

| 市町村名  | ラスバイレ指数 |           |       | 給料表の構造     |                  |                  |        |        |          | 高齢層職員の給与 |      | 初任給基準   |         |             |        | 平均給与月額等 |               |               |                   | 地域手当    |                  |                   | 自宅に係る住居手当            |                         |                         |
|-------|---------|-----------|-------|------------|------------------|------------------|--------|--------|----------|----------|------|---------|---------|-------------|--------|---------|---------------|---------------|-------------------|---------|------------------|-------------------|----------------------|-------------------------|-------------------------|
|       | 一般行政職   |           |       | 一般行政職      |                  |                  |        |        |          | 昇給抑制     |      | 初任給額(円) |         | 国初任給との差額(円) |        | 平均年齢    | 平均給料月額<br>(A) | 平均手当月額<br>(B) | 平均給与月額<br>(A)+(B) | 国基準を越える | 国<br>支給割合<br>(%) | 団体<br>支給割合<br>(%) | 有<br>(経過措置団<br>体を除く) | 支給額                     |                         |
|       | R7ラス    | 対前年<br>増減 | R6ラス  | 水準<br>アレンジ | 構造アレンジ           |                  |        |        | 独自<br>構造 | 対象<br>職員 | 措置内容 | 大 卒     | 高 卒     | 大 卒         | 高 卒    |         |               |               |                   |         |                  |                   |                      |                         |                         |
|       |         |           |       |            | 離<br>脱<br>足<br>し | 下<br>取<br>履<br>き | 縮<br>減 | 合<br>成 |          |          |      |         |         |             |        |         |               |               |                   |         |                  |                   |                      | 国よりも優やかな措置<br>(制度なしも含む) | 国よりも優やかな措置<br>(制度なしも含む) |
| 川越市   | 101.1   | 0.0       | 101.1 |            |                  |                  |        |        |          | ●        | ●    | 225,600 | 194,500 | 5,600       | 6,500  | 42.1    | 333,600       | 92,337        | 425,937           |         | 7%               | 7%                |                      |                         |                         |
| 熊谷市   | 101.6   | 0.4       | 101.2 |            |                  |                  |        |        | ●        |          | ●    | 225,600 | 194,500 | 5,600       | 6,500  | 42.2    | 340,000       | 56,725        | 396,725           |         | 3%               | 3%                |                      |                         |                         |
| 川口市   | 100.5   | ▲ 0.7     | 101.2 |            |                  |                  |        |        | ●        |          |      | 226,500 | 195,900 | 6,500       | 7,900  | 40.8    | 328,600       | 100,072       | 428,672           | ●       | 5%               | 9%                |                      |                         |                         |
| 行田市   | 100.2   | 0.7       | 99.5  |            |                  |                  |        |        |          | ●        |      | 225,600 | 194,500 | 5,600       | 6,500  | 42.0    | 330,800       | 69,843        | 400,643           | ●       | 5%               | 6%                |                      |                         |                         |
| 秩父市   | 100.1   | 0.2       | 99.9  |            |                  |                  |        |        |          | ●        |      | 220,000 | 188,000 | 0           | 0      | 41.3    | 331,000       | 77,330        | 408,330           |         | 2%               | 2%                |                      |                         |                         |
| 所沢市   | 101.9   | 0.4       | 101.5 |            | ●                | ●                | ●      |        |          |          |      | 225,600 | 201,000 | 5,600       | 13,000 | 41.5    | 328,200       | 82,090        | 410,290           | ●       | 5%               | 6%                |                      |                         |                         |
| 飯能市   | 98.1    | 0.3       | 97.8  |            |                  |                  |        |        | ●        |          | ●    | 225,600 | 201,000 | 5,600       | 13,000 | 42.0    | 324,300       | 84,147        | 408,447           | ●       | 5%               | 6%                |                      |                         |                         |
| 加須市   | 98.0    | 0.4       | 97.6  |            |                  |                  |        |        | ●        |          | ●    | 225,600 | 194,500 | 5,600       | 6,500  | 44.3    | 339,900       | 74,202        | 414,102           | ●       | 5%               | 6%                |                      |                         |                         |
| 本庄市   | 98.7    | 0.0       | 98.7  |            |                  |                  |        |        |          |          |      | 225,600 | 194,500 | 5,600       | 6,500  | 41.6    | 323,700       | 46,806        | 370,506           |         | 2%               | 2%                |                      |                         |                         |
| 東松山市  | 97.8    | ▲ 0.6     | 98.4  |            | ●                |                  |        |        |          | ●        |      | 225,600 | 194,500 | 5,600       | 6,500  | 41.3    | 323,200       | 102,335       | 425,535           |         | 11%              | 11%               |                      |                         |                         |
