

## 退職手当支給率早見表

勤続 年数	第3条			第4条		第5条		
	自己都合	11年未満定 年等	公務外傷病	25年未満勤 務公所移転 等	11～25年未 満定年等	公務死・傷 病・整理	25年以上公 所移転等	定年・勸奨・ 死亡等
1	0.5022	0.837	0.837	1.04625		1.2555		
2	1.0044	1.674	1.674	2.0925		2.511		
3	1.5066	2.511	2.511	3.13875		3.7665		
4	2.0088	3.348	3.348	4.185		5.022		
5	2.511	4.185	4.185	5.23125		6.2775		
6	3.0132	5.022	5.022	6.2775		7.533		
7	3.5154	5.859	5.859	7.32375		8.7885		
8	4.0176	6.696	6.696	8.37		10.044		
9	4.5198	7.533	7.533	9.41625		11.2995		
10	5.022	8.37	8.37	10.4625		12.555		
11	7.43256		9.2907	11.613375	11.613375	13.93605		
12	8.16912		10.2114	12.76425	12.76425	15.3171		
13	8.90568		11.1321	13.915125	13.915125	16.69815		
14	9.64224		12.0528	15.066	15.066	18.0792		
15	10.3788		12.9735	16.216875	16.216875	19.46025		
16	12.88143		14.3127	17.890875	17.890875	20.8413		
17	14.08671		15.6519	19.564875	19.564875	22.22235		
18	15.29199		16.9911	21.238875	21.238875	23.6034		
19	16.49727		18.3303	22.912875	22.912875	24.98445		
20	19.6695		19.6695	24.586875	24.586875	26.3655		
21	21.3435		21.3435	26.260875	26.260875	27.74655		
22	23.0175		23.0175	27.934875	27.934875	29.1276		
23	24.6915		24.6915	29.608875	29.608875	30.50865		
24	26.3655		26.3655	31.282875	31.282875	31.8897		
25	28.0395		28.0395			33.27075	33.27075	33.27075
26	29.3787		29.3787			34.77735	34.77735	34.77735
27	30.7179		30.7179			36.28395	36.28395	36.28395
28	32.0571		32.0571			37.79055	37.79055	37.79055
29	33.3963		33.3963			39.29715	39.29715	39.29715
30	34.7355		34.7355			40.80375	40.80375	40.80375
31	35.7399		35.7399			42.31035	42.31035	42.31035
32	36.7443		36.7443			43.81695	43.81695	43.81695
33	37.7487		37.7487			45.32355	45.32355	45.32355
34	38.7531		38.7531			46.83015	46.83015	46.83015
35	39.7575		39.7575			47.709	47.709	47.709
36	40.7619		40.7619			47.709	47.709	47.709
37	41.7663		41.7663			47.709	47.709	47.709
38	42.7707		42.7707			47.709	47.709	47.709
39	43.7751		43.7751			47.709	47.709	47.709
40	44.7795		44.7795			47.709	47.709	47.709
41	45.7839		45.7839			47.709	47.709	47.709
42	46.7883		46.7883			47.709	47.709	47.709
43	47.709		47.709			47.709	47.709	47.709
44	47.709		47.709			47.709	47.709	47.709
45	47.709		47.709			47.709	47.709	47.709