

| ECHELLE SALAIRES 2026 |       |          |           |           |           |           |           |           |           |           |           | Indice 114.2 |           |           |           |           |           |           |           |           |           |           |           |
|-----------------------|-------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| CLASSE 01             |       |          | Paliers   |           |           |           |           |           |           |           |           |              |           |           |           |           |           |           |           |           |           |           |           |
|                       |       | Annuité  | 0         | 1         | 2         | 3         | 4         | 5         | 6         | 7         | 8         | 9            | 10        | 11        | 12        | 13        | 14        | 15        | 16        | 17        | 18        | 19        | 20        |
| Salaire de base       | Mois  | 79.15    | 3'576.25  | 3'655.35  | 3'734.50  | 3'813.65  | 3'892.80  | 3'971.95  | 4'051.05  | 4'130.20  | 4'209.35  | 4'288.50     | 4'367.65  | 4'446.80  | 4'525.90  | 4'605.05  | 4'684.20  | 4'763.35  | 4'842.50  | 4'921.60  | 5'000.75  | 5'079.90  | 5'159.05  |
| Y compris 13ème       | Année | 1'028.95 | 46'491.25 | 47'519.55 | 48'548.50 | 49'577.45 | 50'606.40 | 51'635.35 | 52'663.65 | 53'692.60 | 54'721.55 | 55'750.50    | 56'779.45 | 57'808.40 | 58'836.70 | 59'865.65 | 60'894.60 | 61'923.55 | 62'952.50 | 63'980.80 | 65'009.75 | 66'038.70 | 67'067.65 |
| CLASSE 02             |       |          | Paliers   |           |           |           |           |           |           |           |           |              |           |           |           |           |           |           |           |           |           |           |           |
|                       |       | Annuité  | 0         | 1         | 2         | 3         | 4         | 5         | 6         | 7         | 8         | 9            | 10        | 11        | 12        | 13        | 14        | 15        | 16        | 17        | 18        | 19        | 20        |
| Salaire de base       | Mois  | 83.70    | 3'650.50  | 3'734.25  | 3'817.95  | 3'901.65  | 3'985.35  | 4'069.05  | 4'152.75  | 4'236.50  | 4'320.20  | 4'403.90     | 4'487.60  | 4'571.30  | 4'655.00  | 4'738.75  | 4'822.45  | 4'906.15  | 4'989.85  | 5'073.55  | 5'157.25  | 5'241.00  | 5'324.70  |
| Y compris 13ème       | Année | 1'088.10 | 47'456.50 | 48'545.25 | 49'633.35 | 50'721.45 | 51'809.55 | 52'897.65 | 53'985.75 | 55'074.50 | 56'162.60 | 57'250.70    | 58'338.80 | 59'426.90 | 60'515.00 | 61'603.75 | 62'691.85 | 63'779.95 | 64'868.05 | 65'956.15 | 67'044.25 | 68'133.00 | 69'221.10 |
| CLASSE 03             |       |          | Paliers   |           |           |           |           |           |           |           |           |              |           |           |           |           |           |           |           |           |           |           |           |
|                       |       | Annuité  | 0         | 1         | 2         | 3         | 4         | 5         | 6         | 7         | 8         | 9            | 10        | 11        | 12        | 13        | 14        | 15        | 16        | 17        | 18        | 19        | 20        |
| Salaire de base       | Mois  | 88.50    | 3'733.85  | 3'822.35  | 3'910.85  | 3'999.35  | 4'087.85  | 4'176.35  | 4'264.85  | 4'353.35  | 4'441.85  | 4'530.35     | 4'618.90  | 4'707.40  | 4'795.90  | 4'884.40  | 4'972.90  | 5'061.40  | 5'149.90  | 5'238.40  | 5'326.90  | 5'415.40  | 5'503.95  |
| Y compris 13ème       | Année | 1'150.50 | 48'540.05 | 49'690.55 | 50'841.05 | 51'991.55 | 53'142.05 | 54'292.55 | 55'443.05 | 56'593.55 | 57'744.05 | 58'894.55    | 60'045.70 | 61'196.20 | 62'346.70 | 63'497.20 | 64'647.70 | 65'798.20 | 66'948.70 | 68'099.20 | 69'249.70 | 70'400.20 | 71'551.35 |
| CLASSE 04             |       |          | Paliers   |           |           |           |           |           |           |           |           |              |           |           |           |           |           |           |           |           |           |           |           |
|                       |       | Annuité  | 0         | 1         | 2         | 3         | 4         | 5         | 6         | 7         | 8         | 9            | 10        | 11        | 12        | 13        | 14        | 15        | 16        | 17        | 18        | 19        | 20        |
| Salaire de base       | Mois  | 93.20    | 3'826.75  | 3'919.90  | 4'013.10  | 4'106.30  | 4'199.50  | 4'292.65  | 4'385.85  | 4'479.05  | 4'572.25  | 4'665.40     | 4'758.60  | 4'851.80  | 4'944.95  | 5'038.15  | 5'131.35  | 5'224.55  | 5'317.70  | 5'410.90  | 5'504.10  | 5'597.30  | 5'690.45  |
| Y compris 13ème       | Année | 1'211.60 | 49'747.75 | 50'958.70 | 52'170.30 | 53'381.90 | 54'593.50 | 55'804.45 | 57'016.05 | 58'227.65 | 59'439.25 | 60'650.20    | 61'861.80 | 63'073.40 | 64'284.35 | 65'495.95 | 66'707.55 | 67'919.15 | 69'130.10 | 70'341.70 | 71'553.30 | 72'764.90 | 73'975.85 |
| CLASSE 05             |       |          | Paliers   |           |           |           |           |           |           |           |           |              |           |           |           |           |           |           |           |           |           |           |           |
|                       |       | Annuité  | 0         | 1         | 2         | 3         | 4         | 5         | 6         | 7         | 8         | 9            | 10        | 11        | 12        | 13        | 14        | 15        | 16        | 17        | 18        | 19        | 20        |
| Salaire de base       | Mois  | 98.10    | 3'929.20  | 4'027.30  | 4'125.40  | 4'223.50  | 4'321.60  | 4'419.70  | 4'517.80  | 4'615.90  | 4'714.00  | 4'812.10     | 4'910.20  | 5'008.30  | 5'106.40  | 5'204.50  | 5'302.60  | 5'400.70  | 5'498.80  | 5'596.90  | 5'695.00  | 5'793.10  | 5'891.20  |
| Y compris 13ème       | Année | 1'275.30 | 51'079.60 | 52'354.90 | 53'630.20 | 54'905.50 | 56'180.80 | 57'456.10 | 58'731.40 | 60'006.70 | 61'282.00 | 62'557.30    | 63'832.60 | 65'107.90 | 66'383.20 | 67'658.50 | 68'933.80 | 70'209.10 | 71'484.40 | 72'759.70 | 74'035.00 | 75'310.30 | 76'585.60 |
| CLASSE 06             |       |          | Paliers   |           |           |           |           |           |           |           |           |              |           |           |           |           |           |           |           |           |           |           |           |
|                       |       | Annuité  | 0         | 1         | 2         | 3         | 4         | 5         | 6         | 7         | 8         | 9            | 10        | 11        | 12        | 13        | 14        | 15        | 16        | 17        | 18        | 19        | 20        |
| Salaire de base       | Mois  | 102.55   | 4'042.50  | 4'145.05  | 4'247.60  | 4'350.15  | 4'452.70  | 4'555.25  | 4'657.80  | 4'760.35  | 4'862.90  | 4'965.45     | 5'068.00  | 5'170.60  | 5'273.15  | 5'375.70  | 5'478.25  | 5'580.80  | 5'683.35  | 5'785.90  | 5'888.45  | 5'991.00  | 6'093.55  |
| Y compris 13ème       | Année | 1'333.15 | 52'552.50 | 53'885.65 | 55'218.80 | 56'551.95 | 57'885.10 | 59'218.25 | 60'551.40 | 61'884.55 | 63'217.70 | 64'550.85    | 65'884.00 | 67'217.80 | 68'550.95 | 69'884.10 | 71'217.25 | 72'550.40 | 73'883.55 | 75'216.70 | 76'549.85 | 77'883.00 | 79'216.15 |
| CLASSE 07             |       |          | Paliers   |           |           |           |           |           |           |           |           |              |           |           |           |           |           |           |           |           |           |           |           |
|                       |       | Annuité  | 0         | 1         | 2         | 3         | 4         | 5         | 6         | 7         | 8         | 9            | 10        | 11        | 12        | 13        | 14        | 15        | 16        | 17        | 18        | 19        | 20        |
| Salaire de base       | Mois  | 107.35   | 4'164.40  | 4'271.75  | 4'379.10  | 4'486.45  | 4'593.80  | 4'701.15  | 4'808.50  | 4'915.85  | 5'023.20  | 5'130.55     | 5'237.90  | 5'345.25  | 5'452.60  | 5'559.95  | 5'667.30  | 5'774.65  | 5'882.00  | 5'989.35  | 6'096.70  | 6'204.05  | 6'311.40  |
| Y compris 13ème       | Année | 1'395.55 | 54'137.20 | 55'532.75 | 56'928.30 | 58'323.85 | 59'719.40 | 61'114.95 | 62'510.50 | 63'906.05 | 65'301.60 | 66'697.15    | 68'092.70 | 69'488.25 | 70'883.80 | 72'279.35 | 73'674.90 | 75'070.45 | 76'466.00 | 77'861.55 | 79'257.10 | 80'652.65 | 82'048.20 |