| 春日部市  | 98.7    | 0.1       | 98.6  |            |                  |                  |        |        |          | ●        |      | 225,600 | 201,000 | 5,600       | 13,000 | 41.5    | 324,400       | 78,293        | 402,693           | ●       | 5%               | 6%                |                      |                         |                         |
| 狭山市   | 101.7   | 0.2       | 101.5 |            | ●                |                  |        | ●      |          |          | ●    | 225,600 | 201,000 | 5,600       | 13,000 | 40.3    | 318,800       | 104,926       | 423,726           | ●       | 11%              | 12%               |                      |                         |                         |
| 羽生市   | 97.8    | 0.7       | 97.1  |            |                  |                  |        |        |          | ●        |      | 225,600 | 194,500 | 5,600       | 6,500  | 39.7    | 316,100       | 71,422        | 387,522           | ●       | 5%               | 6%                |                      |                         |                         |
| 鴻巣市   | 100.1   | 0.1       | 100.0 |            |                  |                  |        |        | ●        |          | ●    | 225,600 | 201,000 | 5,600       | 13,000 | 41.6    | 332,600       | 78,690        | 411,290           | ●       | 5%               | 6%                |                      |                         |                         |
| 深谷市   | 98.0    | 0.5       | 97.5  |            |                  |                  |        |        | ●        |          | ●    | 225,600 | 194,500 | 5,600       | 6,500  | 44.1    | 343,400       | 75,781        | 419,181           | ●       | 5%               | 6%                |                      |                         |                         |
| 上尾市   | 101.4   | 0.1       | 101.3 |            |                  |                  |        |        | ●        |          | ●    | 225,600 | 201,000 | 5,600       | 13,000 | 41.6    | 328,800       | 102,360       | 431,160           |         | 7%               | 7%                |                      |                         |                         |
| 草加市   | 100.6   | 0.2       | 100.4 |            |                  |                  |        |        | ●        | ●        | ●    | 225,900 | 201,400 | 5,900       | 13,400 | 38.9    | 317,700       | 92,676        | 410,376           | ●       | 5%               | 6%                |                      |                         |                         |
| 越谷市   | 102.4   | ▲ 0.3     | 102.7 |            |                  |                  |        | ●      |          |          | ●    | 225,600 | 201,000 | 5,600       | 13,000 | 40.0    | 330,200       | 86,113        | 416,313           | ●       | 5%               | 6%                |                      |                         |                         |
| 蕨市    | 100.1   | ▲ 1.0     | 101.1 |            |                  |                  |        |        | ●        |          | ●    | 220,000 | 188,700 | 0           | 700    | 42.6    | 340,300       | 110,090       | 450,390           |         | 14%              | 13%               |                      |                         |                         |
| 戸田市   | 99.2    | 0.2       | 99.0  |            |                  |                  |        |        | ●        |          | ●    | 225,600 | 201,000 | 5,600       | 13,000 | 41.0    | 324,000       | 109,524       | 433,524           | ●       | 5%               | 10%               |                      |                         |                         |
| 入間市   | 101.4   | ▲ 0.2     | 101.6 |            |                  |                  |        |        | ●        |          | ●    | 225,600 | 201,000 | 5,600       | 13,000 | 42.0    | 331,100       | 76,252        | 407,352           |         | 5%               | 5%                |                      |                         |                         |
| 朝霞市   | 100.9   | 0.0       | 100.9 |            |                  |                  |        | ●      |          |          |      | 225,600 | 194,500 | 5,600       | 6,500  | 41.9    | 330,600       | 103,544       | 434,144           | ●       | 11%              | 12%               |                      |                         |                         |
| 志木市   | 101.4   | ▲ 0.1     | 101.5 |            |                  |                  |        |        |          |          | ●    | 225,600 | 194,500 | 5,600       | 6,500  | 40.8    | 314,600       | 114,526       | 429,126           | ●       | 14%              | 15%               |                      |                         |                         |
| 和光市   | 100.4   | ▲ 0.9     | 101.3 |            |                  |                  |        |        |          |          |      | 225,600 | 194,500 | 5,600       | 6,500  | 41.3    | 326,900       | 99,274        | 426,174           | ●       | 15%              | 16%               |                      |                         |                         |
| 新座市   | 100.3   | 0.9       | 99.4  |            | ●                | ●                |        |        |          |          | ●    | 225,600 | 194,500 | 5,600       | 6,500  | 40.2    | 321,600       | 82,374        | 403,974           | ●       | 9%               | 10%               |                      |                         |                         |
