



TARIFS HORAIRES		2026	ADMINISTRATION					
Renchérissment (en points)		114.2						
TB	= Salaire de base annuel sans 13ème salaire					Formule de calcul:		
TH	= Tarif de l'heure sans 13ème salaire, vacances, ind. jours fériés --- >					TB		
IV	10.64%	= Indemnité vacances jusqu'à 49 ans				h/mois x 12 mois		
IV	12.07%	= Indemnité vacances de 50 à 57 ans						
IV	13.04%	= Indemnité vacances dès 58 ans						
JF	4.00%	= Indemnité jours fériés pour le personnel administratif						
CLASSE	Palier	TB	TH	Vacances 10.64%	Vacances 12.07%	Vacances 13.04%	JF 4%	13e sal. 8.33%
01	00	42'915.00	19.65	2.05	2.35	2.55	0.75	1.60
	01	43'864.20	20.10	2.10	2.40	2.60	0.80	1.65
	02	44'814.00	20.55	2.15	2.45	2.65	0.80	1.70
	03	45'763.80	21.00	2.20	2.50	2.70	0.80	1.70
	04	46'713.60	21.40	2.25	2.55	2.75	0.85	1.75
	05	47'663.40	21.85	2.30	2.60	2.80	0.85	1.80
	06	48'612.60	22.30	2.35	2.65	2.90	0.85	1.85
	07	49'562.40	22.70	2.40	2.70	2.95	0.90	1.85
	08	50'512.20	23.15	2.45	2.75	3.00	0.90	1.90
	09	51'462.00	23.60	2.50	2.80	3.05	0.90	1.95
	10	52'411.80	24.00	2.55	2.85	3.10	0.95	1.95
	11	53'361.60	24.45	2.60	2.95	3.15	0.95	2.00
	12	54'310.80	24.90	2.60	3.00	3.20	0.95	2.05
	13	55'260.60	25.35	2.65	3.05	3.30	1.00	2.10
	14	56'210.40	25.75	2.70	3.10	3.35	1.00	2.10
	15	57'160.20	26.20	2.75	3.15	3.40	1.00	2.15
	16	58'110.00	26.65	2.80	3.20	3.45	1.05	2.20
	17	59'059.20	27.05	2.85	3.25	3.50	1.05	2.25
	18	60'009.00	27.50	2.90	3.30	3.55	1.10	2.25
	19	60'958.80	27.95	2.95	3.35	3.60	1.10	2.30
	20	61'908.60	28.35	3.00	3.40	3.65	1.10	2.35
02	00	43'806.00	20.10	2.10	2.40	2.60	0.80	1.65
	01	44'811.00	20.55	2.15	2.45	2.65	0.80	1.70
	02	45'815.40	21.00	2.20	2.50	2.70	0.80	1.70
	03	46'819.80	21.45	2.25	2.55	2.75	0.85	1.75
	04	47'824.20	21.90	2.30	2.60	2.85	0.85	1.80
	05	48'828.60	22.40	2.35	2.70	2.90	0.85	1.85
	06	49'833.00	22.85	2.40	2.75	2.95	0.90	1.90
	07	50'838.00	23.30	2.45	2.80	3.00	0.90	1.90
	08	51'842.40	23.75	2.50	2.85	3.05	0.95	1.95
	09	52'846.80	24.20	2.55	2.90	3.15	0.95	2.00
	10	53'851.20	24.70	2.60	2.95	3.20	0.95	2.05
	11	54'855.60	25.15	2.65	3.00	3.25	1.00	2.05
	12	55'860.00	25.60	2.70	3.05	3.30	1.00	2.10
	13	56'865.00	26.05	2.75	3.10	3.35	1.00	2.15
	14	57'869.40	26.50	2.80	3.15	3.45	1.05	2.20
	15	58'873.80	27.00	2.85	3.25	3.50	1.05	2.20
	16	59'878.20	27.45	2.90	3.30	3.55	1.05	2.25
	17	60'882.60	27.90	2.95	3.35	3.60	1.10	2.30
	18	61'887.00	28.35	3.00	3.40	3.65	1.10	2.35
	19	62'892.00	28.80	3.05	3.45	3.75	1.15	2.35
	20	63'896.40	29.30	3.10	3.50	3.80	1.15	2.40

TARIFS HORAIRES

Renchérissement (en points)

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 IV 10.64% = Indemnité vacances jusqu'à 49 ans
 IV 12.07% = Indemnité vacances de 50 à 57 ans
 IV 13.04% = Indemnité vacances dès 58 ans
 JF 4.00% = Indemnité jours fériés pour le personnel administratif

Formule de calcul:

TB

h/mois x 12 mois

CLASSE	Palier	TB	TH	Vacances 10.64%	Vacances 12.07%	Vacances 13.04%	JF 4%	13e sal. 8.33%
03	00	44'806.20	20.55	2.15	2.45	2.65	0.80	1.70
	01	45'868.20	21.05	2.20	2.50	2.70	0.80	1.75
	02	46'930.20	21.50	2.25	2.55	2.80	0.85	1.75
	03	47'992.20	22.00	2.30	2.65	2.85	0.85	1.80
	04	49'054.20	22.50	2.35	2.70	2.90	0.90	1.85
	05	50'116.20	22.95	2.40	2.75	2.95	0.90	1.90
	06	51'178.20	23.45	2.45	2.80	3.05	0.90	1.95
	07	52'240.20	23.95	2.50	2.85	3.10	0.95	1.95
	08	53'302.20	24.45	2.60	2.95	3.15	0.95	2.00
	09	54'364.20	24.90	2.60	3.00	3.20	0.95	2.05
	10	55'426.80	25.40	2.70	3.05	3.30	1.00	2.10
	11	56'488.80	25.90	2.75	3.10	3.35	1.00	2.15
	12	57'550.80	26.40	2.80	3.15	3.40	1.05	2.15
	13	58'612.80	26.85	2.85	3.20	3.50	1.05	2.20
	14	59'674.80	27.35	2.90	3.30	3.55	1.05	2.25
	15	60'736.80	27.85	2.95	3.35	3.60	1.10	2.30
	16	61'798.80	28.30	3.00	3.40	3.65	1.10	2.35
	17	62'860.80	28.80	3.05	3.45	3.75	1.15	2.35
	18	63'922.80	29.30	3.10	3.50	3.80	1.15	2.40
	19	64'984.80	29.80	3.15	3.55	3.85	1.15	2.45
	20	66'047.40	30.25	3.20	3.65	3.90	1.20	2.50
04	00	45'921.00	21.05	2.20	2.50	2.70	0.80	1.75
	01	47'038.80	21.55	2.25	2.60	2.80	0.85	1.75
	02	48'157.20	22.05	2.30	2.65	2.85	0.85	1.80
	03	49'275.60	22.60	2.40	2.70	2.90	0.90	1.85
	04	50'394.00	23.10	2.45	2.75	3.00	0.90	1.90
	05	51'511.80	23.60	2.50	2.80	3.05	0.90	1.95
	06	52'630.20	24.10	2.55	2.90	3.10	0.95	2.00
	07	53'748.60	24.65	2.60	2.95	3.20	0.95	2.05
	08	54'867.00	25.15	2.65	3.00	3.25	1.00	2.05
	09	55'984.80	25.65	2.70	3.05	3.30	1.00	2.10
	10	57'103.20	26.15	2.75	3.15	3.40	1.00	2.15
	11	58'221.60	26.70	2.80	3.20	3.45	1.05	2.20
	12	59'339.40	27.20	2.85	3.25	3.50	1.05	2.25
	13	60'457.80	27.70	2.90	3.30	3.60	1.10	2.30
	14	61'576.20	28.20	3.00	3.40	3.65	1.10	2.30
	15	62'694.60	28.75	3.05	3.45	3.70	1.15	2.35
	16	63'812.40	29.25	3.10	3.50	3.80	1.15	2.40
	17	64'930.80	29.75	3.15	3.55	3.85	1.15	2.45
	18	66'049.20	30.25	3.20	3.65	3.90	1.20	2.50
	19	67'167.60	30.80	3.25	3.70	4.00	1.20	2.55
	20	68'285.40	31.30	3.30	3.75	4.05	1.25	2.60

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IV 10.64%	=	Indemnité vacances jusqu'à 49 ans	TB
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JF 4.00%	=	Indemnité jours fériés pour le personnel administratif	