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|-----------------------|-------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--------------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|
| CLASSE 08             |       |          | Paliers   |           |           |           |           |           |           |           |           |              |           |           |           |           |            |            |            |            |            |            |            |
|                       |       | Annuité  | 0         | 1         | 2         | 3         | 4         | 5         | 6         | 7         | 8         | 9            | 10        | 11        | 12        | 13        | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base       | Mois  | 111.90   | 4'297.25  | 4'409.15  | 4'521.05  | 4'633.00  | 4'744.90  | 4'856.80  | 4'968.75  | 5'080.65  | 5'192.55  | 5'304.50     | 5'416.40  | 5'528.30  | 5'640.20  | 5'752.15  | 5'864.05   | 5'975.95   | 6'087.90   | 6'199.80   | 6'311.70   | 6'423.65   | 6'535.55   |
| Y compris 13ème       | Année | 1'454.70 | 55'864.25 | 57'318.95 | 58'773.65 | 60'229.00 | 61'683.70 | 63'138.40 | 64'593.75 | 66'048.45 | 67'503.15 | 68'958.50    | 70'413.20 | 71'867.90 | 73'322.60 | 74'777.95 | 76'232.65  | 77'687.35  | 79'142.70  | 80'597.40  | 82'052.10  | 83'507.45  | 84'962.15  |
| CLASSE 09             |       |          | Paliers   |           |           |           |           |           |           |           |           |              |           |           |           |           |            |            |            |            |            |            |            |
|                       |       | Annuité  | 0         | 1         | 2         | 3         | 4         | 5         | 6         | 7         | 8         | 9            | 10        | 11        | 12        | 13        | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base       | Mois  | 116.35   | 4'438.60  | 4'555.00  | 4'671.35  | 4'787.70  | 4'904.10  | 5'020.45  | 5'136.85  | 5'253.20  | 5'369.55  | 5'485.95     | 5'602.30  | 5'718.70  | 5'835.05  | 5'951.40  | 6'067.80   | 6'184.15   | 6'300.55   | 6'416.90   | 6'533.25   | 6'649.65   | 6'766.00   |
| Y compris 13ème       | Année | 1'512.55 | 57'701.80 | 59'215.00 | 60'727.55 | 62'240.10 | 63'753.30 | 65'265.85 | 66'779.05 | 68'291.60 | 69'804.15 | 71'317.35    | 72'829.90 | 74'343.10 | 75'855.65 | 77'368.20 | 78'881.40  | 80'393.95  | 81'907.15  | 83'419.70  | 84'932.25  | 86'445.45  | 87'958.00  |
| CLASSE 10             |       |          | Paliers   |           |           |           |           |           |           |           |           |              |           |           |           |           |            |            |            |            |            |            |            |
|                       |       | Annuité  | 0         | 1         | 2         | 3         | 4         | 5         | 6         | 7         | 8         | 9            | 10        | 11        | 12        | 13        | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base       | Mois  | 120.70   | 4'592.20  | 4'712.90  | 4'833.65  | 4'954.35  | 5'075.05  | 5'195.75  | 5'316.45  | 5'437.20  | 5'557.90  | 5'678.60     | 5'799.30  | 5'920.00  | 6'040.70  | 6'161.45  | 6'282.15   | 6'402.85   | 6'523.55   | 6'644.25   | 6'765.00   | 6'885.70   | 7'006.40   |
| Y compris 13ème       | Année | 1'569.10 | 59'698.60 | 61'267.70 | 62'837.45 | 64'406.55 | 65'975.65 | 67'544.75 | 69'113.85 | 70'683.60 | 72'252.70 | 73'821.80    | 75'390.90 | 76'960.00 | 78'529.10 | 80'098.85 | 81'667.95  | 83'237.05  | 84'806.15  | 86'375.25  | 87'945.00  | 89'514.10  | 91'083.20  |
| CLASSE 11             |       |          | Paliers   |           |           |           |           |           |           |           |           |              |           |           |           |           |            |            |            |            |            |            |            |
|                       |       | Annuité  | 0         | 1         | 2         | 3         | 4         | 5         | 6         | 7         | 8         | 9            | 10        | 11        | 12        | 13        | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base       | Mois  | 125.30   | 4'756.25  | 4'881.55  | 5'006.80  | 5'132.10  | 5'257.35  | 5'382.65  | 5'507.90  | 5'633.20  | 5'758.50  | 5'883.75     | 6'009.05  | 6'134.30  | 6'259.60  | 6'384.85  | 6'510.15   | 6'635.40   | 6'760.70   | 6'885.95   | 7'011.25   | 7'136.55   | 7'261.80   |
| Y compris 13ème       | Année | 1'628.90 | 61'831.25 | 63'460.15 | 65'088.40 | 66'717.30 | 68'345.55 | 69'974.45 | 71'602.70 | 73'231.60 | 74'860.50 | 76'488.75    | 78'117.65 | 79'745.90 | 81'374.80 | 83'003.05 | 84'631.95  | 86'260.20  | 87'889.10  | 89'517.35  | 91'146.25  | 92'775.15  | 94'403.40  |
| CLASSE 12             |       |          | Paliers   |           |           |           |           |           |           |           |           |              |           |           |           |           |            |            |            |            |            |            |            |
|                       |       | Annuité  | 0         | 1         | 2         | 3         | 4         | 5         | 6         | 7         | 8         | 9            | 10        | 11        | 12        | 13        | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base       | Mois  | 130.05   | 4'930.25  | 5'060.30  | 5'190.40  | 5'320.45  | 5'450.55  | 5'580.60  | 5'710.70  | 5'840.75  | 5'970.85  | 6'100.90     | 6'231.00  | 6'361.05  | 6'491.15  | 6'621.20  | 6'751.30   | 6'881.35   | 7'011.40   | 7'141.50   | 7'271.55   | 7'401.65   | 7'531.70   |
| Y compris 13ème       | Année | 1'690.65 | 64'093.25 | 65'783.90 | 67'475.20 | 69'165.85 | 70'857.15 | 72'547.80 | 74'239.10 | 75'929.75 | 77'621.05 | 79'311.70    | 81'003.00 | 82'693.65 | 84'384.95 | 86'075.60 | 87'766.90  | 89'457.55  | 91'148.20  | 92'839.50  | 94'530.15  | 96'221.45  | 97'912.10  |
| CLASSE 13             |       |          | Paliers   |           |           |           |           |           |           |           |           |              |           |           |           |           |            |            |            |            |            |            |            |
|                       |       | Annuité  | 0         | 1         | 2         | 3         | 4         | 5         | 6         | 7         | 8         | 9            | 10        | 11        | 12        | 13        | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base       | Mois  | 134.85   | 5'109.90  | 5'244.75  | 5'379.60  | 5'514.50  | 5'649.35  | 5'784.25  | 5'919.10  | 6'053.95  | 6'188.85  | 6'323.70     | 6'458.60  | 6'593.45  | 6'728.30  | 6'863.20  | 6'998.05   | 7'132.95   | 7'267.80   | 7'402.65   | 7'537.55   | 7'672.40   | 7'807.30   |
| Y compris 13ème       | Année | 1'753.05 | 66'428.70 | 68'181.75 | 69'934.80 | 71'688.50 | 73'441.55 | 75'195.25 | 76'948.30 | 78'701.35 | 80'455.05 | 82'208.10    | 83'961.80 | 85'714.85 | 87'467.90 | 89'221.60 | 90'974.65  | 92'728.35  | 94'481.40  | 96'234.45  | 97'988.15  | 99'741.20  | 101'494.90 |
| CLASSE 14             |       |          | Paliers   |           |           |           |           |           |           |           |           |              |           |           |           |           |            |            |            |            |            |            |            |
|                       |       | Annuité  | 0         | 1         | 2         | 3         | 4         | 5         | 6         | 7         | 8         | 9            | 10        | 11        | 12        | 13        | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base       | Mois  | 139.30   | 5'303.75  | 5'443.05  | 5'582.40  | 5'721.70  | 5'861.05  | 6'000.35  | 6'139.70  | 6'279.00  | 6'418.35  | 6'557.65     | 6'696.95  | 6'836.30  | 6'975.60  | 7'114.95  | 7'254.25   | 7'393.60   | 7'532.90   | 7'672.25   | 7'811.55   | 7'950.90   | 8'090.20   |
| Y compris 13ème       | Année | 1'810.90 | 68'948.75 | 70'759.65 | 72'571.20 | 74'382.10 | 76'193.65 | 78'004.55 | 79'816.10 | 81'627.00 | 83'438.55 | 85'249.45    | 87'060.35 | 88'871.90 | 90'682.80 | 92'494.35 | 94'305.25  | 96'116.80  | 97'927.70  | 99'739.25  | 101'550.15 | 103'361.70 | 105'172.60 |
| CLASSE 15             |       |          | Paliers   |           |           |           |           |           |           |           |           |              |           |           |           |           |            |            |            |            |            |            |            |
|                       |       | Annuité  | 0         | 1         | 2         | 3         | 4         | 5         | 6         | 7         | 8         | 9            | 10        | 11        | 12        | 13        | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base       | Mois  | 143.65   | 5'508.10  | 5'651.75  | 5'795.40  | 5'939.10  | 6'082.75  | 6'226.40  | 6'370.10  | 6'513.75  | 6'657.40  | 6'801.05     | 6'944.75  | 7'088.40  | 7'232.05  | 7'375.70  | 7'519.40   | 7'663.05   | 7'806.70   | 7'950.40   | 8'094.05   | 8'237.70   | 8'381.35   |
| Y compris 13ème       | Année | 1'867.45 | 71'605.30 | 73'472.75 | 75'340.20 | 77'208.30 | 79'075.75 | 80'943.20 | 82'811.30 | 84'678.75 | 86'546.20 | 88'413.65    | 90'281.75 | 92'149.20 | 94'016.65 | 95'884.10 | 97'752.20  | 99'619.65  | 101'487.10 | 103'355.20 | 105'222.65 | 107'090.10 | 108'957.55 |
| CLASSE 16             |       |          | Paliers   |           |           |           |           |           |           |           |           |              |           |           |           |           |            |            |            |            |            |            |            |
|                       |       | Annuité  | 0         | 1         | 2         | 3         | 4         | 5         | 6         | 7         | 8         | 9            | 10        | 11        | 12        | 13        | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base       | Mois  | 148.10   | 5'724.00  | 5'872.10  | 6'020.20  | 6'168.35  | 6'316.45  | 6'464.60  | 6'612.70  | 6'760.80  | 6'908.95  | 7'057.05     | 7'205.15  | 7'353.30  | 7'501.40  | 7'649.50  | 7'797.65   | 7'945.75   | 8'093.85   | 8'242.00   | 8'390.10   | 8'538.20   | 8'686.35   |
| Y compris 13ème       | Année | 1'925.30 | 74'412.00 | 76'337.30 | 78'262.60 | 80'188.55 | 82'113.85 | 84'039.80 | 85'965.10 | 87'890.40 | 89'816.35 | 91'741.65    | 93'666.95 | 95'592.90 | 97'518.20 | 99'443.50 | 101'369.45 | 103'294.75 | 105'220.05 | 107'146.00 | 109'071.30 | 110'996.60 | 112'922.55 |

