 | 4  |    |     |      |   |
| 56         |    |    | 6  | 51 | 12 | 18 | 3  |    |     |      |   |
| 57         |    |    | 1  | 67 | 26 | 20 | 1  |    |     |      |   |
| 58         | 3  |    | 2  | 60 | 34 | 21 | 6  |    |     |      |   |
| 59         |    |    | 3  | 56 | 38 | 20 | 3  |    |     |      |   |
| 60         | 1  |    | 7  | 40 | 31 | 29 | 1  |    |     |      |   |
| 61         | 1  |    |    | 61 | 29 | 25 |    |    |     |      |   |
| 62         | 1  |    | 3  | 68 | 37 | 17 | 2  |    |     |      |   |
| 63         | 1  |    |    | 62 | 24 | 28 | 1  |    |     |      |   |
| 64         |    |    | 2  | 71 | 23 | 28 |    |    |     |      |   |
| 65         | 2  |    |    | 70 | 46 | 17 | 10 |    |     |      |   |

| 職務の級<br>号給 | 2級   | 3級   | 4級    | 5級    | 6級    | 7級   | 8級   | 9級   | 10級  | 特10級 | 計      |
|------------|------|------|-------|-------|-------|------|------|------|------|------|--------|
| 66         |      |      | 2     | 63    | 31    | 25   |      |      |      |      |        |
| 67         | 1    |      | 1     | 68    | 23    | 28   |      |      |      |      |        |
| 68         | 1    |      |       | 60    | 22    | 16   |      |      |      |      |        |
| 69         |      |      |       | 72    | 69    | 24   |      |      |      |      |        |
| 70         |      |      | 1     | 51    | 64    | 26   |      |      |      |      |        |
| 71         |      |      |       | 37    | 55    | 26   |      |      |      |      |        |
| 72         | 1    |      | 6     | 30    | 113   | 28   |      |      |      |      |        |
| 73         |      |      | 2     | 31    | 68    | 39   |      |      |      |      |        |
| 74         |      |      | 2     | 25    | 88    | 21   |      |      |      |      |        |
| 75         |      |      |       | 34    | 59    | 41   |      |      |      |      |        |
| 76         |      |      | 3     | 33    | 115   | 26   |      |      |      |      |        |
| 77         |      |      | 4     | 27    | 77    | 34   |      |      |      |      |        |
| 78         |      |      | 3     | 22    | 87    | 22   |      |      |      |      |        |
| 79         |      |      | 3     | 22    | 53    | 28   |      |      |      |      |        |
| 80         |      |      |       | 14    | 61    | 19   |      |      |      |      |        |
| 81         |      |      | 6     | 19    | 61    | 54   |      |      |      |      |        |
| 82         |      |      | 2     | 8     | 30    |      |      |      |      |      |        |
| 83         |      |      | 1     | 6     | 17    |      |      |      |      |      |        |
| 84         |      |      | 2     | 8     | 23    |      |      |      |      |      |        |
| 85         |      |      | 2     | 11    | 13    |      |      |      |      |      |        |
| 86         |      |      | 2     | 5     | 16    |      |      |      |      |      |        |
| 87         |      |      | 2     | 2     | 20    |      |      |      |      |      |        |
| 88         |      |      | 1     | 2     | 11    |      |      |      |      |      |        |
| 89         |      |      |       | 571   | 12    |      |      |      |      |      |        |
| 90         |      |      | 1     |       | 10    |      |      |      |      |      |        |
| 91         |      |      | 2     |       | 12    |      |      |      |      |      |        |
| 92         |      |      |       |       | 9     |      |      |      |      |      |        |
| 93         |      |      | 2     |       | 161   |      |      |      |      |      |        |
| 94         |      |      |       |       |       |      |      |      |      |      |        |
| 95         |      |      | 1     |       |       |      |      |      |      |      |        |
| 96         |      |      |       |       |       |      |      |      |      |      |        |
| 97         |      |      |       |       |       |      |      |      |      |      |        |
| 98         |      |      |       |       |       |      |      |      |      |      |        |
| 99         |      |      |       |       |       |      |      |      |      |      |        |
| 100        |      |      |       |       |       |      |      |      |      |      |        |
| 101        |      |      |       |       |       |      |      |      |      |      |        |
| 102        |      |      |       |       |       |      |      |      |      |      |        |
| 103        |      |      |       |       |       |      |      |      |      |      |        |
| 104        |      |      |       |       |       |      |      |      |      |      |        |
| 105        |      |      |       |       |       |      |      |      |      |      |        |
| 106        |      |      |       |       |       |      |      |      |      |      |        |
| 107        |      |      | 3     |       |       |      |      |      |      |      |        |
| 108        |      |      |       |       |       |      |      |      |      |      |        |
| 109        |      |      | 1     |       |       |      |      |      |      |      |        |
| 110        |      |      |       |       |       |      |      |      |      |      |        |
| 111        |      |      | 1     |       |       |      |      |      |      |      |        |
| 112        |      |      | 1     |       |       |      |      |      |      |      |        |
| 113        |      |      | 44    |       |       |      |      |      |      |      |        |
| 計          | 560  | 375  | 1,190 | 3,585 | 1,930 | 790  | 352  | 107  | 32   | 2    | 8,923  |
| 構成比        | 6.3% | 4.2% | 13.3% | 40.2% | 21.6% | 8.9% | 3.9% | 1.2% | 0.4% | 0.0% | 100.0% |

(注) 各級内の太実線は、当該級の最高号給の位置を示し、該当人員0の号給は空欄とした。(以下第6表の各表について同じ。)

なお、この表に示す人員の他、職員の給与等に関する条例第8条の2により定額を支給される職員が1名、行政職給料表が適用される一般任期付職員が2級56号給に1名いる。

その2 研 究 職

| 職務の級<br>号給 | 1級 | 2級 | 3級 | 4級 | 5級 | 計 |
|------------|----|----|----|----|----|---|
| 1          |    |    |    |    |    |   |
| 2          |    |    |    |    |    |   |
| 3          |    |    |    |    |    |   |
| 4          |    |    |    |    |    |   |
| 5          |    |    |    |    |    |   |
| 6          |    |    |    |    |    |   |
| 7          |    |    |    |    |    |   |
| 8          |    | 1  |    |    |    |   |
| 9          |    |    |    |    |    |   |
| 10         |    |    |    |    |    |   |
| 11         |    |    |    |    |    |   |
| 12         |    |    |    |    |    |   |
| 13         |    |    |    |    |    |   |
| 14         |    |    |    |    |    |   |
| 15         |    |    |    |    |    |   |
| 16         |    | 1  |    |    |    |   |
| 17         |    |    |    |    |    |   |
| 18         |    |    |    |    |    |   |
| 19         |    | 1  |    |    | 1  |   |
| 20         |    |    | 3  |    |    |   |
| 21         |    |    | 1  |    |    |   |
| 22         |    | 1  |    |    | 1  |   |
| 23         |    | 2  | 1  |    | 1  |   |
| 24         |    |    | 1  |    | 3  |   |
| 25         |    | 2  | 1  |    | 4  |   |
| 26         |    | 2  |    |    | 4  |   |
| 27         |    |    |    |    | 1  |   |
| 28         |    | 1  | 2  |    | 2  |   |
| 29         |    | 1  | 1  |    | 2  |   |
| 30         |    |    | 1  |    | 1  |   |
| 31         |    | 1  | 1  |    | 1  |   |
| 32         |    |    | 4  |    | 1  |   |
| 33         |    | 1  |    |    | 2  |   |
| 34         |    |    |    |    | 2  |   |
| 35         |    |    |    |    | 2  |   |
| 36         |    |    | 3  |    | 1  |   |
| 37         |    | 3  | 1  | 1  | 4  |   |
| 38         |    | 3  | 1  |    | 2  |   |
| 39         |    | 3  | 2  | 3  | 1  |   |
| 40         |    | 1  | 2  | 1  |    |   |
| 41         |    | 3  | 3  | 1  | 3  |   |
| 42         |    |    | 2  | 3  | 2  |   |
| 43         |    | 1  | 1  | 6  | 1  |   |
| 44         |    | 1  | 4  | 1  |    |   |
| 45         |    |    | 1  | 6  | 26 |   |
| 46         |    |    | 4  | 3  |    |   |
| 47         |    | 1  | 7  | 2  |    |   |
| 48         |    | 1  | 2  | 2  |    |   |
| 49         |    | 1  | 2  | 2  |    |   |
| 50         |    |    | 1  | 2  |    |   |
| 51         |    | 2  | 2  | 2  |    |   |
| 52         |    |    | 3  | 2  |    |   |
| 53         |    | 1  |    | 1  |    |   |
| 54         |    |    | 3  | 1  |    |   |
| 55         |    |    |    | 1  |    |   |
| 56         |    |    |    | 1  |    |   |
| 57         |    | 1  | 2  |    |    |   |
| 58         |    |    |    |    |    |   |
| 59         |    |    | 2  |    |    |   |
| 60         |    |    | 2  | 1  |    |   |
| 61         |    |    | 1  | 2  |    |   |
| 62         |    |    | 1  |    |    |   |
| 63         |    |    | 1  | 1  |    |   |
| 64         |    |    | 2  | 1  |    |   |
| 65         |    |    | 1  |    |    |   |

| 職務の級<br>号給 | 1級 | 2級    | 3級    | 4級    | 5級    | 計      |
|------------|----|-------|-------|-------|-------|--------|
| 66         |    |       | 1     |       |       |        |
| 67         |    |       | 1     | 1     |       |        |
| 68         |    |       | 1     |       |       |        |
| 69         |    |       |       |       |       |        |
| 70         |    |       |       | 1     |       |        |
| 71         |    | 1     |       |       |       |        |
| 72         |    |       |       |       |       |        |
| 73         |    |       |       |       |       |        |
| 74         |    |       |       | 1     |       |        |
| 75         |    |       |       |       |       |        |
| 76         |    |       |       |       |       |        |
| 77         |    |       |       | 1     |       |        |
| 78         |    |       |       |       |       |        |
| 79         |    |       |       |       |       |        |
| 80         |    |       |       |       |       |        |
| 81         |    |       |       |       |       |        |
| 82         |    |       |       |       |       |        |
| 83         |    |       |       |       |       |        |
| 84         |    |       |       |       |       |        |
| 85         |    |       |       |       |       |        |
| 86         |    |       |       |       |       |        |
| 87         |    |       |       |       |       |        |
| 88         |    |       |       |       |       |        |
| 89         |    |       |       |       |       |        |
| 90         |    |       |       |       |       |        |
| 91         |    |       |       |       |       |        |
| 92         |    |       |       |       |       |        |
| 93         |    |       |       |       |       |        |
| 94         |    |       |       |       |       |        |
| 95         |    |       |       |       |       |        |
| 96         |    |       |       |       |       |        |
| 97         |    |       |       |       |       |        |
| 98         |    |       |       |       |       |        |
| 99         |    |       |       |       |       |        |
| 100        |    |       |       |       |       |        |
| 101        |    |       |       |       |       |        |
| 102        |    |       |       |       |       |        |
| 103        |    |       |       |       |       |        |
| 104        |    |       |       |       |       |        |
| 105        |    |       |       |       |       |        |
| 106        |    |       |       |       |       |        |
| 107        |    |       |       |       |       |        |
| 108        |    |       |       |       |       |        |
| 109        |    |       |       |       |       |        |
| 計          | —  | 37    | 75    | 50    | 68    | 230    |
| 構成比        | —  | 16.1% | 32.6% | 21.7% | 29.6% | 100.0% |

その3 医師・歯科医師職

| 職務の級<br>号給 | 1級 | 2級 | 3級 | 4級 | 計 |
|------------|----|----|----|----|---|
| 1          |    |    |    |    |   |
| 2          |    |    |    |    |   |
| 3          |    |    |    |    |   |
| 4          |    |    |    |    |   |
| 5          |    |    |    |    |   |
| 6          |    |    |    |    |   |
| 7          |    |    |    |    |   |
| 8          | 2  |    |    |    |   |
| 9          |    |    |    |    |   |
| 10         |    |    |    |    |   |
| 11         |    |    |    |    |   |
| 12         | 3  |    |    |    |   |
| 13         |    |    |    |    |   |
| 14         |    |    |    |    |   |
| 15         |    |    |    |    |   |
| 16         |    |    |    |    |   |
| 17         |    |    |    |    |   |
| 18         |    |    |    |    |   |
| 19         |    |    |    |    |   |
| 20         |    |    |    |    |   |
| 21         |    |    |    |    |   |
| 22         |    |    |    |    |   |
| 23         |    |    |    |    |   |
| 24         |    |    |    |    |   |
| 25         |    |    |    |    |   |
| 26         | 1  |    |    |    |   |
| 27         |    |    |    |    |   |
| 28         |    |    |    |    |   |
| 29         |    |    |    |    |   |
| 30         |    |    | 2  |    |   |
| 31         |    |    | 1  |    |   |
| 32         |    |    |    |    |   |
| 33         |    |    |    | 1  |   |
| 34         |    |    |    |    |   |
| 35         |    |    |    | 1  |   |
| 36         |    |    |    |    |   |
| 37         |    |    |    |    |   |
| 38         |    |    | 1  |    |   |
| 39         |    |    |    |    |   |
| 40         |    |    |    |    |   |
| 41         |    |    | 1  |    |   |
| 42         |    |    |    |    |   |
| 43         |    |    |    | 1  |   |
| 44         |    |    | 1  | 1  |   |
| 45         |    |    |    |    |   |
| 46         |    |    |    | 1  |   |
| 47         |    |    |    | 1  |   |
| 48         |    |    |    |    |   |
| 49         |    |    |    |    |   |
| 50         |    |    | 1  | 1  |   |
| 51         |    |    |    |    |   |
| 52         |    |    | 1  |    |   |
| 53         |    |    | 1  | 1  |   |
| 54         |    |    |    |    |   |
| 55         |    |    |    |    |   |
| 56         |    |    |    | 1  |   |
| 57         |    |    |    |    |   |
| 58         |    |    | 1  |    |   |
| 59         |    |    |    |    |   |
| 60         |    |    |    |    |   |
| 61         |    |    | 1  |    |   |
| 62         |    |    |    |    |   |
| 63         |    |    |    | 1  |   |
| 64         |    |    |    |    |   |
| 65         |    |    |    |    |   |

| 職務の級<br>号給 | 1級    | 2級   | 3級    | 4級    | 計      |
|------------|-------|------|-------|-------|--------|
| 66         |       |      |       | 2     |        |
| 67         |       |      |       | 1     |        |
| 68         |       |      | 1     |       |        |
| 69         |       |      |       |       |        |
| 70         |       |      |       |       |        |
| 71         |       |      |       |       |        |
| 72         |       |      |       |       |        |
| 73         |       |      |       | 6     |        |
| 74         |       |      |       |       |        |
| 75         |       |      |       |       |        |
| 76         |       |      |       |       |        |
| 77         |       |      |       |       |        |
| 78         |       |      |       |       |        |
| 79         |       |      |       |       |        |
| 80         |       |      |       |       |        |
| 81         |       |      |       |       |        |
| 82         |       |      |       |       |        |
| 83         |       |      |       |       |        |
| 84         |       |      |       |       |        |
| 85         |       |      |       |       |        |
| 計          | 6     | 0    | 12    | 19    | 37     |
| 構成比        | 16.2% | 0.0% | 32.4% | 51.4% | 100.0% |

その4 看 護 職

| 職務の級<br>号給 | 1級 | 2級 | 3級 | 4級 | 5級 | 6級 | 7級 | 計 |
|------------|----|----|----|----|----|----|----|---|
| 1          |    |    |    |    |    |    |    |   |
| 2          |    |    |    |    |    |    |    |   |
| 3          |    |    |    |    |    |    |    |   |
| 4          |    |    |    |    |    |    |    |   |
| 5          |    |    |    |    |    |    |    |   |
| 6          |    |    |    |    |    |    |    |   |
| 7          |    |    |    |    |    |    |    |   |
| 8          |    |    |    |    |    |    |    |   |
| 9          |    |    |    |    |    |    |    |   |
| 10         |    |    |    |    |    |    |    |   |
| 11         |    |    |    |    |    |    |    |   |
| 12         |    |    |    |    |    |    |    |   |
| 13         |    |    |    |    |    |    |    |   |
| 14         |    |    |    |    |    |    |    |   |
| 15         |    |    |    |    |    |    |    |   |
| 16         |    |    |    |    |    |    |    |   |
| 17         |    |    |    |    |    |    |    |   |
| 18         |    |    |    |    |    |    |    |   |
| 19         |    |    |    |    |    |    |    |   |
| 20         |    |    |    |    |    |    |    |   |
| 21         |    |    |    |    |    |    |    |   |
| 22         |    |    |    |    |    |    |    |   |
| 23         |    |    |    |    |    |    |    |   |
| 24         |    |    |    |    |    |    |    |   |
| 25         |    |    |    |    |    |    |    |   |
| 26         |    |    |    |    |    |    |    |   |
| 27         |    |    |    |    |    |    |    |   |
| 28         |    |    |    |    |    |    |    |   |
| 29         |    |    |    |    |    |    |    |   |
| 30         |    |    |    |    |    |    |    |   |
| 31         |    |    |    |    |    |    |    |   |
| 32         |    |    |    |    |    |    |    |   |
| 33         |    |    |    |    |    |    |    |   |
| 34         |    |    |    |    |    |    |    |   |
| 35         |    |    |    |    |    |    |    |   |
| 36         |    |    |    |    |    |    |    |   |
| 37         |    |    |    |    |    |    |    |   |
| 38         |    |    |    |    |    |    |    |   |
| 39         |    |    |    |    |    |    |    |   |
| 40         |    |    |    |    |    |    |    |   |
| 41         |    |    |    |    |    |    |    |   |
| 42         |    |    |    |    |    |    |    |   |
| 43         |    |    |    |    |    |    |    |   |
| 44         |    |    |    |    |    |    |    |   |
| 45         |    |    |    |    |    |    |    |   |
| 46         |    |    |    |    |    |    |    |   |
| 47         |    |    |    |    |    |    |    |   |
| 48         |    |    |    |    |    |    |    |   |
| 49         |    |    |    |    |    |    |    |   |
| 50         |    |    |    |    |    |    |    |   |
| 51         |    |    |    |    |    |    |    |   |
| 52         |    |    |    |    |    |    |    |   |
| 53         |    |    |    |    |    |    |    |   |
| 54         |    |    |    |    |    |    |    |   |
| 55         |    |    |    |    |    |    |    |   |
| 56         |    |    |    |    |    |    |    |   |
| 57         |    |    |    |    |    |    |    |   |
| 58         |    |    |    |    |    |    |    |   |
| 59         |    |    |    |    |    |    |    |   |
| 60         |    |    |    |    |    |    |    |   |
| 61         |    |    |    |    |    |    |    |   |
| 62         |    |    |    |    |    |    |    |   |
| 63         |    |    |    |    |    |    |    |   |
| 64         |    |    |    |    |    |    |    |   |
| 65         |    |    |    |    |    |    |    |   |

| 職務の級<br>号給 | 1級 | 2級 | 3級 | 4級 | 5級 | 6級 | 7級 | 計 |
|------------|----|----|----|----|----|----|----|---|
| 66         |    |    |    | 1  |    |    |    |   |
| 67         |    |    |    |    |    |    |    |   |
| 68         |    |    |    |    |    |    |    |   |
| 69         |    |    |    |    |    |    |    |   |
| 70         |    |    |    |    |    |    |    |   |
| 71         |    |    |    |    |    |    |    |   |
| 72         |    |    |    |    |    |    |    |   |
| 73         |    |    |    |    |    |    |    |   |
| 74         |    |    |    |    |    |    |    |   |
| 75         |    |    |    |    |    |    |    |   |
| 76         |    |    |    |    |    |    |    |   |
| 77         |    |    |    |    |    |    |    |   |
| 78         |    |    | 1  |    |    |    |    |   |
| 79         |    |    |    |    |    |    |    |   |
| 80         |    |    |    |    |    |    |    |   |
| 81         |    |    |    |    |    |    |    |   |
| 82         |    |    |    |    |    |    |    |   |
| 83         |    |    |    |    |    |    |    |   |
| 84         |    |    |    |    |    |    |    |   |
| 85         |    |    |    | 1  |    |    |    |   |
| 86         |    |    |    |    |    |    |    |   |
| 87         |    |    | 1  |    |    |    |    |   |
| 88         |    |    |    |    |    |    |    |   |
| 89         |    |    |    |    |    |    |    |   |
| 90         |    |    |    |    |    |    |    |   |
| 91         |    |    |    |    |    |    |    |   |
| 92         |    |    |    |    |    |    |    |   |
| 93         |    |    |    |    |    |    |    |   |
| 94         |    |    |    |    |    |    |    |   |
| 95         |    |    |    |    |    |    |    |   |
| 96         |    |    |    |    |    |    |    |   |
| 97         |    |    |    |    |    |    |    |   |
| 98         |    |    |    |    |    |    |    |   |
| 99         |    |    |    |    |    |    |    |   |
| 100        |    |    |    |    |    |    |    |   |
| 101        |    |    |    |    |    |    |    |   |
| 102        |    |    |    |    |    |    |    |   |
| 103        |    |    |    |    |    |    |    |   |
| 104        |    |    |    |    |    |    |    |   |
| 105        |    |    |    |    |    |    |    |   |
| 106        |    |    |    |    |    |    |    |   |
| 107        |    |    |    |    |    |    |    |   |
| 108        |    |    |    |    |    |    |    |   |
| 109        |    |    |    |    |    |    |    |   |
| 110        |    |    |    |    |    |    |    |   |
| 111        |    |    |    |    |    |    |    |   |
| 112        |    |    |    |    |    |    |    |   |
| 113        |    |    |    |    |    |    |    |   |
| 114        |    |    |    |    |    |    |    |   |
| 115        |    |    |    |    |    |    |    |   |
| 116        |    |    |    | 1  |    |    |    |   |
| 117        |    |    |    |    |    |    |    |   |
| 118        |    |    |    |    |    |    |    |   |
| 119        |    |    |    |    |    |    |    |   |
| 120        |    |    |    |    |    |    |    |   |
| 121        |    |    |    |    |    |    |    |   |
| 122        |    |    |    |    |    |    |    |   |
| 123        |    |    |    |    |    |    |    |   |
| 124        |    |    |    |    |    |    |    |   |
| 125        |    |    |    |    |    |    |    |   |
| 126        |    |    |    |    |    |    |    |   |
| 127        |    |    |    |    |    |    |    |   |
| 128        |    |    |    |    |    |    |    |   |
| 129        |    |    |    |    |    |    |    |   |
| 130        |    |    |    |    |    |    |    |   |