CLASSE	Palier	TB	TH	Vacances 10.64%	Vacances 12.07%	Vacances 13.04%	JF 4%	13e sal. 8.33%
05	00	47'150.40	21.60	2.25	2.60	2.80	0.85	1.75
	01	48'327.60	22.15	2.35	2.65	2.85	0.85	1.80
	02	49'504.80	22.70	2.40	2.70	2.95	0.90	1.85
	03	50'682.00	23.25	2.45	2.80	3.00	0.90	1.90
	04	51'859.20	23.75	2.50	2.85	3.05	0.95	1.95
	05	53'036.40	24.30	2.55	2.90	3.15	0.95	2.00
	06	54'213.60	24.85	2.60	2.95	3.20	0.95	2.05
	07	55'390.80	25.40	2.70	3.05	3.30	1.00	2.10
	08	56'568.00	25.95	2.75	3.10	3.35	1.00	2.15
	09	57'745.20	26.45	2.80	3.15	3.40	1.05	2.20
	10	58'922.40	27.00	2.85	3.25	3.50	1.05	2.20
	11	60'099.60	27.55	2.90	3.30	3.55	1.10	2.25
	12	61'276.80	28.10	2.95	3.35	3.65	1.10	2.30
	13	62'454.00	28.60	3.00	3.45	3.70	1.10	2.35
	14	63'631.20	29.15	3.10	3.50	3.80	1.15	2.40
	15	64'808.40	29.70	3.15	3.55	3.85	1.15	2.45
	16	65'985.60	30.25	3.20	3.65	3.90	1.20	2.50
	17	67'162.80	30.80	3.25	3.70	4.00	1.20	2.55
	18	68'340.00	31.30	3.30	3.75	4.05	1.25	2.60
	19	69'517.20	31.85	3.35	3.80	4.15	1.25	2.65
	20	70'694.40	32.40	3.40	3.90	4.20	1.25	2.65
06	00	48'510.00	22.25	2.35	2.65	2.90	0.85	1.85
	01	49'740.60	22.80	2.40	2.75	2.95	0.90	1.85
	02	50'971.20	23.35	2.45	2.80	3.00	0.90	1.90
	03	52'201.80	23.95	2.50	2.85	3.10	0.95	1.95
	04	53'432.40	24.50	2.60	2.95	3.15	0.95	2.00
	05	54'663.00	25.05	2.65	3.00	3.25	1.00	2.05
	06	55'893.60	25.60	2.70	3.05	3.30	1.00	2.10
	07	57'124.20	26.20	2.75	3.15	3.40	1.00	2.15
	08	58'354.80	26.75	2.80	3.20	3.45	1.05	2.20
	09	59'585.40	27.30	2.90	3.25	3.55	1.05	2.25
	10	60'816.00	27.85	2.95	3.35	3.60	1.10	2.30
	11	62'047.20	28.45	3.00	3.40	3.70	1.10	2.35
	12	63'277.80	29.00	3.05	3.50	3.75	1.15	2.40
	13	64'508.40	29.55	3.10	3.55	3.85	1.15	2.45
	14	65'739.00	30.15	3.20	3.60	3.90	1.20	2.50
	15	66'969.60	30.70	3.25	3.70	4.00	1.20	2.55
	16	68'200.20	31.25	3.30	3.75	4.05	1.25	2.60
	17	69'430.80	31.80	3.35	3.80	4.10	1.25	2.60
	18	70'661.40	32.40	3.40	3.90	4.20	1.25	2.65
	19	71'892.00	32.95	3.50	3.95	4.25	1.30	2.70
	20	73'122.60	33.50	3.55	4.00	4.35	1.30	2.75

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Formule de calcul:

TB

h/mois x 12 mois

CLASSE	Palier	TB	TH	Vacances 10.64%	Vacances 12.07%	Vacances 13.04%	JF 4%	13e sal. 8.33%
07	00	49'972.80	22.90	2.40	2.75	2.95	0.90	1.90
	01	51'261.00	23.50	2.50	2.80	3.05	0.90	1.95
	02	52'549.20	24.10	2.55	2.90	3.10	0.95	2.00
	03	53'837.40	24.70	2.60	2.95	3.20	0.95	2.05
	04	55'125.60	25.25	2.65	3.00	3.25	1.00	2.10
	05	56'413.80	25.85	2.75	3.10	3.35	1.00	2.15
	06	57'702.00	26.45	2.80	3.15	3.40	1.05	2.20
	07	58'990.20	27.05	2.85	3.25	3.50	1.05	2.25
	08	60'278.40	27.60	2.90	3.30	3.55	1.10	2.25
	09	61'566.60	28.20	3.00	3.40	3.65	1.10	2.30
	10	62'854.80	28.80	3.05	3.45	3.75	1.15	2.35
	11	64'143.00	29.40	3.10	3.50	3.80	1.15	2.40
	12	65'431.20	30.00	3.15	3.60	3.90	1.20	2.45
	13	66'719.40	30.55	3.25	3.65	3.95	1.20	2.50
	14	68'007.60	31.15	3.30	3.75	4.05	1.20	2.55
	15	69'295.80	31.75	3.35	3.80	4.10	1.25	2.60
	16	70'584.00	32.35	3.40	3.90	4.20	1.25	2.65
	17	71'872.20	32.95	3.50	3.95	4.25	1.30	2.70
	18	73'160.40	33.50	3.55	4.00	4.35	1.30	2.75
	19	74'448.60	34.10	3.60	4.10	4.40	1.35	2.80
	20	75'736.80	34.70	3.65	4.15	4.50	1.35	2.85
08	00	51'567.00	23.65	2.50	2.85	3.05	0.90	1.95
	01	52'909.80	24.25	2.55	2.90	3.15	0.95	2.00
	02	54'252.60	24.85	2.60	2.95	3.20	0.95	2.05
	03	55'596.00	25.50	2.70	3.05	3.30	1.00	2.10
	04	56'938.80	26.10	2.75	3.15	3.40	1.00	2.15
	05	58'281.60	26.70	2.80	3.20	3.45	1.05	2.20
	06	59'625.00	27.35	2.90	3.30	3.55	1.05	2.25
	07	60'967.80	27.95	2.95	3.35	3.60	1.10	2.30
	08	62'310.60	28.55	3.00	3.40	3.70	1.10	2.35
	09	63'654.00	29.15	3.10	3.50	3.80	1.15	2.40
	10	64'996.80	29.80	3.15	3.55	3.85	1.15	2.45
	11	66'339.60	30.40	3.20	3.65	3.95	1.20	2.50
	12	67'682.40	31.00	3.25	3.70	4.00	1.20	2.55
	13	69'025.80	31.65	3.35	3.80	4.10	1.25	2.60
	14	70'368.60	32.25	3.40	3.85	4.20	1.25	2.65
	15	71'711.40	32.85	3.45	3.95	4.25	1.30	2.70
	16	73'054.80	33.45	3.55	4.00	4.35	1.30	2.75
	17	74'397.60	34.10	3.60	4.10	4.40	1.35	2.80
	18	75'740.40	34.70	3.65	4.15	4.50	1.35	2.85
	19	77'083.80	35.30	3.75	4.25	4.60	1.40	2.90
	20	78'426.60	35.95	3.80	4.30	4.65	1.40	2.95

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09	00	53'263.20	24.40	2.55	2.90	3.15	0.95	2.00
	01	54'660.00	25.05	2.65	3.00	3.25	1.00	2.05
	02	56'056.20	25.70	2.70	3.10	3.35	1.00	2.10
	03	57'452.40	26.35	2.80	3.15	3.40	1.05	2.15
	04	58'849.20	26.95	2.85	3.25	3.50	1.05	2.20
	05	60'245.40	27.60	2.90	3.30	3.55	1.10	2.25
	06	61'642.20	28.25	3.00	3.40	3.65	1.10	2.35
	07	63'038.40	28.90	3.05	3.45	3.75	1.15	2.40
	08	64'434.60	29.55	3.10	3.55	3.85	1.15	2.45
	09	65'831.40	30.15	3.20	3.60	3.90	1.20	2.50
	10	67'227.60	30.80	3.25	3.70	4.00	1.20	2.55
	11	68'624.40	31.45	3.30	3.75	4.10	1.25	2.60
	12	70'020.60	32.10	3.40	3.85	4.15	1.25	2.65
	13	71'416.80	32.70	3.45	3.90	4.25	1.30	2.70
	14	72'813.60	33.35	3.50	4.00	4.30	1.30	2.75
	15	74'209.80	34.00	3.60	4.10	4.40	1.35	2.80
	16	75'606.60	34.65	3.65	4.15	4.50	1.35	2.85
	17	77'002.80	35.30	3.75	4.25	4.60	1.40	2.90
	18	78'399.00	35.90	3.80	4.30	4.65	1.40	2.95
	19	79'795.80	36.55	3.85	4.40	4.75	1.45	3.00
	20	81'192.00	37.20	3.95	4.45	4.85	1.45	3.05
10	00	55'106.40	25.25	2.65	3.00	3.25	1.00	2.10
	01	56'554.80	25.90	2.75	3.10	3.35	1.00	2.15
	02	58'003.80	26.60	2.80	3.20	3.45	1.05	2.20
	03	59'452.20	27.25	2.85	3.25	3.55	1.05	2.25
	04	60'900.60	27.90	2.95	3.35	3.60	1.10	2.30
	05	62'349.00	28.55	3.00	3.40	3.70	1.10	2.35
	06	63'797.40	29.25	3.10	3.50	3.80	1.15	2.40
	07	65'246.40	29.90	3.15	3.60	3.85	1.15	2.45
	08	66'694.80	30.55	3.25	3.65	3.95	1.20	2.50
	09	68'143.20	31.25	3.30	3.75	4.05	1.25	2.60
	10	69'591.60	31.90	3.35	3.85	4.15	1.25	2.65
	11	71'040.00	32.55	3.45	3.90	4.20	1.30	2.70
	12	72'488.40	33.20	3.50	4.00	4.30	1.30	2.75
	13	73'937.40	33.90	3.60	4.05	4.40	1.35	2.80
	14	75'385.80	34.55	3.65	4.15	4.50	1.35	2.85
	15	76'834.20	35.20	3.70	4.20	4.55	1.40	2.90
	16	78'282.60	35.85	3.80	4.30	4.65	1.40	2.95
	17	79'731.00	36.55	3.85	4.40	4.75	1.45	3.00
	18	81'180.00	37.20	3.95	4.45	4.85	1.45	3.05
	19	82'628.40	37.85	4.00	4.55	4.90	1.50	3.15
	20	84'076.80	38.50	4.05	4.60	5.00	1.50	3.20