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| CLASSE 17       |       |          | Paliers   |           |           |           |           |           |           |           |           |           |           |           |            |            |            |            |            |            |            |            |            |
|-----------------|-------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
|                 |       | Annuité  | 0         | 1         | 2         | 3         | 4         | 5         | 6         | 7         | 8         | 9         | 10        | 11        | 12         | 13         | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base | Mois  | 152.35   | 5'950.70  | 6'103.00  | 6'255.35  | 6'407.70  | 6'560.05  | 6'712.40  | 6'864.75  | 7'017.10  | 7'169.40  | 7'321.75  | 7'474.10  | 7'626.45  | 7'778.80   | 7'931.15   | 8'083.50   | 8'235.80   | 8'388.15   | 8'540.50   | 8'692.85   | 8'845.20   | 8'997.55   |
| Y compris 13ème | Année | 1'980.55 | 77'359.10 | 79'339.00 | 81'319.55 | 83'300.10 | 85'280.65 | 87'261.20 | 89'241.75 | 91'222.30 | 93'202.20 | 95'182.75 | 97'163.30 | 99'143.85 | 101'124.40 | 103'104.95 | 105'085.50 | 107'065.40 | 109'045.95 | 111'026.50 | 113'007.05 | 114'987.60 | 116'968.15 |

