

## Grille salariale valable dès juillet 2023 (indice 104.856)

Montants annuels (13 salaires) et mensuels équivalents à 100% de taux d'activité  
Montants horaires bruts sans majorations

Classe	Echelon	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
		1	Montant annuel	49'065.25	50'046.55	51'027.80	52'009.10	52'990.35	53'971.70	54'953.00	55'738.05	56'523.00	57'308.05	58'093.15	58'878.10	59'663.20	60'325.60	60'987.95	61'650.40	62'312.80	62'975.20	63'545.35	64'115.50	64'685.65	65'255.80	65'746.50
	Montant mensuel	3'774.25	3'849.75	3'925.20	4'000.70	4'076.20	4'151.65	4'227.15	4'287.55	4'347.90	4'408.30	4'468.70	4'529.10	4'589.50	4'640.45	4'691.40	4'742.35	4'793.30	4'844.25	4'888.10	4'931.95	4'975.80	5'019.70	5'057.40	5'095.15	5'132.90
	Montant horaire	21.25	21.65	22.10	22.50	22.95	23.35	23.80	24.15	24.45	24.80	25.15	25.50	25.85	26.10	26.40	26.70	27.00	27.25	27.50	27.75	28.00	28.25	28.45	28.70	28.90
2	Montant annuel	50'080.90	51'207.70	52'334.55	53'461.45	54'588.30	55'715.15	56'841.95	57'743.45	58'644.85	59'546.35	60'447.75	61'349.20	62'250.60	63'026.90	63'803.10	64'579.30	65'355.60	66'131.85	66'751.75	67'371.75	67'991.70	68'611.80	69'112.55	69'613.25	70'114.10
	Montant mensuel	3'852.40	3'939.05	4'025.75	4'112.40	4'199.10	4'285.80	4'372.45	4'441.80	4'511.15	4'580.50	4'649.85	4'719.15	4'788.50	4'848.20	4'907.95	4'967.65	5'027.35	5'087.05	5'134.75	5'182.45	5'230.15	5'277.85	5'316.35	5'354.85	5'393.40
	Montant horaire	21.70	22.15	22.65	23.15	23.65	24.10	24.60	25.00	25.40	25.80	26.15	26.55	26.95	27.30	27.60	27.95	28.30	28.65	28.90	29.15	29.45	29.70	29.90	30.15	30.35
3	Montant annuel	52'154.25	53'406.00	54'657.65	55'909.30	57'161.00	58'412.70	59'664.35	60'655.30	61'646.25	62'637.20	63'628.15	64'619.10	65'610.00	66'444.50	67'279.00	68'113.55	68'947.95	69'782.50	70'460.55	71'138.55	71'816.55	72'494.60	73'016.20	73'537.70	74'059.30
	Montant mensuel	4'011.85	4'108.15	4'204.45	4'300.70	4'397.00	4'493.30	4'589.55	4'665.80	4'742.00	4'818.25	4'894.45	4'970.70	5'046.90	5'111.10	5'175.30	5'239.50	5'303.70	5'367.90	5'420.05	5'472.20	5'524.35	5'576.50	5'616.65	5'656.75	5'696.85
	Montant horaire	22.60	23.10	23.65	24.20	24.75	25.30	25.85	26.25	26.70	27.10	27.55	28.00	28.40	28.75	29.15	29.50	29.85	30.20	30.50	30.80	31.10	31.40	31.60	31.85	32.05
4	Montant annuel	55'393.05	56'722.55	58'051.90	59'381.35	60'710.80	62'040.20	63'369.60	64'422.10	65'474.60	66'527.10	67'579.60	68'632.05	69'684.50	70'570.80	71'457.10	72'343.45	73'229.75	74'116.05	74'836.20	75'556.30	76'276.40	76'996.55	77'550.40	78'104.45	78'658.35
	Montant mensuel	4'261.00	4'363.25	4'465.55	4'567.80	4'670.05	4'772.30	4'874.60	4'955.55	5'036.50	5'117.45	5'198.45	5'279.40	5'360.35	5'428.50	5'496.70	5'564.90	5'633.05	5'701.25	5'756.65	5'812.00	5'867.40	5'922.80	5'965.40	6'008.05	6'050.65
	Montant horaire	24.00	24.55	25.15	25.70	26.30	26.85	27.45	27.90	28.35	28.80	29.25	29.70	30.15	30.55	30.95	31.30	31.70	32.10	32.40	32.70	33.00	33.35	33.60	33.80	34.05
5	Montant annuel	59'663.90	61'095.80	62'527.80	63'959.65	65'391.60	66'823.45	68'255.45	69'389.10	70'522.70	71'656.30	72'789.90	73'923.50	75'057.05	76'011.70	76'966.35	77'920.90	78'875.50	79'830.00	80'605.75	81'381.40	82'157.00	82'932.65	83'529.30	84'125.90	84'722.50