TARIFS HORAIRES

Renchérissement (en points)

2026

114.2

ADMINISTRATION

TB	=	Salaire de base annuel sans 13ème salaire	
TH	=	Tarif de l'heure sans 13ème salaire, vacances, ind. jours fériés	--- > Formule de calcul:
IV 10.64%	=	Indemnité vacances jusqu'à 49 ans	TB
IV 12.07%	=	Indemnité vacances de 50 à 57 ans	h/mois x 12 mois
IV 13.04%	=	Indemnité vacances dès 58 ans	
JF 4.00%	=	Indemnité jours fériés pour le personnel administratif	

CLASSE	Palier	TB	TH	Vacances 10.64%	Vacances 12.07%	Vacances 13.04%	JF 4%	13e sal. 8.33%
11	00	57'075.00	26.15	2.75	3.15	3.40	1.00	2.15
	01	58'578.60	26.85	2.85	3.20	3.50	1.05	2.20
	02	60'081.60	27.55	2.90	3.30	3.55	1.10	2.25
	03	61'585.20	28.20	3.00	3.40	3.65	1.10	2.30
	04	63'088.20	28.90	3.05	3.45	3.75	1.15	2.40
	05	64'591.80	29.60	3.10	3.55	3.85	1.15	2.45
	06	66'094.80	30.30	3.20	3.65	3.95	1.20	2.50
	07	67'598.40	31.00	3.25	3.70	4.00	1.20	2.55
	08	69'102.00	31.65	3.35	3.80	4.10	1.25	2.60
	09	70'605.00	32.35	3.40	3.90	4.20	1.25	2.65
	10	72'108.60	33.05	3.50	3.95	4.30	1.30	2.75
	11	73'611.60	33.75	3.55	4.05	4.40	1.35	2.80
	12	75'115.20	34.40	3.65	4.15	4.45	1.35	2.85
	13	76'618.20	35.10	3.70	4.20	4.55	1.40	2.90
	14	78'121.80	35.80	3.80	4.30	4.65	1.40	2.95
	15	79'624.80	36.50	3.85	4.40	4.75	1.45	3.00
	16	81'128.40	37.15	3.95	4.45	4.80	1.45	3.05
	17	82'631.40	37.85	4.00	4.55	4.90	1.50	3.15
	18	84'135.00	38.55	4.10	4.65	5.00	1.50	3.20
	19	85'638.60	39.25	4.15	4.70	5.10	1.55	3.25
	20	87'141.60	39.90	4.20	4.80	5.20	1.55	3.30
12	00	59'163.00	27.10	2.85	3.25	3.50	1.05	2.25
	01	60'723.60	27.85	2.95	3.35	3.60	1.10	2.30
	02	62'284.80	28.55	3.00	3.40	3.70	1.10	2.35
	03	63'845.40	29.25	3.10	3.50	3.80	1.15	2.40
	04	65'406.60	29.95	3.15	3.60	3.90	1.15	2.45
	05	66'967.20	30.70	3.25	3.70	4.00	1.20	2.55
	06	68'528.40	31.40	3.30	3.75	4.05	1.25	2.60
	07	70'089.00	32.10	3.40	3.85	4.15	1.25	2.65
	08	71'650.20	32.85	3.45	3.95	4.25	1.30	2.70
	09	73'210.80	33.55	3.55	4.00	4.35	1.30	2.75
	10	74'772.00	34.25	3.60	4.10	4.45	1.35	2.85
	11	76'332.60	35.00	3.70	4.20	4.55	1.40	2.90
	12	77'893.80	35.70	3.75	4.30	4.65	1.40	2.95
	13	79'454.40	36.40	3.85	4.35	4.70	1.45	3.00
	14	81'015.60	37.10	3.90	4.45	4.80	1.45	3.05
	15	82'576.20	37.85	4.00	4.55	4.90	1.50	3.15
	16	84'136.80	38.55	4.10	4.65	5.00	1.50	3.20
	17	85'698.00	39.25	4.15	4.70	5.10	1.55	3.25
	18	87'258.60	40.00	4.25	4.80	5.20	1.60	3.30
	19	88'819.80	40.70	4.30	4.90	5.30	1.60	3.35
	20	90'380.40	41.40	4.40	4.95	5.35	1.65	3.40

TARIFS HORAIRES

Renchérissement (en points)

2026

114.2

ADMINISTRATION

TB	=	Salaire de base annuel sans 13ème salaire	
TH	=	Tarif de l'heure sans 13ème salaire, vacances, ind. jours fériés	--- > Formule de calcul:
IV 10.64%	=	Indemnité vacances jusqu'à 49 ans	TB
IV 12.07%	=	Indemnité vacances de 50 à 57 ans	h/mois x 12 mois
IV 13.04%	=	Indemnité vacances dès 58 ans	
JF 4.00%	=	Indemnité jours fériés pour le personnel administratif	

CLASSE	Palier	TB	TH	Vacances 10.64%	Vacances 12.07%	Vacances 13.04%	JF 4%	13e sal. 8.33%
13	00	61'318.80	28.10	2.95	3.35	3.65	1.10	2.30
	01	62'937.00	28.85	3.05	3.45	3.75	1.15	2.40
	02	64'555.20	29.60	3.10	3.55	3.85	1.15	2.45
	03	66'174.00	30.30	3.20	3.65	3.95	1.20	2.50
	04	67'792.20	31.05	3.30	3.70	4.00	1.20	2.55
	05	69'411.00	31.80	3.35	3.80	4.10	1.25	2.60
	06	71'029.20	32.55	3.45	3.90	4.20	1.30	2.70
	07	72'647.40	33.30	3.50	4.00	4.30	1.30	2.75
	08	74'266.20	34.05	3.60	4.10	4.40	1.35	2.80
	09	75'884.40	34.75	3.65	4.15	4.50	1.35	2.85
	10	77'503.20	35.50	3.75	4.25	4.60	1.40	2.95
	11	79'121.40	36.25	3.85	4.35	4.70	1.45	3.00
	12	80'739.60	37.00	3.90	4.45	4.80	1.45	3.05
	13	82'358.40	37.75	4.00	4.55	4.90	1.50	3.10
	14	83'976.60	38.50	4.05	4.60	5.00	1.50	3.20
	15	85'595.40	39.20	4.15	4.70	5.10	1.55	3.25
	16	87'213.60	39.95	4.25	4.80	5.20	1.55	3.30
	17	88'831.80	40.70	4.30	4.90	5.30	1.60	3.35
	18	90'450.60	41.45	4.40	5.00	5.40	1.65	3.45
	19	92'068.80	42.20	4.45	5.05	5.50	1.65	3.50
	20	93'687.60	42.90	4.55	5.15	5.55	1.70	3.55
14	00	63'645.00	29.15	3.10	3.50	3.80	1.15	2.40
	01	65'316.60	29.95	3.15	3.60	3.90	1.15	2.45
	02	66'988.80	30.70	3.25	3.70	4.00	1.20	2.55
	03	68'660.40	31.45	3.30	3.75	4.10	1.25	2.60
	04	70'332.60	32.25	3.40	3.85	4.20	1.25	2.65
	05	72'004.20	33.00	3.50	3.95	4.30	1.30	2.70
	06	73'676.40	33.75	3.55	4.05	4.40	1.35	2.80
	07	75'348.00	34.50	3.65	4.15	4.45	1.35	2.85
	08	77'020.20	35.30	3.75	4.25	4.60	1.40	2.90
	09	78'691.80	36.05	3.80	4.35	4.70	1.40	3.00
	10	80'363.40	36.80	3.90	4.40	4.75	1.45	3.05
	11	82'035.60	37.60	4.00	4.50	4.90	1.50	3.10
	12	83'707.20	38.35	4.05	4.60	5.00	1.50	3.15
	13	85'379.40	39.10	4.15	4.70	5.05	1.55	3.25
	14	87'051.00	39.90	4.20	4.80	5.20	1.55	3.30
	15	88'723.20	40.65	4.30	4.90	5.30	1.60	3.35
	16	90'394.80	41.40	4.40	4.95	5.35	1.65	3.40
	17	92'067.00	42.20	4.45	5.05	5.50	1.65	3.50
	18	93'738.60	42.95	4.55	5.15	5.60	1.70	3.55
	19	95'410.80	43.70	4.60	5.25	5.65	1.70	3.60
	20	97'082.40	44.50	4.70	5.35	5.80	1.75	3.70