| 職務の級<br>号給 | 1級   | 2級   | 3級    | 4級    | 5級   | 6級   | 7級   | 計      |
|------------|------|------|-------|-------|------|------|------|--------|
| 131        |      |      |       |       |      |      |      |        |
| 132        |      |      |       |       |      |      |      |        |
| 133        |      |      |       |       |      |      |      |        |
| 134        |      |      |       |       |      |      |      |        |
| 135        |      |      |       |       |      |      |      |        |
| 136        |      |      |       |       |      |      |      |        |
| 137        |      |      |       |       |      |      |      |        |
| 138        |      |      |       |       |      |      |      |        |
| 139        |      |      |       |       |      |      |      |        |
| 140        |      |      |       |       |      |      |      |        |
| 141        |      |      |       |       |      |      |      |        |
| 142        |      |      |       |       |      |      |      |        |
| 143        |      |      |       |       |      |      |      |        |
| 144        |      |      |       |       |      |      |      |        |
| 145        |      |      |       |       |      |      |      |        |
| 146        |      |      |       |       |      |      |      |        |
| 147        |      |      |       |       |      |      |      |        |
| 148        |      |      |       |       |      |      |      |        |
| 149        |      |      |       |       |      |      |      |        |
| 150        |      |      |       |       |      |      |      |        |
| 151        |      |      |       |       |      |      |      |        |
| 152        |      |      |       |       |      |      |      |        |
| 153        |      |      |       |       |      |      |      |        |
| 154        |      |      |       |       |      |      |      |        |
| 155        |      |      |       |       |      |      |      |        |
| 156        |      |      |       |       |      |      |      |        |
| 157        |      |      |       |       |      |      |      |        |
| 158        |      |      |       |       |      |      |      |        |
| 159        |      |      |       |       |      |      |      |        |
| 160        |      |      |       |       |      |      |      |        |
| 161        |      |      |       |       |      |      |      |        |
| 162        |      |      |       |       |      |      |      |        |
| 163        |      |      |       |       |      |      |      |        |
| 164        |      |      |       |       |      |      |      |        |
| 165        |      |      |       |       |      |      |      |        |
| 166        |      |      |       |       |      |      |      |        |
| 167        |      |      |       |       |      |      |      |        |
| 168        |      |      |       |       |      |      |      |        |
| 169        |      |      |       |       |      |      |      |        |
| 170        |      |      |       |       |      |      |      |        |
| 171        |      |      |       |       |      |      |      |        |
| 172        |      |      |       |       |      |      |      |        |
| 173        |      |      |       |       |      |      |      |        |
| 174        |      |      |       |       |      |      |      |        |
| 175        |      |      |       |       |      |      |      |        |
| 176        |      |      |       |       |      |      |      |        |
| 177        |      |      |       |       |      |      |      |        |
| 計          | 0    | 0    | 2     | 3     | 0    | 0    | 0    | 5      |
| 構成比        | 0.0% | 0.0% | 40.0% | 60.0% | 0.0% | 0.0% | 0.0% | 100.0% |

その5 警 察 職

| 職務の級<br>号給 | 1級  | 2級  | 3級 | 4級 | 5級 | 6級 | 7級 | 8級 | 9級 | 計 |
|------------|-----|-----|----|----|----|----|----|----|----|---|
| 1          |     |     |    |    |    |    |    |    |    |   |
| 2          |     |     |    |    |    |    |    |    |    |   |
| 3          |     |     |    |    |    |    |    |    |    |   |
| 4          |     |     |    |    |    |    |    |    | 1  |   |
| 5          |     |     |    | 1  |    |    |    |    |    |   |
| 6          |     |     |    |    |    |    |    |    | 1  |   |
| 7          |     |     |    |    |    |    |    |    |    |   |
| 8          | 60  |     |    |    |    |    |    |    |    |   |
| 9          | 20  |     |    |    |    |    |    |    |    |   |
| 10         | 1   |     |    | 1  |    |    |    |    |    |   |
| 11         | 51  |     |    |    |    |    |    |    |    |   |
| 12         | 6   |     |    |    |    |    |    |    |    |   |
| 13         | 18  |     |    |    |    |    |    |    |    |   |
| 14         | 5   |     |    |    |    |    |    |    |    |   |
| 15         | 67  |     |    |    |    |    |    |    |    |   |
| 16         | 11  |     | 3  |    |    |    | 1  |    |    |   |
| 17         | 10  |     |    |    |    |    |    |    |    |   |
| 18         | 21  |     | 5  |    |    |    |    |    |    |   |
| 19         | 29  |     |    |    |    | 1  |    |    |    |   |
| 20         | 56  |     | 6  | 4  |    | 1  |    |    |    |   |
| 21         | 14  |     | 3  | 1  | 1  |    |    |    |    |   |
| 22         | 43  |     | 7  | 7  | 1  | 2  |    |    |    |   |
| 23         | 25  |     | 5  | 3  |    | 4  |    |    |    |   |
| 24         | 262 | 1   | 11 | 7  |    | 1  |    |    |    |   |
| 25         | 45  | 6   | 4  | 12 | 1  | 2  |    |    |    |   |
| 26         | 31  | 29  | 14 | 10 | 1  | 2  |    |    |    |   |
| 27         | 135 | 17  | 4  | 4  | 2  | 1  |    |    |    |   |
| 28         | 55  | 123 | 18 | 15 | 1  | 2  |    |    |    |   |
| 29         | 48  | 21  | 7  | 6  | 2  | 3  |    |    |    |   |
| 30         | 93  | 47  | 30 | 17 | 1  |    |    |    |    |   |
| 31         | 190 | 16  | 7  | 8  | 3  | 4  |    |    |    |   |
| 32         | 49  | 77  | 28 | 16 | 4  | 6  |    |    | 2  |   |
| 33         | 49  | 37  | 10 | 19 | 14 | 1  |    |    | 1  |   |
| 34         | 59  | 147 | 29 | 27 | 7  |    |    |    |    |   |
| 35         | 32  | 63  | 29 | 22 | 22 |    |    |    | 2  |   |
| 36         | 50  | 64  | 90 | 19 | 5  | 1  |    |    | 3  |   |
| 37         | 17  | 30  | 47 | 25 | 10 | 1  |    |    | 1  |   |
| 38         | 34  | 47  | 94 | 31 | 6  | 2  |    |    | 1  |   |
| 39         | 22  | 42  | 50 | 27 | 3  | 4  |    | 1  | 2  |   |
| 40         | 9   | 132 | 74 | 22 | 5  | 1  | 3  | 2  | 3  |   |
| 41         | 5   | 70  | 41 | 19 | 4  | 1  | 1  | 1  | 6  |   |
| 42         | 10  | 64  | 68 | 17 | 4  | 2  | 1  | 1  | 6  |   |
| 43         | 8   | 58  | 49 | 35 | 10 | 2  | 1  | 2  | 11 |   |
| 44         | 6   | 88  | 64 | 30 | 6  | 2  | 1  | 1  | 5  |   |
| 45         | 5   | 52  | 49 | 28 | 4  | 2  | 1  | 1  | 9  |   |
| 46         | 4   | 53  | 54 | 27 | 4  | 4  | 5  | 1  | 9  |   |
| 47         | 10  | 37  | 39 | 41 | 7  | 2  | 1  | 3  | 4  |   |
| 48         | 6   | 1   | 51 | 36 | 5  | 1  | 1  | 2  | 11 |   |
| 49         | 4   | 7   | 37 | 52 | 7  | 1  | 2  | 1  | 21 |   |
| 50         | 4   | 2   | 33 | 20 | 2  | 3  | 6  | 5  | 2  |   |
| 51         | 4   |     | 32 | 40 | 9  | 3  | 3  | 4  | 6  |   |
| 52         | 2   | 2   | 40 | 36 | 5  | 6  | 6  | 7  | 1  |   |
| 53         | 4   | 1   | 42 | 54 | 9  | 5  | 7  | 8  | 17 |   |
| 54         | 1   |     | 26 | 27 | 2  | 3  | 5  | 2  |    |   |
| 55         | 4   | 2   | 27 | 43 | 10 | 7  | 3  | 4  |    |   |
| 56         | 3   | 1   | 21 | 33 | 2  | 8  | 4  | 6  |    |   |
| 57         |     | 1   | 36 | 58 | 13 | 3  | 7  | 4  |    |   |
| 58         | 2   | 1   | 24 | 30 | 6  | 6  | 5  | 4  |    |   |
| 59         | 2   |     | 31 | 64 | 6  | 5  | 5  | 9  |    |   |
| 60         | 1   |     | 24 | 30 | 7  | 10 | 8  | 4  |    |   |
| 61         | 1   | 1   | 29 | 52 | 15 | 12 | 9  | 5  |    |   |
| 62         |     |     | 14 | 39 | 9  | 15 | 14 | 4  |    |   |
| 63         |     | 2   | 22 | 54 | 19 | 14 | 13 | 7  |    |   |
| 64         |     |     | 26 | 27 | 14 | 33 | 4  | 4  |    |   |
| 65         |     |     | 35 | 51 | 17 | 22 | 6  | 8  |    |   |

| 職務の級<br>号給 | 1級 | 2級 | 3級 | 4級 | 5級 | 6級 | 7級 | 8級 | 9級 | 計 |
|------------|----|----|----|----|----|----|----|----|----|---|
| 66         |    |    | 13 | 22 | 13 | 47 | 13 | 5  |    |   |
| 67         | 1  |    | 29 | 35 | 18 | 42 | 5  | 3  |    |   |
| 68         |    |    | 14 | 21 | 16 | 50 | 8  | 4  |    |   |
| 69         | 2  |    | 19 | 50 | 18 | 37 | 7  | 4  |    |   |
| 70         |    |    | 13 | 25 | 16 | 46 | 8  | 8  |    |   |
| 71         |    |    | 18 | 46 | 28 | 32 | 7  | 3  |    |   |
| 72         |    |    | 12 | 24 | 21 | 32 | 3  | 4  |    |   |
| 73         |    |    | 11 | 56 | 19 | 26 | 10 | 6  |    |   |
| 74         |    |    | 8  | 20 | 15 | 30 | 8  | 1  |    |   |
| 75         |    |    | 12 | 47 | 20 | 29 | 11 | 2  |    |   |
| 76         |    |    | 11 | 16 | 19 | 29 | 8  | 1  |    |   |
| 77         |    |    | 5  | 35 | 18 | 24 | 5  | 2  |    |   |
| 78         |    |    | 3  | 8  | 6  | 34 | 3  |    |    |   |
| 79         |    |    | 4  | 51 | 3  | 31 | 8  |    |    |   |
| 80         |    |    | 7  | 13 | 3  | 25 | 9  |    |    |   |
| 81         |    |    | 12 | 44 | 7  | 28 | 1  |    |    |   |
| 82         |    |    | 3  | 17 | 9  | 24 | 8  |    |    |   |
| 83         |    |    | 6  | 39 | 4  | 10 |    |    |    |   |
| 84         |    |    | 8  | 24 | 4  | 19 | 3  |    |    |   |
| 85         |    |    | 10 | 48 | 3  | 42 | 3  |    |    |   |
| 86         |    |    | 2  | 23 | 5  | 15 | 4  |    |    |   |
| 87         |    |    | 6  | 38 | 5  | 14 | 3  |    |    |   |
| 88         |    |    | 3  | 26 | 8  | 11 | 2  |    |    |   |
| 89         |    |    | 4  | 47 | 12 | 22 | 4  |    |    |   |
| 90         |    |    | 2  | 28 | 5  | 10 |    |    |    |   |
| 91         |    |    | 3  | 45 | 8  | 15 | 1  |    |    |   |
| 92         |    |    | 2  | 24 | 7  | 5  |    |    |    |   |
| 93         |    |    | 2  | 43 | 3  | 15 |    |    |    |   |
| 94         |    |    | 1  | 30 | 3  | 1  |    |    |    |   |
| 95         |    |    | 4  | 43 | 4  | 3  |    |    |    |   |
| 96         |    |    | 3  | 26 | 6  | 2  |    |    |    |   |
| 97         |    | 1  | 4  | 33 | 1  | 1  |    |    |    |   |
| 98         |    |    | 6  | 46 | 1  | 2  |    |    |    |   |
| 99         |    |    | 4  | 47 | 1  |    |    |    |    |   |
| 100        |    |    | 4  | 42 | 2  |    |    |    |    |   |
| 101        |    |    | 9  | 46 | 4  | 1  |    |    |    |   |
| 102        |    | 1  | 4  | 54 | 1  |    |    |    |    |   |
| 103        |    |    | 4  | 50 | 2  |    |    |    |    |   |
| 104        |    |    | 4  | 44 | 4  |    |    |    |    |   |
| 105        |    |    | 5  | 52 | 16 |    |    |    |    |   |
| 106        |    |    | 2  | 51 |    |    |    |    |    |   |
| 107        |    |    | 4  | 49 |    |    |    |    |    |   |
| 108        |    |    | 2  | 43 |    |    |    |    |    |   |
| 109        |    |    | 3  | 47 |    |    |    |    |    |   |
| 110        |    | 1  | 3  | 31 |    |    |    |    |    |   |
| 111        |    |    | 8  | 43 |    |    |    |    |    |   |
| 112        |    |    | 3  | 60 |    |    |    |    |    |   |
| 113        |    |    | 3  | 48 |    |    |    |    |    |   |
| 114        |    |    | 5  | 40 |    |    |    |    |    |   |
| 115        |    | 1  | 4  | 36 |    |    |    |    |    |   |
| 116        |    |    | 4  | 50 |    |    |    |    |    |   |
| 117        |    |    | 2  | 41 |    |    |    |    |    |   |
| 118        |    | 2  | 5  | 50 |    |    |    |    |    |   |
| 119        |    |    | 4  | 41 |    |    |    |    |    |   |
| 120        | 1  |    | 3  | 35 |    |    |    |    |    |   |
| 121        |    |    | 3  | 33 |    |    |    |    |    |   |
| 122        |    |    | 1  | 34 |    |    |    |    |    |   |
| 123        |    |    | 4  | 31 |    |    |    |    |    |   |
| 124        |    | 1  | 2  | 30 |    |    |    |    |    |   |
| 125        |    |    | 4  | 32 |    |    |    |    |    |   |
| 126        |    |    | 4  | 33 |    |    |    |    |    |   |
| 127        |    |    | 3  | 28 |    |    |    |    |    |   |
| 128        |    |    | 2  | 46 |    |    |    |    |    |   |
| 129        |    | 2  | 3  | 30 |    |    |    |    |    |   |
| 130        |    |    | 2  | 48 |    |    |    |    |    |   |

| 職務の級<br>号給 | 1級    | 2級    | 3級    | 4級    | 5級   | 6級   | 7級   | 8級   | 9級   | 計      |
|------------|-------|-------|-------|-------|------|------|------|------|------|--------|
| 131        |       |       | 2     | 40    |      |      |      |      |      |        |
| 132        |       |       | 3     | 31    |      |      |      |      |      |        |
| 133        |       |       | 1     | 29    |      |      |      |      |      |        |
| 134        |       |       | 2     | 39    |      |      |      |      |      |        |
| 135        |       |       | 2     | 31    |      |      |      |      |      |        |
| 136        |       | 1     | 4     | 48    |      |      |      |      |      |        |
| 137        |       |       | 5     | 187   |      |      |      |      |      |        |
| 138        |       |       | 3     |       |      |      |      |      |      |        |
| 139        |       |       | 6     |       |      |      |      |      |      |        |
| 140        |       |       | 2     |       |      |      |      |      |      |        |
| 141        |       |       | 4     |       |      |      |      |      |      |        |
| 142        |       |       | 8     |       |      |      |      |      |      |        |
| 143        |       |       | 5     |       |      |      |      |      |      |        |
| 144        |       |       | 9     |       |      |      |      |      |      |        |
| 145        |       |       | 9     |       |      |      |      |      |      |        |
| 146        |       |       | 3     |       |      |      |      |      |      |        |
| 147        |       |       | 5     |       |      |      |      |      |      |        |
| 148        |       |       | 3     |       |      |      |      |      |      |        |
| 149        |       |       | 2     |       |      |      |      |      |      |        |
| 150        |       |       | 1     |       |      |      |      |      |      |        |
| 151        |       |       | 6     |       |      |      |      |      |      |        |
| 152        |       |       | 4     |       |      |      |      |      |      |        |
| 153        |       |       | 2     |       |      |      |      |      |      |        |
| 154        |       |       | 4     |       |      |      |      |      |      |        |
| 155        |       | 2     | 2     |       |      |      |      |      |      |        |
| 156        |       | 1     | 1     |       |      |      |      |      |      |        |
| 157        |       |       | 5     |       |      |      |      |      |      |        |
| 158        |       |       |       |       |      |      |      |      |      |        |
| 159        |       |       |       |       |      |      |      |      |      |        |
| 160        |       | 1     |       |       |      |      |      |      |      |        |
| 161        |       |       |       |       |      |      |      |      |      |        |
| 162        |       |       |       |       |      |      |      |      |      |        |
| 163        |       |       |       |       |      |      |      |      |      |        |
| 164        |       |       |       |       |      |      |      |      |      |        |
| 165        |       |       |       |       |      |      |      |      |      |        |
| 計          | 1,707 | 1,356 | 1,969 | 4,090 | 643  | 965  | 265  | 144  | 125  | 11,264 |
| 構成比        | 15.1% | 12.0% | 17.5% | 36.3% | 5.7% | 8.6% | 2.4% | 1.3% | 1.1% | 100.0% |

