

**ECHELLE DES TRAITEMENTS 2004** **Indice 109.10**

CLASSE 1		N 01	Paliers																				
Rubriques		Annuité	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Traitement de base	Année	671.40	37'217.40	37'888.80	38'560.80	39'232.20	39'903.60	40'575.60	41'247.00	41'918.40	42'590.40	43'261.80	43'933.20	44'605.20	45'276.60	45'948.60	46'620.00	47'291.40	47'963.40	48'634.80	49'306.20	49'978.20	50'649.60
	Mois	55.95	3'101.45	3'157.40	3'213.40	3'269.35	3'325.30	3'381.30	3'437.25	3'493.20	3'549.20	3'605.15	3'661.10	3'717.10	3'773.05	3'829.05	3'885.00	3'940.95	3'996.95	4'052.90	4'108.85	4'164.85	4'220.80
Y compris 13ème	Année	727.35	40'318.85	41'046.20	41'774.20	42'501.55	43'228.90	43'956.90	44'684.25	45'411.60	46'139.60	46'866.95	47'594.30	48'322.30	49'049.65	49'777.65	50'505.00	51'232.35	51'960.35	52'687.70	53'415.05	54'143.05	54'870.40

CLASSE 2		N 02	Paliers																				
Rubriques		Annuité	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Traitement de base	Année	720.00	37'981.20	38'701.20	39'421.20	40'141.20	40'861.20	41'581.80	42'301.80	43'021.80	43'741.80	44'461.80	45'181.80	45'901.80	46'621.80	47'341.80	48'061.80	48'782.40	49'502.40	50'222.40	50'942.40	51'662.40	52'382.40
	Mois	60.00	3'165.10	3'225.10	3'285.10	3'345.10	3'405.10	3'465.15	3'525.15	3'585.15	3'645.15	3'705.15	3'765.15	3'825.15	3'885.15	3'945.15	4'005.15	4'065.20	4'125.20	4'185.20	4'245.20	4'305.20	4'365.20
Y compris 13ème	Année	780.00	41'146.30	41'926.30	42'706.30	43'486.30	44'266.30	45'046.95	45'826.95	46'606.95	47'386.95	48'166.95	48'946.95	49'726.95	50'506.95	51'286.95	52'066.95	52'847.60	53'627.60	54'407.60	55'187.60	55'967.60	56'747.60

CLASSE 3		N 03	Paliers																				
Rubriques		Annuité	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Traitement de base	Année	769.80	38'847.60	39'618.00	40'387.80	41'157.60	41'927.40	42'697.20	43'467.00	44'236.80	45'006.60	45'776.40	46'546.20	47'316.00	48'085.80	48'855.60	49'625.40	50'395.20	51'165.00	51'934.80	52'704.60	53'474.40	54'244.20
	Mois	64.15	3'237.30	3'301.50	3'365.65	3'429.80	3'493.95	3'558.10	3'622.25	3'686.40	3'750.55	3'814.70	3'878.85	3'943.00	4'007.15	4'071.30	4'135.45	4'199.60	4'263.75	4'327.90	4'392.05	4'456.20	4'520.35
Y compris 13ème	Année	833.95	42'084.90	42'919.50	43'753.45	44'587.40	45'421.35	46'255.30	47'089.25	47'923.20	48'757.15	49'591.10	50'425.05	51'259.00	52'092.95	52'926.90	53'760.85	54'594.80	55'428.75	56'262.70	57'096.65	57'930.60	58'764.55

CLASSE 4		N 04	Paliers																				
Rubriques		Annuité	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Traitement de base	Année	818.40	39'817.20	40'635.60	41'454.00	42'272.40	43'090.20	43'908.60	44'727.00	45'545.40	46'363.20	47'181.60	48'000.00	48'818.40	49'636.20	50'454.60	51'273.00	52'091.40	52'909.20	53'727.60	54'546.00	55'364.40	56'182.20
	Mois	68.20	3'318.10	3'386.30	3'454.50	3'522.70	3'590.85	3'659.05	3'727.25	3'795.45	3'863.60	3'931.80	4'000.00	4'068.20	4'136.35	4'204.55	4'272.75	4'340.95	4'409.10	4'477.30	4'545.50	4'613.70	4'681.85
Y compris 13ème	Année	886.60	43'135.30	44'021.90	44'908.50	45'795.10	46'681.05	47'567.65	48'454.25	49'340.85	50'226.80	51'113.40	52'000.00	52'886.60	53'772.55	54'659.15	55'545.75	56'432.35	57'318.30	58'204.90	59'091.50	59'978.10	60'864.05

CLASSE 5		N 05	Paliers																				
Rubriques		Annuité	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Traitement de base	Année	868.20	40'895.40	41'763.60	42'631.20	43'499.40	44'367.60	45'235.20	46'103.40	46'971.60	47'839.20	48'707.40	49'575.60	50'443.20	51'311.40	52'179.60	53'047.20	53'915.40	54'783.60	55'651.20	56'519.40	57'387.60	58'255.20
	Mois	72.35	3'407.95	3'480.30	3'552.60	3'624.95	3'697.30	3'769.60	3'841.95	3'914.30	3'986.60	4'058.95	4'131.30	4'203.60	4'275.95	4'348.30	4'420.60	4'492.95	4'565.30	4'637.60	4'709.95	4'782.30	4'854.60
Y compris 13ème	Année	940.55	44'303.35	45'243.90	46'183.80	47'124.35	48'064.90	49'004.80	49'945.35	50'885.90	51'825.80	52'766.35	53'706.90	54'646.80	55'587.35	56'527.90	57'467.80	58'408.35	59'348.90	60'288.80	61'229.35	62'169.90	63'109.80

CLASSE 6		N 06	Paliers																				
Rubriques		Annuité	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Traitement de base	Année	915.00	42'067.20	42'982.20	43'897.20	44'812.80	45'727.80	46'642.80	47'557.80	48'473.40	49'388.40	50'303.40	51'218.40	52'133.40	53'049.00	53'964.00	54'879.00	55'794.00	56'709.60	57'624.60	58'539.60	59'454.60	60'369.60
	Mois	76.25	3'505.60	3'581.85	3'658.10	3'734.40	3'810.65	3'886.90	3'963.15	4'039.45	4'115.70	4'191.95	4'268.20	4'344.45	4'420.75	4'497.00	4'573.25	4'649.50	4'725.80	4'802.05	4'878.30	4'954.55	5'030.80
Y compris 13ème	Année	991.25	45'572.80	46'564.05	47'555.30	48'547.20	49'538.45	50'529.70	51'520.95	52'512.85	53'504.10	54'495.35	55'486.60	56'477.85	57'469.75	58'461.00	59'452.25	60'443.50	61'435.40	62'426.65	63'417.90	64'409.15	65'400.40

CLASSE 7		N 07	Paliers																				
Rubriques		Annuité	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Traitement de base	Année	964.80	43'339.80	44'304.60	45'269.40	46'234.20	47'199.00	48'164.40	49'129.20	50'094.00	51'058.80	52'023.60	52'988.40	53'953.20	54'918.60	55'883.40	56'848.20	57'813.00	58'777.80	59'742.60	60'707.40	61'672.20	62'637.60
	Mois	80.40	3'611.65	3'692.05	3'772.45	3'852.85	3'933.25	4'013.70	4'094.10	4'174.50	4'254.90	4'335.30	4'415.70	4'496.10	4'576.55	4'656.95	4'737.35	4'817.75	4'898.15	4'978.55	5'058.95	5'139.35	5'219.80
Y compris 13ème	Année	1'045.20	46'951.45	47'996.65	49'041.85	50'087.05	51'132.25	52'178.10	53'223.30	54'268.50	55'313.70	56'358.90	57'404.10	58'449.30	59'495.15	60'540.35	61'585.55	62'630.75	63'675.95	64'721.15	65'766.35	66'811.55	67'857.40

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<b>CLASSE 8</b>		<b>N 08</b>	<b>Paliers</b>																				
<b>Rubriques</b>		<b>Annuité</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>
Traitement de base	Année	1'013.40	44'720.40	45'733.80	46'747.20	47'760.00	48'773.40	49'786.80	50'800.20	51'813.60	52'827.00	53'840.40	54'853.80	55'866.60	56'880.00	57'893.40	58'906.80	59'920.20	60'933.60	61'947.00	62'959.80	63'973.20	64'986.60
	Mois	84.45	3'726.70	3'811.15	3'895.60	3'980.00	4'064.45	4'148.90	4'233.35	4'317.80	4'402.25	4'486.70	4'571.15	4'655.55	4'740.00	4'824.45	4'908.90	4'993.35	5'077.80	5'162.25	5'246.65	5'331.10	5'415.55
Y compris 13ème	Année	1'097.85	48'447.10	49'544.95	50'642.80	51'740.00	52'837.85	53'935.70	55'033.55	56'131.40	57'229.25	58'327.10	59'424.95	60'522.15	61'620.00	62'717.85	63'815.70	64'913.55	66'011.40	67'109.25	68'206.45	69'304.30	70'402.15

<b>CLASSE 9</b>		<b>N 09</b>	<b>Paliers</b>																				
<b>Rubriques</b>		<b>Annuité</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>
Traitement de base	Année	1'060.20	46'200.60	47'260.80	48'321.00	49'381.80	50'442.00	51'502.80	52'563.00	53'623.80	54'684.00	55'744.20	56'805.00	57'865.20	58'926.00	59'986.20	61'046.40	62'107.20	63'167.40	64'228.20	65'288.40	66'349.20	67'409.40
	Mois	88.35	3'850.05	3'938.40	4'026.75	4'115.15	4'203.50	4'291.90	4'380.25	4'468.65	4'557.00	4'645.35	4'733.75	4'822.10	4'910.50	4'998.85	5'087.20	5'175.60	5'263.95	5'352.35	5'440.70	5'529.10	5'617.45
Y compris 13ème	Année	1'148.55	50'050.65	51'199.20	52'347.75	53'496.95	54'645.50	55'794.70	56'943.25	58'092.45	59'241.00	60'389.55	61'538.75	62'687.30	63'836.50	64'985.05	66'133.60	67'282.80	68'431.35	69'580.55	70'729.10	71'878.30	73'026.85

<b>CLASSE 10</b>		<b>N 10</b>	<b>Paliers</b>																				
<b>Rubriques</b>		<b>Annuité</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>
Traitement de base	Année	1'106.40	47'788.80	48'895.20	50'001.60	51'108.00	52'214.40	53'320.20	54'426.60	55'533.00	56'639.40	57'745.80	58'851.60	59'958.00	61'064.40	62'170.80	63'277.20	64'383.00	65'489.40	66'595.80	67'702.20	68'808.00	69'914.40
	Mois	92.20	3'982.40	4'074.60	4'166.80	4'259.00	4'351.20	4'443.35	4'535.55	4'627.75	4'719.95	4'812.15	4'904.30	4'996.50	5'088.70	5'180.90	5'273.10	5'365.25	5'457.45	5'549.65	5'641.85	5'734.00	5'826.20
Y compris 13ème	Année	1'198.60	51'771.20	52'969.80	54'168.40	55'367.00	56'565.60	57'763.55	58'962.15	60'160.75	61'359.35	62'557.95	63'755.90	64'954.50	66'153.10	67'351.70	68'550.30	69'748.25	70'946.85	72'145.45	73'344.05	74'542.00	75'740.60

<b>CLASSE 11</b>		<b>N 11</b>	<b>Paliers</b>																				
<b>Rubriques</b>		<b>Annuité</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>
Traitement de base	Année	1'155.00	49'482.60	50'637.00	51'792.00	52'946.40	54'101.40	55'255.80	56'410.80	57'565.80	58'720.20	59'875.20	61'029.60	62'184.60	63'339.00	64'494.00	65'648.40	66'803.40	67'957.80	69'112.80	70'267.20	71'422.20	72'576.60
	Mois	96.25	4'123.55	4'219.75	4'316.00	4'412.20	4'508.45	4'604.65	4'700.90	4'797.15	4'893.35	4'989.60	5'085.80	5'182.05	5'278.25	5'374.50	5'470.70	5'566.95	5'663.15	5'759.40	5'855.60	5'951.85	6'048.05
Y compris 13ème	Année	1'251.25	53'606.15	54'856.75	56'108.00	57'358.60	58'609.85	59'860.45	61'111.70	62'362.95	63'613.55	64'864.80	66'115.40	67'366.65	68'617.25	69'868.50	71'119.10	72'370.35	73'620.95	74'872.20	76'122.80	77'374.05	78'624.65

<b>CLASSE 12</b>		<b>N 12</b>	<b>Paliers</b>																				
<b>Rubriques</b>		<b>Annuité</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>
Traitement de base	Année	1'203.00	51'281.40	52'484.40	53'687.40	54'891.00	56'094.00	57'297.00	58'500.00	59'703.60	60'906.60	62'109.60	63'313.20	64'516.20	65'719.20	66'922.20	68'125.80	69'328.80	70'531.80	71'734.80	72'938.40	74'141.40	75'344.40
	Mois	100.25	4'273.45	4'373.70	4'473.95	4'574.25	4'674.50	4'774.75	4'875.00	4'975.30	5'075.55	5'175.80	5'276.10	5'376.35	5'476.60	5'576.85	5'677.15	5'777.40	5'877.65	5'977.90	6'078.20	6'178.45	6'278.70
Y compris 13ème	Année	1'303.25	55'554.85	56'858.10	58'161.35	59'465.25	60'768.50	62'071.75	63'375.00	64'678.90	65'982.15	67'285.40	68'589.30	69'892.55	71'195.80	72'499.05	73'802.95	75'106.20	76'409.45	77'712.70	79'016.60	80'319.85	81'623.10