| 桶川市   | 98.4    | 0.3       | 98.1  |            |                  |                  |        |        | ●        |          | ●    | 225,600 | 201,000 | 5,600       | 13,000 | 42.3    | 327,800       | 102,283       | 430,083           |         | 9%               | 9%                |                      |                         |                         |
| 久喜市   | 97.2    | 0.5       | 96.7  |            |                  |                  |        |        | ●        |          | ●    | 225,600 | 201,000 | 5,600       | 13,000 | 43.2    | 325,500       | 75,115        | 400,615           |         | 5%               | 5%                |                      |                         |                         |
| 北本市   | 98.4    | ▲ 1.5     | 99.9  |            |                  |                  |        |        | ●        |          | ●    | 225,600 | 201,000 | 5,600       | 13,000 | 41.8    | 314,700       | 79,050        | 393,750           | ●       | 5%               | 6%                |                      |                         |                         |
| 八潮市   | 99.9    | ▲ 1.1     | 101.0 |            |                  |                  |        |        | ●        |          | ●    | 225,600 | 201,000 | 5,600       | 13,000 | 39.3    | 313,100       | 78,280        | 391,380           | ●       | 5%               | 6%                |                      |                         |                         |
| 富士見市  | 99.0    | 0.0       | 99.0  |            | ●                |                  |        |        |          |          | ●    | 227,800 | 199,400 | 7,800       | 11,400 | 40.6    | 319,500       | 95,511        | 415,011           |         | 9%               | 9%                |                      |                         |                         |
| 三郷市   | 99.8    | 0.4       | 99.4  | ●          | ●                | ●                |        |        |          |          | ●    | 225,600 | 201,000 | 5,600       | 13,000 | 40.9    | 321,200       | 67,178        | 388,378           | ●       | 5%               | 6%                |                      |                         |                         |
| 蓮田市   | 100.4   | 0.7       | 99.7  |            |                  |                  |        |        |          |          |      | 225,600 | 201,000 | 5,600       | 13,000 | 39.0    | 317,100       | 63,082        | 380,182           |         | 5%               | 5%                |                      |                         |                         |
| 坂戸市   | 99.7    | 0.2       | 99.5  |            |                  |                  |        |        |          |          | ●    | 225,600 | 201,000 | 5,600       | 13,000 | 40.4    | 318,100       | 79,753        | 397,853           |         | 9%               | 9%                |                      |                         |                         |
| 幸手市   | 98.8    | 0.0       | 98.8  |            |                  |                  |        | ●      |          |          |      | 225,600 | 194,500 | 5,600       | 6,500  | 40.4    | 319,500       | 65,018        | 384,518           |         | 5%               | 5%                |                      |                         |                         |
| 鶴ヶ島市  | 99.1    | 0.7       | 98.4  |            | ●                |                  | ●      |        |          |          | ●    | 225,600 | 201,000 | 5,600       | 13,000 | 40.8    | 321,800       | 94,797        | 416,597           | ●       | 9%               | 10%               |                      |                         |                         |
| 日高市   | 99.7    | 0.7       | 99.0  |            | ●                | ●                | ●      |        |          |          |      | 225,600 | 201,000 | 5,600       | 13,000 | 43.6    | 336,100       | 60,761        | 396,861           |         | 3%               | 3%                |                      |                         |                         |
| 吉川市   | 98.4    | ▲ 0.3     | 98.7  |            |                  |                  |        | ●      |          | ●        |      | 225,600 | 201,000 | 5,600       | 13,000 | 39.5    | 311,800       | 97,399        | 409,199           | ●       | 5%               | 6%                |                      |                         |                         |
| ふじみ野市 | 97.9    | ▲ 0.1     | 98.0  |            | ●                |                  |        |        |          |          | ●    | 225,600 | 201,000 | 5,600       | 13,000 | 43.0    | 324,100       | 91,754        | 415,854           | ●       | 11%              | 12%               |                      |                         |                         |
| 白岡市   | 97.1    | ▲ 1.2     | 98.3  |            | ●                |                  |        |        |          |          | ●    | 225,600 | 194,500 | 5,600       | 6,500  | 41.8    | 319,800       | 69,087        | 388,887           | ●       | 5%               | 6%                |                      |                         |                         |

※赤字の部分は適正化が必要な項目を表す。

地方公務員給与実態調査結果の概要(令和7年4月1日現在)

| 市町村名  | ラスバイレス指数 |           |      | 給料表の構造     |          |          |    |    |          | 高齢層職員の給与 |         | 初任給基準   |             |        |      | 平均給与月額等       |                |                   |             | 地域手当             |                   |                      | 自宅に係る住居手当 |                         |                         |     |     |                 |                 |