その6 大 学 教 育 職

| 職務の級<br>号給 | 1級 | 2級 | 3級 | 4級 | 計 |
|------------|----|----|----|----|---|
| 1          |    |    |    |    |   |
| 2          |    |    |    |    |   |
| 3          |    |    |    |    |   |
| 4          |    |    |    |    |   |
| 5          |    |    |    |    |   |
| 6          |    |    |    |    |   |
| 7          |    |    |    |    |   |
| 8          |    |    |    |    |   |
| 9          |    |    |    |    |   |
| 10         |    |    | 1  |    |   |
| 11         |    |    |    |    |   |
| 12         |    |    |    |    |   |
| 13         |    |    |    |    |   |
| 14         |    |    |    |    |   |
| 15         |    |    |    |    |   |
| 16         |    |    |    |    |   |
| 17         |    |    |    |    |   |
| 18         |    |    |    | 1  |   |
| 19         |    |    | 1  |    |   |
| 20         |    |    |    |    |   |
| 21         |    |    | 2  |    |   |
| 22         |    |    | 2  |    |   |
| 23         |    | 2  |    | 1  |   |
| 24         |    | 1  | 3  | 1  |   |
| 25         |    |    | 2  | 1  |   |
| 26         |    |    | 2  | 1  |   |
| 27         | 1  |    |    |    | 5 |
| 28         | 1  |    | 1  |    | 2 |
| 29         |    | 1  |    |    | 1 |
| 30         |    |    |    |    |   |
| 31         | 1  | 2  | 2  | 1  |   |
| 32         | 1  | 1  |    |    | 1 |
| 33         |    |    |    |    | 2 |
| 34         |    | 1  | 2  | 1  |   |
| 35         |    |    | 1  |    | 4 |
| 36         | 1  | 1  | 3  |    |   |
| 37         | 2  | 1  | 1  | 2  |   |
| 38         | 2  | 1  | 1  |    |   |
| 39         | 5  | 2  | 3  | 3  |   |
| 40         | 3  |    |    |    | 4 |
| 41         | 3  |    | 1  |    | 5 |
| 42         | 1  | 1  | 5  | 6  |   |
| 43         | 1  | 2  | 4  | 4  |   |
| 44         | 2  |    | 2  | 5  |   |
| 45         | 1  | 1  | 2  | 7  |   |
| 46         | 2  | 1  | 2  | 4  |   |
| 47         | 3  | 1  | 3  | 3  |   |
| 48         | 1  | 2  |    | 2  |   |
| 49         | 4  | 1  | 4  | 5  |   |
| 50         | 2  |    | 5  | 3  |   |
| 51         | 1  |    | 3  | 6  |   |
| 52         |    | 1  | 5  | 8  |   |
| 53         | 2  |    | 4  | 3  |   |
| 54         | 2  |    | 6  | 6  |   |
| 55         | 1  | 1  | 3  | 2  |   |
| 56         |    | 1  | 4  | 4  |   |
| 57         | 1  |    | 5  | 3  |   |
| 58         |    |    | 3  | 4  |   |
| 59         | 4  | 1  | 4  | 2  |   |
| 60         | 1  | 1  | 4  | 4  |   |
| 61         | 2  |    |    | 5  |   |
| 62         | 2  |    | 4  | 1  |   |
| 63         | 2  | 1  | 4  | 6  |   |
| 64         | 1  | 1  | 5  | 8  |   |
| 65         |    | 1  | 4  | 4  |   |
| 66         | 1  | 1  | 2  | 4  |   |

| 職務の級<br>号給 | 1級    | 2級   | 3級    | 4級    | 計      |
|------------|-------|------|-------|-------|--------|
| 67         | 2     |      | 8     | 5     |        |
| 68         |       |      | 2     | 3     |        |
| 69         |       |      | 2     | 2     |        |
| 70         | 1     |      | 4     | 4     |        |
| 71         | 2     |      | 1     | 4     |        |
| 72         |       |      | 1     | 7     |        |
| 73         |       |      | 1     | 4     |        |
| 74         |       |      | 2     |       |        |
| 75         |       |      | 2     | 3     |        |
| 76         |       |      | 3     | 3     |        |
| 77         |       | 1    |       | 1     |        |
| 78         | 2     |      | 2     | 2     |        |
| 79         | 2     |      | 1     | 2     |        |
| 80         |       |      | 1     | 3     |        |
| 81         |       |      | 2     | 2     |        |
| 82         |       |      | 2     | 2     |        |
| 83         | 1     |      | 1     | 2     |        |
| 84         |       |      |       | 3     |        |
| 85         | 1     |      | 2     | 1     |        |
| 86         |       |      |       | 4     |        |
| 87         | 3     |      | 1     | 3     |        |
| 88         |       |      | 1     | 1     |        |
| 89         |       |      |       | 31    |        |
| 90         |       |      |       |       |        |
| 91         | 1     |      | 1     |       |        |
| 92         |       |      |       |       |        |
| 93         |       |      |       |       |        |
| 94         |       |      | 1     |       |        |
| 95         | 1     |      | 3     |       |        |
| 96         | 1     |      |       |       |        |
| 97         |       |      | 1     |       |        |
| 98         |       |      | 1     |       |        |
| 99         | 3     |      |       |       |        |
| 100        |       |      | 2     |       |        |
| 101        |       |      | 1     |       |        |
| 102        |       |      |       |       |        |
| 103        |       |      | 1     |       |        |
| 104        | 1     |      | 2     |       |        |
| 105        |       |      |       |       |        |
| 106        |       |      |       |       |        |
| 107        | 1     |      |       |       |        |
| 108        | 2     |      | 2     |       |        |
| 109        |       |      | 7     |       |        |
| 110        | 2     |      |       |       |        |
| 111        | 1     |      |       |       |        |
| 112        |       |      |       |       |        |
| 113        |       |      |       |       |        |
| 114        | 1     |      |       |       |        |
| 115        |       |      |       |       |        |
| 116        |       |      |       |       |        |
| 117        | 1     |      |       |       |        |
| 118        |       |      |       |       |        |
| 119        |       |      |       |       |        |
| 120        |       |      |       |       |        |
| 121        |       |      |       |       |        |
| 122        |       |      |       |       |        |
| 123        |       |      |       |       |        |
| 124        |       |      |       |       |        |
| 125        |       |      |       |       |        |
| 126        |       |      |       |       |        |
| 127        | 3     |      |       |       |        |
| 128        |       |      |       |       |        |
| 129        | 19    |      |       |       |        |
| 計          | 108   | 32   | 176   | 237   | 553    |
| 構成比        | 19.5% | 5.8% | 31.8% | 42.9% | 100.0% |

(注)この表に示す人員の他、大学の学長、副学長が4名いる。

その7 高等学校教育職

| 職務の級<br>号給 | 1級 | 2級 | 3級 | 4級 | 5級 | 計 |
|------------|----|----|----|----|----|---|
| 1          |    |    |    |    |    |   |
| 2          |    |    |    |    |    |   |
| 3          |    |    |    |    |    |   |
| 4          |    |    |    |    |    |   |
| 5          |    |    |    |    |    |   |
| 6          |    |    |    |    |    |   |
| 7          |    |    |    |    |    |   |
| 8          |    |    |    |    |    |   |
| 9          |    |    |    |    |    |   |
| 10         |    |    |    |    |    |   |
| 11         |    |    |    |    |    |   |
| 12         |    |    |    |    |    |   |
| 13         |    |    |    |    |    |   |
| 14         |    |    |    |    |    |   |
| 15         |    |    |    |    |    |   |
| 16         |    |    |    |    |    |   |
| 17         |    | 19 |    |    |    |   |
| 18         |    |    |    |    |    |   |
| 19         |    | 11 |    |    |    |   |
| 20         |    | 19 |    |    |    |   |
| 21         |    | 8  |    |    |    |   |
| 22         |    | 7  |    |    |    |   |
| 23         |    | 18 |    |    |    |   |
| 24         |    | 19 |    |    |    |   |
| 25         |    | 11 |    |    |    |   |
| 26         |    | 9  |    |    |    |   |
| 27         |    | 6  |    |    |    |   |
| 28         |    | 19 |    |    |    |   |
| 29         |    | 23 |    |    |    |   |
| 30         |    | 11 |    |    |    |   |
| 31         |    | 19 |    |    | 2  |   |
| 32         |    | 22 |    |    | 1  |   |
| 33         |    | 13 |    |    | 3  |   |
| 34         |    | 14 |    |    | 1  |   |
| 35         |    | 19 |    |    | 3  |   |
| 36         |    | 19 |    |    | 9  |   |
| 37         |    | 30 |    |    | 11 |   |
| 38         |    | 20 |    |    | 11 |   |
| 39         |    | 22 |    |    | 8  |   |
| 40         |    | 30 |    |    | 13 |   |
| 41         |    | 21 |    |    | 11 |   |
| 42         |    | 23 |    |    | 12 |   |
| 43         |    | 26 |    |    | 11 |   |
| 44         |    | 25 |    |    | 7  |   |
| 45         |    | 27 |    |    | 11 |   |
| 46         | 1  | 22 |    |    | 4  |   |
| 47         |    | 30 |    |    | 6  |   |
| 48         |    | 26 |    |    | 7  |   |
| 49         |    | 23 |    |    | 7  |   |
| 50         |    | 16 |    |    | 2  |   |
| 51         |    | 28 |    |    | 4  |   |
| 52         |    | 26 |    |    | 7  |   |
| 53         |    | 28 |    |    | 7  |   |
| 54         | 3  | 21 |    | 1  | 1  |   |
| 55         |    | 32 |    | 1  | 3  |   |
| 56         |    | 20 |    |    | 2  |   |
| 57         | 1  | 34 |    | 1  | 15 |   |
| 58         |    | 23 |    | 1  |    |   |
| 59         | 1  | 31 |    | 1  |    |   |
| 60         |    | 24 |    | 4  |    |   |
| 61         |    | 32 |    | 4  |    |   |
| 62         | 1  | 32 |    | 5  |    |   |
| 63         | 1  | 28 |    | 8  |    |   |
| 64         |    | 29 |    | 18 |    |   |
| 65         |    | 44 |    | 12 |    |   |

| 職務の級<br>号給 | 1級 | 2級  | 3級 | 4級 | 5級 | 計 |
|------------|----|-----|----|----|----|---|
| 66         |    | 16  |    | 10 |    |   |
| 67         |    | 31  |    | 12 |    |   |
| 68         |    | 20  |    | 4  |    |   |
| 69         | 1  | 28  |    | 11 |    |   |
| 70         |    | 24  |    | 15 |    |   |
| 71         | 2  | 27  |    | 15 |    |   |
| 72         |    | 33  | 1  | 14 |    |   |
| 73         |    | 37  | 2  | 22 |    |   |
| 74         | 2  | 18  | 1  | 15 |    |   |
| 75         | 1  | 43  | 2  | 16 |    |   |
| 76         |    | 30  | 4  | 7  |    |   |
| 77         |    | 45  | 1  | 4  |    |   |
| 78         |    | 14  | 4  | 9  |    |   |
| 79         |    | 29  | 4  | 1  |    |   |
| 80         |    | 37  | 2  | 4  |    |   |
| 81         | 1  | 34  | 11 | 2  |    |   |
| 82         | 1  | 25  | 9  | 1  |    |   |
| 83         |    | 38  | 18 |    |    |   |
| 84         |    | 39  | 16 | 1  |    |   |
| 85         | 1  | 36  | 9  | 4  |    |   |
| 86         | 2  | 20  | 9  | 2  |    |   |
| 87         | 1  | 34  | 16 |    |    |   |
| 88         |    | 46  | 15 |    |    |   |
| 89         |    | 30  | 16 |    |    |   |
| 90         |    | 16  | 10 | 2  |    |   |
| 91         | 3  | 43  | 17 |    |    |   |
| 92         | 1  | 47  | 14 | 1  |    |   |
| 93         | 2  | 64  | 14 | 4  |    |   |
| 94         | 2  | 19  | 13 |    |    |   |
| 95         | 3  | 37  | 9  |    |    |   |
| 96         |    | 59  | 10 |    |    |   |
| 97         | 1  | 65  | 10 |    |    |   |
| 98         | 1  | 16  | 8  |    |    |   |
| 99         | 1  | 69  | 7  |    |    |   |
| 100        |    | 42  | 7  |    |    |   |
| 101        |    | 41  | 9  |    |    |   |
| 102        |    | 15  | 10 |    |    |   |
| 103        | 2  | 75  | 8  |    |    |   |
| 104        |    | 55  | 1  |    |    |   |
| 105        |    | 57  | 6  |    |    |   |
| 106        | 1  | 32  | 11 |    |    |   |
| 107        | 1  | 61  | 5  |    |    |   |
| 108        |    | 58  | 1  |    |    |   |
| 109        |    | 46  | 6  |    |    |   |
| 110        | 2  | 57  | 7  |    |    |   |
| 111        | 2  | 63  | 8  |    |    |   |
| 112        |    | 49  | 6  |    |    |   |
| 113        |    | 41  | 16 |    |    |   |
| 114        | 4  | 52  | 20 |    |    |   |
| 115        | 3  | 63  | 5  |    |    |   |
| 116        |    | 89  | 4  |    |    |   |
| 117        | 2  | 49  | 3  |    |    |   |
| 118        | 1  | 81  |    |    |    |   |
| 119        | 2  | 78  | 2  |    |    |   |
| 120        |    | 128 |    |    |    |   |
| 121        |    | 41  |    |    |    |   |
| 122        | 1  | 108 |    |    |    |   |
| 123        |    | 155 |    |    |    |   |
| 124        |    | 94  |    |    |    |   |
| 125        | 1  | 101 |    |    |    |   |
| 126        |    | 127 |    |    |    |   |
| 127        |    | 177 |    |    |    |   |
| 128        |    | 152 |    |    |    |   |
| 129        |    | 149 |    |    |    |   |
| 130        |    | 171 |    |    |    |   |

| 職務の級<br>号給 | 1級   | 2級    | 3級   | 4級   | 5級   | 計      |
|------------|------|-------|------|------|------|--------|
| 131        |      | 75    |      |      |      |        |
| 132        |      | 69    |      |      |      |        |
| 133        | 1    | 65    |      |      |      |        |
| 134        | 1    | 81    |      |      |      |        |
| 135        |      | 85    |      |      |      |        |
| 136        | 1    | 83    |      |      |      |        |
| 137        | 1    | 67    |      |      |      |        |
| 138        |      | 83    |      |      |      |        |
| 139        | 1    | 90    |      |      |      |        |
| 140        |      | 58    |      |      |      |        |
| 141        |      | 61    |      |      |      |        |
| 142        | 1    | 73    |      |      |      |        |
| 143        | 3    | 76    |      |      |      |        |
| 144        |      | 95    |      |      |      |        |
| 145        | 1    | 95    |      |      |      |        |
| 146        | 1    | 74    |      |      |      |        |
| 147        |      | 68    |      |      |      |        |
| 148        | 1    | 60    |      |      |      |        |
| 149        | 1    | 44    |      |      |      |        |
| 150        |      | 57    |      |      |      |        |
| 151        | 1    | 64    |      |      |      |        |
| 152        |      | 49    |      |      |      |        |
| 153        |      | 77    |      |      |      |        |
| 154        |      | 74    |      |      |      |        |
| 155        | 1    | 45    |      |      |      |        |
| 156        |      | 52    |      |      |      |        |
| 157        |      | 58    |      |      |      |        |
| 158        |      | 55    |      |      |      |        |
| 159        |      | 46    |      |      |      |        |
| 160        |      | 41    |      |      |      |        |
| 161        |      | 65    |      |      |      |        |
| 162        | 1    | 27    |      |      |      |        |
| 163        |      | 48    |      |      |      |        |
| 164        |      | 27    |      |      |      |        |
| 165        |      | 45    |      |      |      |        |
| 166        |      | 49    |      |      |      |        |
| 167        |      | 52    |      |      |      |        |
| 168        |      | 55    |      |      |      |        |
| 169        | 1    | 157   |      |      |      |        |
| 計          | 73   | 7,280 | 387  | 232  | 179  | 8,151  |
| 構成比        | 0.9% | 89.3% | 4.8% | 2.8% | 2.2% | 100.0% |

なお、この表に示す人員の他、高等学校教育職給料表が適用される一般任期付職員が5級3号給に1名いる。

その8 中学校・小学校教育職

| 職務の級<br>号給 | 1級 | 2級  | 3級 | 4級 | 5級 | 計 |
|------------|----|-----|----|----|----|---|
| 1          |    |     |    |    |    |   |
| 2          |    |     |    |    |    |   |
| 3          |    |     |    |    |    |   |
| 4          |    |     |    |    |    |   |
| 5          |    |     |    |    |    |   |
| 6          |    |     |    |    |    |   |
| 7          |    |     |    |    |    |   |
| 8          |    |     |    |    |    |   |
| 9          |    |     |    |    |    |   |
| 10         |    |     |    |    |    |   |
| 11         |    |     |    |    |    |   |
| 12         |    |     |    |    |    |   |
| 13         |    | 2   |    |    |    |   |
| 14         |    |     |    |    |    |   |
| 15         |    |     |    |    |    |   |
| 16         |    | 2   |    |    |    |   |
| 17         |    | 237 |    |    |    |   |
| 18         |    | 2   |    |    |    |   |
| 19         |    | 61  |    |    |    |   |
| 20         |    | 250 |    |    |    |   |
| 21         |    | 107 |    |    |    |   |
| 22         |    | 73  |    |    |    |   |
| 23         |    | 67  |    |    | 1  |   |
| 24         |    | 316 |    |    |    |   |
| 25         |    | 42  |    |    | 1  |   |
| 26         |    | 100 |    |    |    |   |
| 27         |    | 69  |    |    | 1  |   |
| 28         |    | 136 |    |    | 1  |   |
| 29         |    | 244 |    |    | 4  |   |
| 30         |    | 82  |    |    | 8  |   |
| 31         |    | 126 |    |    | 12 |   |
| 32         |    | 115 |    |    | 27 |   |
| 33         |    | 128 |    |    | 37 |   |
| 34         |    | 77  |    |    | 35 |   |
| 35         |    | 188 |    |    | 49 |   |
| 36         |    | 108 |    |    | 61 |   |
| 37         |    | 142 |    |    | 49 |   |
| 38         |    | 91  |    |    | 48 |   |
| 39         |    | 133 |    |    | 60 |   |
| 40         |    | 169 |    |    | 77 |   |
| 41         |    | 113 |    |    | 56 |   |
| 42         |    | 149 |    |    | 68 |   |
| 43         |    | 159 |    |    | 59 |   |
| 44         |    | 185 |    |    | 55 |   |
| 45         |    | 102 |    |    | 50 |   |
| 46         |    | 142 |    |    | 61 |   |
| 47         |    | 103 |    |    | 42 |   |
| 48         |    | 144 |    |    | 56 |   |
| 49         |    | 83  |    |    | 18 |   |
| 50         |    | 125 |    |    | 14 |   |
| 51         |    | 100 |    |    | 16 |   |
| 52         |    | 114 |    |    | 14 |   |
| 53         |    | 178 |    |    | 20 |   |
| 54         |    | 110 |    |    | 21 |   |
| 55         |    | 157 |    |    | 18 |   |
| 56         |    | 115 |    |    | 17 |   |
| 57         |    | 157 |    |    | 87 |   |
| 58         |    | 95  |    |    |    |   |
| 59         |    | 132 |    |    |    |   |
| 60         |    | 123 |    |    |    |   |
| 61         |    | 138 |    |    |    |   |
| 62         |    | 66  |    |    |    |   |
| 63         |    | 101 |    |    |    |   |
| 64         |    | 99  |    |    |    |   |
| 65         |    | 99  |    |    |    |   |

| 職務の級<br>号給 | 1級  | 2級  | 3級  | 4級 | 5級 | 計 |
|------------|-----|-----|-----|----|----|---|
| 66         |     | 113 |     |    |    |   |
| 67         |     | 95  | 1   |    |    |   |
| 68         |     | 95  | 2   | 2  |    |   |
| 69         |     | 72  | 1   | 2  |    |   |
| 70         |     | 54  |     | 4  |    |   |
| 71         |     | 78  |     | 6  |    |   |
| 72         |     | 62  | 4   | 5  |    |   |
| 73         |     | 92  | 1   | 15 |    |   |
| 74         |     | 83  | 3   | 16 |    |   |
| 75         |     | 76  | 10  | 19 |    |   |
| 76         |     | 64  | 14  | 13 |    |   |
| 77         |     | 79  | 12  | 16 |    |   |
| 78         |     | 62  | 6   | 18 |    |   |
| 79         |     | 132 | 25  | 28 |    |   |
| 80         |     | 45  | 21  | 12 |    |   |
| 81         |     | 66  | 25  | 34 |    |   |
| 82         |     | 74  | 22  | 15 |    |   |
| 83         |     | 93  | 32  | 25 |    |   |
| 84         |     | 29  | 12  | 36 |    |   |
| 85         |     | 116 | 37  | 32 |    |   |
| 86         |     | 50  | 30  | 23 |    |   |
| 87         |     | 90  | 11  | 31 |    |   |
| 88         |     | 45  | 11  | 32 |    |   |
| 89         |     | 95  | 24  | 33 |    |   |
| 90         |     | 137 | 47  | 52 |    |   |
| 91         |     | 91  | 33  | 25 |    |   |
| 92         |     | 43  | 37  | 40 |    |   |
| 93         |     | 102 | 20  | 41 |    |   |
| 94         |     | 81  | 24  | 47 |    |   |
| 95         |     | 152 | 26  | 43 |    |   |
| 96         |     | 40  | 42  | 35 |    |   |
| 97         |     | 86  | 24  | 31 |    |   |
| 98         |     | 117 | 28  | 29 |    |   |
| 99         |     | 104 | 25  | 32 |    |   |
| 100        |     | 49  | 40  | 26 |    |   |
| 101        |     | 180 | 19  | 36 |    |   |
| 102        |     | 141 | 28  | 25 |    |   |
| 103        |     | 130 | 35  | 24 |    |   |
| 104        |     | 110 | 21  | 21 |    |   |
| 105        |     | 179 | 30  | 24 |    |   |
| 106        |     | 146 | 29  | 25 |    |   |
| 107        |     | 155 | 37  | 19 |    |   |
| 108        |     | 80  | 38  | 27 |    |   |
| 109        |     | 101 | 41  | 22 |    |   |
| 110        |     | 346 | 22  | 15 |    |   |
| 111        |     | 151 | 48  | 18 |    |   |
| 112        |     | 104 | 33  | 10 |    |   |
| 113        |     | 67  | 52  | 67 |    |   |
| 114        |     | 183 | 32  |    |    |   |
| 115        |     | 140 | 64  |    |    |   |
| 116        | 100 | 196 | 68  |    |    |   |
| 117        |     | 60  | 57  |    |    |   |
| 118        |     | 169 | 79  |    |    |   |
| 119        |     | 186 | 52  |    |    |   |
| 120        |     | 180 | 62  |    |    |   |
| 121        |     | 69  | 68  |    |    |   |
| 122        |     | 199 | 60  |    |    |   |
| 123        |     | 223 | 51  |    |    |   |
| 124        |     | 99  | 57  |    |    |   |
| 125        |     | 138 | 120 |    |    |   |
| 126        |     | 153 |     |    |    |   |
| 127        |     | 156 |     |    |    |   |
| 128        |     | 97  |     |    |    |   |
| 129        |     | 204 |     |    |    |   |
| 130        |     | 223 |     |    |    |   |

| 職務の級<br>号給 | 1級   | 2級     | 3級    | 4級    | 5級    | 計      |
|------------|------|--------|-------|-------|-------|--------|
| 131        |      | 269    |       |       |       |        |
| 132        |      | 110    |       |       |       |        |
| 133        |      | 115    |       |       |       |        |
| 134        |      | 244    |       |       |       |        |
| 135        |      | 164    |       |       |       |        |
| 136        |      | 53     |       |       |       |        |
| 137        |      | 62     |       |       |       |        |
| 138        |      | 157    |       |       |       |        |
| 139        |      | 196    |       |       |       |        |
| 140        |      | 115    |       |       |       |        |
| 141        |      | 47     |       |       |       |        |
| 142        |      | 181    |       |       |       |        |
| 143        |      | 165    |       |       |       |        |
| 144        |      | 197    |       |       |       |        |
| 145        |      | 47     |       |       |       |        |
| 146        |      | 188    |       |       |       |        |
| 147        |      | 214    |       |       |       |        |
| 148        |      | 137    |       |       |       |        |
| 149        |      | 106    |       |       |       |        |
| 150        |      | 165    |       |       |       |        |
| 151        |      | 158    |       |       |       |        |
| 152        |      | 138    |       |       |       |        |
| 153        |      | 125    |       |       |       |        |
| 154        |      | 163    |       |       |       |        |
| 155        |      | 179    |       |       |       |        |
| 156        |      | 107    |       |       |       |        |
| 157        |      | 133    |       |       |       |        |
| 158        |      | 97     |       |       |       |        |
| 159        |      | 150    |       |       |       |        |
| 160        |      | 137    |       |       |       |        |
| 161        |      | 126    |       |       |       |        |
| 162        |      | 74     |       |       |       |        |
| 163        |      | 157    |       |       |       |        |
| 164        |      | 152    |       |       |       |        |
| 165        |      | 138    |       |       |       |        |
| 166        |      | 46     |       |       |       |        |
| 167        |      | 159    |       |       |       |        |
| 168        |      | 86     |       |       |       |        |
| 169        |      | 124    |       |       |       |        |
| 170        |      | 112    |       |       |       |        |
| 171        |      | 124    |       |       |       |        |
| 172        |      | 143    |       |       |       |        |
| 173        |      | 807    |       |       |       |        |
| 計          | 0    | 20,150 | 1,853 | 1,151 | 1,143 | 24,297 |
| 構成比        | 0.0% | 82.9%  | 7.6%  | 4.8%  | 4.7%  | 100.0% |