<b>CLASSE 13</b>		<b>N 13</b>	<b>Paliers</b>																				
<b>Rubriques</b>		<b>Annuité</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>
Traitement de base	Année	1'249.20	53'190.00	54'439.20	55'688.40	56'937.00	58'186.20	59'434.80	60'684.00	61'933.20	63'181.80	64'431.00	65'680.20	66'928.80	68'178.00	69'426.60	70'675.80	71'925.00	73'173.60	74'422.80	75'672.00	76'920.60	78'169.80
	Mois	104.10	4'432.50	4'536.60	4'640.70	4'744.75	4'848.85	4'952.90	5'057.00	5'161.10	5'265.15	5'369.25	5'473.35	5'577.40	5'681.50	5'785.55	5'889.65	5'993.75	6'097.80	6'201.90	6'306.00	6'410.05	6'514.15
Y compris 13ème	Année	1'353.30	57'622.50	58'975.80	60'329.10	61'681.75	63'035.05	64'387.70	65'741.00	67'094.30	68'446.95	69'800.25	71'153.55	72'506.20	73'859.50	75'212.15	76'565.45	77'918.75	79'271.40	80'624.70	81'978.00	83'330.65	84'683.95

<b>CLASSE 14</b>		<b>N 14</b>	<b>Paliers</b>																				
<b>Rubriques</b>		<b>Annuité</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>
Traitement de base	Année	1'297.20	55'207.20	56'504.40	57'801.60	59'099.40	60'396.60	61'693.80	62'991.60	64'288.80	65'586.60	66'883.80	68'181.00	69'478.80	70'776.00	72'073.20	73'371.00	74'668.20	75'965.40	77'263.20	78'560.40	79'858.20	81'155.40
	Mois	108.10	4'600.60	4'708.70	4'816.80	4'924.95	5'033.05	5'141.15	5'249.30	5'357.40	5'465.55	5'573.65	5'681.75	5'789.90	5'898.00	6'006.10	6'114.25	6'222.35	6'330.45	6'438.60	6'546.70	6'654.85	6'762.95
Y compris 13ème	Année	1'405.30	59'807.80	61'213.10	62'618.40	64'024.35	65'429.65	66'834.95	68'240.90	69'646.20	71'052.15	72'457.45	73'862.75	75'268.70	76'674.00	78'079.30	79'485.25	80'890.55	82'295.85	83'701.80	85'107.10	86'513.05	87'918.35

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CLASSE 15		N 15	Paliers																				
Rubriques		Annuité	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Traitement de base	Année	1'343.40	57'331.80	58'675.20	60'018.60	61'361.40	62'704.80	64'048.20	65'391.00	66'734.40	68'077.80	69'421.20	70'764.00	72'107.40	73'450.80	74'794.20	76'137.00	77'480.40	78'823.80	80'166.60	81'510.00	82'853.40	84'196.80
	Mois	111.95	4'777.65	4'889.60	5'001.55	5'113.45	5'225.40	5'337.35	5'449.25	5'561.20	5'673.15	5'785.10	5'897.00	6'008.95	6'120.90	6'232.85	6'344.75	6'456.70	6'568.65	6'680.55	6'792.50	6'904.45	7'016.40
Y compris 13ème	Année	1'455.35	62'109.45	63'564.80	65'020.15	66'474.85	67'930.20	69'385.55	70'840.25	72'295.60	73'750.95	75'206.30	76'661.00	78'116.35	79'571.70	81'027.05	82'481.75	83'937.10	85'392.45	86'847.15	88'302.50	89'757.85	91'213.20

CLASSE 16		N 16	Paliers																				
Rubriques		Annuité	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Traitement de base	Année	1'390.20	59'571.00	60'961.80	62'352.00	63'742.20	65'133.00	66'523.20	67'913.40	69'303.60	70'694.40	72'084.60	73'474.80	74'865.00	76'255.80	77'646.00	79'036.20	80'427.00	81'817.20	83'207.40	84'597.60	85'988.40	87'378.60
	Mois	115.85	4'964.25	5'080.15	5'196.00	5'311.85	5'427.75	5'543.60	5'659.45	5'775.30	5'891.20	6'007.05	6'122.90	6'238.75	6'354.65	6'470.50	6'586.35	6'702.25	6'818.10	6'933.95	7'049.80	7'165.70	7'281.55
Y compris 13ème	Année	1'506.05	64'535.25	66'041.95	67'548.00	69'054.05	70'560.75	72'066.80	73'572.85	75'078.90	76'585.60	78'091.65	79'597.70	81'103.75	82'610.45	84'116.50	85'622.55	87'129.25	88'635.30	90'141.35	91'647.40	93'154.10	94'660.15

CLASSE 17		N 17	Paliers																				
Rubriques		Annuité	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Traitement de base	Année	1'434.60	61'922.40	63'357.60	64'792.20	66'227.40	67'662.00	69'097.20	70'531.80	71'967.00	73'401.60	74'836.20	76'271.40	77'706.00	79'141.20	80'575.80	82'011.00	83'445.60	84'880.80	86'315.40	87'750.60	89'185.20	90'620.40
	Mois	119.55	5'160.20	5'279.80	5'399.35	5'518.95	5'638.50	5'758.10	5'877.65	5'997.25	6'116.80	6'236.35	6'355.95	6'475.50	6'595.10	6'714.65	6'834.25	6'953.80	7'073.40	7'192.95	7'312.55	7'432.10	7'551.70
Y compris 13ème	Année	1'554.15	67'082.60	68'637.40	70'191.55	71'746.35	73'300.50	74'855.30	76'409.45	77'964.25	79'518.40	81'072.55	82'627.35	84'181.50	85'736.30	87'290.45	88'845.25	90'399.40	91'954.20	93'508.35	95'063.15	96'617.30	98'172.10

CLASSE 18		N 18	Paliers																				
Rubriques		Annuité	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Traitement de base	Année	1'482.00	64'382.40	65'864.40	67'346.40	68'828.40	70'310.40	71'792.40	73'274.40	74'756.40	76'238.40	77'720.40	79'202.40	80'684.40	82'167.00	83'649.00	85'131.00	86'613.00	88'095.00	89'577.00	91'059.00	92'541.00	94'023.00
	Mois	123.50	5'365.20	5'488.70	5'612.20	5'735.70	5'859.20	5'982.70	6'106.20	6'229.70	6'353.20	6'476.70	6'600.20	6'723.70	6'847.25	6'970.75	7'094.25	7'217.75	7'341.25	7'464.75	7'588.25	7'711.75	7'835.25
Y compris 13ème	Année	1'605.50	69'747.60	71'353.10	72'958.60	74'564.10	76'169.60	77'775.10	79'380.60	80'986.10	82'591.60	84'197.10	85'802.60	87'408.10	89'014.25	90'619.75	92'225.25	93'830.75	95'436.25	97'041.75	98'647.25	100'252.75	101'858.25

CLASSE 19		N 19	Paliers																				
Rubriques		Annuité	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Traitement de base	Année	1'529.40	66'959.40	68'488.80	70'018.20	71'547.00	73'076.40	74'605.20	76'134.60	77'664.00	79'192.80	80'722.20	82'251.00	83'780.40	85'309.20	86'838.60	88'368.00	89'896.80	91'426.20	92'955.00	94'484.40	96'013.20	97'542.60
	Mois	127.45	5'579.95	5'707.40	5'834.85	5'962.25	6'089.70	6'217.10	6'344.55	6'472.00	6'599.40	6'726.85	6'854.25	6'981.70	7'109.10	7'236.55	7'364.00	7'491.40	7'618.85	7'746.25	7'873.70	8'001.10	8'128.55
Y compris 13ème	Année	1'656.85	72'539.35	74'196.20	75'853.05	77'509.25	79'166.10	80'822.30	82'479.15	84'136.00	85'792.20	87'449.05	89'105.25	90'762.10	92'418.30	94'075.15	95'732.00	97'388.20	99'045.05	100'701.25	102'358.10	104'014.30	105'671.15

CLASSE 20		N 20	Paliers																				
Rubriques		Annuité	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Traitement de base	Année	1'576.20	69'655.20	71'231.40	72'807.60	74'384.40	75'960.60	77'536.80	79'113.00	80'689.20	82'265.40	83'841.60	85'417.80	86'994.60	88'570.80	90'147.00	91'723.20	93'299.40	94'875.60	96'451.80	98'028.60	99'604.80	101'181.00
	Mois	131.35	5'804.60	5'935.95	6'067.30	6'198.70	6'330.05	6'461.40	6'592.75	6'724.10	6'855.45	6'986.80	7'118.15	7'249.55	7'380.90	7'512.25	7'643.60	7'774.95	7'906.30	8'037.65	8'169.05	8'300.40	8'431.75
Y compris 13ème	Année	1'707.55	75'459.80	77'167.35	78'874.90	80'583.10	82'290.65	83'998.20	85'705.75	87'413.30	89'120.85	90'828.40	92'535.95	94'244.15	95'951.70	97'659.25	99'366.80	101'074.35	102'781.90	104'489.45	106'197.65	107'905.20	109'612.75

CLASSE 21		N 21	Paliers																				
Rubriques		Annuité	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Traitement de base	Année	1'620.60	72'462.00	74'083.20	75'703.80	77'324.40	78'945.60	80'566.20	82'186.80	83'808.00	85'428.60	87'049.20	88'670.40	90'291.00	91'911.60	93'532.80	95'153.40	96'774.00	98'394.60	100'015.80	101'636.40	103'257.00	104'878.20
	Mois	135.05	6'038.50	6'173.60	6'308.65	6'443.70	6'578.80	6'713.85	6'848.90	6'984.00	7'119.05	7'254.10	7'389.20	7'524.25	7'659.30	7'794.40	7'929.45	8'064.50	8'199.55	8'334.65	8'469.70	8'604.75	8'739.85
Y compris 13ème	Année	1'755.65	78'500.50	80'256.80	82'012.45	83'768.10	85'524.40	87'280.05	89'035.70	90'792.00	92'547.65	94'303.30	96'059.60	97'815.25	99'570.90	101'327.20	103'082.85	104'838.50	106'594.15	108'350.45	110'106.10	111'861.75	113'618.05

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CLASSE 22		N 22	Paliers																				
Rubriques		Annuité	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Traitement de base	Année	1'669.20	75'387.00	77'056.20	78'725.40	80'394.60	82'063.80	83'733.00	85'402.20	87'071.40	88'740.60	90'409.80	92'079.60	93'748.80	95'418.00	97'087.20	98'756.40	100'425.60	102'094.80	103'764.00	105'433.20	107'102.40	108'771.60
	Mois	139.10	6'282.25	6'421.35	6'560.45	6'699.55	6'838.65	6'977.75	7'116.85	7'255.95	7'395.05	7'534.15	7'673.30	7'812.40	7'951.50	8'090.60	8'229.70	8'368.80	8'507.90	8'647.00	8'786.10	8'925.20	9'064.30
Y compris 13ème	Année	1'808.30	81'669.25	83'477.55	85'285.85	87'094.15	88'902.45	90'710.75	92'519.05	94'327.35	96'135.65	97'943.95	99'752.90	101'561.20	103'369.50	105'177.80	106'986.10	108'794.40	110'602.70	112'411.00	114'219.30	116'027.60	117'835.90

CLASSE 23		N 23	Paliers																				
Rubriques		Annuité	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Traitement de base	Année	1'716.60	78'434.40	80'150.40	81'867.00	83'583.00	85'299.60	87'016.20	88'732.20	90'448.80	92'164.80	93'881.40	95'598.00	97'314.00	99'030.60	100'746.60	102'463.20	104'179.80	105'895.80	107'612.40	109'328.40	111'045.00	112'761.60
	Mois	143.05	6'536.20	6'679.20	6'822.25	6'965.25	7'108.30	7'251.35	7'394.35	7'537.40	7'680.40	7'823.45	7'966.50	8'109.50	8'252.55	8'395.55	8'538.60	8'681.65	8'824.65	8'967.70	9'110.70	9'253.75	9'396.80
Y compris 13ème	Année	1'859.65	84'970.60	86'829.60	88'689.25	90'548.25	92'407.90	94'267.55	96'126.55	97'986.20	99'845.20	101'704.85	103'564.50	105'423.50	107'283.15	109'142.15	111'001.80	112'861.45	114'720.45	116'580.10	118'439.10	120'298.75	122'158.40

CLASSE 24		N 24	Paliers																				
Rubriques		Annuité	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Traitement de base	Année	1'762.20	81'598.80	83'360.40	85'122.60	86'884.80	88'647.00	90'409.20	92'171.40	93'933.60	95'695.80	97'458.00	99'220.20	100'982.40	102'744.60	104'506.80	106'269.00	108'031.20	109'793.40	111'555.60	113'317.80	115'080.00	116'842.20
	Mois	146.85	6'799.90	6'946.70	7'093.55	7'240.40	7'387.25	7'534.10	7'680.95	7'827.80	7'974.65	8'121.50	8'268.35	8'415.20	8'562.05	8'708.90	8'855.75	9'002.60	9'149.45	9'296.30	9'443.15	9'590.00	9'736.85
Y compris 13ème	Année	1'909.05	88'398.70	90'307.10	92'216.15	94'125.20	96'034.25	97'943.30	99'852.35	101'761.40	103'670.45	105'579.50	107'488.55	109'397.60	111'306.65	113'215.70	115'124.75	117'033.80	118'942.85	120'851.90	122'760.95	124'670.00	126'579.05