TARIFS HORAIRES

Renchérissment (en points)

2026

114.2

ADMINISTRATION

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IV 10.64%	=	Indemnité vacances jusqu'à 49 ans	TB
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IV 13.04%	=	Indemnité vacances dès 58 ans	
JF 4.00%	=	Indemnité jours fériés pour le personnel administratif	

CLASSE	Palier	TB	TH	Vacances 10.64%	Vacances 12.07%	Vacances 13.04%	JF 4%	13e sal. 8.33%
15	00	66'097.20	30.30	3.20	3.65	3.95	1.20	2.50
	01	67'821.00	31.10	3.30	3.75	4.05	1.20	2.55
	02	69'544.80	31.85	3.35	3.80	4.15	1.25	2.65
	03	71'269.20	32.65	3.45	3.90	4.25	1.30	2.70
	04	72'993.00	33.45	3.55	4.00	4.35	1.30	2.75
	05	74'716.80	34.25	3.60	4.10	4.45	1.35	2.85
	06	76'441.20	35.05	3.70	4.20	4.55	1.40	2.90
	07	78'165.00	35.80	3.80	4.30	4.65	1.40	2.95
	08	79'888.80	36.60	3.85	4.40	4.75	1.45	3.00
	09	81'612.60	37.40	3.95	4.50	4.85	1.45	3.10
	10	83'337.00	38.20	4.05	4.60	4.95	1.50	3.15
	11	85'060.80	38.95	4.10	4.70	5.05	1.55	3.20
	12	86'784.60	39.75	4.20	4.75	5.15	1.55	3.30
	13	88'508.40	40.55	4.30	4.85	5.25	1.60	3.35
	14	90'232.80	41.35	4.35	4.95	5.35	1.65	3.40
	15	91'956.60	42.15	4.45	5.05	5.45	1.65	3.50
	16	93'680.40	42.90	4.55	5.15	5.55	1.70	3.55
	17	95'404.80	43.70	4.60	5.25	5.65	1.70	3.60
	18	97'128.60	44.50	4.70	5.35	5.80	1.75	3.70
	19	98'852.40	45.30	4.80	5.45	5.90	1.80	3.75
	20	100'576.20	46.10	4.90	5.55	6.00	1.80	3.80
16	00	68'688.00	31.50	3.35	3.80	4.10	1.25	2.60
	01	70'465.20	32.30	3.40	3.85	4.20	1.25	2.65
	02	72'242.40	33.10	3.50	3.95	4.30	1.30	2.75
	03	74'020.20	33.90	3.60	4.05	4.40	1.35	2.80
	04	75'797.40	34.75	3.65	4.15	4.50	1.35	2.85
	05	77'575.20	35.55	3.75	4.25	4.60	1.40	2.95
	06	79'352.40	36.35	3.85	4.35	4.70	1.45	3.00
	07	81'129.60	37.15	3.95	4.45	4.80	1.45	3.05
	08	82'907.40	38.00	4.00	4.55	4.95	1.50	3.15
	09	84'684.60	38.80	4.10	4.65	5.05	1.55	3.20
	10	86'461.80	39.60	4.20	4.75	5.15	1.55	3.25
	11	88'239.60	40.45	4.30	4.85	5.25	1.60	3.35
	12	90'016.80	41.25	4.35	4.95	5.35	1.65	3.40
	13	91'794.00	42.05	4.45	5.05	5.45	1.65	3.50
	14	93'571.80	42.85	4.55	5.15	5.55	1.70	3.55
	15	95'349.00	43.70	4.60	5.25	5.65	1.70	3.60
	16	97'126.20	44.50	4.70	5.35	5.80	1.75	3.70
	17	98'904.00	45.30	4.80	5.45	5.90	1.80	3.75
	18	100'681.20	46.10	4.90	5.55	6.00	1.80	3.80
	19	102'458.40	46.95	4.95	5.65	6.10	1.85	3.90
	20	104'236.20	47.75	5.05	5.75	6.20	1.90	3.95

TARIFS HORAIRES

Renchérissement (en points)

2026

114.2

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IV 10.64%	=	Indemnité vacances jusqu'à 49 ans	TB
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JF 4.00%	=	Indemnité jours fériés pour le personnel administratif	

CLASSE	Palier	TB	TH	Vacances 10.64%	Vacances 12.07%	Vacances 13.04%	JF 4%	13e sal. 8.33%
17	00	71'408.40	32.70	3.45	3.90	4.25	1.30	2.70
	01	73'236.00	33.55	3.55	4.00	4.35	1.30	2.75
	02	75'064.20	34.40	3.65	4.15	4.45	1.35	2.85
	03	76'892.40	35.25	3.75	4.25	4.55	1.40	2.90
	04	78'720.60	36.05	3.80	4.35	4.70	1.40	3.00
	05	80'548.80	36.90	3.90	4.45	4.80	1.45	3.05
	06	82'377.00	37.75	4.00	4.55	4.90	1.50	3.10
	07	84'205.20	38.60	4.10	4.65	5.00	1.50	3.20
	08	86'032.80	39.40	4.15	4.75	5.10	1.55	3.25
	09	87'861.00	40.25	4.25	4.85	5.20	1.60	3.35
	10	89'689.20	41.10	4.35	4.95	5.35	1.60	3.40
	11	91'517.40	41.95	4.45	5.05	5.45	1.65	3.45
	12	93'345.60	42.75	4.50	5.15	5.55	1.70	3.55
	13	95'173.80	43.60	4.60	5.25	5.65	1.70	3.60
	14	97'002.00	44.45	4.70	5.35	5.75	1.75	3.70
	15	98'829.60	45.30	4.80	5.45	5.90	1.80	3.75
	16	100'657.80	46.10	4.90	5.55	6.00	1.80	3.80
	17	102'486.00	46.95	4.95	5.65	6.10	1.85	3.90
	18	104'314.20	47.80	5.05	5.75	6.20	1.90	3.95
	19	106'142.40	48.60	5.15	5.85	6.30	1.90	4.00
	20	107'970.60	49.45	5.25	5.95	6.40	1.95	4.10
18	00	74'261.40	34.05	3.60	4.10	4.40	1.35	2.80
	01	76'141.20	34.90	3.70	4.20	4.55	1.35	2.90
	02	78'021.60	35.75	3.80	4.30	4.65	1.40	2.95
	03	79'902.00	36.60	3.85	4.40	4.75	1.45	3.00
	04	81'781.80	37.45	3.95	4.50	4.85	1.45	3.10
	05	83'662.20	38.35	4.05	4.60	5.00	1.50	3.15
	06	85'542.60	39.20	4.15	4.70	5.10	1.55	3.25
	07	87'422.40	40.05	4.25	4.80	5.20	1.60	3.30
	08	89'302.80	40.90	4.35	4.90	5.30	1.60	3.40
	09	91'183.20	41.80	4.40	5.00	5.45	1.65	3.45
	10	93'063.00	42.65	4.50	5.10	5.55	1.70	3.55
	11	94'943.40	43.50	4.60	5.25	5.65	1.70	3.60
	12	96'823.80	44.35	4.70	5.35	5.75	1.75	3.65
	13	98'703.60	45.20	4.80	5.45	5.85	1.80	3.75
	14	100'584.00	46.10	4.90	5.55	6.00	1.80	3.80
	15	102'464.40	46.95	4.95	5.65	6.10	1.85	3.90
	16	104'344.20	47.80	5.05	5.75	6.20	1.90	3.95
	17	106'224.60	48.65	5.15	5.85	6.30	1.90	4.05
	18	108'104.40	49.50	5.25	5.95	6.45	1.95	4.10
	19	109'984.80	50.40	5.35	6.05	6.55	2.00	4.15
	20	111'865.20	51.25	5.45	6.15	6.65	2.05	4.25

TARIFS HORAIRES

Renchérissement (en points)