## その9 任期付研究員

| 区分<br>号給 | 人員 | 構成比    |
|----------|----|--------|
| 1        | 2  | 66.7%  |
| 2        | 1  | 33.3%  |
| 3        |    |        |
| 計        | 3  | 100.0% |

## その10 特定任期付職員

| 区分<br>号給 | 人員 | 構成比    |
|----------|----|--------|
| 1        |    |        |
| 2        |    |        |
| 3        |    |        |
| 4        |    |        |
| 5        |    |        |
| 6        |    |        |
| 7        | 1  | 100.0% |
| 計        | 1  | 100.0% |

第7表 職員の主な手当受給者の種類別の人員・1人当たり平均手当月額

| 区 分       |                     | 受 給 者 数 | 総 職 員 数 に 対 す る 受 給 者 の 割 合 | 受 給 者 1 人 当 たり 平 均 手 当 月 額 |
|-----------|---------------------|---------|-----------------------------|----------------------------|
|           |                     | 人       | %                           | 円                          |
| 扶 養 手 当   |                     | 26,598  | 49.7                        | 20,789                     |
| 地 域 手 当   |                     | 53,471  | 100.0                       | 23,952                     |
| 住 居 手 当   | 借 家 等 居 住 者         | 7,664   | 14.3                        | 26,899                     |
|           | 自 宅 居 住 者           | 22,999  | 43.0                        | 2,500                      |
|           | 計                   | 30,663  | 57.3                        | 8,598                      |
| 通 勤 手 当   | 交通機関等のみ利用者          | 17,447  | 32.6                        | 16,537                     |
|           | 交通用具のみ使用者           | 30,261  | 56.6                        | 8,930                      |
|           | 交通機関等<br>交通用具 併 用 者 | 1,664   | 3.1                         | 24,974                     |
|           | 計                   | 49,372  | 92.3                        | 12,159                     |
| 管 理 職 手 当 |                     | 4,170   | 7.8                         | 51,858                     |

(注) 交通用具とは、自動車、自転車等をいう。以下第11表及び第12表において同じ。

第8表 職員の扶養手当受給者の給料表別人員及び支給区分別扶養親族数

| 区 分<br>給料表 | 扶 養 手 当<br>受 給 者 | 扶 養 親 族 数          |   |                            |        |                                |
|------------|------------------|--------------------|---|----------------------------|--------|--------------------------------|
|            |                  | 配 偶 者<br>(13,000円) | 配偶者のない<br>職員の扶養親<br>族のうち1人<br>(11,000円) | 配偶者以外の<br>扶養親族<br>(6,500円) | 計      | うち<br>特定期間<br>にある子<br>(5,000円) |
| 行 政 職      | 4,858            | 3,143              | 237                                     | 7,106                      | 10,486 | 2,394                          |
| 研 究 職      | 163              | 115                | 6                                       | 230                        | 351    | 70                             |
| 医師・歯科医師職   | 20               | 14                 | 1                                       | 25                         | 40     | 11                             |
| 看 護 職      | 3                | 1                  | 0                                       | 4                          | 5      | 3                              |
| 警 察 職      | 7,071            | 5,840              | 101                                     | 10,018                     | 15,959 | 3,089                          |
| 大 学 教 育 職  | 342              | 276                | 12                                      | 380                        | 668    | 126                            |
| 高等学校教育職    | 4,408            | 2,596              | 201                                     | 6,622                      | 9,419  | 2,753                          |
| 中・小学校教育職   | 9,732            | 4,679              | 505                                     | 14,503                     | 19,687 | 5,923                          |
| 一般任期付職員    | 1                | 0                  | 0                                       | 1                          | 1      | 1                              |
| 計          | 26,598           | 16,664             | 1,063                                   | 38,889                     | 56,616 | 14,370                         |
| 21年        | 27,207           | 17,077             | 1,076                                   | 39,983                     | 58,136 | 14,821                         |

(注) 特定期間とは、満15歳に達する日後の最初の4月1日から満22歳に達する日以後の最初の3月31日までの間をいう。

第9表 職員の地域手当受給者の給料表別・地域区分別人員分布

| 給料表      | 区分     | 地域手当<br>受給者 | 内 訳    |       |       |        |       |       |
|----------|--------|-------------|--------|-------|-------|--------|-------|-------|
|          |        |             | 1級地    |       | 2級地   |        | 3級地   |       |
|          |        |             | 人員     | 割合    | 人員    | 割合     | 人員    | 割合    |
| 行政職      | 人      | 8,924       | 5,732  | 64.2% | 615   | 6.9%   | 2,577 | 28.9% |
| 研究職      | 230    | 120         | 52.2%  | 4     | 1.7%  | 106    | 46.1% |       |
| 看護職      | 5      | 5           | 100.0% | 0     | 0.0%  | 0      | 0.0%  |       |
| 警察職      | 11,264 | 9,045       | 80.3%  | 759   | 6.7%  | 1,460  | 13.0% |       |
| 大学教育職    | 557    | 197         | 35.4%  | 215   | 38.6% | 145    | 26.0% |       |
| 高等学校教育職  | 8,151  | 4,016       | 49.3%  | 882   | 10.8% | 3,253  | 39.9% |       |
| 中・小学校教育職 | 24,297 | 12,742      | 52.5%  | 2,484 | 10.2% | 9,071  | 37.3% |       |
| 任期付研究員   | 3      | 1           | 33.3%  | 0     | 0.0%  | 2      | 66.7% |       |
| 一般任期付職員  | 2      | 1           | 50.0%  | 0     | 0.0%  | 1      | 50.0% |       |
| 計        | 53,433 | 31,859      | 59.6%  | 4,959 | 9.3%  | 16,615 | 31.1% |       |
| 21年      | 53,838 | 32,156      | 59.7%  | 4,916 | 9.1%  | 16,766 | 31.2% |       |

(注) 医師・歯科医師職については、地域手当率は一律15%であるため、本表には含んでいない。

(医師・歯科医師等の人員数) 医師・歯科医師職 37名、特定任期付職員 1名

第10表 職員の住居手当受給者（借家等居住者）の給料表別・家賃等負担額階層別人員分布及び平均手当月額並びに住居手当受給者（自宅居住者）の給料表別人員

| 給料表      | 区分     | 住居手当<br>受給者 | 借 家 等 居 住 者                   |                               |                         |        |                   | 自 宅<br>居 住 者 |
|----------|--------|-------------|-------------------------------|-------------------------------|-------------------------|--------|-------------------|--------------|
|          |        |             | 家賃等の月額<br>12,001円～<br>23,000円 | 家賃等の月額<br>23,001円～<br>57,000円 | 家賃等の月額<br>57,001円<br>以上 | 計      | 借家等居住者<br>の平均手当月額 |              |
|          |        |             | 人員                            | 人員                            | 人員                      | 人員     | 円                 |              |
| 行政職      | 人      | 5,358       | 6                             | 305                           | 866                     | 1,177  | 26,824            | 4,181        |
| 研究職      | 171    | 0           | 11                            | 29                            | 40                      | 26,855 | 131               |              |
| 医師・歯科医師職 | 23     | 1           | 1                             | 4                             | 6                       | 23,833 | 17                |              |
| 看護職      | 2      | 0           | 0                             | 0                             | 0                       | 0      | 2                 |              |
| 警察職      | 7,023  | 2           | 379                           | 1,133                         | 1,514                   | 26,982 | 5,509             |              |
| 大学教育職    | 407    | 0           | 38                            | 129                           | 167                     | 27,104 | 240               |              |
| 高等学校教育職  | 5,091  | 4           | 327                           | 717                           | 1,048                   | 26,807 | 4,043             |              |
| 中・小学校教育職 | 12,586 | 6           | 1,102                         | 2,603                         | 3,711                   | 26,910 | 8,875             |              |
| 一般任期付職員  | 2      | 0           | 0                             | 1                             | 1                       | 28,000 | 1                 |              |
| 計        | 30,663 | (0.2)<br>19 | (28.5)<br>2,163               | (100.0)<br>5,482              | 7,664                   | 26,899 | 22,999            |              |
| 21年      | 30,737 | (0.2)<br>17 | (28.7)<br>2,063               | (100.0)<br>5,178              | 7,258                   | 26,864 | 23,479            |              |

(注) ( ) 内の数字は、住居手当受給者（借家等居住者）合計に対する家賃等負担額階層別人員の累計の割合を示す。

第11表 職員の通勤手当受給者（交通機関等利用者）の給料表別・運賃等負担額階層別人員分布及び平均運賃等負担額

| 区分<br>給料表 | 運賃等負担額           |                        |                |        | 平均運賃等<br>負担額 |
|-----------|------------------|------------------------|----------------|--------|--------------|
|           | 55,000円以下        | 55,001円以上<br>63,000円以下 | 63,001円以上      | 計      |              |
| 行政職       | 5,142            | 87                     | 108            | 5,337  | 18,265       |
| 研究職       | 116              | 2                      | 2              | 120    | 20,447       |
| 医師・歯科医師職  | 21               | 0                      | 1              | 22     | 20,451       |
| 看護職       | 4                | 0                      | 0              | 4      | 15,876       |
| 警察職       | 7,739            | 25                     | 13             | 7,777  | 17,172       |
| 大学教育職     | 209              | 9                      | 10             | 228    | 26,399       |
| 高等学校教育職   | 1,564            | 6                      | 4              | 1,574  | 17,457       |
| 中・小学校教育職  | 4,038            | 3                      | 5              | 4,046  | 14,305       |
| 任期付研究員    | 1                | 0                      | 0              | 1      | 9,261        |
| 特定任期付職員   | 0                | 0                      | 0              | 0      | 0            |
| 一般任期付職員   | 2                | 0                      | 0              | 2      | 21,943       |
| 計         | (98.6)<br>18,836 | (99.3)<br>132          | (100.0)<br>143 | 19,111 | 17,032       |
| 21年       | (98.5)<br>18,938 | (99.2)<br>130          | (100.0)<br>154 | 19,222 | 17,099       |

(注) 1 人員には交通機関等と交通用具の併用者(1,664人)を含む。

2 ( )内の数字は、通勤手当受給者(交通機関等利用者)合計に対する運賃等負担額階層別人員の累計の割合を示す。

第12表 職員の通勤手当受給者（交通用具使用者）の給料表別・交通用具使用距離階層別人員分布

| 区分<br>給料表    | 自 転 車 等   |                         |                          |                          |                          |                          |            |       | 自 動 車 等   |                         |                          |                          |                          |                          |                          |                          |                          |                          |                          |  |
|--------------|-----------|-------------------------|--------------------------|--------------------------|--------------------------|--------------------------|------------|-------|-----------|-------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--|
|              | 5km<br>未満 | 5km<br>以上<br>10km<br>未満 | 10km<br>以上<br>15km<br>未満 | 15km<br>以上<br>20km<br>未満 | 20km<br>以上<br>25km<br>未満 | 25km<br>以上<br>30km<br>未満 | 30km<br>以上 | 計     | 6km<br>未満 | 6km<br>以上<br>10km<br>未満 | 10km<br>以上<br>14km<br>未満 | 14km<br>以上<br>18km<br>未満 | 18km<br>以上<br>22km<br>未満 | 22km<br>以上<br>26km<br>未満 | 26km<br>以上<br>30km<br>未満 | 30km<br>以上<br>34km<br>未満 | 34km<br>以上<br>38km<br>未満 | 38km<br>以上<br>42km<br>未満 | 42km<br>以上<br>46km<br>未満 |  |
| 行政職          | 219       | 38                      | 0                        | 0                        | 0                        | 1                        | 0          | 258   | 599       | 479                     | 370                      | 308                      | 276                      | 240                      | 195                      | 180                      | 110                      | 101                      | 67                       |  |
| 研究職          | 5         | 2                       | 0                        | 0                        | 0                        | 0                        | 0          | 7     | 28        | 12                      | 5                        | 2                        | 17                       | 10                       | 9                        | 3                        | 2                        | 4                        | 4                        |  |
| 医師・<br>歯科医師職 | 0         | 0                       | 0                        | 0                        | 0                        | 0                        | 0          | 0     | 0         | 0                       | 0                        | 0                        | 0                        | 1                        | 0                        | 1                        | 0                        | 0                        | 0                        |  |
| 看護職          | 1         | 0                       | 0                        | 0                        | 0                        | 0                        | 0          | 1     | 0         | 0                       | 0                        | 0                        | 0                        | 0                        | 1                        | 0                        | 0                        | 0                        | 0                        |  |
| 警察職          | 432       | 74                      | 8                        | 2                        | 0                        | 1                        | 0          | 517   | 356       | 199                     | 188                      | 204                      | 251                      | 227                      | 218                      | 192                      | 151                      | 97                       | 81                       |  |
| 大学教育職        | 7         | 2                       | 0                        | 0                        | 0                        | 0                        | 0          | 9     | 72        | 41                      | 12                       | 17                       | 10                       | 7                        | 10                       | 21                       | 12                       | 1                        | 1                        |  |
| 高等学校<br>教職   | 155       | 40                      | 7                        | 1                        | 0                        | 0                        | 0          | 203   | 1,123     | 1,085                   | 869                      | 802                      | 577                      | 423                      | 357                      | 273                      | 143                      | 114                      | 74                       |  |
| 中・小学校<br>教職  | 931       | 152                     | 8                        | 2                        | 0                        | 0                        | 0          | 1,093 | 5,240     | 4,477                   | 2,929                    | 2,005                    | 1,243                    | 758                      | 484                      | 283                      | 169                      | 97                       | 53                       |  |
| 任期付員         | 0         | 0                       | 0                        | 0                        | 0                        | 0                        | 0          | 0     | 1         | 0                       | 0                        | 0                        | 0                        | 0                        | 0                        | 1                        | 0                        | 0                        | 0                        |  |
| 特定任期付員       | 0         | 0                       | 0                        | 0                        | 0                        | 0                        | 0          | 0     | 0         | 0                       | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        |  |
| 一般任期付員       | 0         | 0                       | 0                        | 0                        | 0                        | 0                        | 0          | 0     | 2         | 0                       | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        |  |
| 計            | 1,750     | 308                     | 23                       | 5                        | 0                        | 2                        | 0          | 2,088 | 7,421     | 6,293                   | 4,373                    | 3,338                    | 2,374                    | 1,666                    | 1,274                    | 954                      | 587                      | 414                      | 280                      |  |
| 21年          | 1,721     | 314                     | 24                       | 4                        | 0                        | 0                        | 1          | 2,064 | 7,627     | 6,357                   | 4,420                    | 3,351                    | 2,430                    | 1,657                    | 1,278                    | 953                      | 574                      | 431                      | 274                      |  |

| 区分<br>給料表    | 自 動 車 等                  |                          |                          |                          |                          |                          |                          |                          |                          |                          |                          |                          |                          |                           |                            |                            |             | 合計     |        |
|--------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|---------------------------|----------------------------|----------------------------|-------------|--------|--------|
|              | 46km<br>以上<br>50km<br>未満 | 50km<br>以上<br>54km<br>未満 | 54km<br>以上<br>58km<br>未満 | 58km<br>以上<br>62km<br>未満 | 62km<br>以上<br>66km<br>未満 | 66km<br>以上<br>70km<br>未満 | 70km<br>以上<br>74km<br>未満 | 74km<br>以上<br>78km<br>未満 | 78km<br>以上<br>82km<br>未満 | 82km<br>以上<br>86km<br>未満 | 86km<br>以上<br>90km<br>未満 | 90km<br>以上<br>94km<br>未満 | 94km<br>以上<br>98km<br>未満 | 98km<br>以上<br>102km<br>未満 | 102km<br>以上<br>106km<br>未満 | 106km<br>以上<br>110km<br>未満 | 110km<br>以上 |        | 計      |
| 行政職          | 45                       | 46                       | 34                       | 19                       | 18                       | 14                       | 17                       | 13                       | 5                        | 13                       | 3                        | 6                        | 2                        | 2                         | 2                          | 3                          | 37          | 3,204  | 3,462  |
| 研究職          | 4                        | 0                        | 2                        | 3                        | 0                        | 0                        | 4                        | 1                        | 2                        | 0                        | 0                        | 1                        | 0                        | 0                         | 0                          | 0                          | 1           | 114    | 121    |
| 医師・<br>歯科医師職 | 1                        | 1                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                         | 0                          | 0                          | 0           | 4      | 4      |
| 看護職          | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                         | 0                          | 0                          | 0           | 1      | 2      |
| 警察職          | 73                       | 65                       | 55                       | 25                       | 18                       | 13                       | 18                       | 6                        | 5                        | 2                        | 2                        | 0                        | 2                        | 1                         | 1                          | 0                          | 1           | 2,451  | 2,968  |
| 大学教育職        | 2                        | 3                        | 2                        | 2                        | 0                        | 0                        | 3                        | 1                        | 0                        | 0                        | 1                        | 1                        | 0                        | 0                         | 1                          | 0                          | 2           | 222    | 231    |
| 高等学校<br>教職   | 51                       | 25                       | 24                       | 17                       | 14                       | 8                        | 6                        | 7                        | 0                        | 1                        | 1                        | 3                        | 0                        | 0                         | 0                          | 0                          | 1           | 5,998  | 6,201  |
| 中・小学校<br>教職  | 39                       | 21                       | 16                       | 8                        | 5                        | 2                        | 1                        | 3                        | 1                        | 2                        | 1                        | 0                        | 0                        | 0                         | 1                          | 0                          | 1           | 17,839 | 18,932 |
| 任期付員         | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                         | 0                          | 0                          | 0           | 2      | 2      |
| 特定任期付員       | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                         | 0                          | 0                          | 0           | 0      | 0      |
| 一般任期付員       | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                        | 0                         | 0                          | 0                          | 0           | 2      | 2      |
| 計            | 215                      | 161                      | 133                      | 74                       | 55                       | 37                       | 49                       | 31                       | 13                       | 18                       | 8                        | 11                       | 4                        | 3                         | 5                          | 3                          | 43          | 29,837 | 31,925 |
| 21年          | 229                      | 157                      | 131                      | 76                       | 48                       | 32                       | 42                       | 26                       | 19                       | 18                       | 11                       | 8                        | 5                        | 4                         | 4                          | 4                          | 25          | 30,191 | 32,255 |

(注) 人員には、交通機関等と交通用具の併用者(1,664人)を含む。

## 第2 民間給与関係資料

今回の報告の基礎となった職種別民間給与実態調査の概要は、次のとおりである。

## 1 調査の目的と時期

この調査は、職員の給与を検討するため、平成22年4月現在における民間給与の実態を調査したものである。

## 2 調査の範囲

- (1) 調査対象事業所 企業規模50人以上で、かつ、事業所規模50人以上の県内の民間事業所のうち、次の日本標準産業分類の大分類（ア～ソ）に分類された1,850事業所

|                 |   |
|-----------------|---|
| ア 漁業            | サ 学術研究、専門・技術サービス業（中分類の学術・開発研究機関及び広告業に分類されるもの） |
| イ 鉱業、採石業、砂利採取業  | シ 生活関連サービス業、娯楽業（中分類のその他の生活関連サービス業に分類されるもの）    |
| ウ 建設業           | ス 教育、学習支援業（中分類の学校教育に分類されるもの）                  |
| エ 製造業           | セ 医療、福祉（中分類の医療業、社会保険・社会福祉・介護事業に分類されるもの）       |
| オ 電気・ガス・熱供給・水道業 | ソ サービス業（中分類の政治・経済・文化団体に分類されるもの）               |
| カ 情報通信業         |   |
| キ 運輸業、郵便業       |   |
| ク 卸売業・小売業       |   |
| ケ 金融業・保険業       |   |
| コ 不動産業、物品賃貸業    |   |