CLASSE 25		N 25	Paliers																				
Rubriques		Annuité	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Traitement de base	Année	1'807.80	84'885.00	86'693.40	88'501.20	90'309.00	92'117.40	93'925.20	95'733.00	97'541.40	99'349.20	101'157.60	102'965.40	104'773.20	106'581.60	108'389.40	110'197.20	112'005.60	113'813.40	115'621.20	117'429.60	119'237.40	121'045.20
	Mois	150.65	7'073.75	7'224.45	7'375.10	7'525.75	7'676.45	7'827.10	7'977.75	8'128.45	8'279.10	8'429.80	8'580.45	8'731.10	8'881.80	9'032.45	9'183.10	9'333.80	9'484.45	9'635.10	9'785.80	9'936.45	10'087.10
Y compris 13ème	Année	1'958.45	91'958.75	93'917.85	95'876.30	97'834.75	99'793.85	101'752.30	103'710.75	105'669.85	107'628.30	109'587.40	111'545.85	113'504.30	115'463.40	117'421.85	119'380.30	121'339.40	123'297.85	125'256.30	127'215.40	129'173.85	131'132.30

CLASSE 26		N 26	Paliers																				
Rubriques		Annuité	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Traitement de base	Année	1'856.40	88'287.60	90'144.60	92'001.00	93'857.40	95'713.80	97'570.20	99'426.60	101'283.00	103'139.40	104'995.80	106'852.20	108'708.60	110'565.00	112'421.40	114'278.40	116'134.80	117'991.20	119'847.60	121'704.00	123'560.40	125'416.80
	Mois	154.70	7'357.30	7'512.05	7'666.75	7'821.45	7'976.15	8'130.85	8'285.55	8'440.25	8'594.95	8'749.65	8'904.35	9'059.05	9'213.75	9'368.45	9'523.20	9'677.90	9'832.60	9'987.30	10'142.00	10'296.70	10'451.40
Y compris 13ème	Année	2'011.10	95'644.90	97'656.65	99'667.75	101'678.85	103'689.95	105'701.05	107'712.15	109'723.25	111'734.35	113'745.45	115'756.55	117'767.65	119'778.75	121'789.85	123'801.60	125'812.70	127'823.80	129'834.90	131'846.00	133'857.10	135'868.20

CLASSE 27		N 27	Paliers																				
Rubriques		Annuité	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Traitement de base	Année	1'902.00	91'817.40	93'720.00	95'622.00	97'524.00	99'426.60	101'328.60	103'231.20	105'133.20	107'035.80	108'937.80	110'840.40	112'742.40	114'644.40	116'547.00	118'449.00	120'351.60	122'253.60	124'156.20	126'058.20	127'960.80	129'862.80
	Mois	158.50	7'651.45	7'810.00	7'968.50	8'127.00	8'285.55	8'444.05	8'602.60	8'761.10	8'919.65	9'078.15	9'236.70	9'395.20	9'553.70	9'712.25	9'870.75	10'029.30	10'187.80	10'346.35	10'504.85	10'663.40	10'821.90
Y compris 13ème	Année	2'060.50	99'468.85	101'530.00	103'590.50	105'651.00	107'712.15	109'772.65	111'833.80	113'894.30	115'955.45	118'015.95	120'077.10	122'137.60	124'198.10	126'259.25	128'319.75	130'380.90	132'441.40	134'502.55	136'563.05	138'624.20	140'684.70

CLASSE 28		N 28	Paliers																				
Rubriques		Annuité	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Traitement de base	Année	1'950.60	95'470.20	97'420.80	99'371.40	101'322.00	103'273.20	105'223.80	107'174.40	109'125.00	111'075.60	113'026.80	114'977.40	116'928.00	118'878.60	120'829.20	122'779.80	124'731.00	126'681.60	128'632.20	130'582.80	132'533.40	134'484.00
	Mois	162.55	7'955.85	8'118.40	8'280.95	8'443.50	8'606.10	8'768.65	8'931.20	9'093.75	9'256.30	9'418.90	9'581.45	9'744.00	9'906.55	10'069.10	10'231.65	10'394.25	10'556.80	10'719.35	10'881.90	11'044.45	11'207.00
Y compris 13ème	Année	2'113.15	103'426.05	105'539.20	107'652.35	109'765.50	111'879.30	113'992.45	116'105.60	118'218.75	120'331.90	122'445.70	124'558.85	126'672.00	128'785.15	130'898.30	133'011.45	135'125.25	137'238.40	139'351.55	141'464.70	143'577.85	145'691.00

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<b>CLASSE 29</b>		<b>N 29</b>	<b>Paliers</b>																				
<b>Rubriques</b>		<b>Annuité</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>
Traitement de base	Année	1'996.80	99'244.20	101'240.40	103'237.20	105'233.40	107'230.20	109'226.40	111'223.20	113'219.40	115'216.20	117'212.40	119'209.20	121'206.00	123'202.20	125'199.00	127'195.20	129'192.00	131'188.20	133'185.00	135'181.20	137'178.00	139'174.80
	Mois	166.40	8'270.35	8'436.70	8'603.10	8'769.45	8'935.85	9'102.20	9'268.60	9'434.95	9'601.35	9'767.70	9'934.10	10'100.50	10'266.85	10'433.25	10'599.60	10'766.00	10'932.35	11'098.75	11'265.10	11'431.50	11'597.90
Y compris 13ème	Année	2'163.20	107'514.55	109'677.10	111'840.30	114'002.85	116'166.05	118'328.60	120'491.80	122'654.35	124'817.55	126'980.10	129'143.30	131'306.50	133'469.05	135'632.25	137'794.80	139'958.00	142'120.55	144'283.75	146'446.30	148'609.50	150'772.70

<b>CLASSE 30</b>		<b>N 30</b>	<b>Paliers</b>																				
<b>Rubriques</b>		<b>Annuité</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>
Traitement de base	Année	2'044.80	103'147.80	105'193.20	107'238.00	109'282.80	111'327.60	113'373.00	115'417.80	117'462.60	119'508.00	121'552.80	123'597.60	125'642.40	127'687.80	129'732.60	131'777.40	133'822.20	135'867.60	137'912.40	139'957.20	142'002.60	144'047.40
	Mois	170.40	8'595.65	8'766.10	8'936.50	9'106.90	9'277.30	9'447.75	9'618.15	9'788.55	9'959.00	10'129.40	10'299.80	10'470.20	10'640.65	10'811.05	10'981.45	11'151.85	11'322.30	11'492.70	11'663.10	11'833.55	12'003.95
Y compris 13ème	Année	2'215.20	111'743.45	113'959.30	116'174.50	118'389.70	120'604.90	122'820.75	125'035.95	127'251.15	129'467.00	131'682.20	133'897.40	136'112.60	138'328.45	140'543.65	142'758.85	144'974.05	147'189.90	149'405.10	151'620.30	153'836.15	156'051.35

<b>CLASSE 31</b>		<b>N 31</b>	<b>Paliers</b>																				
<b>Rubriques</b>		<b>Annuité</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>
Traitement de base	Année	2'094.60	107'174.40	109'269.00	111'363.60	113'458.80	115'553.40	117'648.00	119'742.60	121'837.20	123'932.40	126'027.00	128'121.60	130'216.20	132'310.80	134'406.00	136'500.60	138'595.20	140'689.80	142'784.40	144'879.60	146'974.20	149'068.80
	Mois	174.55	8'931.20	9'105.75	9'280.30	9'454.90	9'629.45	9'804.00	9'978.55	10'153.10	10'327.70	10'502.25	10'676.80	10'851.35	11'025.90	11'200.50	11'375.05	11'549.60	11'724.15	11'898.70	12'073.30	12'247.85	12'422.40
Y compris 13ème	Année	2'269.15	116'105.60	118'374.75	120'643.90	122'913.70	125'182.85	127'452.00	129'721.15	131'990.30	134'260.10	136'529.25	138'798.40	141'067.55	143'336.70	145'606.50	147'875.65	150'144.80	152'413.95	154'683.10	156'952.90	159'222.05	161'491.20

<b>CLASSE 32</b>		<b>N 32</b>	<b>Paliers</b>																				
<b>Rubriques</b>		<b>Annuité</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>
Traitement de base	Année	2'142.00	111'331.80	113'473.80	115'615.20	117'757.20	119'899.20	122'041.20	124'182.60	126'324.60	128'466.60	130'608.60	132'750.00	134'892.00	137'034.00	139'176.00	141'317.40	143'459.40	145'601.40	147'743.40	149'884.80	152'026.80	154'168.80
	Mois	178.50	9'277.65	9'456.15	9'634.60	9'813.10	9'991.60	10'170.10	10'348.55	10'527.05	10'705.55	10'884.05	11'062.50	11'241.00	11'419.50	11'598.00	11'776.45	11'954.95	12'133.45	12'311.95	12'490.40	12'668.90	12'847.40
Y compris 13ème	Année	2'320.50	120'609.45	122'929.95	125'249.80	127'570.30	129'890.80	132'211.30	134'531.15	136'851.65	139'172.15	141'492.65	143'812.50	146'133.00	148'453.50	150'774.00	153'093.85	155'414.35	157'734.85	160'055.35	162'375.20	164'695.70	167'016.20

<b>CLASSE 33</b>		<b>N 33</b>	<b>Paliers</b>																				
<b>Rubriques</b>		<b>Annuité</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>
Traitement de base	Année	2'191.80	115'615.20	117'807.00	119'998.80	122'190.00	124'381.80	126'573.60	128'764.80	130'956.60	133'148.40	135'339.60	137'531.40	139'723.20	141'914.40	144'106.20	146'298.00	148'489.20	150'681.00	152'872.80	155'064.00	157'255.80	159'447.60
	Mois	182.65	9'634.60	9'817.25	9'999.90	10'182.50	10'365.15	10'547.80	10'730.40	10'913.05	11'095.70	11'278.30	11'460.95	11'643.60	11'826.20	12'008.85	12'191.50	12'374.10	12'556.75	12'739.40	12'922.00	13'104.65	13'287.30
Y compris 13ème	Année	2'374.45	125'249.80	127'624.25	129'998.70	132'372.50	134'746.95	137'121.40	139'495.20	141'869.65	144'244.10	146'617.90	148'992.35	151'366.80	153'740.60	156'115.05	158'489.50	160'863.30	163'237.75	165'612.20	167'986.00	170'360.45	172'734.90

<b>CLASSE 34</b>		<b>N 34</b>	<b>Paliers</b>																				
<b>Rubriques</b>		<b>Annuité</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>
Traitement de base	Année	2'239.80	120'030.00	122'270.40	124'510.20	126'750.00	128'990.40	131'230.20	133'470.60	135'710.40	137'950.20	140'190.60	142'430.40	144'670.80	146'910.60	149'150.40	151'390.80	153'630.60	155'871.00	158'110.80	160'350.60	162'591.00	164'830.80
	Mois	186.65	10'002.50	10'189.20	10'375.85	10'562.50	10'749.20	10'935.85	11'122.55	11'309.20	11'495.85	11'682.55	11'869.20	12'055.90	12'242.55	12'429.20	12'615.90	12'802.55	12'989.25	13'175.90	13'362.55	13'549.25	13'735.90
Y compris 13ème	Année	2'426.45	130'032.50	132'459.60	134'886.05	137'312.50	139'739.60	142'166.05	144'593.15	147'019.60	149'446.05	151'873.15	154'299.60	156'726.70	159'153.15	161'579.60	164'006.70	166'433.15	168'860.25	171'286.70	173'713.15	176'140.25	178'566.70

<b>CLASSE 35</b>		<b>N 35</b>	<b>Paliers</b>																				
<b>Rubriques</b>		<b>Annuité</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>
Traitement de base	Année	2'289.60	124'575.60	126'865.20	129'155.40	131'445.00	133'734.60	136'024.80	138'314.40	140'604.00	142'894.20	145'183.80	147'473.40	149'763.60	152'053.20	154'342.80	156'632.40	158'922.60	161'212.20	163'501.80	165'792.00	168'081.60	170'371.20
	Mois	190.80	10'381.30	10'572.10	10'762.95	10'953.75	11'144.55	11'335.40	11'526.20	11'717.00	11'907.85	12'098.65	12'289.45	12'480.30	12'671.10	12'861.90	13'052.70	13'243.55	13'434.35	13'625.15	13'816.00	14'006.80	14'197.60
Y compris 13ème	Année	2'480.40	134'956.90	137'437.30	139'918.35	142'398.75	144'879.15	147'360.20	149'840.60	152'321.00	154'802.05	157'282.45	159'762.85	162'243.90	164'724.30	167'204.70	169'685.10	172'166.15	174'646.55	177'126.95	179'608.00	182'088.40	184'568.80