| CLASSE 18       |       |          | Paliers   |           |           |           |           |           |           |           |           |           |            |            |            |            |            |            |            |            |            |            |            |
|-----------------|-------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
|                 |       | Annuité  | 0         | 1         | 2         | 3         | 4         | 5         | 6         | 7         | 8         | 9         | 10         | 11         | 12         | 13         | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base | Mois  | 156.70   | 6'188.45  | 6'345.10  | 6'501.80  | 6'658.50  | 6'815.15  | 6'971.85  | 7'128.55  | 7'285.20  | 7'441.90  | 7'598.60  | 7'755.25   | 7'911.95   | 8'068.65   | 8'225.30   | 8'382.00   | 8'538.70   | 8'695.35   | 8'852.05   | 9'008.70   | 9'165.40   | 9'322.10   |
| Y compris 13ème | Année | 2'037.10 | 80'449.85 | 82'486.30 | 84'523.40 | 86'560.50 | 88'596.95 | 90'634.05 | 92'671.15 | 94'707.60 | 96'744.70 | 98'781.80 | 100'818.25 | 102'855.35 | 104'892.45 | 106'928.90 | 108'966.00 | 111'003.10 | 113'039.55 | 115'076.65 | 117'113.10 | 119'150.20 | 121'187.30 |

| CLASSE 19       |       |          | Paliers   |           |           |           |           |           |           |           |            |            |            |            |            |            |            |            |            |            |            |            |            |
|-----------------|-------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
|                 |       | Annuité  | 0         | 1         | 2         | 3         | 4         | 5         | 6         | 7         | 8          | 9          | 10         | 11         | 12         | 13         | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base | Mois  | 161.35   | 6'433.85  | 6'595.20  | 6'756.60  | 6'917.95  | 7'079.30  | 7'240.70  | 7'402.05  | 7'563.40  | 7'724.75   | 7'886.15   | 8'047.50   | 8'208.85   | 8'370.25   | 8'531.60   | 8'692.95   | 8'854.35   | 9'015.70   | 9'177.05   | 9'338.40   | 9'499.80   | 9'661.15   |
| Y compris 13ème | Année | 2'097.55 | 83'640.05 | 85'737.60 | 87'835.80 | 89'933.35 | 92'030.90 | 94'129.10 | 96'226.65 | 98'324.20 | 100'421.75 | 102'519.95 | 104'617.50 | 106'715.05 | 108'813.25 | 110'910.80 | 113'008.35 | 115'106.55 | 117'204.10 | 119'301.65 | 121'399.20 | 123'497.40 | 125'594.95 |