- (2) 調査対象職種 78職種（行政職相当職種22職種、その他の職種56職種）

## 3 調査対象の抽出

- (1) 標本事業所の抽出 上記2の(1)に該当する事業所を産業・規模等により層化し、一定の抽出率を用いて、420事業所を無作為に抽出し、実地調査を行った。調査の完結した事業所は、第13表のとおりである。
- (2) 従業員の抽出 初任給関係以外の調査職種については、これに該当する従業員が多数に上るときは、抽出した従業員について調査を行った。なお、臨時の従業員及び役員はすべて除外した。

## 4 集 計

- (1) 調査実人員 初任給関係1,045人（行政職に相当する調査実人員947人）、初任給関係以外の調査職種16,763人（行政職に相当する調査実人員14,426人。なお、調査職種該当者（母集団）の推定数は123,520人であり、行政職に相当するものは95,910人である。）
- (2) 総計及び平均の算出に際しては、母集団に還元して行った。

## 1 職種別民間給与実態調査結果

第13表 産業別・企業規模別調査事業所数

| 産 業                      | 企業規模       |           |                      |                    |                  |                 |
|--------------------------|------------|-----------|----------------------|--------------------|------------------|-----------------|
|                          | 規模計        | 3,000人以上  | 1,000人以上<br>3,000人未満 | 500人以上<br>1,000人未満 | 100人以上<br>500人未満 | 50人以上<br>100人未満 |
| 産 業 計                    | 事業所<br>368 | 事業所<br>63 | 事業所<br>49            | 事業所<br>51          | 事業所<br>143       | 事業所<br>62       |
| 鉱業、採石業、<br>砂利採取業、建設業     | 26         | 7         | 3                    | 1                  | 8                | 7               |
| 製 造 業                    | 194        | 21        | 16                   | 33                 | 81               | 43              |
| 電気・ガス・熱供給<br>・水道業、情報通信業  | 55         | 16        | 11                   | 8                  | 14               | 6               |
| 運輸業、郵便業                  |            |           |                      |                    |                  |                 |
| 卸売業、小売業                  | 32         | 4         | 9                    | 4                  | 12               | 3               |
| 金融業、保険業、<br>不動産業、物品賃貸業   | 16         | 10        | 4                    | 1                  | 1                | 0               |
| 教育、学習支援業、<br>医療、福祉、サービス業 | 45         | 5         | 6                    | 4                  | 27               | 3               |

(注) 1 上記調査事業所のほか、企業規模又は事業所規模が調査対象となる規模を下回っていたため調査対象外であることが判明した事業所が2、調査不能の事業所が50あった。

2 「サービス業」に含まれる産業は、学術・開発研究機関、広告業、その他の生活関連サービス業及び政治・経済・文化団体である。

第14表 職種別・学歴別・企業規模別初任給

| 職 種           |                 | 学 歴     | 規模計       | 500人以上    | 100人以上<br>500人未満 | 50人以上<br>100人未満 |
|---------------|-----------------|---------|-----------|-----------|------------------|-----------------|
|               |                 |         | 円         | 円         | 円                | 円               |
| 事<br>務        | 新 卒 事 務 員       | 大 学 卒   | 193,225   | 193,892   | 190,926          | ※ 186,022       |
|               |                 | 短 大 卒   | 173,453   | 173,797   | ※ 170,753        | -               |
|               |                 | 高 校 卒   | 157,638   | 158,096   | 155,360          | ※ 154,856       |
| 技<br>術        | 新 卒 技 術 者       | 大 学 卒   | 204,041   | 206,371   | 199,705          | ※ 188,375       |
|               |                 | 短 大 卒   | 177,030   | ※ 176,338 | ※ 178,304        | x               |
|               |                 | 高 校 卒   | 159,062   | 159,589   | 158,638          | 157,040         |
| 関<br>係        | 新卒事務員・技術者計      | 大 学 卒   | 197,419   | 198,355   | 195,109          | 187,355         |
|               |                 | 短 大 卒   | 174,668   | 174,383   | 175,646          | x               |
|               |                 | 高 校 卒   | 158,302   | 158,669   | 157,564          | 156,453         |
| そ<br>の<br>他   | 新 卒 船 員         | 海上技術学校卒 | -         | -         | -                | -               |
|               | 新 卒 大 学 助 教     | 大 学 卒   | -         | -         | -                | -               |
|               | 新 卒 大 学 助 手     | 大 学 卒   | x         | -         | x                | -               |
|               | 新 卒 高 等 学 校 教 諭 | 大 学 卒   | -         | -         | -                | -               |
|               | 新 卒 研 究 員       | 大 学 卒   | 215,096   | 220,599   | ※ 203,352        | -               |
|               | 新 卒 研 究 補 助 員   | 短 大 卒   | x         | x         | -                | -               |
|               |                 | 高 校 卒   | -         | -         | -                | -               |
|               | 準 新 卒 医 師       | 大 学 卒   | x         | x         | -                | -               |
|               | 準 新 卒 薬 剤 師     | 大 学 卒   | ※ 197,746 | x         | x                | -               |
|               | 準新卒診療放射線技師      | 養成所卒    | -         | -         | -                | -               |
|               | 新 卒 栄 養 士       | 短 大 卒   | x         | -         | x                | -               |
|               | 準 新 卒 看 護 師     | 養成所卒    | 216,993   | 205,878   | 223,964          | -               |
| 準 新 卒 准 看 護 師 | 養成所卒            | x       | x         | -         | -                |                 |

- (注) 1 金額は、きまって支給する給与から時間外手当、家族手当、通勤手当等特定の者にのみ支給される給与を除き、公務員の地域手当に相当する給与を含むものであり、採用のある事業所について平均したものである。
- 2 「準新卒」とは、平成21年度中に資格免許を取得し、平成22年4月までの間に採用された場合をいう。  
なお、医師については、平成19年3月大学卒業後、平成19年度中に免許を取得し、2年間の臨床研修を修了した後、平成22年4月までの間に採用された者に限っている。
- 3 「x」は、調査事業所が1事業所の場合である。
- 4 「※」は、調査実人員が10名以下であることを示す。

第15表 企業規模別・職種別・学歴別給与額等  
その1 公民給与比較の対象職種  
1 規 模 計

| 職 種 名   | 調 査<br>実人員 | 平 均<br>年 齢 | 平 均 給 与 月 額  |  |         | 備 考  | 対 応 級  |   |
|---------|------------|------------|--|--|---------|--|--|---|
|         |            |            | きま<br>ま<br>つ<br>て<br>支<br>給<br>す<br>る<br>給<br>与<br>(A) | う<br>ち<br>時<br>間<br>外<br>手<br>当<br>(B) | (A)-(B) |  |  |   |
| 支店(支社)長 | 33         | 49.9       | 798,418  | 1,369                                  | 797,049 | 構成員50人以上の支店(社)の長(取締役兼任者を除く。)   | 本表2企業規模500人以上、本表3企業規模100人以上500人未満及び本表4企業規模50人以上100人未満の対応級欄参照 |   |
| 大学卒     | 28         | 50.2       | 825,596  | 1,638                                  | 823,958 |  |  |   |
| 短大卒     | 1          | x          | x  | x                                      | x       |  |  |   |
| 高校卒     | 3          | 51.6       | 768,035  | 0                                      | 768,035 |  |  |   |
| 中学校卒    | 1          | x          | x  | x                                      | x       |  |  |   |
| 工場長     | 31         | 51.5       | 628,819  | 1,860                                  | 626,959 |  |  | 構成員50人以上の工場長(取締役兼任者を除く。)  |
| 大学卒     | 22         | 51.3       | 626,665  | 2,591                                  | 624,074 |  |  |   |
| 短大卒     | 2          | 53.5       | 780,719  | 0                                      | 780,719 |  |  |   |
| 高校卒     | 7          | 51.8       | 604,157  | 0                                      | 604,157 |  |  |   |
| 中学校卒    | -          | -          | -  | -                                      | -       |  |  |   |
| 事務部長    | 458        | 51.9       | 643,362  | 741                                    | 642,621 |  |  | 2課以上又は構成員20人以上の部の長<br>職能資格等が上記部の長と同等と認められる部の長及び部長級専門職(取締役兼任者を除く。) |
| 大学卒     | 359        | 51.9       | 659,435  | 604                                    | 658,831 |  |  |   |
| 短大卒     | 27         | 47.9       | 606,267  | 108                                    | 606,159 |  |  |   |
| 高校卒     | 71         | 53.3       | 582,861  | 71                                     | 582,790 |  |  |   |
| 中学校卒    | 1          | x          | x  | x                                      | x       |  |  |   |
| 技術部長    | 436        | 50.7       | 649,778  | 1,325                                  | 648,453 | 同 上  |  |   |
| 大学卒     | 367        | 50.4       | 659,880  | 964                                    | 658,916 |  |  |   |
| 短大卒     | 18         | 49.5       | 633,708  | 0                                      | 633,708 |  |  |   |
| 高校卒     | 47         | 53.1       | 589,721  | 4,726                                  | 584,995 |  |  |   |
| 中学校卒    | 4          | 51.2       | 503,035  | 0                                      | 503,035 |  |  |   |
| 事務部次長   | 164        | 50.7       | 579,345  | 1,672                                  | 577,673 | 前記部長に事故等のあるときの職務代行者<br>職能資格等が上記部の次長と同等と認められる部の次長及び部次長級専門職  |  |   |
| 大学卒     | 135        | 50.4       | 587,639  | 2,046                                  | 585,593 |  |  |   |
| 短大卒     | 6          | 49.5       | 452,979  | 246                                    | 452,733 |  |  |   |
| 高校卒     | 23         | 53.2       | 572,127  | 33                                     | 572,094 |  |  |   |
| 中学校卒    | -          | -          | -  | -                                      | -       |  |  |   |
| 技術部次長   | 125        | 50.0       | 572,904  | 1,182                                  | 571,722 | 同 上  |  |   |
| 大学卒     | 101        | 49.8       | 579,152  | 1,230                                  | 577,922 |  |  |   |
| 短大卒     | 9          | 52.4       | 531,646  | 1,329                                  | 531,317 |  |  |   |
| 高校卒     | 15         | 49.4       | 557,754  | 1,424                                  | 556,330 |  |  |   |
| 中学校卒    | -          | -          | -  | -                                      | -       |  |  |   |
| 事務課長    | 954        | 47.1       | 545,170  | 7,188                                  | 537,982 | 2係以上又は構成員10人以上の課の長<br>職能資格等が上記課の長と同等と認められる課の長及び課長級専門職  |  |   |
| 大学卒     | 727        | 46.7       | 556,010  | 6,711                                  | 549,299 |  |  |   |
| 短大卒     | 44         | 46.3       | 473,235  | 12,060                                 | 461,175 |  |  |   |
| 高校卒     | 179        | 48.9       | 526,161  | 7,922                                  | 518,239 |  |  |   |
| 中学校卒    | 4          | 51.0       | 392,762  | 0                                      | 392,762 |  |  |   |
| 技術課長    | 928        | 45.7       | 540,457  | 7,099                                  | 533,358 | 同 上  |  |   |
| 大学卒     | 674        | 45.0       | 553,885  | 7,610                                  | 546,275 |  |  |   |
| 短大卒     | 62         | 46.0       | 527,892  | 3,935                                  | 523,957 |  |  |   |
| 高校卒     | 184        | 48.7       | 475,385  | 5,945                                  | 469,440 |  |  |   |
| 中学校卒    | 8          | 51.7       | 583,866  | 0                                      | 583,866 |  |  |   |
| 事務課長代理  | 333        | 45.3       | 489,682  | 33,482                                 | 456,200 | 前記課長に事故等のあるときの職務代行者<br>課長に直属し部下に係長等の役職者を有する者<br>課長に直属し部下4人以上を有する者<br>職能資格等が上記課長代理と同等と認められる課長代理及び課長代理級専門職 |  |   |
| 大学卒     | 263        | 45.1       | 497,954  | 32,600                                 | 465,354 |  |  |   |
| 短大卒     | 14         | 42.9       | 448,015  | 48,067                                 | 399,948 |  |  |   |
| 高校卒     | 55         | 47.0       | 462,682  | 34,788                                 | 427,894 |  |  |   |
| 中学校卒    | 1          | x          | x  | x                                      | x       |  |  |   |
| 技術課長代理  | 155        | 48.7       | 497,452  | 13,821                                 | 483,631 | 同 上  |  |   |
| 大学卒     | 86         | 46.4       | 512,061  | 7,348                                  | 504,713 |  |  |   |
| 短大卒     | 7          | 46.4       | 497,621  | 18,716                                 | 478,905 |  |  |   |
| 高校卒     | 61         | 51.9       | 479,290  | 20,193                                 | 459,097 |  |  |   |
| 中学校卒    | 1          | x          | x  | x                                      | x       |  |  |   |
| 事務係長    | 801        | 43.2       | 428,902  | 45,207                                 | 383,695 | 課長又は課長代理等に直属し直属の部下を有する者<br>職能資格等が上記係長と同等と認められる係長及び係長級専門職   |  |   |
| 大学卒     | 459        | 41.4       | 435,812  | 46,377                                 | 389,435 |  |  |   |
| 短大卒     | 89         | 43.0       | 391,903  | 28,243                                 | 363,660 |  |  |   |
| 高校卒     | 245        | 46.1       | 431,802  | 49,838                                 | 381,964 |  |  |   |
| 中学校卒    | 8          | 49.5       | 367,622  | 22,798                                 | 344,824 |  |  |   |
| 技術係長    | 798        | 43.1       | 436,870  | 51,206                                 | 385,664 | 同 上  |  |   |
| 大学卒     | 421        | 39.7       | 435,418  | 49,715                                 | 385,703 |  |  |   |
| 短大卒     | 66         | 41.7       | 419,125  | 46,035                                 | 373,090 |  |  |   |
| 高校卒     | 308        | 48.7       | 442,848  | 54,690                                 | 388,158 |  |  |   |
| 中学校卒    | 3          | 52.9       | 403,349  | 29,248                                 | 374,101 |  |  |   |
| 事務主任    | 550        | 41.0       | 387,405  | 38,907                                 | 348,498 |  |  |   |
| 大学卒     | 324        | 39.3       | 387,780  | 36,549                                 | 351,231 |  |  |   |
| 短大卒     | 63         | 41.6       | 373,332  | 46,281                                 | 327,051 |  |  |   |
| 高校卒     | 153        | 43.2       | 394,476  | 40,847                                 | 353,629 |  |  |   |
| 中学校卒    | 10         | 54.3       | 355,003  | 31,907                                 | 323,096 |  |  |   |
| 技術主任    | 619        | 39.3       | 413,747  | 39,451                                 | 374,296 |  |  |   |
| 大学卒     | 336        | 38.2       | 420,499  | 35,692                                 | 384,807 |  |  |   |
| 短大卒     | 71         | 40.3       | 407,641  | 55,672                                 | 351,969 |  |  |   |
| 高校卒     | 210        | 41.6       | 399,893  | 42,687                                 | 357,206 |  |  |   |
| 中学校卒    | 2          | 58.0       | 304,368  | 4,648                                  | 299,720 |  |  |   |
| 事務係員    | 4,525      | 36.3       | 318,940  | 34,077                                 | 284,863 |  |  |   |
| 大学卒     | 2,241      | 32.9       | 328,491  | 40,956                                 | 287,535 |  |  |   |
| 短大卒     | 786        | 37.0       | 305,162  | 28,065                                 | 277,097 |  |  |   |
| 高校卒     | 1,465      | 40.4       | 311,967  | 27,245                                 | 284,722 |  |  |   |
| 中学校卒    | 33         | 53.2       | 335,794  | 32,972                                 | 302,822 |  |  |   |
| 技術係員    | 3,516      | 33.9       | 341,921  | 55,696                                 | 286,225 |  |  |   |
| 大学卒     | 1,909      | 31.9       | 356,725  | 62,780                                 | 293,945 |  |  |   |
| 短大卒     | 338        | 35.3       | 338,107  | 48,018                                 | 290,089 |  |  |   |
| 高校卒     | 1,222      | 35.2       | 317,075  | 47,264                                 | 269,811 |  |  |   |
| 中学校卒    | 47         | 53.5       | 382,414  | 42,174                                 | 340,240 |  |  |   |

(注) 「x」は、調査実人員が1人の場合である。(以下本表において同じ。)