**ECHELLE DES TRAITEMENTS**                      **2004**                      **Indice 109.10**

CLASSE 36		N 36	Paliers																				
Rubriques		Annuité	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Traitement de base	Année	2'339.40	129'252.00	131'591.40	133'931.40	136'270.80	138'610.20	140'949.60	143'289.60	145'629.00	147'968.40	150'307.80	152'647.20	154'987.20	157'326.60	159'666.00	162'005.40	164'345.40	166'684.80	169'024.20	171'363.60	173'703.60	176'043.00
	Mois	194.95	10'771.00	10'965.95	11'160.95	11'355.90	11'550.85	11'745.80	11'940.80	12'135.75	12'330.70	12'525.65	12'720.60	12'915.60	13'110.55	13'305.50	13'500.45	13'695.45	13'890.40	14'085.35	14'280.30	14'475.30	14'670.25
Y compris 13ème	Année	2'534.35	140'023.00	142'557.35	145'092.35	147'626.70	150'161.05	152'695.40	155'230.40	157'764.75	160'299.10	162'833.45	165'367.80	167'902.80	170'437.15	172'971.50	175'505.85	178'040.85	180'575.20	183'109.55	185'643.90	188'178.90	190'713.25

TARIFS HORAIRES		2004		ADMINISTRATION			
Renchérissment (en points)		9.10					
TB	=	Traitement de base annuel sans 13ème salaire				Formule de calcul:	
TH	=	Tarif de l'heure sans 13ème salaire, vacances, ind. jours fériés					
IV	8.33 %	Indemnité vacances > 20 ans				TB	
IV	10.64 %	Indemnité vacances < 20 ans, > 50 ans				h/mois x 12 mois	
JF	4.00 %	Indemnité jours fériés pour le personnel administratif					
CLASSE	ECH.	TB	TH	Vacances 8.33 %	Vacances 10.64 %	JF 4% (admin.)	13e sal. 8.33%
<b>DEGRE INF.</b>	00	28'890.60	13.25	1.10	1.40	0.55	1.10
	01	29'356.80	13.45	1.10	1.45	0.55	1.10
	02	29'823.00	13.65	1.15	1.45	0.55	1.15
	03	30'289.20	13.85	1.15	1.45	0.55	1.15
	04	30'754.80	14.10	1.15	1.50	0.55	1.15
	05	31'221.00	14.30	1.20	1.50	0.55	1.20
	06	31'687.20	14.50	1.20	1.55	0.60	1.20
	07	32'153.40	14.70	1.20	1.55	0.60	1.20
	08	32'619.60	14.95	1.25	1.60	0.60	1.25
	09	33'085.20	15.15	1.25	1.60	0.60	1.25
	10	33'551.40	15.35	1.30	1.65	0.60	1.30
	11	34'017.60	15.60	1.30	1.65	0.60	1.30
	12	34'483.80	15.80	1.30	1.70	0.65	1.30
	13	34'950.00	16.00	1.35	1.70	0.65	1.35
	14	35'415.60	16.20	1.35	1.70	0.65	1.35
	15	35'881.80	16.45	1.35	1.75	0.65	1.35
	16	36'348.00	16.65	1.40	1.75	0.65	1.40
	17	36'814.20	16.85	1.40	1.80	0.65	1.40
	18	37'280.40	17.05	1.40	1.80	0.70	1.40
	19	37'746.00	17.30	1.45	1.85	0.70	1.45
20	38'212.20	17.50	1.45	1.85	0.70	1.45	
<b>01</b>	00	37'217.40	17.05	1.40	1.80	0.70	1.40
	01	37'888.80	17.35	1.45	1.85	0.70	1.45
	02	38'560.80	17.65	1.45	1.90	0.70	1.45
	03	39'232.20	17.95	1.50	1.90	0.70	1.50
	04	39'903.60	18.25	1.50	1.95	0.75	1.50
	05	40'575.60	18.60	1.55	2.00	0.75	1.55
	06	41'247.00	18.90	1.55	2.00	0.75	1.55
	07	41'918.40	19.20	1.60	2.05	0.75	1.60
	08	42'590.40	19.50	1.60	2.05	0.80	1.60
	09	43'261.80	19.80	1.65	2.10	0.80	1.65
	10	43'933.20	20.10	1.65	2.15	0.80	1.65
	11	44'605.20	20.40	1.70	2.15	0.80	1.70
	12	45'276.60	20.75	1.75	2.20	0.85	1.75
	13	45'948.60	21.05	1.75	2.25	0.85	1.75
	14	46'620.00	21.35	1.80	2.25	0.85	1.80
	15	47'291.40	21.65	1.80	2.30	0.85	1.80
	16	47'963.40	21.95	1.85	2.35	0.90	1.85
	17	48'634.80	22.25	1.85	2.35	0.90	1.85
	18	49'306.20	22.60	1.90	2.40	0.90	1.90
	19	49'978.20	22.90	1.90	2.45	0.90	1.90
20	50'649.60	23.20	1.95	2.45	0.95	1.95	

TARIFS HORAIRES		2004		ADMINISTRATION			
Renchérissment (en points)		9.10					
TB	=	Traitement de base annuel sans 13ème salaire				Formule de calcul:	
TH	=	Tarif de l'heure sans 13ème salaire, vacances, ind. jours fériés					
IV	8.33 %	Indemnité vacances > 20 ans				TB	
IV	10.64 %	Indemnité vacances < 20 ans, > 50 ans				h/mois x 12 mois	
JF	4.00 %	Indemnité jours fériés pour le personnel administratif					
CLASSE	ECH.	TB	TH	Vacances 8.33 %	Vacances 10.64 %	JF 4% (admin.)	13e sal. 8.33%
02	00	37'981.20	17.40	1.45	1.85	0.70	1.45
	01	38'701.20	17.70	1.45	1.90	0.70	1.45
	02	39'421.20	18.05	1.50	1.90	0.70	1.50
	03	40'141.20	18.40	1.55	1.95	0.75	1.55
	04	40'861.20	18.70	1.55	2.00	0.75	1.55
	05	41'581.80	19.05	1.60	2.05	0.75	1.60
	06	42'301.80	19.35	1.60	2.05	0.75	1.60
	07	43'021.80	19.70	1.65	2.10	0.80	1.65
	08	43'741.80	20.05	1.65	2.15	0.80	1.65
	09	44'461.80	20.35	1.70	2.15	0.80	1.70
	10	45'181.80	20.70	1.70	2.20	0.85	1.70
	11	45'901.80	21.00	1.75	2.25	0.85	1.75
	12	46'621.80	21.35	1.80	2.25	0.85	1.80
	13	47'341.80	21.70	1.80	2.30	0.85	1.80
	14	48'061.80	22.00	1.85	2.35	0.90	1.85
	15	48'782.40	22.35	1.85	2.40	0.90	1.85
	16	49'502.40	22.65	1.90	2.40	0.90	1.90
	17	50'222.40	23.00	1.90	2.45	0.90	1.90
	18	50'942.40	23.35	1.95	2.50	0.95	1.95
	19	51'662.40	23.65	1.95	2.50	0.95	1.95
20	52'382.40	24.00	2.00	2.55	0.95	2.00	
03	00	38'847.60	17.80	1.50	1.90	0.70	1.50
	01	39'618.00	18.15	1.50	1.95	0.75	1.50
	02	40'387.80	18.50	1.55	1.95	0.75	1.55
	03	41'157.60	18.85	1.55	2.00	0.75	1.55
	04	41'927.40	19.20	1.60	2.05	0.75	1.60
	05	42'697.20	19.55	1.65	2.10	0.80	1.65
	06	43'467.00	19.90	1.65	2.10	0.80	1.65
	07	44'236.80	20.25	1.70	2.15	0.80	1.70
	08	45'006.60	20.60	1.70	2.20	0.80	1.70
	09	45'776.40	20.95	1.75	2.25	0.85	1.75
	10	46'546.20	21.30	1.75	2.25	0.85	1.75
	11	47'316.00	21.65	1.80	2.30	0.85	1.80
	12	48'085.80	22.00	1.85	2.35	0.90	1.85
	13	48'855.60	22.35	1.85	2.40	0.90	1.85
	14	49'625.40	22.70	1.90	2.40	0.90	1.90
	15	50'395.20	23.05	1.90	2.45	0.90	1.90
	16	51'165.00	23.45	1.95	2.50	0.95	1.95
	17	51'934.80	23.80	2.00	2.55	0.95	2.00
	18	52'704.60	24.15	2.00	2.55	0.95	2.00
	19	53'474.40	24.50	2.05	2.60	1.00	2.05
20	54'244.20	24.85	2.05	2.65	1.00	2.05	

TARIFS HORAIRES		2004		ADMINISTRATION			
Renchérissment (en points)		9.10					
TB	=	Traitement de base annuel sans 13ème salaire				Formule de calcul:	
TH	=	Tarif de l'heure sans 13ème salaire, vacances, ind. jours fériés					
IV	8.33 %	Indemnité vacances > 20 ans					
IV	10.64 %	Indemnité vacances < 20 ans, > 50 ans				TB	
JF	4.00 %	Indemnité jours fériés pour le personnel administratif				h/mois x 12 mois	
CLASSE	ECH.	TB	TH	Vacances 8.33 %	Vacances 10.64 %	JF 4% (admin.)	13e sal. 8.33%
<b>04</b>	00	39'817.20	18.25	1.50	1.95	0.75	1.50
	01	40'635.60	18.60	1.55	2.00	0.75	1.55
	02	41'454.00	19.00	1.60	2.00	0.75	1.60
	03	42'272.40	19.35	1.60	2.05	0.75	1.60
	04	43'090.20	19.75	1.65	2.10	0.80	1.65
	05	43'908.60	20.10	1.65	2.15	0.80	1.65
	06	44'727.00	20.50	1.70	2.20	0.80	1.70
	07	45'545.40	20.85	1.75	2.20	0.85	1.75
	08	46'363.20	21.25	1.75	2.25	0.85	1.75
	09	47'181.60	21.60	1.80	2.30	0.85	1.80
	10	48'000.00	22.00	1.85	2.35	0.90	1.85
	11	48'818.40	22.35	1.85	2.40	0.90	1.85
	12	49'636.20	22.75	1.90	2.40	0.90	1.90
	13	50'454.60	23.10	1.90	2.45	0.90	1.90
	14	51'273.00	23.50	1.95	2.50	0.95	1.95
	15	52'091.40	23.85	2.00	2.55	0.95	2.00
	16	52'909.20	24.25	2.00	2.60	0.95	2.00
	17	53'727.60	24.60	2.05	2.60	1.00	2.05
	18	54'546.00	25.00	2.10	2.65	1.00	2.10
	19	55'364.40	25.35	2.10	2.70	1.00	2.10
20	56'182.20	25.70	2.15	2.75	1.05	2.15	
<b>05</b>	00	40'895.40	18.75	1.55	2.00	0.75	1.55
	01	41'763.60	19.10	1.60	2.05	0.75	1.60
	02	42'631.20	19.50	1.60	2.05	0.80	1.60
	03	43'499.40	19.90	1.65	2.10	0.80	1.65
	04	44'367.60	20.30	1.70	2.15	0.80	1.70
	05	45'235.20	20.70	1.70	2.20	0.85	1.70
	06	46'103.40	21.10	1.75	2.25	0.85	1.75
	07	46'971.60	21.50	1.80	2.30	0.85	1.80
	08	47'839.20	21.90	1.80	2.35	0.90	1.80
	09	48'707.40	22.30	1.85	2.35	0.90	1.85
	10	49'575.60	22.70	1.90	2.40	0.90	1.90
	11	50'443.20	23.10	1.90	2.45	0.90	1.90
	12	51'311.40	23.50	1.95	2.50	0.95	1.95
	13	52'179.60	23.90	2.00	2.55	0.95	2.00
	14	53'047.20	24.30	2.00	2.60	0.95	2.00
	15	53'915.40	24.70	2.05	2.65	1.00	2.05
	16	54'783.60	25.10	2.10	2.65	1.00	2.10
	17	55'651.20	25.50	2.10	2.70	1.00	2.10
	18	56'519.40	25.90	2.15	2.75	1.05	2.15
	19	57'387.60	26.30	2.20	2.80	1.05	2.20
20	58'255.20	26.65	2.20	2.85	1.05	2.20	