|-------|----------|-----------|------|------------|----------|----------|----|----|----------|----------|---------|---------|-------------|--------|------|---------------|----------------|-------------------|-------------|------------------|-------------------|----------------------|-----------|-------------------------|-------------------------|-----|-----|-----------------|-----------------|
|       | 一般行政職    |           |      | 水準<br>アレンジ | 一般行政職    |          |    |    | 昇給抑制     |          | 初任給額(円) |         | 国初任給との差額(円) |        | 平均年齢 | 平均給料月額<br>(A) | 平均諸手当月額<br>(B) | 平均給与月額<br>(A)+(B) | 国基準を超<br>える | 国<br>支給割合<br>(%) | 団体<br>支給割合<br>(%) | 有<br>(経過措置団<br>体を除く) | 支給額       |                         |                         |     |     |                 |                 |
|       | R6ラス     | 対前年<br>増減 | R5ラス |            | 構造アレンジ   |          |    |    | 対象<br>職員 | 措置内容     | 大 卒     | 高 卒     | 大 卒         | 高 卒    |      |               |                |                   |             |                  |                   |                      |           |                         |                         |     |     |                 |                 |
|       |          |           |      |            | 繰ぎ<br>足し | 下駄<br>履き | 縮減 | 合成 |          |          |         |         |             |        |      |               |                |                   |             |                  |                   |                      | 独自<br>構造  | 国よりも緩やかな措置<br>(制度なしも含む) | 国よりも緩やかな措置<br>(制度なしも含む) | 大 卒 | 高 卒 | 国初任給<br>220,000 | 国初任給<br>188,000 |
|       |          |           |      |            |          |          |    |    |          |          |         |         |             |        |      |               |                |                   |             |                  |                   |                      |           |                         |                         |     |     |                 |                 |
| 伊奈町   | 99.9     | 0.1       | 99.8 |            |          |          |    |    |          | ●        | 225,600 | 201,000 | 5,600       | 13,000 | 40.6 | 310,900       | 76,595         | 387,495           |             | 5%               | 5%                |                      |           |                         |                         |     |     |                 |                 |
| 三芳町   | 99.8     | 0.4       | 99.4 |            |          | ●        | ●  |    |          | ●        | 228,900 | 201,000 | 8,900       | 13,000 | 42.3 | 326,400       | 64,768         | 391,168           | ●           | 5%               | 7%                |                      |           |                         |                         |     |     |                 |                 |
| 毛呂山町  | 97.5     | 1.2       | 96.3 |            |          |          |    |    |          | ●        | 225,600 | 194,500 | 5,600       | 6,500  | 41.9 | 323,800       | 50,786         | 374,586           | ●           | 3%               | 4%                |                      |           |                         |                         |     |     |                 |                 |
| 越生町   | 96.8     | ▲ 0.2     | 97.0 |            |          |          |    |    |          | ●        | 225,600 | 194,500 | 5,600       | 6,500  | 39.4 | 302,900       | 47,819         | 350,719           |             | 2%               | 2%                | ●                    | 4,500     | 4,500                   |                         |     |     |                 |                 |
| 滑川町   | 99.2     | 0.5       | 98.7 |            |          |          | ●  | ●  |          | ●        | 220,000 | 188,000 | 0           | 0      | 38.8 | 311,800       | 50,299         | 362,099           | ●           | 5%               | 6%                |                      |           |                         |                         |     |     |                 |                 |
| 嵐山町   | 98.3     | ▲ 0.7     | 99.0 |            | ●        | ●        |    |    |          | ●        | 225,600 | 194,500 | 5,600       | 6,500  | 43.2 | 330,900       | 48,331         | 379,231           |             | 2%               | 2%                |                      |           |                         |                         |     |     |                 |                 |
| 小川町   | 100.6    | 1.0       | 99.6 |            |          |          |    |    |          | ●        | 220,000 | 188,000 | 0           | 0      | 41.3 | 327,800       | 57,408         | 385,208           | ●           | 2%               | 4%                |                      |           |                         |                         |     |     |                 |                 |
| 川島町   | 98.6     | 1.0       | 97.6 |            |          |          |    |    |          | ●        | 225,600 | 201,000 | 5,600       | 13,000 | 40.6 | 322,900       | 77,798         | 400,698           | ●           | 2%               | 4%                |                      |           |                         |                         |     |     |                 |                 |
| 吉見町   | 97.0     | 0.5       | 96.5 |            | ●        |          |    |    |          | ●        | 225,600 | 201,000 | 5,600       | 13,000 | 43.4 | 330,400       | 63,934         | 394,334           | ●           | 2%               | 4%                |                      |           |                         |                         |     |     |                 |                 |