2 企業規模500人以上

| 職 種 名                                     | 調 査<br>実人員 | 平 均<br>年 齢 | 平 均 給 与 月 額  |  |         | 備 考  | 対 応 級   |             |
|---|------------|------------|--|--|---------|--|---|-------------|
|   |            |            | きま<br>ま<br>つ<br>て<br>支<br>給<br>す<br>る<br>給<br>与<br>(A) | う<br>ち<br>時<br>間<br>外<br>手<br>当<br>(B) | (A)-(B) |  |   |             |
| 事<br>務<br>・<br>技<br>術<br>関<br>係<br>職<br>種 | 支店(支社)長    | 32         | 49.9   | 800,811                                | 853     | 799,958  | 構成員50人以上の支店(社)の長(取締役兼任者を除く。)                                      | 行政職10級、特10級 |
|   | 大学卒        | 27         | 50.1   | 829,408                                | 1,026   | 828,382  |   |             |
|   | 短大卒        | 1          | x  | x                                      | x       | x  |   |             |
|   | 高校卒        | 3          | 51.6   | 768,035                                | 0       | 768,035  |   |             |
|   | 中学校卒       | 1          | x  | x                                      | x       | x  |   |             |
|   | 工場長        | 19         | 52.3   | 677,507                                | 3,092   | 674,415  | 構成員50人以上の工場(社)の長(取締役兼任者を除く。)                                      | 同上          |
|   | 大学卒        | 15         | 51.6   | 654,996                                | 3,910   | 651,086  |   |             |
|   | 短大卒        | 2          | 53.5   | 780,719                                | 0       | 780,719  |   |             |
|   | 高校卒        | 2          | 56.0   | 751,336                                | 0       | 751,336  |   |             |
|   | 中学校卒       | -          | -  | -                                      | -       | -  |   |             |
|   | 事務部長       | 266        | 51.8   | 692,524                                | 426     | 692,098  | 2課以上又は構成員20人以上の部の長<br>職能資格等が上記部の長と同等と認められる部の長及び部長級専門職(取締役兼任者を除く。) | 同上          |
|   | 大学卒        | 220        | 51.6   | 708,626                                | 521     | 708,105  |   |             |
| 短大卒                                       | 10         | 51.1       | 686,174  | 54                                     | 686,120 |  |   |             |
| 高校卒                                       | 36         | 53.6       | 604,201  | 0                                      | 604,201 |  |   |             |
| 中学校卒                                      | -          | -          | -  | -                                      | -       |  |   |             |
| 技術部長                                      | 325        | 50.3       | 673,942  | 554                                    | 673,388 | 同上   | 同上  |             |
| 大学卒                                       | 284        | 50.1       | 681,116  | 630                                    | 680,486 |  |   |             |
| 短大卒                                       | 13         | 49.2       | 630,131  | 0                                      | 630,131 |  |   |             |
| 高校卒                                       | 26         | 53.1       | 631,089  | 0                                      | 631,089 |  |   |             |
| 中学校卒                                      | 2          | 46.6       | 442,148  | 0                                      | 442,148 |  |   |             |
| 事務部次長                                     | 93         | 50.9       | 621,060  | 1,893                                  | 619,167 | 前記部長に事故等のあるときの職務代行者<br>職能資格等が上記部の次長と同等と認められる部の次長及び部次長級専門職  | 同上  |             |
| 大学卒                                       | 82         | 50.5       | 621,986  | 2,101                                  | 619,885 |  |   |             |
| 短大卒                                       | 1          | x          | x  | x                                      | x       |  |   |             |
| 高校卒                                       | 10         | 54.4       | 621,333  | 90                                     | 621,243 |  |   |             |
| 中学校卒                                      | -          | -          | -  | -                                      | -       |  |   |             |
| 技術部次長                                     | 94         | 50.1       | 601,046  | 896                                    | 600,150 | 同上   | 同上  |             |
| 大学卒                                       | 79         | 49.8       | 600,457  | 789                                    | 599,668 |  |   |             |
| 短大卒                                       | 7          | 51.7       | 558,913  | 0                                      | 558,913 |  |   |             |
| 高校卒                                       | 8          | 52.1       | 655,397  | 3,144                                  | 652,253 |  |   |             |
| 中学校卒                                      | -          | -          | -  | -                                      | -       |  |   |             |
| 事務課長                                      | 656        | 47.6       | 578,897  | 6,682                                  | 572,215 | 2係以上又は構成員10人以上の課の長<br>職能資格等が上記課の長と同等と認められる課の長及び課長級専門職  | 行政職8級、9級  |             |
| 大学卒                                       | 522        | 47.0       | 585,338  | 6,159                                  | 579,179 |  |   |             |
| 短大卒                                       | 22         | 48.6       | 513,012  | 6,111                                  | 506,901 |  |   |             |
| 高校卒                                       | 110        | 50.2       | 567,404  | 9,182                                  | 558,222 |  |   |             |
| 中学校卒                                      | 2          | 45.5       | 434,339  | 0                                      | 434,339 |  |   |             |
| 技術課長                                      | 682        | 45.4       | 559,404  | 6,856                                  | 552,548 | 同上   | 同上  |             |
| 大学卒                                       | 544        | 44.9       | 565,541  | 7,664                                  | 557,877 |  |   |             |
| 短大卒                                       | 46         | 46.0       | 531,199  | 3,744                                  | 527,455 |  |   |             |
| 高校卒                                       | 87         | 49.4       | 518,374  | 1,999                                  | 516,375 |  |   |             |
| 中学校卒                                      | 5          | 54.7       | 637,138  | 0                                      | 637,138 |  |   |             |
| 事務課長代理                                    | 254        | 45.9       | 510,696  | 33,353                                 | 477,343 | 前記課長に事故等のあるときの職務代行者<br>課長に直属し部下に係長等の役職者を有する者<br>課長に直属し部下4人以上を有する者<br>職能資格等が上記課長代理と同等と認められる課長代理及び課長代理級専門職 | 行政職6級、7級  |             |
| 大学卒                                       | 218        | 45.4       | 511,354  | 32,758                                 | 478,596 |  |   |             |
| 短大卒                                       | 7          | 45.6       | 525,723  | 58,556                                 | 467,167 |  |   |             |
| 高校卒                                       | 28         | 49.1       | 508,438  | 32,771                                 | 475,667 |  |   |             |
| 中学校卒                                      | 1          | x          | x  | x                                      | x       |  |   |             |
| 技術課長代理                                    | 103        | 50.6       | 533,629  | 6,065                                  | 527,564 | 同上   | 同上  |             |
| 大学卒                                       | 62         | 48.3       | 557,770  | 5,242                                  | 552,528 |  |   |             |
| 短大卒                                       | 5          | 52.2       | 558,570  | 2,464                                  | 556,106 |  |   |             |
| 高校卒                                       | 36         | 53.7       | 495,929  | 7,664                                  | 488,265 |  |   |             |
| 中学校卒                                      | -          | -          | -  | -                                      | -       |  |   |             |
| 事務係長                                      | 489        | 43.4       | 456,548  | 48,868                                 | 407,680 | 課長又は課長代理等に直属し直属の部下を有する者<br>職能資格等が上記係長と同等と認められる係長及び係長級専門職   | 行政職4級、5級  |             |
| 大学卒                                       | 299        | 41.4       | 457,652  | 50,109                                 | 407,543 |  |   |             |
| 短大卒                                       | 43         | 44.1       | 424,766  | 22,661                                 | 402,105 |  |   |             |
| 高校卒                                       | 145        | 46.9       | 464,131  | 54,290                                 | 409,841 |  |   |             |
| 中学校卒                                      | 2          | 53.0       | 417,044  | 26,801                                 | 390,243 |  |   |             |
| 技術係長                                      | 522        | 43.3       | 452,431  | 53,548                                 | 398,883 | 同上   | 同上  |             |
| 大学卒                                       | 298        | 39.7       | 446,764  | 51,214                                 | 395,550 |  |   |             |
| 短大卒                                       | 31         | 41.9       | 445,667  | 53,085                                 | 392,582 |  |   |             |
| 高校卒                                       | 192        | 49.7       | 463,222  | 57,758                                 | 405,464 |  |   |             |
| 中学校卒                                      | 1          | x          | x  | x                                      | x       |  |   |             |
| 事務主任                                      | 301        | 42.3       | 433,485  | 46,931                                 | 386,554 | 行政職3級(一部は4級、5級)  |   |             |
| 大学卒                                       | 187        | 40.7       | 427,570  | 44,306                                 | 383,264 |  |   |             |
| 短大卒                                       | 33         | 45.0       | 443,905  | 66,265                                 | 377,640 |  |   |             |
| 高校卒                                       | 78         | 44.3       | 443,891  | 44,696                                 | 399,195 |  |   |             |
| 中学校卒                                      | 3          | 52.0       | 360,482  | 34,493                                 | 325,989 |  |   |             |
| 技術主任                                      | 383        | 39.1       | 436,741  | 43,539                                 | 393,202 | 同上   | 同上  |             |
| 大学卒                                       | 243        | 38.1       | 434,595  | 37,051                                 | 397,544 |  |   |             |
| 短大卒                                       | 41         | 40.0       | 434,726  | 76,314                                 | 358,412 |  |   |             |
| 高校卒                                       | 98         | 42.6       | 448,750  | 53,809                                 | 394,941 |  |   |             |
| 中学校卒                                      | 1          | x          | x  | x                                      | x       |  |   |             |
| 事務係員                                      | 2,512      | 36.6       | 339,211  | 40,345                                 | 298,866 | 行政職2級  |   |             |
| 大学卒                                       | 1,323      | 32.7       | 344,116  | 48,829                                 | 295,287 |  |   |             |
| 短大卒                                       | 407        | 37.8       | 327,777  | 32,149                                 | 295,628 |  |   |             |
| 高校卒                                       | 762        | 41.9       | 337,780  | 31,257                                 | 306,523 |  |   |             |
| 中学校卒                                      | 20         | 55.9       | 338,365  | 36,665                                 | 301,700 |  |   |             |
| 技術係員                                      | 2,217      | 33.9       | 354,618  | 61,597                                 | 293,021 | 同上   | 同上  |             |
| 大学卒                                       | 1,274      | 32.0       | 368,810  | 68,823                                 | 299,987 |  |   |             |
| 短大卒                                       | 196        | 35.9       | 353,500  | 53,687                                 | 299,813 |  |   |             |
| 高校卒                                       | 716        | 35.1       | 328,635  | 52,411                                 | 276,224 |  |   |             |
| 中学校卒                                      | 31         | 53.9       | 389,998  | 45,344                                 | 344,654 |  |   |             |

3 企業規模100人以上500人未満

| 職 種 名   | 調 査<br>実人員 | 平 均<br>年 齢 | 平 均 給 与 月 額  |  |         | 備 考  | 対 応 級    |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
|---------|------------|------------|--|--|---------|--|----------|-----|---|---|---|---|---|--|--|-----|---|---|---|---|---|--|--|-----|---|---|---|---|---|--|--|------|---|---|---|---|---|--|--|-----|----|------|---------|---|---------|------------------------------|-----|-----|---|------|---------|---|---------|-----|---|---|---|---|---|--|--|-----|---|------|---------|---|---------|--|--|------|---|---|---|---|---|--|--|------|-----|------|---------|-------|---------|---|-----|-----|-----|------|---------|-----|---------|-----|----|------|---------|-----|---------|-----|----|------|---------|---|---------|------|---|---|---|---|---|--|--|------|----|------|---------|-------|---------|-----|-----|-----|----|------|---------|-------|---------|-----|---|------|---------|---|---------|-----|----|------|---------|-------|---------|------|---|------|---------|---|---------|--|--|-------|----|------|---------|-------|---------|---|-----|-----|----|------|---------|-------|---------|-----|---|------|---------|---|---------|-----|---|------|---------|---|---------|------|---|---|---|---|---|--|--|-------|----|------|---------|-------|---------|-----|-----|-----|----|------|---------|-------|---------|-----|---|------|---------|-------|---------|-----|---|------|---------|---|---------|------|---|---|---|---|---|--|--|------|-----|------|---------|-------|---------|---|----------|-----|-----|------|---------|-------|---------|-----|----|------|---------|--------|---------|-----|----|------|---------|-------|---------|------|---|---|---|---|---|--|--|------|-----|------|---------|-------|---------|-----|-----|-----|-----|------|---------|-------|---------|-----|----|------|---------|-----|---------|-----|----|------|---------|-------|---------|------|---|------|---------|---|---------|--|--|--------|----|------|---------|--------|---------|--|-------|-----|----|------|---------|--------|---------|-----|---|------|---------|--------|---------|-----|----|------|---------|--------|---------|------|---|---|---|---|---|--|--|--------|----|------|---------|--------|---------|-----|-----|-----|----|------|---------|-------|---------|-----|---|---|---|---|---|-----|----|------|---------|--------|---------|------|---|---|---|---|---|--|--|------|-----|------|---------|--------|---------|--|-------|-----|-----|------|---------|--------|---------|-----|----|------|---------|--------|---------|-----|----|------|---------|--------|---------|------|---|------|---------|--------|---------|--|--|------|-----|------|---------|--------|---------|-----|-----|-----|-----|------|---------|--------|---------|-----|----|------|---------|--------|---------|-----|----|------|---------|--------|---------|------|---|---|---|---|---|--|--|------|-----|------|---------|--------|---------|--------------|-----|-----|------|---------|--------|---------|-----|----|------|---------|--------|---------|-----|----|------|---------|--------|---------|------|---|------|---------|--------|---------|------|-----|------|---------|--------|---------|-----|-----|----|------|---------|--------|---------|-----|----|------|---------|--------|---------|-----|----|------|---------|--------|---------|------|---|---|---|---|---|--|--|------|-------|------|---------|--------|---------|-------|-----|-----|------|---------|--------|---------|-----|-----|------|---------|--------|---------|-----|-----|------|---------|--------|---------|------|----|------|---------|--------|---------|------|-------|------|---------|--------|---------|-----|-----|-----|------|---------|--------|---------|-----|-----|------|---------|--------|---------|-----|-----|------|---------|--------|---------|------|----|------|---------|--------|
|         |            |            | きま<br>ま<br>つ<br>て<br>支<br>給<br>す<br>る<br>給<br>与<br>(A) | う<br>ち<br>時<br>間<br>外<br>手<br>当<br>(B) | (A)-(B) |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 支店(支社)長 | 1          | x          | x  | x                                      | x       | 構成員50人以上の支店(社)の長(取締役兼任者を除く。)   | 行政職8級、9級 |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
|         | 1          | x          | x  | x                                      | x       |  |          | 大学卒 | - | - | - | - | - |  |  | 短大卒 | - | - | - | - | - |  |  | 高校卒 | - | - | - | - | - |  |  | 中学校卒 | - | - | - | - | - |  |  | 工場長 | 10 | 49.4 | 565,066 | 0 | 565,066 | 構成員50人以上の工場(社)の長(取締役兼任者を除く。) | 同 上 | 大学卒 | 6 | 50.2 | 580,297 | 0 | 580,297 | 短大卒 | - | - | - | - | - |  |  | 高校卒 | 4 | 48.1 | 539,429 | 0 | 539,429 |  |  | 中学校卒 | - | - | - | - | - |  |  | 事務部長 | 158 | 52.0 | 586,345 | 1,245 | 585,100 | 2課以上又は構成員20人以上の部の長<br>職能資格等が上記部の長と同等と認められる部の長及び部長級専門職(取締役兼任者を除く。) | 同 上 | 大学卒 | 120 | 52.6 | 597,398 | 790 | 596,608 | 短大卒 | 12 | 46.2 | 513,874 | 170 | 513,704 | 高校卒 | 25 | 53.0 | 571,048 | 0 | 571,048 | 中学校卒 | 1 | x | x | x | x |  |  | 技術部長 | 79 | 51.3 | 596,768 | 1,754 | 595,014 | 同 上 | 同 上 | 大学卒 | 63 | 51.1 | 605,414 | 1,324 | 604,090 | 短大卒 | 3 | 48.6 | 672,383 | 0 | 672,383 | 高校卒 | 11 | 52.1 | 540,554 | 4,793 | 535,761 | 中学校卒 | 2 | 55.1 | 554,012 | 0 | 554,012 |  |  | 事務部次長 | 57 | 50.8 | 552,558 | 1,438 | 551,120 | 前記部長に事故等のあるときの職務代行者<br>職能資格等が上記部の次長と同等と認められる部の次長及び部次長級専門職 | 同 上 | 大学卒 | 46 | 50.1 | 555,011 | 1,812 | 553,199 | 短大卒 | 2 | 49.3 | 399,083 | 0 | 399,083 | 高校卒 | 9 | 54.5 | 578,297 | 0 | 578,297 | 中学校卒 | - | - | - | - | - |  |  | 技術部次長 | 27 | 49.8 | 498,093 | 2,191 | 495,902 | 同 上 | 同 上 | 大学卒 | 20 | 50.0 | 511,718 | 2,912 | 508,806 | 短大卒 | 2 | 54.6 | 441,171 | 1,420 | 439,751 | 高校卒 | 5 | 47.0 | 471,940 | 0 | 471,940 | 中学校卒 | - | - | - | - | - |  |  | 事務課長 | 260 | 46.0 | 474,351 | 8,024 | 466,327 | 2係以上又は構成員10人以上の課の長<br>職能資格等が上記課の長と同等と認められる課の長及び課長級専門職 | 行政職6級、7級 | 大学卒 | 182 | 46.0 | 481,785 | 8,302 | 473,483 | 短大卒 | 19 | 43.7 | 433,053 | 19,987 | 413,066 | 高校卒 | 58 | 46.7 | 467,970 | 2,873 | 465,097 | 中学校卒 | 1 | x | x | x | x |  |  | 技術課長 | 196 | 46.7 | 471,640 | 6,606 | 465,034 | 同 上 | 同 上 | 大学卒 | 111 | 45.9 | 485,707 | 6,022 | 479,685 | 短大卒 | 11 | 45.4 | 538,089 | 677 | 537,412 | 高校卒 | 71 | 48.3 | 439,241 | 8,665 | 430,576 | 中学校卒 | 3 | 46.0 | 480,592 | 0 | 480,592 |  |  | 事務課長代理 | 71 | 43.9 | 431,277 | 36,440 | 394,837 | 前記課長に事故等のあるときの職務代行者<br>課長に直属し部下に係長等の役職者を有する者<br>課長に直属し部下4人以上を有する者<br>職能資格等が上記課長代理と同等と認められる課長代理及び課長代理級専門職 | 行政職5級 | 大学卒 | 42 | 43.8 | 441,930 | 33,418 | 408,512 | 短大卒 | 4 | 40.4 | 392,699 | 45,274 | 347,425 | 高校卒 | 25 | 44.6 | 419,154 | 40,180 | 378,974 | 中学校卒 | - | - | - | - | - |  |  | 技術課長代理 | 45 | 45.4 | 426,205 | 31,640 | 394,565 | 同 上 | 同 上 | 大学卒 | 19 | 41.8 | 394,423 | 9,326 | 385,097 | 短大卒 | 1 | x | x | x | x | 高校卒 | 24 | 48.5 | 452,834 | 43,646 | 409,188 | 中学校卒 | 1 | x | x | x | x |  |  | 事務係長 | 251 | 43.0 | 396,339 | 42,206 | 354,133 | 課長又は課長代理等に直属し直属の部下を有する者<br>職能資格等が上記係長と同等と認められる係長及び係長級専門職 | 行政職4級 | 大学卒 | 138 | 41.7 | 402,719 | 41,567 | 361,152 | 短大卒 | 32 | 42.7 | 368,644 | 37,688 | 330,956 | 高校卒 | 78 | 45.1 | 394,239 | 45,485 | 348,754 | 中学校卒 | 3 | 47.1 | 458,223 | 30,368 | 427,855 |  |  | 技術係長 | 218 | 42.6 | 391,669 | 45,609 | 346,060 | 同 上 | 同 上 | 大学卒 | 106 | 39.2 | 389,079 | 45,149 | 343,930 | 短大卒 | 30 | 42.0 | 397,795 | 41,413 | 356,382 | 高校卒 | 81 | 46.7 | 393,532 | 48,481 | 345,051 | 中学校卒 | 1 | x | x | x | x |  |  | 事務主任 | 198 | 39.7 | 344,066 | 28,455 | 315,611 | 行政職3級(一部は4級) | 大学卒 | 116 | 37.9 | 344,231 | 23,517 | 320,714 | 短大卒 | 26 | 37.9 | 299,182 | 24,610 | 274,572 | 高校卒 | 51 | 43.2 | 365,789 | 40,318 | 325,471 | 中学校卒 | 5 | 54.4 | 348,360 | 34,141 | 314,219 | 技術主任 | 160 | 40.5 | 359,285 | 25,378 | 333,907 | 同 上 | 大学卒 | 52 | 40.4 | 359,805 | 22,352 | 337,453 | 短大卒 | 23 | 41.6 | 369,591 | 14,518 | 355,073 | 高校卒 | 85 | 40.3 | 355,726 | 30,651 | 325,075 | 中学校卒 | - | - | - | - | - |  |  | 事務係員 | 1,615 | 35.6 | 287,004 | 23,308 | 263,696 | 行政職2級 | 大学卒 | 773 | 33.3 | 298,641 | 25,577 | 273,064 | 短大卒 | 307 | 35.8 | 271,321 | 21,604 | 249,717 | 高校卒 | 525 | 38.3 | 278,810 | 21,109 | 257,701 | 中学校卒 | 10 | 45.4 | 339,784 | 26,280 | 313,504 | 技術係員 | 1,017 | 33.6 | 303,996 | 36,426 | 267,570 | 同 上 | 大学卒 | 513 | 31.5 | 314,854 | 40,594 | 274,260 | 短大卒 | 113 | 34.0 | 309,131 | 37,757 | 271,374 | 高校卒 | 377 | 35.2 | 286,971 | 31,445 | 255,526 | 中学校卒 | 14 | 52.8 | 344,496 | 21,161 |
| 大学卒     | -          | -          | -  | -                                      | -       |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 短大卒     | -          | -          | -  | -                                      | -       |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 高校卒     | -          | -          | -  | -                                      | -       |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 中学校卒    | -          | -          | -  | -                                      | -       |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 工場長     | 10         | 49.4       | 565,066  | 0                                      | 565,066 | 構成員50人以上の工場(社)の長(取締役兼任者を除く。)   | 同 上      |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 大学卒     | 6          | 50.2       | 580,297  | 0                                      | 580,297 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 短大卒     | -          | -          | -  | -                                      | -       |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 高校卒     | 4          | 48.1       | 539,429  | 0                                      | 539,429 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 中学校卒    | -          | -          | -  | -                                      | -       |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 事務部長    | 158        | 52.0       | 586,345  | 1,245                                  | 585,100 | 2課以上又は構成員20人以上の部の長<br>職能資格等が上記部の長と同等と認められる部の長及び部長級専門職(取締役兼任者を除く。)  | 同 上      |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 大学卒     | 120        | 52.6       | 597,398  | 790                                    | 596,608 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 短大卒     | 12         | 46.2       | 513,874  | 170                                    | 513,704 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 高校卒     | 25         | 53.0       | 571,048  | 0                                      | 571,048 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 中学校卒    | 1          | x          | x  | x                                      | x       |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 技術部長    | 79         | 51.3       | 596,768  | 1,754                                  | 595,014 | 同 上  | 同 上      |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 大学卒     | 63         | 51.1       | 605,414  | 1,324                                  | 604,090 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 短大卒     | 3          | 48.6       | 672,383  | 0                                      | 672,383 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 高校卒     | 11         | 52.1       | 540,554  | 4,793                                  | 535,761 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 中学校卒    | 2          | 55.1       | 554,012  | 0                                      | 554,012 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 事務部次長   | 57         | 50.8       | 552,558  | 1,438                                  | 551,120 | 前記部長に事故等のあるときの職務代行者<br>職能資格等が上記部の次長と同等と認められる部の次長及び部次長級専門職  | 同 上      |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 大学卒     | 46         | 50.1       | 555,011  | 1,812                                  | 553,199 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 短大卒     | 2          | 49.3       | 399,083  | 0                                      | 399,083 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 高校卒     | 9          | 54.5       | 578,297  | 0                                      | 578,297 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 中学校卒    | -          | -          | -  | -                                      | -       |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 技術部次長   | 27         | 49.8       | 498,093  | 2,191                                  | 495,902 | 同 上  | 同 上      |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 大学卒     | 20         | 50.0       | 511,718  | 2,912                                  | 508,806 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 短大卒     | 2          | 54.6       | 441,171  | 1,420                                  | 439,751 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 高校卒     | 5          | 47.0       | 471,940  | 0                                      | 471,940 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 中学校卒    | -          | -          | -  | -                                      | -       |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 事務課長    | 260        | 46.0       | 474,351  | 8,024                                  | 466,327 | 2係以上又は構成員10人以上の課の長<br>職能資格等が上記課の長と同等と認められる課の長及び課長級専門職  | 行政職6級、7級 |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 大学卒     | 182        | 46.0       | 481,785  | 8,302                                  | 473,483 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 短大卒     | 19         | 43.7       | 433,053  | 19,987                                 | 413,066 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 高校卒     | 58         | 46.7       | 467,970  | 2,873                                  | 465,097 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 中学校卒    | 1          | x          | x  | x                                      | x       |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 技術課長    | 196        | 46.7       | 471,640  | 6,606                                  | 465,034 | 同 上  | 同 上      |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 大学卒     | 111        | 45.9       | 485,707  | 6,022                                  | 479,685 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 短大卒     | 11         | 45.4       | 538,089  | 677                                    | 537,412 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 高校卒     | 71         | 48.3       | 439,241  | 8,665                                  | 430,576 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 中学校卒    | 3          | 46.0       | 480,592  | 0                                      | 480,592 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 事務課長代理  | 71         | 43.9       | 431,277  | 36,440                                 | 394,837 | 前記課長に事故等のあるときの職務代行者<br>課長に直属し部下に係長等の役職者を有する者<br>課長に直属し部下4人以上を有する者<br>職能資格等が上記課長代理と同等と認められる課長代理及び課長代理級専門職 | 行政職5級    |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 大学卒     | 42         | 43.8       | 441,930  | 33,418                                 | 408,512 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 短大卒     | 4          | 40.4       | 392,699  | 45,274                                 | 347,425 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 高校卒     | 25         | 44.6       | 419,154  | 40,180                                 | 378,974 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 中学校卒    | -          | -          | -  | -                                      | -       |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 技術課長代理  | 45         | 45.4       | 426,205  | 31,640                                 | 394,565 | 同 上  | 同 上      |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 大学卒     | 19         | 41.8       | 394,423  | 9,326                                  | 385,097 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 短大卒     | 1          | x          | x  | x                                      | x       |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 高校卒     | 24         | 48.5       | 452,834  | 43,646                                 | 409,188 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 中学校卒    | 1          | x          | x  | x                                      | x       |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 事務係長    | 251        | 43.0       | 396,339  | 42,206                                 | 354,133 | 課長又は課長代理等に直属し直属の部下を有する者<br>職能資格等が上記係長と同等と認められる係長及び係長級専門職   | 行政職4級    |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 大学卒     | 138        | 41.7       | 402,719  | 41,567                                 | 361,152 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 短大卒     | 32         | 42.7       | 368,644  | 37,688                                 | 330,956 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 高校卒     | 78         | 45.1       | 394,239  | 45,485                                 | 348,754 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 中学校卒    | 3          | 47.1       | 458,223  | 30,368                                 | 427,855 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 技術係長    | 218        | 42.6       | 391,669  | 45,609                                 | 346,060 | 同 上  | 同 上      |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 大学卒     | 106        | 39.2       | 389,079  | 45,149                                 | 343,930 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 短大卒     | 30         | 42.0       | 397,795  | 41,413                                 | 356,382 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 高校卒     | 81         | 46.7       | 393,532  | 48,481                                 | 345,051 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 中学校卒    | 1          | x          | x  | x                                      | x       |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 事務主任    | 198        | 39.7       | 344,066  | 28,455                                 | 315,611 | 行政職3級(一部は4級)   |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 大学卒     | 116        | 37.9       | 344,231  | 23,517                                 | 320,714 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 短大卒     | 26         | 37.9       | 299,182  | 24,610                                 | 274,572 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 高校卒     | 51         | 43.2       | 365,789  | 40,318                                 | 325,471 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 中学校卒    | 5          | 54.4       | 348,360  | 34,141                                 | 314,219 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 技術主任    | 160        | 40.5       | 359,285  | 25,378                                 | 333,907 | 同 上  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 大学卒     | 52         | 40.4       | 359,805  | 22,352                                 | 337,453 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 短大卒     | 23         | 41.6       | 369,591  | 14,518                                 | 355,073 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 高校卒     | 85         | 40.3       | 355,726  | 30,651                                 | 325,075 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 中学校卒    | -          | -          | -  | -                                      | -       |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 事務係員    | 1,615      | 35.6       | 287,004  | 23,308                                 | 263,696 | 行政職2級  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 大学卒     | 773        | 33.3       | 298,641  | 25,577                                 | 273,064 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 短大卒     | 307        | 35.8       | 271,321  | 21,604                                 | 249,717 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 高校卒     | 525        | 38.3       | 278,810  | 21,109                                 | 257,701 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 中学校卒    | 10         | 45.4       | 339,784  | 26,280                                 | 313,504 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 技術係員    | 1,017      | 33.6       | 303,996  | 36,426                                 | 267,570 | 同 上  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 大学卒     | 513        | 31.5       | 314,854  | 40,594                                 | 274,260 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 短大卒     | 113        | 34.0       | 309,131  | 37,757                                 | 271,374 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 高校卒     | 377        | 35.2       | 286,971  | 31,445                                 | 255,526 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |
| 中学校卒    | 14         | 52.8       | 344,496  | 21,161                                 | 323,335 |  |          |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |     |   |   |   |   |   |  |  |      |   |   |   |   |   |  |  |     |    |      |         |   |         |                              |     |     |   |      |         |   |         |     |   |   |   |   |   |  |  |     |   |      |         |   |         |  |  |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |     |     |     |      |         |     |         |     |    |      |         |     |         |     |    |      |         |   |         |      |   |   |   |   |   |  |  |      |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |   |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |       |    |      |         |       |         |   |     |     |    |      |         |       |         |     |   |      |         |   |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |       |    |      |         |       |         |     |     |     |    |      |         |       |         |     |   |      |         |       |         |     |   |      |         |   |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |   |          |     |     |      |         |       |         |     |    |      |         |        |         |     |    |      |         |       |         |      |   |   |   |   |   |  |  |      |     |      |         |       |         |     |     |     |     |      |         |       |         |     |    |      |         |     |         |     |    |      |         |       |         |      |   |      |         |   |         |  |  |        |    |      |         |        |         |  |       |     |    |      |         |        |         |     |   |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |        |    |      |         |        |         |     |     |     |    |      |         |       |         |     |   |   |   |   |   |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |  |       |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |  |  |      |     |      |         |        |         |     |     |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |     |      |         |        |         |              |     |     |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |      |         |        |         |      |     |      |         |        |         |     |     |    |      |         |        |         |     |    |      |         |        |         |     |    |      |         |        |         |      |   |   |   |   |   |  |  |      |       |      |         |        |         |       |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |         |      |       |      |         |        |         |     |     |     |      |         |        |         |     |     |      |         |        |         |     |     |      |         |        |         |      |    |      |         |        |