TARIFS HORAIRES		2004		ADMINISTRATION			
Renchérissment (en points)		9.10					
TB	=	Traitement de base annuel sans 13ème salaire				Formule de calcul:	
TH	=	Tarif de l'heure sans 13ème salaire, vacances, ind. jours fériés					
IV	8.33 %	Indemnité vacances > 20 ans					
IV	10.64 %	Indemnité vacances < 20 ans, > 50 ans				TB	
JF	4.00 %	Indemnité jours fériés pour le personnel administratif				h/mois x 12 mois	
CLASSE	ECH.	TB	TH	Vacances 8.33 %	Vacances 10.64 %	JF 4% (admin.)	13e sal. 8.33%
06	00	42'067.20	19.25	1.60	2.05	0.75	1.60
	01	42'982.20	19.70	1.65	2.10	0.80	1.65
	02	43'897.20	20.10	1.65	2.15	0.80	1.65
	03	44'812.80	20.50	1.70	2.20	0.80	1.70
	04	45'727.80	20.95	1.75	2.25	0.85	1.75
	05	46'642.80	21.35	1.80	2.25	0.85	1.80
	06	47'557.80	21.80	1.80	2.30	0.85	1.80
	07	48'473.40	22.20	1.85	2.35	0.90	1.85
	08	49'388.40	22.60	1.90	2.40	0.90	1.90
	09	50'303.40	23.05	1.90	2.45	0.90	1.90
	10	51'218.40	23.45	1.95	2.50	0.95	1.95
	11	52'133.40	23.85	2.00	2.55	0.95	2.00
	12	53'049.00	24.30	2.00	2.60	0.95	2.00
	13	53'964.00	24.70	2.05	2.65	1.00	2.05
	14	54'879.00	25.15	2.10	2.70	1.00	2.10
	15	55'794.00	25.55	2.15	2.70	1.00	2.15
	16	56'709.60	25.95	2.15	2.75	1.05	2.15
	17	57'624.60	26.40	2.20	2.80	1.05	2.20
	18	58'539.60	26.80	2.25	2.85	1.05	2.25
	19	59'454.60	27.20	2.25	2.90	1.10	2.25
	20	60'369.60	27.65	2.30	2.95	1.10	2.30
07	00	43'339.80	19.85	1.65	2.10	0.80	1.65
	01	44'304.60	20.30	1.70	2.15	0.80	1.70
	02	45'269.40	20.75	1.75	2.20	0.85	1.75
	03	46'234.20	21.15	1.75	2.25	0.85	1.75
	04	47'199.00	21.60	1.80	2.30	0.85	1.80
	05	48'164.40	22.05	1.85	2.35	0.90	1.85
	06	49'129.20	22.50	1.85	2.40	0.90	1.85
	07	50'094.00	22.95	1.90	2.45	0.90	1.90
	08	51'058.80	23.40	1.95	2.50	0.95	1.95
	09	52'023.60	23.80	2.00	2.55	0.95	2.00
	10	52'988.40	24.25	2.00	2.60	0.95	2.00
	11	53'953.20	24.70	2.05	2.65	1.00	2.05
	12	54'918.60	25.15	2.10	2.70	1.00	2.10
	13	55'883.40	25.60	2.15	2.70	1.00	2.15
	14	56'848.20	26.05	2.15	2.75	1.05	2.15
	15	57'813.00	26.45	2.20	2.80	1.05	2.20
	16	58'777.80	26.90	2.25	2.85	1.10	2.25
	17	59'742.60	27.35	2.30	2.90	1.10	2.30
	18	60'707.40	27.80	2.30	2.95	1.10	2.30
	19	61'672.20	28.25	2.35	3.00	1.15	2.35
	20	62'637.60	28.70	2.40	3.05	1.15	2.40

TARIFS HORAIRES		2004		ADMINISTRATION			
Renchérissement (en points)		9.10					
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TH	=	Tarif de l'heure sans 13ème salaire, vacances, ind. jours fériés					
IV	8.33 %	Indemnité vacances > 20 ans					
IV	10.64 %	Indemnité vacances < 20 ans, > 50 ans				TB	
JF	4.00 %	Indemnité jours fériés pour le personnel administratif				h/mois x 12 mois	
CLASSE	ECH.	TB	TH	Vacances 8.33 %	Vacances 10.64 %	JF 4% (admin.)	13e sal. 8.33%
<b>08</b>	00	44'720.40	20.50	1.70	2.20	0.80	1.70
	01	45'733.80	20.95	1.75	2.25	0.85	1.75
	02	46'747.20	21.40	1.80	2.30	0.85	1.80
	03	47'760.00	21.85	1.80	2.30	0.85	1.80
	04	48'773.40	22.35	1.85	2.40	0.90	1.85
	05	49'786.80	22.80	1.90	2.45	0.90	1.90
	06	50'800.20	23.25	1.95	2.45	0.95	1.95
	07	51'813.60	23.70	1.95	2.50	0.95	1.95
	08	52'827.00	24.20	2.00	2.55	0.95	2.00
	09	53'840.40	24.65	2.05	2.60	1.00	2.05
	10	54'853.80	25.10	2.10	2.65	1.00	2.10
	11	55'866.60	25.60	2.15	2.70	1.00	2.15
	12	56'880.00	26.05	2.15	2.75	1.05	2.15
	13	57'893.40	26.50	2.20	2.80	1.05	2.20
	14	58'906.80	26.95	2.25	2.85	1.10	2.25
	15	59'920.20	27.45	2.30	2.90	1.10	2.30
	16	60'933.60	27.90	2.30	2.95	1.10	2.30
	17	61'947.00	28.35	2.35	3.00	1.15	2.35
	18	62'959.80	28.85	2.40	3.05	1.15	2.40
	19	63'973.20	29.30	2.45	3.10	1.15	2.45
20	64'986.60	29.75	2.50	3.15	1.20	2.50	
<b>09</b>	00	46'200.60	21.15	1.75	2.25	0.85	1.75
	01	47'260.80	21.65	1.80	2.30	0.85	1.80
	02	48'321.00	22.15	1.85	2.35	0.90	1.85
	03	49'381.80	22.60	1.90	2.40	0.90	1.90
	04	50'442.00	23.10	1.90	2.45	0.90	1.90
	05	51'502.80	23.60	1.95	2.50	0.95	1.95
	06	52'563.00	24.05	2.00	2.55	0.95	2.00
	07	53'623.80	24.55	2.05	2.60	1.00	2.05
	08	54'684.00	25.05	2.10	2.65	1.00	2.10
	09	55'744.20	25.50	2.10	2.70	1.00	2.10
	10	56'805.00	26.00	2.15	2.75	1.05	2.15
	11	57'865.20	26.50	2.20	2.80	1.05	2.20
	12	58'926.00	27.00	2.25	2.85	1.10	2.25
	13	59'986.20	27.45	2.30	2.90	1.10	2.30
	14	61'046.40	27.95	2.35	2.95	1.10	2.35
	15	62'107.20	28.45	2.35	3.05	1.15	2.35
	16	63'167.40	28.90	2.40	3.05	1.15	2.40
	17	64'228.20	29.40	2.45	3.15	1.20	2.45
	18	65'288.40	29.90	2.50	3.20	1.20	2.50
	19	66'349.20	30.40	2.55	3.25	1.20	2.55
20	67'409.40	30.85	2.55	3.30	1.25	2.55	

TARIFS HORAIRES		2004		ADMINISTRATION			
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IV	10.64 %	Indemnité vacances < 20 ans, > 50 ans				TB	
JF	4.00 %	Indemnité jours fériés pour le personnel administratif				h/mois x 12 mois	
CLASSE	ECH.	TB	TH	Vacances 8.33 %	Vacances 10.64 %	JF 4% (admin.)	13e sal. 8.33%
10	00	47'788.80	21.90	1.80	2.35	0.90	1.80
	01	48'895.20	22.40	1.85	2.40	0.90	1.85
	02	50'001.60	22.90	1.90	2.45	0.90	1.90
	03	51'108.00	23.40	1.95	2.50	0.95	1.95
	04	52'214.40	23.90	2.00	2.55	0.95	2.00
	05	53'320.20	24.40	2.05	2.60	1.00	2.05
	06	54'426.60	24.90	2.05	2.65	1.00	2.05
	07	55'533.00	25.45	2.10	2.70	1.00	2.10
	08	56'639.40	25.95	2.15	2.75	1.05	2.15
	09	57'745.80	26.45	2.20	2.80	1.05	2.20
	10	58'851.60	26.95	2.25	2.85	1.10	2.25
	11	59'958.00	27.45	2.30	2.90	1.10	2.30
	12	61'064.40	27.95	2.35	2.95	1.10	2.35
	13	62'170.80	28.45	2.35	3.05	1.15	2.35
	14	63'277.20	28.95	2.40	3.10	1.15	2.40
	15	64'383.00	29.50	2.45	3.15	1.20	2.45
	16	65'489.40	30.00	2.50	3.20	1.20	2.50
	17	66'595.80	30.50	2.55	3.25	1.20	2.55
	18	67'702.20	31.00	2.60	3.30	1.25	2.60
	19	68'808.00	31.50	2.60	3.35	1.25	2.60
20	69'914.40	32.00	2.65	3.40	1.30	2.65	
11	00	49'482.60	22.65	1.90	2.40	0.90	1.90
	01	50'637.00	23.20	1.95	2.45	0.95	1.95
	02	51'792.00	23.70	1.95	2.50	0.95	1.95
	03	52'946.40	24.25	2.00	2.60	0.95	2.00
	04	54'101.40	24.75	2.05	2.65	1.00	2.05
	05	55'255.80	25.30	2.10	2.70	1.00	2.10
	06	56'410.80	25.85	2.15	2.75	1.05	2.15
	07	57'565.80	26.35	2.20	2.80	1.05	2.20
	08	58'720.20	26.90	2.25	2.85	1.10	2.25
	09	59'875.20	27.40	2.30	2.90	1.10	2.30
	10	61'029.60	27.95	2.35	2.95	1.10	2.35
	11	62'184.60	28.45	2.35	3.05	1.15	2.35
	12	63'339.00	29.00	2.40	3.10	1.15	2.40
	13	64'494.00	29.55	2.45	3.15	1.20	2.45
	14	65'648.40	30.05	2.50	3.20	1.20	2.50
	15	66'803.40	30.60	2.55	3.25	1.20	2.55
	16	67'957.80	31.10	2.60	3.30	1.25	2.60
	17	69'112.80	31.65	2.65	3.35	1.25	2.65
	18	70'267.20	32.15	2.70	3.40	1.30	2.70
	19	71'422.20	32.70	2.70	3.50	1.30	2.70
20	72'576.60	33.25	2.75	3.55	1.35	2.75	

TARIFS HORAIRES		2004		ADMINISTRATION			
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TH	=	Tarif de l'heure sans 13ème salaire, vacances, ind. jours fériés					
IV	8.33 %	Indemnité vacances > 20 ans					
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JF	4.00 %	Indemnité jours fériés pour le personnel administratif				h/mois x 12 mois	
CLASSE	ECH.	TB	TH	Vacances 8.33 %	Vacances 10.64 %	JF 4% (admin.)	13e sal. 8.33%
<b>12</b>	00	51'281.40	23.50	1.95	2.50	0.95	1.95
	01	52'484.40	24.05	2.00	2.55	0.95	2.00
	02	53'687.40	24.60	2.05	2.60	1.00	2.05
	03	54'891.00	25.15	2.10	2.70	1.00	2.10
	04	56'094.00	25.70	2.15	2.75	1.05	2.15
	05	57'297.00	26.25	2.20	2.80	1.05	2.20
	06	58'500.00	26.80	2.25	2.85	1.05	2.25
	07	59'703.60	27.35	2.30	2.90	1.10	2.30
	08	60'906.60	27.90	2.30	2.95	1.10	2.30
	09	62'109.60	28.45	2.35	3.05	1.15	2.35
	10	63'313.20	29.00	2.40	3.10	1.15	2.40
	11	64'516.20	29.55	2.45	3.15	1.20	2.45
	12	65'719.20	30.10	2.50	3.20	1.20	2.50
	13	66'922.20	30.65	2.55	3.25	1.25	2.55
	14	68'125.80	31.20	2.60	3.30	1.25	2.60
	15	69'328.80	31.75	2.65	3.40	1.25	2.65
	16	70'531.80	32.30	2.70	3.45	1.30	2.70
	17	71'734.80	32.85	2.75	3.50	1.30	2.75
	18	72'938.40	33.40	2.80	3.55	1.35	2.80
	19	74'141.40	33.95	2.85	3.60	1.35	2.85
20	75'344.40	34.50	2.85	3.65	1.40	2.85	
<b>13</b>	00	53'190.00	24.35	2.05	2.60	0.95	2.05
	01	54'439.20	24.95	2.10	2.65	1.00	2.10
	02	55'688.40	25.50	2.10	2.70	1.00	2.10
	03	56'937.00	26.05	2.15	2.75	1.05	2.15
	04	58'186.20	26.65	2.20	2.85	1.05	2.20
	05	59'434.80	27.20	2.25	2.90	1.10	2.25
	06	60'684.00	27.80	2.30	2.95	1.10	2.30
	07	61'933.20	28.35	2.35	3.00	1.15	2.35
	08	63'181.80	28.95	2.40	3.10	1.15	2.40
	09	64'431.00	29.50	2.45	3.15	1.20	2.45
	10	65'680.20	30.05	2.50	3.20	1.20	2.50
	11	66'928.80	30.65	2.55	3.25	1.25	2.55
	12	68'178.00	31.20	2.60	3.30	1.25	2.60
	13	69'426.60	31.80	2.65	3.40	1.25	2.65
	14	70'675.80	32.35	2.70	3.45	1.30	2.70
	15	71'925.00	32.95	2.75	3.50	1.30	2.75
	16	73'173.60	33.50	2.80	3.55	1.35	2.80
	17	74'422.80	34.10	2.85	3.65	1.35	2.85
	18	75'672.00	34.65	2.90	3.70	1.40	2.90
	19	76'920.60	35.20	2.95	3.75	1.40	2.95
20	78'169.80	35.80	3.00	3.80	1.45	3.00	