| CLASSE 20       |       |          | Paliers   |           |           |           |           |           |           |            |            |            |            |            |            |            |            |            |            |            |            |            |            |
|-----------------|-------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
|                 |       | Annuité  | 0         | 1         | 2         | 3         | 4         | 5         | 6         | 7          | 8          | 9          | 10         | 11         | 12         | 13         | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base | Mois  | 166.05   | 6'693.15  | 6'859.20  | 7'025.25  | 7'191.30  | 7'357.35  | 7'523.40  | 7'689.45  | 7'855.50   | 8'021.50   | 8'187.55   | 8'353.60   | 8'519.65   | 8'685.70   | 8'851.75   | 9'017.80   | 9'183.85   | 9'349.90   | 9'515.95   | 9'682.00   | 9'848.05   | 10'014.10  |
| Y compris 13ème | Année | 2'158.65 | 87'010.95 | 89'169.60 | 91'328.25 | 93'486.90 | 95'645.55 | 97'804.20 | 99'962.85 | 102'121.50 | 104'279.50 | 106'438.15 | 108'596.80 | 110'755.45 | 112'914.10 | 115'072.75 | 117'231.40 | 119'390.05 | 121'548.70 | 123'707.35 | 125'866.00 | 128'024.65 | 130'183.30 |

| CLASSE 21       |       |          | Paliers   |           |           |           |           |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |
|-----------------|-------|----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
|                 |       | Annuité  | 0         | 1         | 2         | 3         | 4         | 5          | 6          | 7          | 8          | 9          | 10         | 11         | 12         | 13         | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base | Mois  | 170.95   | 6'962.35  | 7'133.35  | 7'304.30  | 7'475.25  | 7'646.20  | 7'817.15   | 7'988.10   | 8'159.10   | 8'330.05   | 8'501.00   | 8'671.95   | 8'842.90   | 9'013.85   | 9'184.80   | 9'355.80   | 9'526.75   | 9'697.70   | 9'868.65   | 10'039.60  | 10'210.55  | 10'381.50  |
| Y compris 13ème | Année | 2'222.35 | 90'510.55 | 92'733.55 | 94'955.90 | 97'178.25 | 99'400.60 | 101'622.95 | 103'845.30 | 106'068.30 | 108'290.65 | 110'513.00 | 112'735.35 | 114'957.70 | 117'180.05 | 119'402.40 | 121'625.40 | 123'847.75 | 126'070.10 | 128'292.45 | 130'514.80 | 132'737.15 | 134'959.50 |

| CLASSE 22       |       |          | Paliers   |           |           |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |
|-----------------|-------|----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
|                 |       | Annuité  | 0         | 1         | 2         | 3          | 4          | 5          | 6          | 7          | 8          | 9          | 10         | 11         | 12         | 13         | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base | Mois  | 176.10   | 7'243.00  | 7'419.10  | 7'595.20  | 7'771.30   | 7'947.40   | 8'123.50   | 8'299.60   | 8'475.70   | 8'651.80   | 8'827.90   | 9'004.00   | 9'180.10   | 9'356.20   | 9'532.25   | 9'708.35   | 9'884.45   | 10'060.55  | 10'236.65  | 10'412.75  | 10'588.85  | 10'764.95  |
| Y compris 13ème | Année | 2'289.30 | 94'159.00 | 96'448.30 | 98'737.60 | 101'026.90 | 103'316.20 | 105'605.50 | 107'894.80 | 110'184.10 | 112'473.40 | 114'762.70 | 117'052.00 | 119'341.30 | 121'630.60 | 123'919.25 | 126'208.55 | 128'497.85 | 130'787.15 | 133'076.45 | 135'365.75 | 137'655.05 | 139'944.35 |

| CLASSE 23       |       |          | Paliers   |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |
|-----------------|-------|----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
|                 |       | Annuité  | 0         | 1          | 2          | 3          | 4          | 5          | 6          | 7          | 8          | 9          | 10         | 11         | 12         | 13         | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base | Mois  | 181.25   | 7'536.45  | 7'717.70   | 7'898.95   | 8'080.15   | 8'261.40   | 8'442.65   | 8'623.85   | 8'805.10   | 8'986.35   | 9'167.60   | 9'348.80   | 9'530.05   | 9'711.30   | 9'892.50   | 10'073.75  | 10'255.00  | 10'436.20  | 10'617.45  | 10'798.70  | 10'979.95  | 11'161.15  |
| Y compris 13ème | Année | 2'356.25 | 97'973.85 | 100'330.10 | 102'686.35 | 105'041.95 | 107'398.20 | 109'754.45 | 112'110.05 | 114'466.30 | 116'822.55 | 119'178.80 | 121'534.40 | 123'890.65 | 126'246.90 | 128'602.50 | 130'958.75 | 133'315.00 | 135'670.60 | 138'026.85 | 140'383.10 | 142'739.35 | 145'094.95 |

| CLASSE 24       |       |          | Paliers    |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |
|-----------------|-------|----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
|                 |       | Annuité  | 0          | 1          | 2          | 3          | 4          | 5          | 6          | 7          | 8          | 9          | 10         | 11         | 12         | 13         | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base | Mois  | 186.25   | 7'840.05   | 8'026.30   | 8'212.60   | 8'398.85   | 8'585.10   | 8'771.35   | 8'957.60   | 9'143.90   | 9'330.15   | 9'516.40   | 9'702.65   | 9'888.90   | 10'075.20  | 10'261.45  | 10'447.70  | 10'633.95  | 10'820.20  | 11'006.50  | 11'192.75  | 11'379.00  | 11'565.25  |
| Y compris 13ème | Année | 2'421.25 | 101'920.65 | 104'341.90 | 106'763.80 | 109'185.05 | 111'606.30 | 114'027.55 | 116'448.80 | 118'870.70 | 121'291.95 | 123'713.20 | 126'134.45 | 128'555.70 | 130'977.60 | 133'398.85 | 135'820.10 | 138'241.35 | 140'662.60 | 143'084.50 | 145'505.75 | 147'927.00 | 150'348.25 |

| CLASSE 25       |       |          | Paliers    |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |
|-----------------|-------|----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
|                 |       | Annuité  | 0          | 1          | 2          | 3          | 4          | 5          | 6          | 7          | 8          | 9          | 10         | 11         | 12         | 13         | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base | Mois  | 191.50   | 8'155.30   | 8'346.80   | 8'538.35   | 8'729.85   | 8'921.35   | 9'112.85   | 9'304.40   | 9'495.90   | 9'687.40   | 9'878.95   | 10'070.45  | 10'261.95  | 10'453.45  | 10'645.00  | 10'836.50  | 11'028.00  | 11'219.50  | 11'411.05  | 11'602.55  | 11'794.05  | 11'985.60  |
| Y compris 13ème | Année | 2'489.50 | 106'018.90 | 108'508.40 | 110'998.55 | 113'488.05 | 115'977.55 | 118'467.05 | 120'957.20 | 123'446.70 | 125'936.20 | 128'426.35 | 130'915.85 | 133'405.35 | 135'894.85 | 138'385.00 | 140'874.50 | 143'364.00 | 145'853.50 | 148'343.65 | 150'833.15 | 153'322.65 | 155'812.80 |