2026

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CLASSE	Palier	TB	TH	Vacances 10.64%	Vacances 12.07%	Vacances 13.04%	JF 4%	13e sal. 8.33%
19	00	77'206.20	35.40	3.75	4.25	4.60	1.40	2.90
	01	79'142.40	36.25	3.85	4.35	4.70	1.45	3.00
	02	81'079.20	37.15	3.95	4.45	4.80	1.45	3.05
	03	83'015.40	38.05	4.00	4.55	4.95	1.50	3.15
	04	84'951.60	38.90	4.10	4.65	5.05	1.55	3.20
	05	86'888.40	39.80	4.20	4.80	5.15	1.55	3.30
	06	88'824.60	40.70	4.30	4.90	5.30	1.60	3.35
	07	90'760.80	41.60	4.40	5.00	5.40	1.65	3.45
	08	92'697.00	42.45	4.50	5.10	5.50	1.65	3.50
	09	94'633.80	43.35	4.60	5.20	5.65	1.70	3.60
	10	96'570.00	44.25	4.70	5.30	5.75	1.75	3.65
	11	98'506.20	45.15	4.80	5.40	5.85	1.80	3.75
	12	100'443.00	46.00	4.85	5.55	5.95	1.80	3.80
	13	102'379.20	46.90	4.95	5.65	6.10	1.85	3.90
	14	104'315.40	47.80	5.05	5.75	6.20	1.90	3.95
	15	106'252.20	48.70	5.15	5.85	6.35	1.90	4.05
	16	108'188.40	49.55	5.25	5.95	6.45	1.95	4.10
	17	110'124.60	50.45	5.35	6.05	6.55	2.00	4.20
	18	112'060.80	51.35	5.45	6.15	6.65	2.05	4.25
	19	113'997.60	52.20	5.55	6.30	6.80	2.05	4.30
	20	115'933.80	53.10	5.60	6.40	6.90	2.10	4.40
20	00	80'317.80	36.80	3.90	4.40	4.75	1.45	3.05
	01	82'310.40	37.70	4.00	4.55	4.90	1.50	3.10
	02	84'303.00	38.65	4.10	4.65	5.00	1.50	3.20
	03	86'295.60	39.55	4.20	4.75	5.15	1.55	3.25
	04	88'288.20	40.45	4.30	4.85	5.25	1.60	3.35
	05	90'280.80	41.35	4.35	4.95	5.35	1.65	3.40
	06	92'273.40	42.25	4.45	5.05	5.50	1.65	3.50
	07	94'266.00	43.20	4.55	5.20	5.60	1.70	3.55
	08	96'258.00	44.10	4.65	5.30	5.75	1.75	3.65
	09	98'250.60	45.00	4.75	5.40	5.85	1.80	3.70
	10	100'243.20	45.90	4.85	5.50	5.95	1.80	3.80
	11	102'235.80	46.85	4.95	5.65	6.10	1.85	3.90
	12	104'228.40	47.75	5.05	5.75	6.20	1.90	3.95
	13	106'221.00	48.65	5.15	5.85	6.30	1.90	4.05
	14	108'213.60	49.55	5.25	5.95	6.45	1.95	4.10
	15	110'206.20	50.50	5.35	6.05	6.55	2.00	4.20
	16	112'198.80	51.40	5.45	6.20	6.70	2.05	4.25
	17	114'191.40	52.30	5.55	6.30	6.80	2.05	4.35
	18	116'184.00	53.20	5.65	6.40	6.90	2.10	4.40
	19	118'176.60	54.15	5.75	6.50	7.05	2.15	4.50
	20	120'169.20	55.05	5.85	6.60	7.15	2.20	4.55

TARIFS HORAIRES

Renchérissement (en points)

2026

114.2

ADMINISTRATION

TB	=	Salaire de base annuel sans 13ème salaire	
TH	=	Tarif de l'heure sans 13ème salaire, vacances, ind. jours fériés	--- > Formule de calcul:
IV 10.64%	=	Indemnité vacances jusqu'à 49 ans	TB
IV 12.07%	=	Indemnité vacances de 50 à 57 ans	h/mois x 12 mois
IV 13.04%	=	Indemnité vacances dès 58 ans	
JF 4.00%	=	Indemnité jours fériés pour le personnel administratif	

CLASSE	Palier	TB	TH	Vacances 10.64%	Vacances 12.07%	Vacances 13.04%	JF 4%	13e sal. 8.33%
21	00	83'548.20	38.30	4.05	4.60	4.95	1.50	3.15
	01	85'600.20	39.20	4.15	4.70	5.10	1.55	3.25
	02	87'651.60	40.15	4.25	4.80	5.20	1.60	3.30
	03	89'703.00	41.10	4.35	4.95	5.35	1.60	3.40
	04	91'754.40	42.05	4.45	5.05	5.45	1.65	3.50
	05	93'805.80	43.00	4.55	5.15	5.60	1.70	3.55
	06	95'857.20	43.90	4.65	5.25	5.70	1.75	3.65
	07	97'909.20	44.85	4.75	5.40	5.80	1.75	3.70
	08	99'960.60	45.80	4.85	5.50	5.95	1.80	3.80
	09	102'012.00	46.75	4.95	5.60	6.05	1.85	3.85
	10	104'063.40	47.65	5.05	5.75	6.20	1.90	3.95
	11	106'114.80	48.60	5.15	5.85	6.30	1.90	4.00
	12	108'166.20	49.55	5.25	5.95	6.45	1.95	4.10
	13	110'217.60	50.50	5.35	6.05	6.55	2.00	4.20
	14	112'269.60	51.45	5.45	6.20	6.70	2.05	4.25
	15	114'321.00	52.35	5.55	6.30	6.80	2.05	4.35
	16	116'372.40	53.30	5.65	6.40	6.95	2.10	4.40
	17	118'423.80	54.25	5.75	6.50	7.05	2.15	4.50
	18	120'475.20	55.20	5.85	6.65	7.15	2.20	4.55
	19	122'526.60	56.15	5.95	6.75	7.30	2.20	4.65
	20	124'578.00	57.05	6.05	6.85	7.40	2.25	4.75
22	00	86'916.00	39.80	4.20	4.80	5.15	1.55	3.30
	01	89'029.20	40.80	4.30	4.90	5.30	1.60	3.35
	02	91'142.40	41.75	4.40	5.00	5.40	1.65	3.45
	03	93'255.60	42.70	4.50	5.15	5.55	1.70	3.55
	04	95'368.80	43.70	4.60	5.25	5.65	1.70	3.60
	05	97'482.00	44.65	4.75	5.35	5.80	1.75	3.70
	06	99'595.20	45.65	4.85	5.50	5.95	1.80	3.80
	07	101'708.40	46.60	4.95	5.60	6.05	1.85	3.85
	08	103'821.60	47.55	5.05	5.70	6.20	1.90	3.95
	09	105'934.80	48.55	5.15	5.85	6.30	1.90	4.00
	10	108'048.00	49.50	5.25	5.95	6.45	1.95	4.10
	11	110'161.20	50.45	5.35	6.05	6.55	2.00	4.20
	12	112'274.40	51.45	5.45	6.20	6.70	2.05	4.25
	13	114'387.00	52.40	5.55	6.30	6.80	2.05	4.35
	14	116'500.20	53.35	5.65	6.40	6.95	2.10	4.40
	15	118'613.40	54.35	5.75	6.55	7.05	2.15	4.50
	16	120'726.60	55.30	5.85	6.65	7.20	2.20	4.60
	17	122'839.80	56.25	5.95	6.75	7.30	2.25	4.65
	18	124'953.00	57.25	6.05	6.90	7.45	2.25	4.75
	19	127'066.20	58.20	6.15	7.00	7.55	2.30	4.80
	20	129'179.40	59.15	6.25	7.10	7.70	2.35	4.90

TARIFS HORAIRES

Renchérissment (en points)

2026

114.2

ADMINISTRATION

TB	=	Salaire de base annuel sans 13ème salaire	
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IV 10.64%	=	Indemnité vacances jusqu'à 49 ans	TB
IV 12.07%	=	Indemnité vacances de 50 à 57 ans	h/mois x 12 mois
IV 13.04%	=	Indemnité vacances dès 58 ans	
JF 4.00%	=	Indemnité jours fériés pour le personnel administratif	