TARIFS HORAIRES		2004		ADMINISTRATION			
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CLASSE	ECH.	TB	TH	Vacances 8.33 %	Vacances 10.64 %	JF 4% (admin.)	13e sal. 8.33%
14	00	55'207.20	25.30	2.10	2.70	1.00	2.10
	01	56'504.40	25.85	2.15	2.75	1.05	2.15
	02	57'801.60	26.45	2.20	2.80	1.05	2.20
	03	59'099.40	27.05	2.25	2.90	1.10	2.25
	04	60'396.60	27.65	2.30	2.95	1.10	2.30
	05	61'693.80	28.25	2.35	3.00	1.15	2.35
	06	62'991.60	28.85	2.40	3.05	1.15	2.40
	07	64'288.80	29.45	2.45	3.15	1.20	2.45
	08	65'586.60	30.05	2.50	3.20	1.20	2.50
	09	66'883.80	30.60	2.55	3.25	1.20	2.55
	10	68'181.00	31.20	2.60	3.30	1.25	2.60
	11	69'478.80	31.80	2.65	3.40	1.25	2.65
	12	70'776.00	32.40	2.70	3.45	1.30	2.70
	13	72'073.20	33.00	2.75	3.50	1.30	2.75
	14	73'371.00	33.60	2.80	3.60	1.35	2.80
	15	74'668.20	34.20	2.85	3.65	1.35	2.85
	16	75'965.40	34.80	2.90	3.70	1.40	2.90
	17	77'263.20	35.40	2.95	3.75	1.40	2.95
	18	78'560.40	35.95	3.00	3.85	1.45	3.00
	19	79'858.20	36.55	3.05	3.90	1.45	3.05
20	81'155.40	37.15	3.10	3.95	1.50	3.10	
15	00	57'331.80	26.25	2.20	2.80	1.05	2.20
	01	58'675.20	26.85	2.25	2.85	1.05	2.25
	02	60'018.60	27.50	2.30	2.95	1.10	2.30
	03	61'361.40	28.10	2.35	3.00	1.10	2.35
	04	62'704.80	28.70	2.40	3.05	1.15	2.40
	05	64'048.20	29.35	2.45	3.10	1.15	2.45
	06	65'391.00	29.95	2.50	3.20	1.20	2.50
	07	66'734.40	30.55	2.55	3.25	1.20	2.55
	08	68'077.80	31.15	2.60	3.30	1.25	2.60
	09	69'421.20	31.80	2.65	3.40	1.25	2.65
	10	70'764.00	32.40	2.70	3.45	1.30	2.70
	11	72'107.40	33.00	2.75	3.50	1.30	2.75
	12	73'450.80	33.65	2.80	3.60	1.35	2.80
	13	74'794.20	34.25	2.85	3.65	1.35	2.85
	14	76'137.00	34.85	2.90	3.70	1.40	2.90
	15	77'480.40	35.50	2.95	3.80	1.40	2.95
	16	78'823.80	36.10	3.00	3.85	1.45	3.00
	17	80'166.60	36.70	3.05	3.90	1.45	3.05
	18	81'510.00	37.30	3.10	3.95	1.50	3.10
	19	82'853.40	37.95	3.15	4.05	1.50	3.15
20	84'196.80	38.55	3.20	4.10	1.55	3.20	

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IV	8.33 %	Indemnité vacances > 20 ans					
IV	10.64 %	Indemnité vacances < 20 ans, > 50 ans				TB	
JF	4.00 %	Indemnité jours fériés pour le personnel administratif				h/mois x 12 mois	
CLASSE	ECH.	TB	TH	Vacances 8.33 %	Vacances 10.64 %	JF 4% (admin.)	13e sal. 8.33%
16	00	59'571.00	27.30	2.25	2.90	1.10	2.25
	01	60'961.80	27.90	2.30	2.95	1.10	2.30
	02	62'352.00	28.55	2.40	3.05	1.15	2.40
	03	63'742.20	29.20	2.45	3.10	1.15	2.45
	04	65'133.00	29.80	2.50	3.15	1.20	2.50
	05	66'523.20	30.45	2.55	3.25	1.20	2.55
	06	67'913.40	31.10	2.60	3.30	1.25	2.60
	07	69'303.60	31.75	2.65	3.40	1.25	2.65
	08	70'694.40	32.35	2.70	3.45	1.30	2.70
	09	72'084.60	33.00	2.75	3.50	1.30	2.75
	10	73'474.80	33.65	2.80	3.60	1.35	2.80
	11	74'865.00	34.30	2.85	3.65	1.35	2.85
	12	76'255.80	34.90	2.90	3.70	1.40	2.90
	13	77'646.00	35.55	2.95	3.80	1.40	2.95
	14	79'036.20	36.20	3.00	3.85	1.45	3.00
	15	80'427.00	36.85	3.05	3.90	1.45	3.05
	16	81'817.20	37.45	3.10	4.00	1.50	3.10
	17	83'207.40	38.10	3.15	4.05	1.50	3.15
	18	84'597.60	38.75	3.25	4.10	1.55	3.25
	19	85'988.40	39.35	3.30	4.20	1.55	3.30
20	87'378.60	40.00	3.35	4.25	1.60	3.35	
17	00	61'922.40	28.35	2.35	3.00	1.15	2.35
	01	63'357.60	29.00	2.40	3.10	1.15	2.40
	02	64'792.20	29.65	2.45	3.15	1.20	2.45
	03	66'227.40	30.30	2.50	3.20	1.20	2.50
	04	67'662.00	31.00	2.60	3.30	1.25	2.60
	05	69'097.20	31.65	2.65	3.35	1.25	2.65
	06	70'531.80	32.30	2.70	3.45	1.30	2.70
	07	71'967.00	32.95	2.75	3.50	1.30	2.75
	08	73'401.60	33.60	2.80	3.60	1.35	2.80
	09	74'836.20	34.25	2.85	3.65	1.35	2.85
	10	76'271.40	34.90	2.90	3.70	1.40	2.90
	11	77'706.00	35.60	2.95	3.80	1.40	2.95
	12	79'141.20	36.25	3.00	3.85	1.45	3.00
	13	80'575.80	36.90	3.05	3.95	1.50	3.05
	14	82'011.00	37.55	3.15	4.00	1.50	3.15
	15	83'445.60	38.20	3.20	4.05	1.55	3.20
	16	84'880.80	38.85	3.25	4.15	1.55	3.25
	17	86'315.40	39.50	3.30	4.20	1.60	3.30
	18	87'750.60	40.20	3.35	4.30	1.60	3.35
	19	89'185.20	40.85	3.40	4.35	1.65	3.40
20	90'620.40	41.50	3.45	4.40	1.65	3.45	

TARIFS HORAIRES		2004		ADMINISTRATION			
Renchérissment (en points)		9.10					
TB	=	Traitement de base annuel sans 13ème salaire				Formule de calcul:	
TH	=	Tarif de l'heure sans 13ème salaire, vacances, ind. jours fériés					
IV	8.33 %	Indemnité vacances > 20 ans					
IV	10.64 %	Indemnité vacances < 20 ans, > 50 ans				TB	
JF	4.00 %	Indemnité jours fériés pour le personnel administratif				h/mois x 12 mois	
CLASSE	ECH.	TB	TH	Vacances 8.33 %	Vacances 10.64 %	JF 4% (admin.)	13e sal. 8.33%
<b>18</b>	00	64'382.40	29.50	2.45	3.15	1.20	2.45
	01	65'864.40	30.15	2.50	3.20	1.20	2.50
	02	67'346.40	30.85	2.55	3.30	1.25	2.55
	03	68'828.40	31.50	2.60	3.35	1.25	2.60
	04	70'310.40	32.20	2.70	3.45	1.30	2.70
	05	71'792.40	32.85	2.75	3.50	1.30	2.75
	06	73'274.40	33.55	2.80	3.55	1.35	2.80
	07	74'756.40	34.25	2.85	3.65	1.35	2.85
	08	76'238.40	34.90	2.90	3.70	1.40	2.90
	09	77'720.40	35.60	2.95	3.80	1.40	2.95
	10	79'202.40	36.25	3.00	3.85	1.45	3.00
	11	80'684.40	36.95	3.10	3.95	1.50	3.10
	12	82'167.00	37.60	3.15	4.00	1.50	3.15
	13	83'649.00	38.30	3.20	4.10	1.55	3.20
	14	85'131.00	39.00	3.25	4.15	1.55	3.25
	15	86'613.00	39.65	3.30	4.20	1.60	3.30
	16	88'095.00	40.35	3.35	4.30	1.60	3.35
	17	89'577.00	41.00	3.40	4.35	1.65	3.40
	18	91'059.00	41.70	3.45	4.45	1.65	3.45
	19	92'541.00	42.35	3.55	4.50	1.70	3.55
20	94'023.00	43.05	3.60	4.60	1.70	3.60	
<b>19</b>	00	66'959.40	30.65	2.55	3.25	1.25	2.55
	01	68'488.80	31.35	2.60	3.35	1.25	2.60
	02	70'018.20	32.05	2.65	3.40	1.30	2.65
	03	71'547.00	32.75	2.75	3.50	1.30	2.75
	04	73'076.40	33.45	2.80	3.55	1.35	2.80
	05	74'605.20	34.15	2.85	3.65	1.35	2.85
	06	76'134.60	34.85	2.90	3.70	1.40	2.90
	07	77'664.00	35.55	2.95	3.80	1.40	2.95
	08	79'192.80	36.25	3.00	3.85	1.45	3.00
	09	80'722.20	36.95	3.10	3.95	1.50	3.10
	10	82'251.00	37.65	3.15	4.00	1.50	3.15
	11	83'780.40	38.35	3.20	4.10	1.55	3.20
	12	85'309.20	39.05	3.25	4.15	1.55	3.25
	13	86'838.60	39.75	3.30	4.25	1.60	3.30
	14	88'368.00	40.45	3.35	4.30	1.60	3.35
	15	89'896.80	41.15	3.45	4.40	1.65	3.45
	16	91'426.20	41.85	3.50	4.45	1.65	3.50
	17	92'955.00	42.55	3.55	4.55	1.70	3.55
	18	94'484.40	43.25	3.60	4.60	1.75	3.60
	19	96'013.20	43.95	3.65	4.70	1.75	3.65
20	97'542.60	44.65	3.70	4.75	1.80	3.70	

TARIFS HORAIRES		2004		ADMINISTRATION			
Renchérissment (en points)		9.10					
TB	=	Traitement de base annuel sans 13ème salaire				Formule de calcul:	
TH	=	Tarif de l'heure sans 13ème salaire, vacances, ind. jours fériés					
IV	8.33 %	Indemnité vacances > 20 ans					
IV	10.64 %	Indemnité vacances < 20 ans, > 50 ans				TB	
JF	4.00 %	Indemnité jours fériés pour le personnel administratif				h/mois x 12 mois	
CLASSE	ECH.	TB	TH	Vacances 8.33 %	Vacances 10.64 %	JF 4% (admin.)	13e sal. 8.33%
20	00	69'655.20	31.90	2.65	3.40	1.30	2.65
	01	71'231.40	32.60	2.70	3.45	1.30	2.70
	02	72'807.60	33.35	2.80	3.55	1.35	2.80
	03	74'384.40	34.05	2.85	3.60	1.35	2.85
	04	75'960.60	34.80	2.90	3.70	1.40	2.90
	05	77'536.80	35.50	2.95	3.80	1.40	2.95
	06	79'113.00	36.20	3.00	3.85	1.45	3.00
	07	80'689.20	36.95	3.10	3.95	1.50	3.10
	08	82'265.40	37.65	3.15	4.00	1.50	3.15
	09	83'841.60	38.40	3.20	4.10	1.55	3.20
	10	85'417.80	39.10	3.25	4.15	1.55	3.25
	11	86'994.60	39.85	3.30	4.25	1.60	3.30
	12	88'570.80	40.55	3.40	4.30	1.60	3.40
	13	90'147.00	41.30	3.45	4.40	1.65	3.45
	14	91'723.20	42.00	3.50	4.45	1.70	3.50
	15	93'299.40	42.70	3.55	4.55	1.70	3.55
	16	94'875.60	43.45	3.60	4.60	1.75	3.60
	17	96'451.80	44.15	3.70	4.70	1.75	3.70
	18	98'028.60	44.90	3.75	4.80	1.80	3.75
	19	99'604.80	45.60	3.80	4.85	1.80	3.80
20	101'181.00	46.35	3.85	4.95	1.85	3.85	
21	00	72'462.00	33.20	2.75	3.55	1.35	2.75
	01	74'083.20	33.90	2.80	3.60	1.35	2.80
	02	75'703.80	34.65	2.90	3.70	1.40	2.90
	03	77'324.40	35.40	2.95	3.75	1.40	2.95
	04	78'945.60	36.15	3.00	3.85	1.45	3.00
	05	80'566.20	36.90	3.05	3.95	1.50	3.05
	06	82'186.80	37.65	3.15	4.00	1.50	3.15
	07	83'808.00	38.35	3.20	4.10	1.55	3.20
	08	85'428.60	39.10	3.25	4.15	1.55	3.25
	09	87'049.20	39.85	3.30	4.25	1.60	3.30
	10	88'670.40	40.60	3.40	4.30	1.60	3.40
	11	90'291.00	41.35	3.45	4.40	1.65	3.45
	12	91'911.60	42.10	3.50	4.50	1.70	3.50
	13	93'532.80	42.85	3.55	4.55	1.70	3.55
	14	95'153.40	43.55	3.65	4.65	1.75	3.65
	15	96'774.00	44.30	3.70	4.70	1.75	3.70
	16	98'394.60	45.05	3.75	4.80	1.80	3.75
	17	100'015.80	45.80	3.80	4.85	1.85	3.80
	18	101'636.40	46.55	3.90	4.95	1.85	3.90
	19	103'257.00	47.30	3.95	5.05	1.90	3.95
20	104'878.20	48.00	4.00	5.10	1.90	4.00	