| 鳩山町   | 98.2     | 1.8       | 96.4 |            |          |          |    |    | ●        | ●        | 225,600 | 201,000 | 5,600       | 13,000 | 41.3 | 318,300       | 70,773         | 389,073           |             | 5%               | 5%                |                      |           |                         |                         |     |     |                 |                 |
| ときがわ町 | 96.9     | 1.5       | 95.4 |            |          |          |    |    |          | ●        | 225,600 | 194,500 | 5,600       | 6,500  | 42.9 | 324,500       | 61,424         | 385,924           | ●           | 2%               | 4%                |                      |           |                         |                         |     |     |                 |                 |
| 横瀬町   | 97.0     | 0.6       | 96.4 |            |          |          |    |    |          | ●        | 220,000 | 194,500 | 0           | 6,500  | 39.5 | 306,900       | 48,364         | 355,264           |             | 2%               | 2%                |                      |           |                         |                         |     |     |                 |                 |
| 皆野町   | 93.9     | 1.7       | 92.2 |            |          |          |    |    |          | ●        | 220,000 | 188,000 | 0           | 0      | 38.4 | 289,000       | 51,800         | 340,800           |             | 2%               | 2%                |                      |           |                         |                         |     |     |                 |                 |
| 長瀬町   | 93.2     | ▲ 0.5     | 93.7 |            |          |          |    |    |          |          | 220,000 | 188,000 | 0           | 0      | 38.8 | 296,000       | 43,710         | 339,710           |             | 2%               | 2%                |                      |           |                         |                         |     |     |                 |                 |
| 小鹿野町  | 95.9     | 0.1       | 95.8 |            |          |          |    |    |          | ●        | 220,000 | 188,000 | 0           | 0      | 38.4 | 292,700       | 53,889         | 346,589           |             | 2%               | 2%                |                      |           |                         |                         |     |     |                 |                 |
| 東秩父村  | 97.2     | 0.9       | 96.3 |            |          |          |    |    |          | ●        | 220,000 | 188,000 | 0           | 0      | 38.9 | 305,200       | 54,536         | 359,736           | ●           | 2%               | 4%                |                      |           |                         |                         |     |     |                 |                 |
| 美里町   | 96.6     | ▲ 0.2     | 96.8 |            |          |          |    |    |          |          | 225,600 | 201,000 | 5,600       | 13,000 | 40.3 | 319,400       | 50,561         | 369,961           |             | 2%               | 2%                |                      |           |                         |                         |     |     |                 |                 |
| 神川町   | 99.2     | ▲ 0.2     | 99.4 |            |          |          |    |    |          |          | 225,600 | 201,000 | 5,600       | 13,000 | 39.8 | 314,800       | 42,770         | 357,570           |             | 2%               | 2%                |                      |           |                         |                         |     |     |                 |                 |
| 上里町   | 98.3     | 0.8       | 97.5 |            | ●        |          |    |    |          |          | 225,600 | 201,000 | 5,600       | 13,000 | 39.9 | 315,100       | 48,794         | 363,894           |             | 2%               | 2%                |                      |           |                         |                         |     |     |                 |                 |
| 寄居町   | 98.1     | 0.6       | 97.5 |            |          |          |    |    |          | ●        | 225,600 | 201,000 | 5,600       | 13,000 | 39.9 | 308,500       | 57,051         | 365,551           |             | 2%               | 2%                |                      |           |                         |                         |     |     |                 |                 |
| 宮代町   | 95.7     | 0.7       | 95.0 |            |          |          |    |    | ●        |          | 225,600 | 188,000 | 5,600       | 0      | 43.0 | 318,000       | 67,660         | 385,660           |             | 5%               | 5%                |                      |           |                         |                         |     |     |                 |                 |
| 杉戸町   | 95.6     | 0.5       | 95.1 |            |          |          |    |    |          | ●        | 223,000 | 191,300 | 3,000       | 3,300  | 42.6 | 322,100       | 65,081         | 387,181           |             | 5%               | 5%                |                      |           |                         |                         |     |     |                 |                 |
| 松伏町   | 98.2     | 0.2       | 98.0 |            |          |          |    |    |          | ●        | 225,600 | 194,500 | 5,600       | 6,500  | 45.2 | 337,200       | 69,754         | 406,954           | ●           | 5%               | 6%                |                      |           |                         |                         |     |     |                 |                 |

※赤字の部分は適正化が必要な項目を表す。

【町村】