4 企業規模50人以上100人未満

| 職 種 名   | 調 査<br>実人員 | 平 均<br>年 齢 | 平 均 給 与 月 額  |  |         | 備 考  | 対 応 級    |
|---------|------------|------------|--|--|---------|--|----------|
|         |            |            | きま<br>ま<br>つ<br>て<br>支<br>給<br>す<br>る<br>給<br>与<br>(A) | う<br>ち<br>時<br>間<br>外<br>手<br>当<br>(B) | (A)-(B) |  |          |
| 支店(支社)長 | -          | -          | -  | -                                      | -       | 構成員50人以上の支店(社)の長(取締役兼任者を除く。)   | 行政職7級、8級 |
| 大学卒     | -          | -          | -  | -                                      | -       |  |          |
| 短大卒     | -          | -          | -  | -                                      | -       |  |          |
| 高校卒     | -          | -          | -  | -                                      | -       |  |          |
| 工場長     | 2          | 55.0       | 502,800  | 0                                      | 502,800 | 構成員50人以上の工場(取締役兼任者を除く。)  | 同 上      |
| 大学卒     | 1          | x          | x  | x                                      | x       |  |          |
| 短大卒     | -          | -          | -  | -                                      | -       |  |          |
| 事務部長    | 34         | 51.4       | 606,646  | 166                                    | 606,480 | 2課以上又は構成員20人以上の部の長<br>職能資格等が上記部の長と同等と認められる部の長及び部長級専門職(取締役兼任者を除く。)  | 同 上      |
| 大学卒     | 19         | 51.0       | 606,804  | 0                                      | 606,804 |  |          |
| 短大卒     | 5          | 47.2       | 772,410  | 0                                      | 772,410 |  |          |
| 高校卒     | 10         | 53.4       | 546,829  | 473                                    | 546,356 |  |          |
| 技術部長    | 32         | 53.1       | 526,008  | 8,674                                  | 517,334 | 同 上  | 同 上      |
| 大学卒     | 20         | 52.5       | 512,779  | 4,967                                  | 507,812 |  |          |
| 短大卒     | 2          | 52.5       | 598,450  | 0                                      | 598,450 |  |          |
| 事務部次長   | 14         | 49.5       | 463,535  | 1,441                                  | 462,094 | 前記部長に事故等のあるときの職務代行者<br>職能資格等が上記部の次長と同等と認められる部の次長及び部次長級専門職  | 同 上      |
| 大学卒     | 7          | 51.3       | 461,054  | 3,131                                  | 457,923 |  |          |
| 短大卒     | 3          | 48.3       | 468,967  | 0                                      | 468,967 |  |          |
| 高校卒     | 4          | 47.8       | 462,821  | 0                                      | 462,821 |  |          |
| 技術部次長   | 4          | 48.8       | 483,318  | 0                                      | 483,318 | 同 上  | 同 上      |
| 大学卒     | 2          | 50.0       | 472,033  | 0                                      | 472,033 |  |          |
| 短大卒     | -          | -          | -  | -                                      | -       |  |          |
| 事務課長    | 38         | 47.0       | 434,304  | 10,579                                 | 423,725 | 2係以上又は構成員10人以上の課の長<br>職能資格等が上記課の長と同等と認められる課の長及び課長級専門職  | 行政職6級    |
| 大学卒     | 23         | 46.7       | 470,113  | 6,629                                  | 463,484 |  |          |
| 短大卒     | 3          | 47.1       | 433,262  | 0                                      | 433,262 |  |          |
| 高校卒     | 11         | 46.2       | 379,007  | 22,037                                 | 356,970 |  |          |
| 技術課長    | 50         | 46.4       | 409,979  | 14,685                                 | 395,294 | 同 上  | 同 上      |
| 大学卒     | 19         | 44.6       | 407,418  | 15,262                                 | 392,156 |  |          |
| 短大卒     | 5          | 48.1       | 456,534  | 15,007                                 | 441,527 |  |          |
| 事務課長代理  | 8          | 41.1       | 329,266  | 10,346                                 | 318,920 | 前記課長に事故等のあるときの職務代行者<br>課長に直属し部下に係長等の役職者を有する者<br>課長に直属し部下4人以上を有する者<br>職能資格等が上記課長代理と同等と認められる課長代理及び課長代理級専門職 | 行政職5級    |
| 短大卒     | 3          | 37.2       | 293,165  | 9,033                                  | 284,132 |  |          |
| 大学卒     | 3          | 39.1       | 308,558  | 22,122                                 | 286,436 |  |          |
| 高校卒     | 2          | 48.0       | 395,834  | 0                                      | 395,834 |  |          |
| 技術課長代理  | 7          | 43.0       | 408,224  | 19,019                                 | 389,205 | 同 上  | 同 上      |
| 短大卒     | 5          | 41.6       | 402,402  | 23,820                                 | 378,582 |  |          |
| 大学卒     | 1          | x          | x  | x                                      | x       |  |          |
| 事務係長    | 61         | 42.0       | 329,032  | 25,976                                 | 303,056 | 課長又は課長代理等に直属し直属の部下を有する者<br>職能資格等が上記係長と同等と認められる係長及び係長級専門職   | 行政職4級    |
| 短大卒     | 22         | 40.5       | 331,346  | 22,278                                 | 309,068 |  |          |
| 大学卒     | 14         | 40.5       | 340,187  | 23,875                                 | 316,312 |  |          |
| 高校卒     | 22         | 43.5       | 333,844  | 33,016                                 | 300,828 |  |          |
| 技術係長    | 58         | 43.1       | 381,247  | 37,803                                 | 343,444 | 同 上  | 同 上      |
| 短大卒     | 17         | 40.4       | 375,574  | 30,146                                 | 345,428 |  |          |
| 大学卒     | 5          | 38.1       | 322,148  | 13,456                                 | 308,692 |  |          |
| 高校卒     | 35         | 45.3       | 391,241  | 43,849                                 | 347,392 |  |          |
| 事務主任    | 51         | 38.7       | 297,096  | 34,641                                 | 262,455 | 行政職3級(一部は4級)   |          |
| 短大卒     | 21         | 36.6       | 301,845  | 44,134                                 | 257,711 |  |          |
| 大学卒     | 4          | 38.5       | 284,921  | 25,205                                 | 259,716 |  |          |
| 高校卒     | 24         | 39.3       | 289,855  | 28,730                                 | 261,125 |  |          |
| 技術主任    | 76         | 38.6       | 311,795  | 31,721                                 | 280,074 | 同 上  | 同 上      |
| 短大卒     | 41         | 36.5       | 312,153  | 35,845                                 | 276,308 |  |          |
| 大学卒     | 7          | 38.5       | 299,087  | 23,085                                 | 276,002 |  |          |
| 高校卒     | 27         | 41.1       | 310,606  | 29,121                                 | 281,485 |  |          |
| 事務係員    | 398        | 36.2       | 270,346  | 23,856                                 | 246,490 | 行政職2級  |          |
| 短大卒     | 145        | 35.0       | 297,272  | 27,575                                 | 269,697 |  |          |
| 大学卒     | 72         | 35.2       | 246,806  | 19,545                                 | 227,261 |  |          |
| 高校卒     | 178        | 37.2       | 258,054  | 22,788                                 | 235,266 |  |          |
| 技術係員    | 282        | 34.4       | 268,292  | 29,105                                 | 239,187 | 同 上  | 同 上      |
| 短大卒     | 122        | 32.5       | 272,072  | 26,526                                 | 245,546 |  |          |
| 大学卒     | 29         | 33.7       | 275,222  | 22,693                                 | 252,529 |  |          |
| 高校卒     | 129        | 36.6       | 262,292  | 32,876                                 | 229,416 |  |          |
| 短大卒     | 2          | 35.1       | 287,833  | 51,466                                 | 236,367 |  |          |

その2 公民給と比較の対象外職種  
規 模 計

| 職 種 名                      | 調 査<br>実人員              | 平均<br>年齢 | 平 均 給 与 月 額            |                |         | 備 考       |  |
|----------------------------|-------------------------|----------|------------------------|----------------|---------|-----------|--|
|                            |                         |          | きまって<br>支給する<br>給与 (A) | うち時間<br>外手当(B) | (A)-(B) |           |  |
| 技能・<br>労務<br>関係<br>職種      | 電 話 交 換 手               | 2        | 45.0                   | 232,200        | 0       | 232,200   | 見習、外国語の電話交換手を除く。   |
|                            | 自 家 用 乗 用 自 動 車 運 転 手   | 8        | 48.5                   | 403,721        | 47,366  | 356,355   |  |
|                            | 守 衛                     | 31       | 50.9                   | 284,677        | 46,536  | 238,141   |  |
|                            | 用 務 員                   | 18       | 52.5                   | 245,459        | 5,982   | 239,477   |  |
| 海<br>事<br>関<br>係<br>職<br>種 | 船 長 ・ 機 関 長             | 13       | 49.8                   | 558,962        | 0       | 558,962   |  |
|                            | 一 等 航 海 士 ・ 一 等 機 関 士   | 11       | 35.5                   | 324,406        | 0       | 324,406   |  |
|                            | 二 等 航 海 士 ・ 二 等 機 関 士   | 3        | 35.7                   | 285,457        | 0       | 285,457   |  |
|                            | 三 等 航 海 士 ・ 三 等 機 関 士   | 12       | 25.0                   | 226,160        | 0       | 226,160   |  |
|                            | 運 航 士                   | -        | -                      | -              | -       | -         |  |
|                            | 甲 板 長 ・ 操 機 長           | -        | -                      | -              | -       | -         |  |
| 教<br>育<br>関<br>係<br>職<br>種 | 大 学 学 長 ・ 副 学 長 ・ 学 部 長 | 24       | 61.9                   | 753,952        | 0       | 753,952   |  |
|                            | 大 大 学 学 准 教 授           | 179      | 57.7                   | 691,311        | 2,730   | 688,581   |  |
|                            | 大 大 学 学 准 教 授           | 132      | 47.1                   | 555,503        | 3,285   | 552,218   |  |
|                            | 大 大 学 学 講 師             | 100      | 40.3                   | 482,266        | 739     | 481,527   |  |
|                            | 大 大 学 学 助 教 員           | 50       | 37.6                   | 410,777        | 723     | 410,054   |  |
|                            | 大 高 等 学 校 校 長           | 61       | 30.3                   | 321,928        | 389     | 321,539   |  |
|                            | 高 等 学 校 校 長             | 2        | 69.5                   | 706,300        | 0       | 706,300   |  |
|                            | 高 等 学 校 教 頭 論           | 5        | 58.0                   | 659,034        | 0       | 659,034   |  |
| 研<br>究<br>関<br>係<br>職<br>種 | 研 究 所 長                 | 2        | 48.6                   | 645,613        | 0       | 645,613   | 構成員50以上の所の長（取締役兼任者を除く。）<br>2室（係）以上又は構成員7人以上の部（課）の長<br>構成員3人以上の室（係）の長<br>下記研究員より上位の者（研究所長の職名を有する者、<br>上記研究所（課）長及び研究室（係）長を除く。） |
|                            | 研 究 部 （ 課 ） 長           | 41       | 44.6                   | 543,981        | 2,076   | 541,905   |  |
|                            | 研 究 室 （ 係 ） 長           | 17       | 40.0                   | 422,533        | 24,590  | 397,943   |  |
|                            | 主 任 研 究 員               | 104      | 41.6                   | 515,624        | 10,531  | 505,093   |  |
|                            | 研 究 員                   | 142      | 33.2                   | 365,433        | 36,625  | 328,808   |  |
|                            | 研 究 補 助 員               | 36       | 37.0                   | 343,675        | 37,731  | 305,944   |  |
| 医<br>療<br>関<br>係<br>職<br>種 | 病 院 長                   | 2        | 61.0                   | 1,402,170      | 0       | 1,402,170 | 部下に医師又は歯科医師5人以上<br>上記病院長に事故等のあるときの職務代行者<br>部下に医師又は歯科医師1人以上<br><br>部下に薬剤師2人以上<br><br>部下に看護師長5人以上<br>部下に看護師又は准看護師5人以上          |
|                            | 副 院 長                   | 10       | 57.3                   | 1,313,793      | 26,019  | 1,287,774 |  |
|                            | 医 科 長                   | 30       | 46.3                   | 1,149,444      | 120,158 | 1,029,286 |  |
|                            | 医 師                     | 53       | 37.8                   | 1,017,395      | 225,576 | 791,819   |  |
|                            | 歯 科 医 師                 | 2        | 32.3                   | 623,858        | 0       | 623,858   |  |
|                            | 薬 局 長                   | 10       | 47.3                   | 458,057        | 25,056  | 433,001   |  |
|                            | 薬 師                     | 59       | 39.1                   | 347,887        | 21,343  | 326,544   |  |
|                            | 診 療 放 射 線 技 師           | 61       | 37.6                   | 400,757        | 61,576  | 339,181   |  |
|                            | 臨 床 検 査 技 師             | 79       | 36.8                   | 330,475        | 25,418  | 305,057   |  |
|                            | 栄 養 学 士                 | 44       | 37.6                   | 272,642        | 9,426   | 263,216   |  |
|                            | 理 学 療 法 士               | 87       | 29.6                   | 297,435        | 10,211  | 287,224   |  |
|                            | 作 業 療 法 士               | 74       | 30.4                   | 275,357        | 4,557   | 270,800   |  |
|                            | 総 看 護 師 長               | 8        | 57.4                   | 682,293        | 0       | 682,293   |  |
|                            | 看 護 師                   | 152      | 44.3                   | 418,433        | 44,946  | 373,487   |  |
| 准 看 護 師                    | 383                     | 36.2     | 338,967                | 46,700         | 292,267 |           |  |
| 准 看 護 師                    | 247                     | 47.9     | 309,444                | 43,153         | 266,291 |           |  |

第16表 民間における初任給の改定状況

(単位：%)

| 学歴 企業規模      |              | 項目  | 採用あり | 初任給の改定状況 |        |        | 採用なし   |
|--------------|--------------|-----|------|----------|--------|--------|--------|
|              |              |     |      | 増額       | 据置き    | 減額     |        |
|              |              | 大学卒 | 計    |          | 29.8   | (8.1)  | (89.1) |
| 500人以上       |              |     | 34.2 | (1.1)    | (98.9) | (0.0)  | 65.8   |
| 100人以上500人未満 |              |     | 30.1 | (7.7)    | (90.9) | (1.4)  | 69.9   |
| 50人以上100人未満  |              |     | 19.2 | (38.1)   | (42.9) | (19.0) | 80.8   |
| 高校卒          | 計            |     | 16.6 | (9.4)    | (86.7) | (3.9)  | 83.4   |
|              | 500人以上       |     | 14.9 | (2.5)    | (97.5) | (0.0)  | 85.1   |
|              | 100人以上500人未満 |     | 18.6 | (10.1)   | (85.8) | (4.1)  | 81.4   |
|              | 50人以上100人未満  |     | 16.1 | (22.7)   | (66.0) | (11.3) | 83.9   |

(注) ( )内は、採用がある事業所を100とした場合である。

第17表 民間における定期昇給制度の状況

(単位：%)

| 役職段階 企業規模 |              | 項目 | 定期昇給<br>制度あり | 定期昇給制度なし |      |      |      |
|-----------|--------------|----|--------------|----------|------|------|------|
|           |              |    |              | 自動昇給     | 査定昇給 | 昇格昇給 |      |
| 係員        | 計            |    | 89.6         | 45.0     | 72.2 | 40.9 | 10.4 |
|           | 500人以上       |    | 94.1         | 51.1     | 80.4 | 52.2 | 5.9  |
|           | 100人以上500人未満 |    | 89.2         | 42.4     | 67.6 | 34.9 | 10.8 |
|           | 50人以上100人未満  |    | 78.7         | 35.7     | 62.4 | 27.1 | 21.3 |
| 課長級       | 計            |    | 79.2         | 32.7     | 64.4 | 32.8 | 20.8 |
|           | 500人以上       |    | 75.9         | 33.8     | 64.7 | 36.5 | 24.1 |
|           | 100人以上500人未満 |    | 84.7         | 34.6     | 65.2 | 31.6 | 15.3 |
|           | 50人以上100人未満  |    | 73.8         | 25.4     | 61.5 | 26.3 | 26.2 |