TARIFS HORAIRES		2004		ADMINISTRATION			
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TH	=	Tarif de l'heure sans 13ème salaire, vacances, ind. jours fériés					
IV	8.33 %	Indemnité vacances > 20 ans				TB	
IV	10.64 %	Indemnité vacances < 20 ans, > 50 ans				h/mois x 12 mois	
JF	4.00 %	Indemnité jours fériés pour le personnel administratif					
CLASSE	ECH.	TB	TH	Vacances 8.33 %	Vacances 10.64 %	JF 4% (admin.)	13e sal. 8.33%
22	00	75'387.00	34.50	2.85	3.65	1.40	2.85
	01	77'056.20	35.30	2.95	3.75	1.40	2.95
	02	78'725.40	36.05	3.00	3.85	1.45	3.00
	03	80'394.60	36.80	3.05	3.90	1.45	3.05
	04	82'063.80	37.60	3.15	4.00	1.50	3.15
	05	83'733.00	38.35	3.20	4.10	1.55	3.20
	06	85'402.20	39.10	3.25	4.15	1.55	3.25
	07	87'071.40	39.85	3.30	4.25	1.60	3.30
	08	88'740.60	40.65	3.40	4.35	1.65	3.40
	09	90'409.80	41.40	3.45	4.40	1.65	3.45
	10	92'079.60	42.15	3.50	4.50	1.70	3.50
	11	93'748.80	42.95	3.60	4.55	1.70	3.60
	12	95'418.00	43.70	3.65	4.65	1.75	3.65
	13	97'087.20	44.45	3.70	4.75	1.80	3.70
	14	98'756.40	45.20	3.75	4.80	1.80	3.75
	15	100'425.60	46.00	3.85	4.90	1.85	3.85
	16	102'094.80	46.75	3.90	4.95	1.85	3.90
	17	103'764.00	47.50	3.95	5.05	1.90	3.95
	18	105'433.20	48.30	4.00	5.15	1.95	4.00
	19	107'102.40	49.05	4.10	5.20	1.95	4.10
20	108'771.60	49.80	4.15	5.30	2.00	4.15	
23	00	78'434.40	35.90	3.00	3.80	1.45	3.00
	01	80'150.40	36.70	3.05	3.90	1.45	3.05
	02	81'867.00	37.50	3.10	4.00	1.50	3.10
	03	83'583.00	38.25	3.20	4.05	1.55	3.20
	04	85'299.60	39.05	3.25	4.15	1.55	3.25
	05	87'016.20	39.85	3.30	4.25	1.60	3.30
	06	88'732.20	40.65	3.40	4.35	1.65	3.40
	07	90'448.80	41.40	3.45	4.40	1.65	3.45
	08	92'164.80	42.20	3.50	4.50	1.70	3.50
	09	93'881.40	43.00	3.60	4.60	1.70	3.60
	10	95'598.00	43.75	3.65	4.65	1.75	3.65
	11	97'314.00	44.55	3.70	4.75	1.80	3.70
	12	99'030.60	45.35	3.80	4.85	1.80	3.80
	13	100'746.60	46.15	3.85	4.90	1.85	3.85
	14	102'463.20	46.90	3.90	5.00	1.90	3.90
	15	104'179.80	47.70	3.95	5.10	1.90	3.95
	16	105'895.80	48.50	4.05	5.15	1.95	4.05
	17	107'612.40	49.25	4.10	5.25	1.95	4.10
	18	109'328.40	50.05	4.15	5.35	2.00	4.15
	19	111'045.00	50.85	4.25	5.40	2.05	4.25
20	112'761.60	51.65	4.30	5.50	2.05	4.30	

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TH	=	Tarif de l'heure sans 13ème salaire, vacances, ind. jours fériés					
IV	8.33 %	Indemnité vacances > 20 ans				TB	
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JF	4.00 %	Indemnité jours fériés pour le personnel administratif					
CLASSE	ECH.	TB	TH	Vacances 8.33 %	Vacances 10.64 %	JF 4% (admin.)	13e sal. 8.33%
24	00	81'598.80	37.35	3.10	3.95	1.50	3.10
	01	83'360.40	38.15	3.20	4.05	1.55	3.20
	02	85'122.60	39.00	3.25	4.15	1.55	3.25
	03	86'884.80	39.80	3.30	4.25	1.60	3.30
	04	88'647.00	40.60	3.40	4.30	1.60	3.40
	05	90'409.20	41.40	3.45	4.40	1.65	3.45
	06	92'171.40	42.20	3.50	4.50	1.70	3.50
	07	93'933.60	43.00	3.60	4.60	1.70	3.60
	08	95'695.80	43.80	3.65	4.65	1.75	3.65
	09	97'458.00	44.60	3.70	4.75	1.80	3.70
	10	99'220.20	45.45	3.80	4.85	1.80	3.80
	11	100'982.40	46.25	3.85	4.90	1.85	3.85
	12	102'744.60	47.05	3.90	5.00	1.90	3.90
	13	104'506.80	47.85	4.00	5.10	1.90	4.00
	14	106'269.00	48.65	4.05	5.20	1.95	4.05
	15	108'031.20	49.45	4.10	5.25	2.00	4.10
	16	109'793.40	50.25	4.20	5.35	2.00	4.20
	17	111'555.60	51.10	4.25	5.45	2.05	4.25
	18	113'317.80	51.90	4.30	5.50	2.10	4.30
	19	115'080.00	52.70	4.40	5.60	2.10	4.40
20	116'842.20	53.50	4.45	5.70	2.15	4.45	
25	00	84'885.00	38.85	3.25	4.15	1.55	3.25
	01	86'693.40	39.70	3.30	4.20	1.60	3.30
	02	88'501.20	40.50	3.35	4.30	1.60	3.35
	03	90'309.00	41.35	3.45	4.40	1.65	3.45
	04	92'117.40	42.20	3.50	4.50	1.70	3.50
	05	93'925.20	43.00	3.60	4.60	1.70	3.60
	06	95'733.00	43.85	3.65	4.65	1.75	3.65
	07	97'541.40	44.65	3.70	4.75	1.80	3.70
	08	99'349.20	45.50	3.80	4.85	1.80	3.80
	09	101'157.60	46.30	3.85	4.95	1.85	3.85
	10	102'965.40	47.15	3.95	5.00	1.90	3.95
	11	104'773.20	47.95	4.00	5.10	1.90	4.00
	12	106'581.60	48.80	4.05	5.20	1.95	4.05
	13	108'389.40	49.65	4.15	5.30	2.00	4.15
	14	110'197.20	50.45	4.20	5.35	2.00	4.20
	15	112'005.60	51.30	4.25	5.45	2.05	4.25
	16	113'813.40	52.10	4.35	5.55	2.10	4.35
	17	115'621.20	52.95	4.40	5.65	2.10	4.40
	18	117'429.60	53.75	4.50	5.70	2.15	4.50
	19	119'237.40	54.60	4.55	5.80	2.20	4.55
20	121'045.20	55.40	4.60	5.90	2.20	4.60	

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JF	4.00 %	Indemnité jours fériés pour le personnel administratif					
CLASSE	ECH.	TB	TH	Vacances 8.33 %	Vacances 10.64 %	JF 4% (admin.)	13e sal. 8.33%
26	00	88'287.60	40.40	3.35	4.30	1.60	3.35
	01	90'144.60	41.30	3.45	4.40	1.65	3.45
	02	92'001.00	42.15	3.50	4.50	1.70	3.50
	03	93'857.40	43.00	3.60	4.60	1.70	3.60
	04	95'713.80	43.85	3.65	4.65	1.75	3.65
	05	97'570.20	44.70	3.70	4.75	1.80	3.70
	06	99'426.60	45.55	3.80	4.85	1.80	3.80
	07	101'283.00	46.40	3.85	4.95	1.85	3.85
	08	103'139.40	47.25	3.95	5.05	1.90	3.95
	09	104'995.80	48.10	4.00	5.10	1.90	4.00
	10	106'852.20	48.95	4.10	5.20	1.95	4.10
	11	108'708.60	49.80	4.15	5.30	2.00	4.15
	12	110'565.00	50.65	4.20	5.40	2.05	4.20
	13	112'421.40	51.50	4.30	5.50	2.05	4.30
	14	114'278.40	52.35	4.35	5.55	2.10	4.35
	15	116'134.80	53.20	4.45	5.65	2.15	4.45
	16	117'991.20	54.05	4.50	5.75	2.15	4.50
	17	119'847.60	54.90	4.55	5.85	2.20	4.55
	18	121'704.00	55.75	4.65	5.95	2.25	4.65
	19	123'560.40	56.60	4.70	6.00	2.25	4.70
20	125'416.80	57.45	4.80	6.10	2.30	4.80	
27	00	91'817.40	42.05	3.50	4.45	1.70	3.50
	01	93'720.00	42.90	3.55	4.55	1.70	3.55
	02	95'622.00	43.80	3.65	4.65	1.75	3.65
	03	97'524.00	44.65	3.70	4.75	1.80	3.70
	04	99'426.60	45.55	3.80	4.85	1.80	3.80
	05	101'328.60	46.40	3.85	4.95	1.85	3.85
	06	103'231.20	47.25	3.95	5.05	1.90	3.95
	07	105'133.20	48.15	4.00	5.10	1.95	4.00
	08	107'035.80	49.00	4.10	5.20	1.95	4.10
	09	108'937.80	49.90	4.15	5.30	2.00	4.15
	10	110'840.40	50.75	4.25	5.40	2.05	4.25
	11	112'742.40	51.60	4.30	5.50	2.05	4.30
	12	114'644.40	52.50	4.35	5.60	2.10	4.35
	13	116'547.00	53.35	4.45	5.70	2.15	4.45
	14	118'449.00	54.25	4.50	5.75	2.15	4.50
	15	120'351.60	55.10	4.60	5.85	2.20	4.60
	16	122'253.60	56.00	4.65	5.95	2.25	4.65
	17	124'156.20	56.85	4.75	6.05	2.25	4.75
	18	126'058.20	57.70	4.80	6.15	2.30	4.80
	19	127'960.80	58.60	4.90	6.25	2.35	4.90
20	129'862.80	59.45	4.95	6.35	2.40	4.95	

TARIFS HORAIRES		2004		ADMINISTRATION			
Renchérissment (en points)		9.10					
TB	=	Traitement de base annuel sans 13ème salaire				Formule de calcul:	
TH	=	Tarif de l'heure sans 13ème salaire, vacances, ind. jours fériés					
IV	8.33 %	Indemnité vacances > 20 ans				TB	
IV	10.64 %	Indemnité vacances < 20 ans, > 50 ans				h/mois x 12 mois	
JF	4.00 %	Indemnité jours fériés pour le personnel administratif					
CLASSE	ECH.	TB	TH	Vacances 8.33 %	Vacances 10.64 %	JF 4% (admin.)	13e sal. 8.33%
28	00	95'470.20	43.70	3.65	4.65	1.75	3.65
	01	97'420.80	44.60	3.70	4.75	1.80	3.70
	02	99'371.40	45.50	3.80	4.85	1.80	3.80
	03	101'322.00	46.40	3.85	4.95	1.85	3.85
	04	103'273.20	47.30	3.95	5.05	1.90	3.95
	05	105'223.80	48.20	4.00	5.15	1.95	4.00
	06	107'174.40	49.05	4.10	5.20	1.95	4.10
	07	109'125.00	49.95	4.15	5.30	2.00	4.15
	08	111'075.60	50.85	4.25	5.40	2.05	4.25
	09	113'026.80	51.75	4.30	5.50	2.05	4.30
	10	114'977.40	52.65	4.40	5.60	2.10	4.40
	11	116'928.00	53.55	4.45	5.70	2.15	4.45
	12	118'878.60	54.45	4.55	5.80	2.20	4.55
	13	120'829.20	55.30	4.60	5.90	2.20	4.60
	14	122'779.80	56.20	4.70	6.00	2.25	4.70
	15	124'731.00	57.10	4.75	6.10	2.30	4.75
	16	126'681.60	58.00	4.85	6.15	2.30	4.85
	17	128'632.20	58.90	4.90	6.25	2.35	4.90
	18	130'582.80	59.80	5.00	6.35	2.40	5.00
	19	132'533.40	60.70	5.05	6.45	2.45	5.05
20	134'484.00	61.60	5.15	6.55	2.45	5.15	
29	00	99'244.20	45.45	3.80	4.85	1.80	3.80
	01	101'240.40	46.35	3.85	4.95	1.85	3.85
	02	103'237.20	47.25	3.95	5.05	1.90	3.95
	03	105'233.40	48.20	4.00	5.15	1.95	4.00
	04	107'230.20	49.10	4.10	5.20	1.95	4.10
	05	109'226.40	50.00	4.15	5.30	2.00	4.15
	06	111'223.20	50.95	4.25	5.40	2.05	4.25
	07	113'219.40	51.85	4.30	5.50	2.05	4.30
	08	115'216.20	52.75	4.40	5.60	2.10	4.40
	09	117'212.40	53.65	4.45	5.70	2.15	4.45
	10	119'209.20	54.60	4.55	5.80	2.20	4.55
	11	121'206.00	55.50	4.60	5.90	2.20	4.60
	12	123'202.20	56.40	4.70	6.00	2.25	4.70
	13	125'199.00	57.35	4.80	6.10	2.30	4.80
	14	127'195.20	58.25	4.85	6.20	2.35	4.85
	15	129'192.00	59.15	4.95	6.30	2.35	4.95
	16	131'188.20	60.05	5.00	6.40	2.40	5.00
	17	133'185.00	61.00	5.10	6.50	2.45	5.10
	18	135'181.20	61.90	5.15	6.60	2.50	5.15
	19	137'178.00	62.80	5.25	6.70	2.50	5.25
20	139'174.80	63.70	5.30	6.80	2.55	5.30	