CLASSE	Palier	TB	TH	Vacances 10.64%	Vacances 12.07%	Vacances 13.04%	JF 4%	13e sal. 8.33%
23	00	90'437.40	41.45	4.40	5.00	5.40	1.65	3.45
	01	92'612.40	42.45	4.50	5.10	5.50	1.65	3.50
	02	94'787.40	43.45	4.60	5.20	5.65	1.70	3.60
	03	96'961.80	44.40	4.70	5.35	5.75	1.75	3.65
	04	99'136.80	45.40	4.80	5.45	5.90	1.80	3.75
	05	101'311.80	46.40	4.90	5.60	6.05	1.85	3.85
	06	103'486.20	47.40	5.00	5.70	6.15	1.85	3.90
	07	105'661.20	48.40	5.10	5.80	6.30	1.90	4.00
	08	107'836.20	49.40	5.25	5.95	6.40	1.95	4.10
	09	110'011.20	50.40	5.35	6.05	6.55	2.00	4.15
	10	112'185.60	51.40	5.45	6.20	6.70	2.05	4.25
	11	114'360.60	52.40	5.55	6.30	6.80	2.05	4.35
	12	116'535.60	53.40	5.65	6.40	6.95	2.10	4.40
	13	118'710.00	54.40	5.75	6.55	7.05	2.15	4.50
	14	120'885.00	55.40	5.85	6.65	7.20	2.20	4.60
	15	123'060.00	56.35	5.95	6.80	7.30	2.25	4.65
	16	125'234.40	57.35	6.10	6.90	7.45	2.25	4.75
	17	127'409.40	58.35	6.20	7.00	7.60	2.30	4.85
	18	129'584.40	59.35	6.30	7.15	7.70	2.35	4.90
	19	131'759.40	60.35	6.40	7.25	7.85	2.40	5.00
	20	133'933.80	61.35	6.50	7.40	8.00	2.45	5.10
24	00	94'080.60	43.10	4.55	5.20	5.60	1.70	3.55
	01	96'315.60	44.15	4.65	5.30	5.75	1.75	3.65
	02	98'551.20	45.15	4.80	5.40	5.85	1.80	3.75
	03	100'786.20	46.15	4.90	5.55	6.00	1.80	3.80
	04	103'021.20	47.20	5.00	5.65	6.15	1.85	3.90
	05	105'256.20	48.20	5.10	5.80	6.25	1.90	4.00
	06	107'491.20	49.25	5.20	5.90	6.40	1.95	4.10
	07	109'726.80	50.25	5.30	6.05	6.55	2.00	4.15
	08	111'961.80	51.30	5.45	6.15	6.65	2.05	4.25
	09	114'196.80	52.30	5.55	6.30	6.80	2.05	4.35
	10	116'431.80	53.35	5.65	6.40	6.95	2.10	4.40
	11	118'666.80	54.35	5.75	6.55	7.05	2.15	4.50
	12	120'902.40	55.40	5.85	6.65	7.20	2.20	4.60
	13	123'137.40	56.40	6.00	6.80	7.35	2.25	4.65
	14	125'372.40	57.45	6.10	6.90	7.45	2.25	4.75
	15	127'607.40	58.45	6.20	7.05	7.60	2.30	4.85
	16	129'842.40	59.50	6.30	7.15	7.75	2.35	4.95
	17	132'078.00	60.50	6.40	7.30	7.85	2.40	5.00
	18	134'313.00	61.50	6.50	7.40	8.00	2.45	5.10
	19	136'548.00	62.55	6.65	7.50	8.15	2.50	5.20
	20	138'783.00	63.55	6.75	7.65	8.25	2.50	5.25

TARIFS HORAIRES

Renchérissement (en points)

2026

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ADMINISTRATION

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IV 10.64%	=	Indemnité vacances jusqu'à 49 ans	$\frac{\text{TB}}{\text{h/mois} \times 12 \text{ mois}}$
IV 12.07%	=	Indemnité vacances de 50 à 57 ans	
IV 13.04%	=	Indemnité vacances dès 58 ans	
JF 4.00%	=	Indemnité jours fériés pour le personnel administratif	

CLASSE	Palier	TB	TH	Vacances 10.64%	Vacances 12.07%	Vacances 13.04%	JF 4%	13e sal. 8.33%
25	00	97'863.60	44.85	4.75	5.40	5.80	1.75	3.70
	01	100'161.60	45.90	4.85	5.50	5.95	1.80	3.80
	02	102'460.20	46.95	4.95	5.65	6.10	1.85	3.90
	03	104'758.20	48.00	5.10	5.75	6.25	1.90	3.95
	04	107'056.20	49.05	5.20	5.90	6.35	1.95	4.05
	05	109'354.20	50.10	5.30	6.00	6.50	2.00	4.15
	06	111'652.80	51.15	5.40	6.15	6.65	2.00	4.25
	07	113'950.80	52.20	5.55	6.30	6.80	2.05	4.30
	08	116'248.80	53.25	5.65	6.40	6.90	2.10	4.40
	09	118'547.40	54.30	5.75	6.55	7.05	2.15	4.50
	10	120'845.40	55.35	5.85	6.65	7.20	2.20	4.60
	11	123'143.40	56.40	6.00	6.80	7.35	2.25	4.65
	12	125'441.40	57.45	6.10	6.90	7.45	2.25	4.75
	13	127'740.00	58.50	6.20	7.05	7.60	2.30	4.85
	14	130'038.00	59.55	6.30	7.15	7.75	2.35	4.95
	15	132'336.00	60.60	6.40	7.30	7.90	2.40	5.00
	16	134'634.00	61.65	6.55	7.40	8.00	2.45	5.10
	17	136'932.60	62.70	6.65	7.55	8.15	2.50	5.20
	18	139'230.60	63.80	6.75	7.70	8.30	2.55	5.30
	19	141'528.60	64.85	6.90	7.80	8.45	2.55	5.40
	20	143'827.20	65.90	7.00	7.95	8.55	2.60	5.45
26	00	101'799.00	46.65	4.95	5.60	6.05	1.85	3.85
	01	104'161.20	47.70	5.05	5.75	6.20	1.90	3.95
	02	106'524.00	48.80	5.15	5.85	6.35	1.95	4.05
	03	108'886.80	49.90	5.30	6.00	6.50	1.95	4.15
	04	111'249.00	50.95	5.40	6.10	6.60	2.00	4.20
	05	113'611.80	52.05	5.50	6.25	6.75	2.05	4.30
	06	115'974.00	53.15	5.65	6.40	6.90	2.10	4.40
	07	118'336.80	54.20	5.75	6.50	7.05	2.15	4.50
	08	120'699.60	55.30	5.85	6.65	7.20	2.20	4.60
	09	123'061.80	56.35	5.95	6.80	7.30	2.25	4.65
	10	125'424.60	57.45	6.10	6.90	7.45	2.25	4.75
	11	127'786.80	58.55	6.20	7.05	7.60	2.30	4.85
	12	130'149.60	59.60	6.30	7.15	7.75	2.35	4.95
	13	132'512.40	60.70	6.45	7.30	7.90	2.40	5.05
	14	134'874.60	61.80	6.55	7.45	8.05	2.45	5.10
	15	137'237.40	62.85	6.65	7.55	8.15	2.50	5.20
	16	139'600.20	63.95	6.80	7.70	8.30	2.55	5.30
	17	141'962.40	65.05	6.90	7.85	8.45	2.60	5.40
	18	144'325.20	66.10	7.00	7.95	8.60	2.60	5.50
	19	146'687.40	67.20	7.15	8.10	8.75	2.65	5.55
	20	149'050.20	68.25	7.25	8.20	8.85	2.70	5.65

TARIFS HORAIRES

Renchérissement (en points)

2026

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ADMINISTRATION

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IV 10.64%	=	Indemnité vacances jusqu'à 49 ans	TB
IV 12.07%	=	Indemnité vacances de 50 à 57 ans	h/mois x 12 mois
IV 13.04%	=	Indemnité vacances dès 58 ans	
JF 4.00%	=	Indemnité jours fériés pour le personnel administratif	