(注) 定期昇給制度の内容は、複数回答である。

第18表 民間における家族手当の支給状況

| 扶養家族の構成 | 支給月額    | (参考)<br>県職員の支給状況 |
|---------|---------|------------------|
| 配偶者     | 13,759円 | 13,000円          |
| 配偶者と子1人 | 20,349円 | 19,500円          |
| 配偶者と子2人 | 26,726円 | 26,000円          |

(注) 支給月額は、家族手当の支給につき配偶者の収入に対する制限がある事業所について算出した。  
備考 職員の場合、扶養手当の現行支給月額は、配偶者については13,000円、配偶者以外については、1人につき6,500円である。  
なお、満16歳の年度初めから満22歳の年度末までの子がいる場合は、当該子1人につき5,000円が加算される。

第19表 民間における冬季賞与の考課査定分の配分状況

(単位：%)

| 企業規模 | 項目           | 係 員     |       | 課 長 級   |       | 部 長 級 (非 役 員) |       |
|------|--------------|---------|-------|---------|-------|---------------|-------|
|      |              | 一定率(額)分 | 考課査定分 | 一定率(額)分 | 考課査定分 | 一定率(額)分       | 考課査定分 |
|      | 計            | 57.7    | 42.3  | 49.9    | 50.1  | 49.9          | 50.1  |
|      | 500人以上       | 57.3    | 42.7  | 46.4    | 53.6  | 49.2          | 50.8  |
|      | 100人以上500人未満 | 62.1    | 37.9  | 55.9    | 44.1  | 54.5          | 45.5  |
|      | 50人以上100人未満  | 48.5    | 51.5  | 44.6    | 55.4  | 40.8          | 59.2  |

第20表 民間における時間外労働の割増賃金の状況

月 45 時間を超え 60 時間を超えない時間外労働に係る割増賃金率

(単位：%)

| 割増賃金率 | 適用従業員 |       | (参考) 適用事業所 |       |
|-------|-------|-------|------------|-------|
|       | 割合    | 累積割合  | 割合         | 累積割合  |
| 31%以上 | 2.0   | 2.0   | 2.7        | 2.7   |
| 30%   | 46.8  | 48.8  | 27.0       | 29.6  |
| 29%   | 0.0   | 48.8  | 0.0        | 29.6  |
| 28%   | 1.1   | 49.8  | 1.1        | 30.8  |
| 27%   | 0.4   | 50.2  | 0.7        | 31.4  |
| 26%   | 0.4   | 50.6  | 0.5        | 31.9  |
| 25%   | 49.4  | 100.0 | 68.1       | 100.0 |

(注) 適用従業員及び適用事業所の割合は、小数点以下第2位を四捨五入しているため、その計がそれぞれの累積割合と一致しない場合がある。

第21表 民間における交通用具使用者に対する通勤手当の支給状況

(単位：%)

| 支 給 の 有 無 | 事 業 所 割 合 |
|-----------|-----------|
| 支 給       | 95.9      |
| 非 支 給     | 4.1       |

(単位：%)

| 支 給 形 態  | 事 業 所 割 合 |      |
|----------|-----------|------|
| 運賃相当額制   | 全額支給制     | 73.8 |
|          | 制限支給制     | 26.2 |
| 距離段階別定額制 | 83.4      |      |
| 一律定額制    | 2.5       |      |
| そ の 他    | 3.5       |      |

(注) 支給形態別の事業所割合は、交通用具使用者に対する通勤手当を支給する事業所を100とし、全額支給制及び制限支給制の割合は、運賃相当額制の事業所を100とした割合である。

## 第3 生計費関係資料

平成22年 4月の標準生計費算定方法

## 1 標準生計費の費目

標準生計費は、次の5つの費目別に算定している。各費目の内容は、それぞれ次に掲げる「家計調査」(総務省)等の大分類項目に対応する。

|           |      |                             |
|-----------|------|-----------------------------|
| 食 料 費     | ………… | 食 料                         |
| 住 居 関 係 費 | ………… | 住居、光熱・水道、家具・家事用品            |
| 被 服・履 物 費 | ………… | 被服及び履物                      |
| 雑 費 I     | ………… | 保健医療、交通・通信、教育、教養娯楽          |
| 雑 費 II    | ………… | その他の消費支出(諸雑費、こづかい、交際費、仕送り金) |

## 2 費目別、世帯人員別標準生計費の算定

2人～5人世帯については、家計調査(神戸市・勤労者世帯)における平成22年4月の費目別平均支出金額(日数を365/12日に、世帯人員を4人に調整したもの)に、費目別、世帯人員別生計費換算乗数を乗じて算定した。

なお、1人世帯については、平成16年の「全国消費実態調査」(総務省)の18歳～24歳の勤労単身世帯について、並数階層の費目別支出金額を求め、これに消費者物価、消費水準の変動分を加味して、平成22年4月の費目別標準生計費を算定した。

(参考) 費目別、世帯人員別生計費換算乗数

平成21年1月～12月の家計調査の調査世帯(全国・勤労者世帯)のうち、就業人員が1人で夫婦のみ又は夫婦とその子で構成される標準世帯について、世帯人員別に並数階層の費目別支出金額を求め、これをそれぞれ4人世帯の費目別平均支出金額で除して費目別、世帯人員別生計費換算乗数を求めた。

第22表

神戸市における費目別・世帯人員別  
標準生計費（平成22年 4月）

| 世帯人員<br>費目 | 1 人     | 2 人     | 3 人     | 4 人     | 5 人     |
|------------|---------|---------|---------|---------|---------|
|            | 円       | 円       | 円       | 円       | 円       |
| 食 料 費      | 32,430  | 40,220  | 50,150  | 60,080  | 70,010  |
| 住居関係費      | 23,200  | 40,250  | 36,290  | 32,330  | 28,380  |
| 被服・履物費     | 9,230   | 6,200   | 8,070   | 9,930   | 11,800  |
| 雑 費 I      | 28,100  | 44,150  | 55,560  | 66,970  | 78,370  |
| 雑 費 II     | 16,530  | 34,540  | 35,160  | 35,790  | 36,420  |
| 合 計        | 109,490 | 165,360 | 185,230 | 205,100 | 224,980 |

&lt;参考&gt;

## 費目別・世帯人員別生計費換算乗数

| 世帯人員<br>費目 | 2 人   | 3 人   | 4 人   | 5 人   |
|------------|-------|-------|-------|-------|
|            | 食 料 費 | 0.514 | 0.641 | 0.768 |
| 住居関係費      | 1.124 | 1.013 | 0.903 | 0.793 |
| 被服・履物費     | 0.389 | 0.506 | 0.623 | 0.740 |
| 雑 費 I      | 0.390 | 0.491 | 0.592 | 0.693 |
| 雑 費 II     | 0.468 | 0.477 | 0.485 | 0.494 |

## 第4 労働経済関係資料

第23表

### 民間給与等の推移

| 項<br>年<br>目<br>月 | ① きま っ て 支 給 す る 給 与<br>(調査産業計) |                       |         |                       | ② 所 定 内 給 |                       |                       |         |                       |
|------------------|---------------------------------|-----------------------|---------|-----------------------|-----------|-----------------------|-----------------------|---------|-----------------------|
|                  | 全 国                             |                       | 兵 庫 県   |                       | 全 国       |                       | 一 般 労 働 者             | 兵 庫 県   |                       |
|                  | (調査産業計)                         |                       | (調査産業計) |                       | (調査産業計)   |                       | (調査産業計)               | (調査産業計) |                       |
|                  | (千円)                            | 前年度比・<br>前年同月比<br>(%) | (千円)    | 前年度比・<br>前年同月比<br>(%) | (千円)      | 前年度比・<br>前年同月比<br>(%) | 前年度比・<br>前年同月比<br>(%) | (千円)    | 前年度比・<br>前年同月比<br>(%) |
| 20 年 度           | 297.4                           | △ 1.6                 | 282.8   | △ 2.1                 | 273.3     | △ 0.9                 | △ 0.6                 | 257.6   | △ 1.9                 |
| 21 年 度           | 288.8                           | △ 1.6                 | 269.4   | △ 3.8                 | 266.8     | △ 1.1                 | △ 0.5                 | 245.7   | △ 3.6                 |
| 21年4月            | 290.6                           | △ 3.4                 | 272.2   | △ 5.5                 | 269.4     | △ 1.8                 | △ 1.2                 | 249.1   | △ 4.5                 |
| 5 月              | 285.9                           | △ 3.2                 | 268.0   | △ 4.9                 | 265.4     | △ 1.7                 | △ 1.3                 | 245.5   | △ 4.3                 |
| 6 月              | 288.0                           | △ 2.7                 | 269.6   | △ 4.9                 | 267.8     | △ 1.3                 | △ 0.5                 | 249.3   | △ 3.4                 |
| 7 月              | 288.0                           | △ 2.8                 | 270.1   | △ 5.0                 | 267.1     | △ 1.5                 | △ 0.7                 | 246.7   | △ 4.5                 |
| 8 月              | 287.5                           | △ 2.3                 | 269.0   | △ 4.1                 | 266.4     | △ 1.3                 | △ 0.7                 | 245.9   | △ 3.7                 |
| 9 月              | 288.0                           | △ 2.1                 | 270.8   | △ 4.1                 | 266.6     | △ 1.3                 | △ 0.6                 | 247.2   | △ 4.0                 |
| 10月              | 289.5                           | △ 1.9                 | 268.3   | △ 4.9                 | 267.0     | △ 1.3                 | △ 0.5                 | 243.7   | △ 5.3                 |
| 11月              | 289.4                           | △ 1.4                 | 270.6   | △ 3.1                 | 266.3     | △ 1.1                 | △ 0.5                 | 245.5   | △ 3.4                 |
| 12月              | 289.8                           | △ 0.7                 | 269.5   | △ 3.9                 | 266.5     | △ 0.9                 | △ 0.2                 | 243.9   | △ 4.5                 |
| 22年1月            | 288.0                           | 0.0                   | 267.0   | △ 2.9                 | 265.0     | △ 0.4                 | 0.1                   | 243.4   | △ 2.8                 |
| 2 月              | 289.1                           | 0.0                   | 267.8   | △ 1.0                 | 265.8     | △ 0.9                 | 0.0                   | 243.0   | △ 2.1                 |
| 3 月              | 292.0                           | 1.4                   | 269.4   | △ 0.7                 | 268.1     | 0.2                   | 0.3                   | 245.1   | △ 1.0                 |
| 4 月              | 294.9                           | 1.4                   | 271.6   | △ 0.2                 | 270.3     | 0.3                   | 0.5                   | 247.0   | △ 0.9                 |
| 5 月              | 289.2                           | 1.1                   | 269.2   | 0.4                   | 265.8     | 0.1                   | 0.4                   | 245.2   | △ 0.2                 |
| 6 月              | 291.8                           | 1.3                   | 271.5   | 0.6                   | 268.4     | 0.2                   | 0.3                   | 246.9   | △ 1.0                 |

資料出所：厚生労働省 毎月勤労統計調査（事業所規模30人以上）  
 兵庫県企画県民部政策室統計課 毎月勤労統計調査地方調査（事業所規模30人以上）

(注) 1 兵庫県における前年度比の値については、各年4月から翌年3月までの値を基に算出している。  
 2 前年度比・前年同月比の値については、平成17年平均=100とした指数を基礎としている。ただし、③の兵庫県については、指数化されていないため、実数を基に人事委員会で計算した。  
 3 ②の兵庫県一般労働者の前年度比については、統計データを基に人事委員会で加工作成している。

| 与<br>県 | ③ 所 定 外 給 与<br>(調査産業計) |      |                       |      | ④ 総 実 労 働 時 間 数<br>(調査産業計) |       | ⑤ 所 定 外 労 働 時 間 数<br>(調査産業計) |       |      |
|--------|------------------------|------|-----------------------|------|----------------------------|-------|------------------------------|-------|------|
|        | 全 国                    |      | 兵 庫 県                 |      | 全 国                        | 兵 庫 県 | 全 国                          | 兵 庫 県 |      |
| 一般労働者  | 前年度比・<br>前年同月比<br>(%)  | (千円) | 前年度比・<br>前年同月比<br>(%) | (千円) | 前年度比・<br>前年同月比<br>(%)      | (時間)  | (時間)                         | (時間)  | (時間) |
|        | △ 1.3                  | 24.2 | △ 8.4                 | 25.2 | △ 3.6                      | 151.1 | 147.2                        | 12.1  | 12.4 |
|        | △ 3.3                  | 22.0 | △ 7.6                 | 23.7 | △ 5.7                      | 148.1 | 143.2                        | 11.2  | 11.9 |
|        | △ 3.7                  | 21.2 | △ 21.0                | 23.2 | △ 15.0                     | 152.4 | 147.9                        | 10.7  | 11.5 |
|        | △ 3.9                  | 20.5 | △ 18.7                | 22.4 | △ 12.1                     | 140.4 | 135.0                        | 10.2  | 10.8 |
|        | △ 2.7                  | 20.2 | △ 19.2                | 20.3 | △ 20.5                     | 152.6 | 146.4                        | 10.3  | 11.1 |
|        | △ 4.0                  | 20.9 | △ 16.7                | 23.3 | △ 9.9                      | 154.7 | 149.3                        | 10.8  | 11.6 |
|        | △ 3.4                  | 21.1 | △ 13.6                | 23.1 | △ 9.3                      | 144.5 | 138.5                        | 10.6  | 11.2 |
|        | △ 3.6                  | 21.3 | △ 12.0                | 23.6 | △ 8.4                      | 147.1 | 143.0                        | 11.1  | 11.9 |
|        | △ 5.1                  | 22.5 | △ 9.4                 | 24.6 | △ 2.7                      | 149.7 | 143.3                        | 11.7  | 12.3 |
|        | △ 2.9                  | 23.1 | △ 5.3                 | 25.1 | △ 0.7                      | 149.7 | 145.0                        | 11.8  | 12.7 |
|        | △ 3.7                  | 23.4 | 1.7                   | 25.6 | 0.3                        | 148.0 | 144.1                        | 12.1  | 13.2 |
|        | △ 2.1                  | 23.0 | 5.1                   | 23.5 | △ 3.3                      | 140.9 | 136.3                        | 11.5  | 11.5 |
|        | △ 2.5                  | 23.3 | 11.9                  | 24.9 | 10.7                       | 145.8 | 143.1                        | 11.7  | 12.7 |
|        | △ 1.7                  | 24.0 | 17.0                  | 24.4 | 3.0                        | 151.8 | 146.4                        | 12.3  | 12.6 |
|        | △ 1.6                  | 24.6 | 16.0                  | 24.7 | 6.5                        | 156.4 | 152.5                        | 12.6  | 13.1 |
|        | △ 0.5                  | 23.4 | 14.1                  | 24.0 | 6.8                        | 143.1 | 140.0                        | 11.7  | 12.8 |
|        | △ 2.0                  | 23.4 | 15.9                  | 24.6 | 21.0                       | 154.8 | 151.6                        | 11.7  | 12.8 |

第24表 鉱工業生産指数等の推移

| 年<br>目<br>月 | ① 鉱工業生産指数             | ② 常用雇用指数              | ③ 有効求人倍率<br>(季節調整値) |      | ④ 完全失業率       | ⑤ 消費世 |                       |
|-------------|-----------------------|-----------------------|---------------------|------|---------------|-------|-----------------------|
|             | 兵庫県                   | 全国<br>(調査産業計)         | 全国                  | 兵庫県  | 全国<br>(季節調整値) | 全国    |                       |
|             | 前年度比・<br>前年同月比<br>(%) | 前年度比・<br>前年同月比<br>(%) | (倍)                 | (倍)  | (%)           | (千円)  | 前年度比・<br>前年同月比<br>(%) |
| 20年度        | △ 9.6                 | 1.4                   | 0.77                | 0.70 | 4.1           | 294.4 | △ 1.6                 |
| 21年度        | △ 10.6                | △ 0.8                 | 0.45                | 0.44 | 5.2           | 292.1 | △ 0.8                 |
| 21年4月       | △ 24.5                | 0.0                   | 0.48                | 0.49 | 5.0           | 306.3 | △ 1.4                 |
| 5月          | △ 26.6                | △ 0.7                 | 0.46                | 0.46 | 5.1           | 285.5 | △ 0.9                 |
| 6月          | △ 20.6                | △ 0.7                 | 0.45                | 0.45 | 5.3           | 277.2 | △ 1.7                 |
| 7月          | △ 22.0                | △ 0.9                 | 0.43                | 0.43 | 5.6           | 285.1 | △ 4.5                 |
| 8月          | △ 18.6                | △ 0.8                 | 0.42                | 0.43 | 5.4           | 291.0 | △ 0.1                 |
| 9月          | △ 17.8                | △ 0.9                 | 0.43                | 0.44 | 5.3           | 277.1 | △ 1.5                 |
| 10月         | △ 17.3                | △ 1.0                 | 0.43                | 0.43 | 5.2           | 287.8 | △ 1.3                 |
| 11月         | △ 5.0                 | △ 1.1                 | 0.43                | 0.42 | 5.3           | 284.7 | 0.0                   |
| 12月         | 0.3                   | △ 1.1                 | 0.43                | 0.41 | 5.2           | 337.9 | 0.3                   |
| 22年1月       | 10.7                  | △ 1.0                 | 0.46                | 0.43 | 4.9           | 291.9 | 0.2                   |
| 2月          | 16.8                  | △ 0.7                 | 0.47                | 0.45 | 4.9           | 261.2 | △ 1.8                 |
| 3月          | 12.2                  | △ 0.7                 | 0.49                | 0.46 | 5.0           | 320.0 | 3.0                   |
| 4月          | 18.0                  | △ 0.8                 | 0.48                | 0.46 | 5.1           | 300.0 | △ 2.1                 |
| 5月          | 19.5                  | △ 0.4                 | 0.50                | 0.48 | 5.2           | 280.7 | △ 1.7                 |
| 6月          | 18.9                  | △ 0.5                 | 0.52                | 0.50 | 5.3           | 276.5 | △ 0.3                 |

資料出所：①兵庫県企画県民部政策室統計課 ②厚生労働省 毎月勤労統計調査（事業所規模30人以上）  
 ③厚生労働省 ④総務省統計局 労働力調査 ⑤総務省統計局 家計調査  
 ⑥総務省統計局 小売物価統計調査 ⑦日本銀行

(注) 1 ①、②、⑥、⑦については、平成17年平均=100とした指数を基礎としている。  
 2 ①の兵庫県における前年度比の値については、各年4月から翌年3月までの値を基に算出している。

| 支 出<br>帯) |                       | ⑥ 消 費 者 物 価 指 数<br>(総 合) |                         |                       | ⑦ 国 内 企 業<br>物 価 指 数  |
|-----------|-----------------------|--------------------------|-------------------------|-----------------------|-----------------------|
| 人口5万以上の都市 |                       | 全 国                      | 人 口 5 万<br>以 上 の<br>都 市 | 神 戸 市                 | 全 国                   |
| (千 円)     | 前年度比・<br>前年同月比<br>(%) | 前年度比・<br>前年同月比<br>(%)    | 前年度比・<br>前年同月比<br>(%)   | 前年度比・<br>前年同月比<br>(%) | 前年度比・<br>前年同月比<br>(%) |
| 296.7     | △ 1.7                 | 1.1                      | 1.0                     | 0.8                   | 3.1                   |
| 295.2     | △ 0.5                 | △ 1.7                    | △ 1.6                   | △ 1.5                 | △ 5.3                 |
| 308.8     | △ 1.9                 | △ 0.1                    | △ 0.1                   | 0.2                   | △ 4.1                 |
| 289.8     | △ 0.4                 | △ 1.1                    | △ 1.0                   | △ 0.6                 | △ 5.6                 |
| 279.6     | △ 1.7                 | △ 1.8                    | △ 1.7                   | △ 1.3                 | △ 6.8                 |
| 288.1     | △ 4.2                 | △ 2.2                    | △ 2.2                   | △ 1.7                 | △ 8.5                 |
| 295.9     | 1.8                   | △ 2.2                    | △ 2.1                   | △ 1.8                 | △ 8.5                 |
| 278.1     | △ 2.0                 | △ 2.2                    | △ 2.1                   | △ 1.8                 | △ 8.0                 |
| 292.8     | △ 0.4                 | △ 2.5                    | △ 2.3                   | △ 2.2                 | △ 6.8                 |
| 287.7     | 0.7                   | △ 1.9                    | △ 1.9                   | △ 2.2                 | △ 5.0                 |
| 340.3     | 1.1                   | △ 1.7                    | △ 1.7                   | △ 2.0                 | △ 3.9                 |
| 296.5     | △ 0.1                 | △ 1.3                    | △ 1.5                   | △ 1.7                 | △ 2.2                 |
| 265.0     | △ 1.1                 | △ 1.1                    | △ 1.3                   | △ 1.2                 | △ 1.6                 |
| 320.0     | 2.2                   | △ 1.1                    | △ 1.3                   | △ 1.3                 | △ 1.3                 |
| 306.4     | △ 0.8                 | △ 1.2                    | △ 1.3                   | △ 1.2                 | △ 0.2                 |
| 283.5     | △ 2.2                 | △ 0.9                    | △ 1.1                   | △ 0.8                 | 0.4                   |
| 279.0     | △ 0.2                 | △ 0.7                    | △ 0.8                   | △ 0.5                 | 0.4                   |