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| CLASSE 26       |       |          | Paliers    |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |
|-----------------|-------|----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
|                 |       | Annuité  | 0          | 1          | 2          | 3          | 4          | 5          | 6          | 7          | 8          | 9          | 10         | 11         | 12         | 13         | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base | Mois  | 196.90   | 8'483.25   | 8'680.10   | 8'877.00   | 9'073.90   | 9'270.75   | 9'467.65   | 9'664.50   | 9'861.40   | 10'058.30  | 10'255.15  | 10'452.05  | 10'648.90  | 10'845.80  | 11'042.70  | 11'239.55  | 11'436.45  | 11'633.35  | 11'830.20  | 12'027.10  | 12'223.95  | 12'420.85  |
| Y compris 13ème | Année | 2'559.70 | 110'282.25 | 112'841.30 | 115'401.00 | 117'960.70 | 120'519.75 | 123'079.45 | 125'638.50 | 128'198.20 | 130'757.90 | 133'316.95 | 135'876.65 | 138'435.70 | 140'995.40 | 143'555.10 | 146'114.15 | 148'673.85 | 151'233.55 | 153'792.60 | 156'352.30 | 158'911.35 | 161'471.05 |

| CLASSE 27       |       |          | Paliers    |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |
|-----------------|-------|----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
|                 |       | Annuité  | 0          | 1          | 2          | 3          | 4          | 5          | 6          | 7          | 8          | 9          | 10         | 11         | 12         | 13         | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base | Mois  | 202.15   | 8'823.45   | 9'025.55   | 9'227.70   | 9'429.85   | 9'631.95   | 9'834.10   | 10'036.25  | 10'238.35  | 10'440.50  | 10'642.65  | 10'844.75  | 11'046.90  | 11'249.05  | 11'451.20  | 11'653.30  | 11'855.45  | 12'057.60  | 12'259.70  | 12'461.85  | 12'664.00  | 12'866.10  |
| Y compris 13ème | Année | 2'627.95 | 114'704.85 | 117'332.15 | 119'960.10 | 122'588.05 | 125'215.35 | 127'843.30 | 130'471.25 | 133'098.55 | 135'726.50 | 138'354.45 | 140'981.75 | 143'609.70 | 146'237.65 | 148'865.60 | 151'492.90 | 154'120.85 | 156'748.80 | 159'376.10 | 162'004.05 | 164'632.00 | 167'259.30 |

| CLASSE 28       |       |          | Paliers    |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |
|-----------------|-------|----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
|                 |       | Annuité  | 0          | 1          | 2          | 3          | 4          | 5          | 6          | 7          | 8          | 9          | 10         | 11         | 12         | 13         | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base | Mois  | 207.60   | 9'175.75   | 9'383.35   | 9'590.95   | 9'798.60   | 10'006.20  | 10'213.80  | 10'421.45  | 10'629.05  | 10'836.65  | 11'044.30  | 11'251.90  | 11'459.50  | 11'667.15  | 11'874.75  | 12'082.35  | 12'290.00  | 12'497.60  | 12'705.20  | 12'912.80  | 13'120.45  | 13'328.05  |
| Y compris 13ème | Année | 2'698.80 | 119'284.75 | 121'983.55 | 124'682.35 | 127'381.80 | 130'080.60 | 132'779.40 | 135'478.85 | 138'177.65 | 140'876.45 | 143'575.90 | 146'274.70 | 148'973.50 | 151'672.95 | 154'371.75 | 157'070.55 | 159'770.00 | 162'468.80 | 165'167.60 | 167'866.40 | 170'565.85 | 173'264.65 |

| CLASSE 29       |       |          | Paliers    |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |
|-----------------|-------|----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
|                 |       | Annuité  | 0          | 1          | 2          | 3          | 4          | 5          | 6          | 7          | 8          | 9          | 10         | 11         | 12         | 13         | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base | Mois  | 213.35   | 9'534.75   | 9'748.05   | 9'961.40   | 10'174.70  | 10'388.05  | 10'601.35  | 10'814.70  | 11'028.00  | 11'241.35  | 11'454.65  | 11'668.00  | 11'881.30  | 12'094.65  | 12'307.95  | 12'521.30  | 12'734.60  | 12'947.95  | 13'161.25  | 13'374.60  | 13'587.90  | 13'801.25  |
| Y compris 13ème | Année | 2'773.55 | 123'951.75 | 126'724.65 | 129'498.20 | 132'271.10 | 135'044.65 | 137'817.55 | 140'591.10 | 143'364.00 | 146'137.55 | 148'910.45 | 151'684.00 | 154'456.90 | 157'230.45 | 160'003.35 | 162'776.90 | 165'549.80 | 168'323.35 | 171'096.25 | 173'869.80 | 176'642.70 | 179'416.25 |

| CLASSE 30       |       |          | Paliers    |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |
|-----------------|-------|----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
|                 |       | Annuité  | 0          | 1          | 2          | 3          | 4          | 5          | 6          | 7          | 8          | 9          | 10         | 11         | 12         | 13         | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base | Mois  | 219.15   | 9'908.85   | 10'128.00  | 10'347.15  | 10'566.30  | 10'785.45  | 11'004.60  | 11'223.75  | 11'442.90  | 11'662.05  | 11'881.20  | 12'100.35  | 12'319.50  | 12'538.65  | 12'757.80  | 12'976.95  | 13'196.10  | 13'415.25  | 13'634.40  | 13'853.55  | 14'072.70  | 14'291.85  |
| Y compris 13ème | Année | 2'848.95 | 128'815.05 | 131'664.00 | 134'512.95 | 137'361.90 | 140'210.85 | 143'059.80 | 145'908.75 | 148'757.70 | 151'606.65 | 154'455.60 | 157'304.55 | 160'153.50 | 163'002.45 | 165'851.40 | 168'700.35 | 171'549.30 | 174'398.25 | 177'247.20 | 180'096.15 | 182'945.10 | 185'794.05 |