CLASSE	Palier	TB	TH	Vacances 10.64%	Vacances 12.07%	Vacances 13.04%	JF 4%	13e sal. 8.33%
27	00	105'881.40	48.50	5.15	5.85	6.30	1.90	4.00
	01	108'306.60	49.60	5.25	5.95	6.45	1.95	4.10
	02	110'732.40	50.75	5.35	6.10	6.60	2.00	4.20
	03	113'158.20	51.85	5.50	6.25	6.75	2.05	4.30
	04	115'583.40	52.95	5.60	6.35	6.90	2.10	4.40
	05	118'009.20	54.05	5.75	6.50	7.00	2.15	4.50
	06	120'435.00	55.15	5.85	6.65	7.15	2.20	4.55
	07	122'860.20	56.30	5.95	6.75	7.30	2.25	4.65
	08	125'286.00	57.40	6.10	6.90	7.45	2.25	4.75
	09	127'711.80	58.50	6.20	7.05	7.60	2.30	4.85
	10	130'137.00	59.60	6.30	7.15	7.75	2.35	4.95
	11	132'562.80	60.70	6.45	7.30	7.90	2.40	5.05
	12	134'988.60	61.85	6.55	7.45	8.05	2.45	5.15
	13	137'414.40	62.95	6.65	7.55	8.20	2.50	5.20
	14	139'839.60	64.05	6.80	7.70	8.35	2.55	5.30
	15	142'265.40	65.15	6.90	7.85	8.45	2.60	5.40
	16	144'691.20	66.30	7.05	8.00	8.60	2.65	5.50
	17	147'116.40	67.40	7.15	8.10	8.75	2.65	5.60
	18	149'542.20	68.50	7.25	8.25	8.90	2.70	5.70
	19	151'968.00	69.60	7.40	8.40	9.05	2.75	5.75
	20	154'393.20	70.70	7.50	8.50	9.20	2.80	5.85
28	00	110'109.00	50.45	5.35	6.05	6.55	2.00	4.20
	01	112'600.20	51.60	5.45	6.20	6.70	2.05	4.25
	02	115'091.40	52.70	5.60	6.35	6.85	2.10	4.35
	03	117'583.20	53.85	5.70	6.45	7.00	2.15	4.45
	04	120'074.40	55.00	5.85	6.60	7.15	2.20	4.55
	05	122'565.60	56.15	5.95	6.75	7.30	2.20	4.65
	06	125'057.40	57.30	6.05	6.90	7.45	2.25	4.75
	07	127'548.60	58.45	6.20	7.05	7.60	2.30	4.85
	08	130'039.80	59.55	6.30	7.15	7.75	2.35	4.95
	09	132'531.60	60.70	6.45	7.30	7.90	2.40	5.05
	10	135'022.80	61.85	6.55	7.45	8.05	2.45	5.15
	11	137'514.00	63.00	6.70	7.60	8.20	2.50	5.20
	12	140'005.80	64.15	6.80	7.70	8.35	2.55	5.30
	13	142'497.00	65.25	6.90	7.85	8.50	2.60	5.40
	14	144'988.20	66.40	7.05	8.00	8.65	2.65	5.50
	15	147'480.00	67.55	7.15	8.15	8.80	2.70	5.60
	16	149'971.20	68.70	7.30	8.25	8.95	2.70	5.70
	17	152'462.40	69.85	7.40	8.40	9.10	2.75	5.80
	18	154'953.60	70.95	7.50	8.55	9.25	2.80	5.90
	19	157'445.40	72.10	7.65	8.70	9.40	2.85	6.00
	20	159'936.60	73.25	7.75	8.80	9.55	2.90	6.10

TARIFS HORAIRES

Renchérissement (en points)

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JF 4.00%	=	Indemnité jours fériés pour le personnel administratif	

CLASSE	Palier	TB	TH	Vacances 10.64%	Vacances 12.07%	Vacances 13.04%	JF 4%	13e sal. 8.33%
29	00	114'417.00	52.40	5.55	6.30	6.80	2.05	4.35
	01	116'976.60	53.60	5.70	6.45	6.95	2.10	4.45
	02	119'536.80	54.75	5.80	6.60	7.10	2.15	4.55
	03	122'096.40	55.95	5.95	6.75	7.25	2.20	4.65
	04	124'656.60	57.10	6.05	6.85	7.40	2.25	4.75
	05	127'216.20	58.25	6.15	7.00	7.55	2.30	4.85
	06	129'776.40	59.45	6.30	7.15	7.75	2.35	4.95
	07	132'336.00	60.60	6.40	7.30	7.90	2.40	5.00
	08	134'896.20	61.80	6.55	7.45	8.05	2.45	5.10
	09	137'455.80	62.95	6.65	7.55	8.20	2.50	5.20
	10	140'016.00	64.15	6.80	7.70	8.35	2.55	5.30
	11	142'575.60	65.30	6.90	7.85	8.50	2.60	5.40
	12	145'135.80	66.50	7.05	8.00	8.65	2.65	5.50
	13	147'695.40	67.65	7.15	8.15	8.80	2.70	5.60
	14	150'255.60	68.80	7.30	8.30	8.95	2.75	5.70
	15	152'815.20	70.00	7.40	8.40	9.10	2.80	5.80
	16	155'375.40	71.15	7.55	8.55	9.25	2.80	5.90
	17	157'935.00	72.35	7.65	8.70	9.40	2.85	6.00
	18	160'495.20	73.50	7.80	8.85	9.55	2.90	6.10
	19	163'054.80	74.70	7.90	9.00	9.70	2.95	6.20
	20	165'615.00	75.85	8.05	9.15	9.85	3.00	6.30
30	00	118'906.20	54.45	5.75	6.55	7.10	2.15	4.50
	01	121'536.00	55.65	5.90	6.70	7.25	2.20	4.60
	02	124'165.80	56.90	6.05	6.85	7.40	2.25	4.70
	03	126'795.60	58.10	6.15	7.00	7.55	2.30	4.80
	04	129'425.40	59.30	6.30	7.15	7.70	2.35	4.90
	05	132'055.20	60.50	6.40	7.30	7.85	2.40	5.00
	06	134'685.00	61.70	6.55	7.40	8.00	2.45	5.10
	07	137'314.80	62.90	6.65	7.55	8.20	2.50	5.20
	08	139'944.60	64.10	6.80	7.70	8.35	2.55	5.30
	09	142'574.40	65.30	6.90	7.85	8.50	2.60	5.40
	10	145'204.20	66.50	7.05	8.00	8.65	2.65	5.50
	11	147'834.00	67.70	7.20	8.15	8.80	2.70	5.60
	12	150'463.80	68.90	7.30	8.30	8.95	2.75	5.70
	13	153'093.60	70.10	7.45	8.45	9.10	2.80	5.80
	14	155'723.40	71.35	7.55	8.60	9.30	2.85	5.90
	15	158'353.20	72.55	7.70	8.75	9.45	2.90	6.00
	16	160'983.00	73.75	7.80	8.90	9.60	2.95	6.10
	17	163'612.80	74.95	7.95	9.00	9.75	2.95	6.20
	18	166'242.60	76.15	8.10	9.15	9.90	3.00	6.30
	19	168'872.40	77.35	8.20	9.30	10.05	3.05	6.40
	20	171'502.20	78.55	8.35	9.45	10.20	3.10	6.50

TARIFS HORAIRES

Renchérissement (en points)

2026

114.2

ADMINISTRATION

TB	=	Salaire de base annuel sans 13ème salaire	
TH	=	Tarif de l'heure sans 13ème salaire, vacances, ind. jours fériés	--- > Formule de calcul:
IV 10.64%	=	Indemnité vacances jusqu'à 49 ans	TB
IV 12.07%	=	Indemnité vacances de 50 à 57 ans	h/mois x 12 mois
IV 13.04%	=	Indemnité vacances dès 58 ans	
JF 4.00%	=	Indemnité jours fériés pour le personnel administratif	

CLASSE	Palier	TB	TH	Vacances 10.64%	Vacances 12.07%	Vacances 13.04%	JF 4%	13e sal. 8.33%
31	00	123'547.20	56.60	6.00	6.80	7.35	2.25	4.70
	01	126'245.40	57.85	6.15	6.95	7.50	2.30	4.80
	02	128'943.60	59.05	6.25	7.10	7.70	2.35	4.90
	03	131'641.80	60.30	6.40	7.25	7.85	2.40	5.00
	04	134'340.60	61.55	6.50	7.40	8.00	2.45	5.10
	05	137'038.80	62.75	6.65	7.55	8.15	2.50	5.20
	06	139'737.00	64.00	6.80	7.70	8.30	2.55	5.30
	07	142'435.20	65.25	6.90	7.85	8.50	2.60	5.40
	08	145'133.40	66.50	7.05	8.00	8.65	2.65	5.50
	09	147'832.20	67.70	7.20	8.15	8.80	2.70	5.60
	10	150'530.40	68.95	7.30	8.30	8.95	2.75	5.70
	11	153'228.60	70.20	7.45	8.45	9.15	2.80	5.80
	12	155'926.80	71.40	7.55	8.60	9.30	2.85	5.90
	13	158'625.00	72.65	7.70	8.75	9.45	2.90	6.05
	14	161'323.20	73.90	7.85	8.90	9.60	2.95	6.15
	15	164'022.00	75.15	7.95	9.05	9.75	3.00	6.25
	16	166'720.20	76.35	8.10	9.20	9.95	3.05	6.35
	17	169'418.40	77.60	8.25	9.35	10.10	3.10	6.45
	18	172'116.60	78.85	8.35	9.50	10.25	3.15	6.55
	19	174'814.80	80.05	8.50	9.65	10.40	3.20	6.65
	20	177'513.60	81.30	8.65	9.80	10.60	3.25	6.75
32	00	128'350.20	58.80	6.25	7.05	7.65	2.35	4.85
	01	131'114.40	60.05	6.35	7.20	7.80	2.40	5.00
	02	133'878.60	61.30	6.50	7.35	7.95	2.45	5.10
	03	136'642.80	62.60	6.65	7.55	8.15	2.50	5.20
	04	139'406.40	63.85	6.75	7.70	8.30	2.55	5.30
	05	142'170.60	65.10	6.90	7.85	8.45	2.60	5.40
	06	144'934.80	66.40	7.05	8.00	8.65	2.65	5.50
	07	147'699.00	67.65	7.15	8.15	8.80	2.70	5.60
	08	150'463.20	68.90	7.30	8.30	8.95	2.75	5.70
	09	153'227.40	70.20	7.45	8.45	9.15	2.80	5.80
	10	155'991.00	71.45	7.60	8.60	9.30	2.85	5.95
	11	158'755.20	72.70	7.70	8.75	9.45	2.90	6.05
	12	161'519.40	74.00	7.85	8.90	9.60	2.95	6.15
	13	164'283.60	75.25	8.00	9.05	9.80	3.00	6.25
	14	167'047.80	76.50	8.10	9.20	9.95	3.05	6.35
	15	169'812.00	77.80	8.25	9.35	10.10	3.10	6.45
	16	172'575.60	79.05	8.40	9.50	10.30	3.15	6.55
	17	175'339.80	80.30	8.50	9.65	10.45	3.20	6.65
	18	178'104.00	81.55	8.65	9.80	10.60	3.25	6.75
	19	180'868.20	82.85	8.80	9.95	10.80	3.30	6.90
	20	183'632.40	84.10	8.90	10.15	10.95	3.35	7.00