TARIFS HORAIRES		2004		ADMINISTRATION			
Renchérissment (en points)		9.10					
TB	=	Traitement de base annuel sans 13ème salaire				Formule de calcul:	
TH	=	Tarif de l'heure sans 13ème salaire, vacances, ind. jours fériés					
IV	8.33 %	Indemnité vacances > 20 ans				TB	
IV	10.64 %	Indemnité vacances < 20 ans, > 50 ans				h/mois x 12 mois	
JF	4.00 %	Indemnité jours fériés pour le personnel administratif					
CLASSE	ECH.	TB	TH	Vacances 8.33 %	Vacances 10.64 %	JF 4% (admin.)	13e sal. 8.33%
<b>30</b>	00	103'147.80	47.25	3.95	5.05	1.90	3.95
	01	105'193.20	48.15	4.00	5.10	1.95	4.00
	02	107'238.00	49.10	4.10	5.20	1.95	4.10
	03	109'282.80	50.05	4.15	5.35	2.00	4.15
	04	111'327.60	50.95	4.25	5.40	2.05	4.25
	05	113'373.00	51.90	4.30	5.50	2.10	4.30
	06	115'417.80	52.85	4.40	5.60	2.10	4.40
	07	117'462.60	53.80	4.50	5.70	2.15	4.50
	08	119'508.00	54.70	4.55	5.80	2.20	4.55
	09	121'552.80	55.65	4.65	5.90	2.25	4.65
	10	123'597.60	56.60	4.70	6.00	2.25	4.70
	11	125'642.40	57.55	4.80	6.10	2.30	4.80
	12	127'687.80	58.45	4.85	6.20	2.35	4.85
	13	129'732.60	59.40	4.95	6.30	2.40	4.95
	14	131'777.40	60.35	5.05	6.40	2.40	5.05
	15	133'822.20	61.25	5.10	6.50	2.45	5.10
	16	135'867.60	62.20	5.20	6.60	2.50	5.20
	17	137'912.40	63.15	5.25	6.70	2.55	5.25
	18	139'957.20	64.10	5.35	6.80	2.55	5.35
	19	142'002.60	65.00	5.40	6.90	2.60	5.40
20	144'047.40	65.95	5.50	7.00	2.65	5.50	
<b>31</b>	00	107'174.40	49.05	4.10	5.20	1.95	4.10
	01	109'269.00	50.05	4.15	5.35	2.00	4.15
	02	111'363.60	51.00	4.25	5.45	2.05	4.25
	03	113'458.80	51.95	4.35	5.55	2.10	4.35
	04	115'553.40	52.90	4.40	5.65	2.10	4.40
	05	117'648.00	53.85	4.50	5.75	2.15	4.50
	06	119'742.60	54.85	4.55	5.85	2.20	4.55
	07	121'837.20	55.80	4.65	5.95	2.25	4.65
	08	123'932.40	56.75	4.75	6.05	2.25	4.75
	09	126'027.00	57.70	4.80	6.15	2.30	4.80
	10	128'121.60	58.65	4.90	6.25	2.35	4.90
	11	130'216.20	59.60	4.95	6.35	2.40	4.95
	12	132'310.80	60.60	5.05	6.45	2.40	5.05
	13	134'406.00	61.55	5.15	6.55	2.45	5.15
	14	136'500.60	62.50	5.20	6.65	2.50	5.20
	15	138'595.20	63.45	5.30	6.75	2.55	5.30
	16	140'689.80	64.40	5.35	6.85	2.60	5.35
	17	142'784.40	65.40	5.45	6.95	2.60	5.45
	18	144'879.60	66.35	5.55	7.05	2.65	5.55
	19	146'974.20	67.30	5.60	7.15	2.70	5.60
20	149'068.80	68.25	5.70	7.25	2.75	5.70	

TARIFS HORAIRES		2004		ADMINISTRATION			
Renchérissment (en points)		9.10					
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TH	=	Tarif de l'heure sans 13ème salaire, vacances, ind. jours fériés					
IV	8.33 %	Indemnité vacances > 20 ans				TB	
IV	10.64 %	Indemnité vacances < 20 ans, > 50 ans				h/mois x 12 mois	
JF	4.00 %	Indemnité jours fériés pour le personnel administratif					
CLASSE	ECH.	TB	TH	Vacances 8.33 %	Vacances 10.64 %	JF 4% (admin.)	13e sal. 8.33%
<b>32</b>	00	111'331.80	51.00	4.25	5.45	2.05	4.25
	01	113'473.80	51.95	4.35	5.55	2.10	4.35
	02	115'615.20	52.95	4.40	5.65	2.10	4.40
	03	117'757.20	53.90	4.50	5.75	2.15	4.50
	04	119'899.20	54.90	4.55	5.85	2.20	4.55
	05	122'041.20	55.90	4.65	5.95	2.25	4.65
	06	124'182.60	56.85	4.75	6.05	2.25	4.75
	07	126'324.60	57.85	4.80	6.15	2.30	4.80
	08	128'466.60	58.80	4.90	6.25	2.35	4.90
	09	130'608.60	59.80	5.00	6.35	2.40	5.00
	10	132'750.00	60.80	5.05	6.45	2.45	5.05
	11	134'892.00	61.75	5.15	6.55	2.45	5.15
	12	137'034.00	62.75	5.25	6.70	2.50	5.25
	13	139'176.00	63.75	5.30	6.80	2.55	5.30
	14	141'317.40	64.70	5.40	6.90	2.60	5.40
	15	143'459.40	65.70	5.45	7.00	2.65	5.45
	16	145'601.40	66.65	5.55	7.10	2.65	5.55
	17	147'743.40	67.65	5.65	7.20	2.70	5.65
	18	149'884.80	68.65	5.70	7.30	2.75	5.70
	19	152'026.80	69.60	5.80	7.40	2.80	5.80
20	154'168.80	70.60	5.90	7.50	2.80	5.90	
<b>33</b>	00	115'615.20	52.95	4.40	5.65	2.10	4.40
	01	117'807.00	53.95	4.50	5.75	2.15	4.50
	02	119'998.80	54.95	4.60	5.85	2.20	4.60
	03	122'190.00	55.95	4.65	5.95	2.25	4.65
	04	124'381.80	56.95	4.75	6.05	2.30	4.75
	05	126'573.60	57.95	4.85	6.15	2.30	4.85
	06	128'764.80	58.95	4.90	6.25	2.35	4.90
	07	130'956.60	59.95	5.00	6.40	2.40	5.00
	08	133'148.40	60.95	5.10	6.50	2.45	5.10
	09	135'339.60	61.95	5.15	6.60	2.50	5.15
	10	137'531.40	62.95	5.25	6.70	2.50	5.25
	11	139'723.20	64.00	5.35	6.80	2.55	5.35
	12	141'914.40	65.00	5.40	6.90	2.60	5.40
	13	144'106.20	66.00	5.50	7.00	2.65	5.50
	14	146'298.00	67.00	5.60	7.15	2.70	5.60
	15	148'489.20	68.00	5.65	7.25	2.70	5.65
	16	150'681.00	69.00	5.75	7.35	2.75	5.75
	17	152'872.80	70.00	5.85	7.45	2.80	5.85
	18	155'064.00	71.00	5.90	7.55	2.85	5.90
	19	157'255.80	72.00	6.00	7.65	2.90	6.00
20	159'447.60	73.00	6.10	7.75	2.90	6.10	

TARIFS HORAIRES		2004		ADMINISTRATION			
Renchérissment (en points)		9.10					
TB	=	Traitement de base annuel sans 13ème salaire				Formule de calcul:	
TH	=	Tarif de l'heure sans 13ème salaire, vacances, ind. jours fériés					
IV	8.33 %	Indemnité vacances > 20 ans					
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JF	4.00 %	Indemnité jours fériés pour le personnel administratif				h/mois x 12 mois	
CLASSE	ECH.	TB	TH	Vacances 8.33 %	Vacances 10.64 %	JF 4% (admin.)	13e sal. 8.33%
<b>34</b>	00	120'030.00	54.95	4.60	5.85	2.20	4.60
	01	122'270.40	56.00	4.65	5.95	2.25	4.65
	02	124'510.20	57.00	4.75	6.05	2.30	4.75
	03	126'750.00	58.05	4.85	6.20	2.30	4.85
	04	128'990.40	59.05	4.90	6.30	2.35	4.90
	05	131'230.20	60.10	5.00	6.40	2.40	5.00
	06	133'470.60	61.10	5.10	6.50	2.45	5.10
	07	135'710.40	62.15	5.20	6.60	2.50	5.20
	08	137'950.20	63.15	5.25	6.70	2.55	5.25
	09	140'190.60	64.20	5.35	6.85	2.55	5.35
	10	142'430.40	65.20	5.45	6.95	2.60	5.45
	11	144'670.80	66.25	5.50	7.05	2.65	5.50
	12	146'910.60	67.25	5.60	7.15	2.70	5.60
	13	149'150.40	68.30	5.70	7.25	2.75	5.70
	14	151'390.80	69.30	5.75	7.35	2.75	5.75
	15	153'630.60	70.35	5.85	7.50	2.80	5.85
	16	155'871.00	71.35	5.95	7.60	2.85	5.95
	17	158'110.80	72.40	6.05	7.70	2.90	6.05
	18	160'350.60	73.40	6.10	7.80	2.95	6.10
	19	162'591.00	74.45	6.20	7.90	3.00	6.20
20	164'830.80	75.45	6.30	8.05	3.00	6.30	
<b>35</b>	00	124'575.60	57.05	4.75	6.05	2.30	4.75
	01	126'865.20	58.10	4.85	6.20	2.30	4.85
	02	129'155.40	59.15	4.95	6.30	2.35	4.95
	03	131'445.00	60.20	5.00	6.40	2.40	5.00
	04	133'734.60	61.25	5.10	6.50	2.45	5.10
	05	136'024.80	62.30	5.20	6.65	2.50	5.20
	06	138'314.40	63.35	5.30	6.75	2.55	5.30
	07	140'604.00	64.40	5.35	6.85	2.60	5.35
	08	142'894.20	65.45	5.45	6.95	2.60	5.45
	09	145'183.80	66.50	5.55	7.10	2.65	5.55
	10	147'473.40	67.50	5.60	7.20	2.70	5.60
	11	149'763.60	68.55	5.70	7.30	2.75	5.70
	12	152'053.20	69.60	5.80	7.40	2.80	5.80
	13	154'342.80	70.65	5.90	7.50	2.85	5.90
	14	156'632.40	71.70	5.95	7.65	2.85	5.95
	15	158'922.60	72.75	6.05	7.75	2.90	6.05
	16	161'212.20	73.80	6.15	7.85	2.95	6.15
	17	163'501.80	74.85	6.25	7.95	3.00	6.25
	18	165'792.00	75.90	6.30	8.10	3.05	6.30
	19	168'081.60	76.95	6.40	8.20	3.10	6.40
20	170'371.20	78.00	6.50	8.30	3.10	6.50	

TARIFS HORAIRES		2004		ADMINISTRATION			
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IV	8.33 %	= Indemnité vacances > 20 ans					
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JF	4.00 %	= Indemnité jours fériés pour le personnel administratif				h/mois x 12 mois	
CLASSE	ECH.	TB	TH	Vacances 8.33 %	Vacances 10.64 %	JF 4% (admin.)	13e sal. 8.33%
<b>36</b>	00	129'252.00	59.20	4.95	6.30	2.35	4.95
	01	131'591.40	60.25	5.00	6.40	2.40	5.00
	02	133'931.40	61.30	5.10	6.50	2.45	5.10
	03	136'270.80	62.40	5.20	6.65	2.50	5.20
	04	138'610.20	63.45	5.30	6.75	2.55	5.30
	05	140'949.60	64.55	5.40	6.85	2.60	5.40
	06	143'289.60	65.60	5.45	7.00	2.60	5.45
	07	145'629.00	66.70	5.55	7.10	2.65	5.55
	08	147'968.40	67.75	5.65	7.20	2.70	5.65
	09	150'307.80	68.80	5.75	7.30	2.75	5.75
	10	152'647.20	69.90	5.80	7.45	2.80	5.80
	11	154'987.20	70.95	5.90	7.55	2.85	5.90
	12	157'326.60	72.05	6.00	7.65	2.90	6.00
	13	159'666.00	73.10	6.10	7.80	2.90	6.10
	14	162'005.40	74.20	6.20	7.90	2.95	6.20
	15	164'345.40	75.25	6.25	8.00	3.00	6.25
	16	166'684.80	76.30	6.35	8.10	3.05	6.35
	17	169'024.20	77.40	6.45	8.25	3.10	6.45
	18	171'363.60	78.45	6.55	8.35	3.15	6.55
	19	173'703.60	79.55	6.65	8.45	3.20	6.65
	20	176'043.00	80.60	6.70	8.60	3.20	6.70