| CLASSE 31       |       |          | Paliers    |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |
|-----------------|-------|----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
|                 |       | Annuité  | 0          | 1          | 2          | 3          | 4          | 5          | 6          | 7          | 8          | 9          | 10         | 11         | 12         | 13         | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base | Mois  | 224.85   | 10'295.60  | 10'520.45  | 10'745.30  | 10'970.15  | 11'195.05  | 11'419.90  | 11'644.75  | 11'869.60  | 12'094.45  | 12'319.35  | 12'544.20  | 12'769.05  | 12'993.90  | 13'218.75  | 13'443.60  | 13'668.50  | 13'893.35  | 14'118.20  | 14'343.05  | 14'567.90  | 14'792.80  |
| Y compris 13ème | Année | 2'923.05 | 133'842.80 | 136'765.85 | 139'688.90 | 142'611.95 | 145'535.65 | 148'458.70 | 151'381.75 | 154'304.80 | 157'227.85 | 160'151.55 | 163'074.60 | 165'997.65 | 168'920.70 | 171'843.75 | 174'766.80 | 177'690.50 | 180'613.55 | 183'536.60 | 186'459.65 | 189'382.70 | 192'306.40 |

| CLASSE 32       |       |          | Paliers    |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |
|-----------------|-------|----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
|                 |       | Annuité  | 0          | 1          | 2          | 3          | 4          | 5          | 6          | 7          | 8          | 9          | 10         | 11         | 12         | 13         | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base | Mois  | 230.35   | 10'695.85  | 10'926.20  | 11'156.55  | 11'386.90  | 11'617.20  | 11'847.55  | 12'077.90  | 12'308.25  | 12'538.60  | 12'768.95  | 12'999.25  | 13'229.60  | 13'459.95  | 13'690.30  | 13'920.65  | 14'151.00  | 14'381.30  | 14'611.65  | 14'842.00  | 15'072.35  | 15'302.70  |
| Y compris 13ème | Année | 2'994.55 | 139'046.05 | 142'040.60 | 145'035.15 | 148'029.70 | 151'023.60 | 154'018.15 | 157'012.70 | 160'007.25 | 163'001.80 | 165'996.35 | 168'990.25 | 171'984.80 | 174'979.35 | 177'973.90 | 180'968.45 | 183'963.00 | 186'956.90 | 189'951.45 | 192'946.00 | 195'940.55 | 198'935.10 |

| CLASSE 33       |       |          | Paliers    |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |
|-----------------|-------|----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
|                 |       | Annuité  | 0          | 1          | 2          | 3          | 4          | 5          | 6          | 7          | 8          | 9          | 10         | 11         | 12         | 13         | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base | Mois  | 236.15   | 11'109.05  | 11'345.20  | 11'581.35  | 11'817.55  | 12'053.70  | 12'289.85  | 12'526.05  | 12'762.20  | 12'998.35  | 13'234.50  | 13'470.70  | 13'706.85  | 13'943.00  | 14'179.20  | 14'415.35  | 14'651.50  | 14'887.70  | 15'123.85  | 15'360.00  | 15'596.20  | 15'832.35  |
| Y compris 13ème | Année | 3'069.95 | 144'417.65 | 147'487.60 | 150'557.55 | 153'628.15 | 156'698.10 | 159'768.05 | 162'838.65 | 165'908.60 | 168'978.55 | 172'048.50 | 175'119.10 | 178'189.05 | 181'259.00 | 184'329.60 | 187'399.55 | 190'469.50 | 193'540.10 | 196'610.05 | 199'680.00 | 202'750.60 | 205'820.55 |

| CLASSE 34       |       |          | Paliers    |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |
|-----------------|-------|----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
|                 |       | Annuité  | 0          | 1          | 2          | 3          | 4          | 5          | 6          | 7          | 8          | 9          | 10         | 11         | 12         | 13         | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base | Mois  | 242.35   | 11'533.85  | 11'776.20  | 12'018.50  | 12'260.85  | 12'503.20  | 12'745.50  | 12'987.85  | 13'230.20  | 13'472.50  | 13'714.85  | 13'957.20  | 14'199.50  | 14'441.85  | 14'684.20  | 14'926.50  | 15'168.85  | 15'411.20  | 15'653.50  | 15'895.85  | 16'138.15  | 16'380.50  |
| Y compris 13ème | Année | 3'150.55 | 149'940.05 | 153'090.60 | 156'240.50 | 159'391.05 | 162'541.60 | 165'691.50 | 168'842.05 | 171'992.60 | 175'142.50 | 178'293.05 | 181'443.60 | 184'593.50 | 187'744.05 | 190'894.60 | 194'044.50 | 197'195.05 | 200'345.60 | 203'495.50 | 206'646.05 | 209'795.95 | 212'946.50 |

ECHELLE SALAIRES 2026

Indice 114.2

| CLASSE 35       |       |          | Paliers    |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |
|-----------------|-------|----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
|                 |       | Annuité  | 0          | 1          | 2          | 3          | 4          | 5          | 6          | 7          | 8          | 9          | 10         | 11         | 12         | 13         | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base | Mois  | 248.25   | 11'970.65  | 12'218.95  | 12'467.20  | 12'715.50  | 12'963.75  | 13'212.05  | 13'460.30  | 13'708.55  | 13'956.85  | 14'205.10  | 14'453.40  | 14'701.65  | 14'949.90  | 15'198.20  | 15'446.45  | 15'694.75  | 15'943.00  | 16'191.30  | 16'439.55  | 16'687.80  | 16'936.10  |
| Y compris 13ème | Année | 3'227.25 | 155'618.45 | 158'846.35 | 162'073.60 | 165'301.50 | 168'528.75 | 171'756.65 | 174'983.90 | 178'211.15 | 181'439.05 | 184'666.30 | 187'894.20 | 191'121.45 | 194'348.70 | 197'576.60 | 200'803.85 | 204'031.75 | 207'259.00 | 210'486.90 | 213'714.15 | 216'941.40 | 220'169.30 |