TARIFS HORAIRES

Renchérissement (en points)

2026

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ADMINISTRATION

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IV 10.64%	=	Indemnité vacances jusqu'à 49 ans	TB
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CLASSE	Palier	TB	TH	Vacances 10.64%	Vacances 12.07%	Vacances 13.04%	JF 4%	13e sal. 8.33%
33	00	133'308.60	61.05	6.45	7.35	7.95	2.40	5.05
	01	136'142.40	62.35	6.60	7.50	8.10	2.45	5.15
	02	138'976.20	63.65	6.75	7.65	8.25	2.50	5.30
	03	141'810.60	64.95	6.90	7.80	8.45	2.55	5.40
	04	144'644.40	66.25	7.00	7.95	8.60	2.65	5.50
	05	147'478.20	67.55	7.15	8.15	8.80	2.70	5.60
	06	150'312.60	68.85	7.30	8.30	8.95	2.75	5.70
	07	153'146.40	70.15	7.45	8.45	9.10	2.80	5.80
	08	155'980.20	71.45	7.60	8.60	9.30	2.85	5.95
	09	158'814.00	72.75	7.70	8.75	9.45	2.90	6.05
	10	161'648.40	74.05	7.85	8.90	9.65	2.95	6.15
	11	164'482.20	75.35	8.00	9.05	9.80	3.00	6.25
	12	167'316.00	76.65	8.15	9.25	9.95	3.05	6.35
	13	170'150.40	77.95	8.25	9.40	10.15	3.10	6.45
	14	172'984.20	79.25	8.40	9.55	10.30	3.15	6.60
	15	175'818.00	80.55	8.55	9.70	10.50	3.20	6.70
	16	178'652.40	81.85	8.70	9.85	10.65	3.25	6.80
	17	181'486.20	83.10	8.80	10.00	10.80	3.30	6.90
	18	184'320.00	84.40	8.95	10.15	11.00	3.35	7.00
	19	187'154.40	85.70	9.10	10.30	11.15	3.40	7.10
	20	189'988.20	87.00	9.25	10.50	11.30	3.45	7.20
34	00	138'406.20	63.40	6.70	7.65	8.25	2.50	5.25
	01	141'314.40	64.75	6.85	7.80	8.40	2.55	5.35
	02	144'222.00	66.05	7.00	7.95	8.60	2.60	5.50
	03	147'130.20	67.40	7.15	8.10	8.75	2.65	5.60
	04	150'038.40	68.70	7.30	8.25	8.95	2.70	5.70
	05	152'946.00	70.05	7.45	8.45	9.10	2.80	5.80
	06	155'854.20	71.40	7.55	8.60	9.30	2.85	5.90
	07	158'762.40	72.70	7.70	8.75	9.45	2.90	6.05
	08	161'670.00	74.05	7.85	8.90	9.65	2.95	6.15
	09	164'578.20	75.40	8.00	9.10	9.80	3.00	6.25
	10	167'486.40	76.70	8.15	9.25	10.00	3.05	6.35
	11	170'394.00	78.05	8.30	9.40	10.15	3.10	6.50
	12	173'302.20	79.40	8.40	9.55	10.35	3.15	6.60
	13	176'210.40	80.70	8.55	9.70	10.50	3.20	6.70
	14	179'118.00	82.05	8.70	9.90	10.65	3.25	6.80
	15	182'026.20	83.35	8.85	10.05	10.85	3.30	6.90
	16	184'934.40	84.70	9.00	10.20	11.00	3.35	7.05
	17	187'842.00	86.05	9.15	10.35	11.20	3.40	7.15
	18	190'750.20	87.35	9.25	10.50	11.35	3.45	7.25
	19	193'657.80	88.70	9.40	10.70	11.55	3.50	7.35
	20	196'566.00	90.05	9.55	10.85	11.70	3.60	7.50

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JF 4.00%	=	Indemnité jours fériés pour le personnel administratif	

CLASSE	Palier	TB	TH	Vacances 10.64%	Vacances 12.07%	Vacances 13.04%	JF 4%	13e sal. 8.33%
35	00	143'647.80	65.80	7.00	7.90	8.55	2.60	5.45
	01	146'627.40	67.15	7.10	8.10	8.75	2.65	5.55
	02	149'606.40	68.55	7.25	8.25	8.90	2.70	5.70
	03	152'586.00	69.90	7.40	8.40	9.10	2.75	5.80
	04	155'565.00	71.25	7.55	8.55	9.25	2.85	5.90
	05	158'544.60	72.60	7.70	8.75	9.45	2.90	6.00
	06	161'523.60	74.00	7.85	8.90	9.60	2.95	6.15
	07	164'502.60	75.35	8.00	9.05	9.80	3.00	6.25
	08	167'482.20	76.70	8.15	9.25	10.00	3.05	6.35
	09	170'461.20	78.05	8.30	9.40	10.15	3.10	6.50
	10	173'440.80	79.45	8.45	9.55	10.35	3.15	6.60
	11	176'419.80	80.80	8.55	9.75	10.50	3.20	6.70
	12	179'398.80	82.15	8.70	9.90	10.70	3.25	6.80
	13	182'378.40	83.55	8.85	10.05	10.85	3.30	6.95
	14	185'357.40	84.90	9.00	10.20	11.05	3.35	7.05
	15	188'337.00	86.25	9.15	10.40	11.20	3.45	7.15
	16	191'316.00	87.60	9.30	10.55	11.40	3.50	7.25
	17	194'295.60	89.00	9.45	10.70	11.60	3.55	7.40
	18	197'274.60	90.35	9.60	10.90	11.75	3.60	7.50
	19	200'253.60	91.70	9.75	11.05	11.95	3.65	7.60
	20	203'233.20	93.10	9.90	11.20	12.10	3.70	7.75
36	00	148'999.20	68.25	7.25	8.20	8.85	2.70	5.65
	01	152'056.80	69.65	7.40	8.40	9.05	2.75	5.80
	02	155'114.40	71.05	7.55	8.55	9.25	2.80	5.90
	03	158'171.40	72.45	7.70	8.70	9.40	2.85	6.00
	04	161'229.00	73.85	7.85	8.90	9.60	2.95	6.15
	05	164'286.00	75.25	8.00	9.05	9.80	3.00	6.25
	06	167'343.60	76.65	8.15	9.25	9.95	3.05	6.35
	07	170'401.20	78.05	8.30	9.40	10.15	3.10	6.50
	08	173'458.20	79.45	8.45	9.55	10.35	3.15	6.60
	09	176'515.80	80.85	8.60	9.75	10.50	3.20	6.70
	10	179'573.40	82.25	8.75	9.90	10.70	3.25	6.85
	11	182'630.40	83.65	8.90	10.05	10.90	3.30	6.95
	12	185'688.00	85.05	9.00	10.25	11.05	3.40	7.05
	13	188'745.00	86.45	9.15	10.40	11.25	3.45	7.20
	14	191'802.60	87.85	9.30	10.60	11.45	3.50	7.30
	15	194'860.20	89.25	9.45	10.75	11.60	3.55	7.40
	16	197'917.20	90.65	9.60	10.90	11.80	3.60	7.55
	17	200'974.80	92.05	9.75	11.10	12.00	3.65	7.65
	18	204'031.80	93.45	9.90	11.25	12.15	3.70	7.75
	19	207'089.40	94.85	10.05	11.40	12.35	3.75	7.90
	20	210'147.00	96.25	10.20	11.60	12.55	3.85	8.00