| CLASSE 36       |       |          | Paliers    |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |
|-----------------|-------|----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
|                 |       | Annuité  | 0          | 1          | 2          | 3          | 4          | 5          | 6          | 7          | 8          | 9          | 10         | 11         | 12         | 13         | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base | Mois  | 254.80   | 12'416.60  | 12'671.40  | 12'926.20  | 13'180.95  | 13'435.75  | 13'690.50  | 13'945.30  | 14'200.10  | 14'454.85  | 14'709.65  | 14'964.45  | 15'219.20  | 15'474.00  | 15'728.75  | 15'983.55  | 16'238.35  | 16'493.10  | 16'747.90  | 17'002.65  | 17'257.45  | 17'512.25  |
| Y compris 13ème | Année | 3'312.40 | 161'415.80 | 164'728.20 | 168'040.60 | 171'352.35 | 174'664.75 | 177'976.50 | 181'288.90 | 184'601.30 | 187'913.05 | 191'225.45 | 194'537.85 | 197'849.60 | 201'162.00 | 204'473.75 | 207'786.15 | 211'098.55 | 214'410.30 | 217'722.70 | 221'034.45 | 224'346.85 | 227'659.25 |



| ECHELLE SPECIALE 2026 |       |          | Indice 114.2 |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |
|-----------------------|-------|----------|--------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| CLASSE H 01           |       |          | Paliers      |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |
|                       |       | Annuité  | 0            | 1          | 2          | 3          | 4          | 5          | 6          | 7          | 8          | 9          | 10         | 11         | 12         | 13         | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base       | Mois  | 260.95   | 12'878.35    | 13'139.30  | 13'400.25  | 13'661.20  | 13'922.10  | 14'183.05  | 14'444.00  | 14'704.95  | 14'965.90  | 15'226.85  | 15'487.80  | 15'748.75  | 16'009.70  | 16'270.65  | 16'531.60  | 16'792.55  | 17'053.50  | 17'314.45  | 17'575.40  | 17'836.35  | 18'097.25  |
| Y compris 13ème       | Année | 3'392.35 | 167'418.55   | 170'810.90 | 174'203.25 | 177'595.60 | 180'987.30 | 184'379.65 | 187'772.00 | 191'164.35 | 194'556.70 | 197'949.05 | 201'341.40 | 204'733.75 | 208'126.10 | 211'518.45 | 214'910.80 | 218'303.15 | 221'695.50 | 225'087.85 | 228'480.20 | 231'872.55 | 235'264.25 |

| CLASSE H 02     |       |          | Paliers    |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |
|-----------------|-------|----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
|                 |       | Annuité  | 0          | 1          | 2          | 3          | 4          | 5          | 6          | 7          | 8          | 9          | 10         | 11         | 12         | 13         | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base | Mois  | 267.55   | 13'355.05  | 13'622.65  | 13'890.20  | 14'157.75  | 14'425.35  | 14'692.90  | 14'960.50  | 15'228.05  | 15'495.65  | 15'763.20  | 16'030.75  | 16'298.35  | 16'565.90  | 16'833.50  | 17'101.05  | 17'368.60  | 17'636.20  | 17'903.75  | 18'171.35  | 18'438.90  | 18'706.45  |
| Y compris 13ème | Année | 3'478.15 | 173'615.65 | 177'094.45 | 180'572.60 | 184'050.75 | 187'529.55 | 191'007.70 | 194'486.50 | 197'964.65 | 201'443.45 | 204'921.60 | 208'399.75 | 211'878.55 | 215'356.70 | 218'835.50 | 222'313.65 | 225'791.80 | 229'270.60 | 232'748.75 | 236'227.55 | 239'705.70 | 243'183.85 |

| CLASSE H 03     |       |          | Paliers    |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |
|-----------------|-------|----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
|                 |       | Annuité  | 0          | 1          | 2          | 3          | 4          | 5          | 6          | 7          | 8          | 9          | 10         | 11         | 12         | 13         | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base | Mois  | 273.75   | 13'843.25  | 14'117.00  | 14'390.75  | 14'664.50  | 14'938.20  | 15'211.95  | 15'485.70  | 15'759.45  | 16'033.15  | 16'306.90  | 16'580.65  | 16'854.40  | 17'128.10  | 17'401.85  | 17'675.60  | 17'949.35  | 18'223.05  | 18'496.80  | 18'770.55  | 19'044.30  | 19'318.00  |
| Y compris 13ème | Année | 3'558.75 | 179'962.25 | 183'521.00 | 187'079.75 | 190'638.50 | 194'196.60 | 197'755.35 | 201'314.10 | 204'872.85 | 208'430.95 | 211'989.70 | 215'548.45 | 219'107.20 | 222'665.30 | 226'224.05 | 229'782.80 | 233'341.55 | 236'899.65 | 240'458.40 | 244'017.15 | 247'575.90 | 251'134.00 |

| CLASSE H 04     |       |          | Paliers    |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |
|-----------------|-------|----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
|                 |       | Annuité  | 0          | 1          | 2          | 3          | 4          | 5          | 6          | 7          | 8          | 9          | 10         | 11         | 12         | 13         | 14         | 15         | 16         | 17         | 18         | 19         | 20         |
| Salaire de base | Mois  | 280.35   | 14'344.40  | 14'624.75  | 14'905.10  | 15'185.45  | 15'465.80  | 15'746.20  | 16'026.55  | 16'306.90  | 16'587.25  | 16'867.65  | 17'148.00  | 17'428.35  | 17'708.70  | 17'989.05  | 18'269.45  | 18'549.80  | 18'830.15  | 19'110.50  | 19'390.85  | 19'671.25  | 19'951.60  |
| Y compris 13ème | Année | 3'644.55 | 186'477.20 | 190'121.75 | 193'766.30 | 197'410.85 | 201'055.40 | 204'700.60 | 208'345.15 | 211'989.70 | 215'634.25 | 219'279.45 | 222'924.00 | 226'568.55 | 230'213.10 | 233'857.65 | 237'502.85 | 241'147.40 | 244'791.95 | 248'436.50 | 252'081.05 | 255'726.25 | 259'370.80 |