	Montant mensuel	4'589.55	4'699.70	4'809.85	4'919.95	5'030.10	5'140.25	5'250.40	5'337.60	5'424.80	5'512.00	5'599.20	5'686.40	5'773.60	5'847.05	5'920.50	5'993.90	6'067.35	6'140.75	6'200.45	6'260.10	6'319.75	6'379.45	6'425.35	6'471.20	6'517.10
	Montant horaire	25.85	26.45	27.05	27.70	28.30	28.95	29.55	30.05	30.55	31.00	31.50	32.00	32.50	32.90	33.30	33.75	34.15	34.55	34.90	35.25	35.55	35.90	36.15	36.40	36.70
6	Montant annuel	64'878.55	66'435.55	67'992.60	69'549.75	71'106.85	72'663.90	74'220.95	75'453.70	76'686.35	77'918.95	79'151.70	80'384.35	81'617.10	82'655.10	83'693.05	84'731.15	85'769.15	86'807.25	87'650.65	88'494.00	89'337.45	90'180.85	90'829.55	91'478.35	92'127.10
	Montant mensuel	4'990.65	5'110.45	5'230.20	5'350.00	5'469.75	5'589.55	5'709.30	5'804.15	5'898.95	5'993.75	6'088.60	6'183.40	6'278.25	6'358.10	6'437.95	6'517.80	6'597.65	6'677.50	6'742.35	6'807.25	6'872.10	6'937.00	6'986.90	7'036.80	7'086.70
	Montant horaire	28.10	28.75	29.45	30.10	30.80	31.45	32.15	32.65	33.20	33.75	34.25	34.80	35.35	35.80	36.25	36.70	37.15	37.60	37.95	38.30	38.70	39.05	39.35	39.60	39.90
7	Montant annuel	70'548.85	72'242.05	73'935.30	75'628.45	77'321.65	79'014.80	80'708.05	82'048.45	83'388.90	84'729.30	86'069.80	87'410.15	88'750.60	89'879.35	91'008.15	92'136.90	93'265.70	94'394.50	95'311.60	96'228.75	97'145.85	98'063.00	98'768.45	99'473.95	100'179.35
	Montant mensuel	5'426.85	5'557.10	5'687.35	5'817.55	5'947.80	6'078.05	6'208.30	6'311.40	6'414.55	6'517.65	6'620.75	6'723.85	6'826.95	6'913.80	7'000.65	7'087.45	7'174.30	7'261.10	7'331.65	7'402.20	7'472.75	7'543.30	7'597.55	7'651.85	7'706.10
	Montant horaire	30.55	31.30	32.00	32.75	33.50	34.20	34.95	35.50	36.10	36.70	37.25	37.85	38.45	38.90	39.40	39.90	40.40	40.85	41.25	41.65	42.05	42.45	42.75	43.05	43.35
8	Montant annuel	76'714.85	78'556.05	80'397.20	82'238.35	84'079.50	85'920.70	87'761.80	89'219.40	90'677.10	92'134.65	93'592.20	95'049.85	96'507.40	97'734.85	98'962.30	100'189.75	101'417.30	102'644.70	103'642.05	104'639.30	105'636.55	106'633.90	107'401.05	108'168.20	108'935.30
	Montant mensuel	5'901.15	6'042.75	6'184.40	6'326.05	6'467.65	6'609.30	6'750.90	6'863.05	6'975.15	7'087.30	7'199.40	7'311.55	7'423.65	7'518.05	7'612.50	7'706.90	7'801.35	7'895.75	7'972.45	8'049.20	8'125.90	8'202.60	8'261.60	8'320.65	8'379.65
	Montant horaire	33.20	34.00	34.80	35.60	36.40	37.20	38.00	38.65	39.25	39.90	40.50	41.15	41.80	42.30	42.85	43.40	43.90	44.45	44.85	45.30	45.75	46.15	46.50	46.85	47.15
9	Montant annuel	83'419.70	85'421.80	87'423.85	89'425.90	91'428.10	93'430.15	95'432.20	97'017.05	98'602.15	100'187.00	101'772.05	103'356.95	104'941.95	106'276.65	107'611.40	108'946.10	110'280.85	111'615.65	112'700.10	113'784.60	114'869.00	115'953.50	116'787.75	117'621.95	118'456.20
	Montant mensuel	6'416.90	6'570.90	6'724.90	6'878.90	7'032.95	7'186.95	7'340.95	7'462.85	7'584.80	7'706.70	7'828.60	7'950.55	8'072.45	8'175.15	8'277.80	8'380.45	8'483.15	8'585.80	8'669.25	8'752.65	8'836.10	8'919.50	8'983.65	9'047.85	9'112.00
	Montant horaire	36.10	37.00	37.85	38.70	39.60	40.45	41.30	42.00	42.70	43.40	44.05	44.75	45.45	46.00	46.60	47.15	47.75	48.35	48.80	49.25	50.20	50.55	50.95	51.30	51.60
10	Montant annuel	90'710.60	92'887.70	95'064.70	97'241.85	99'418.90	101'595.95	103'773.00	105'496.50	107'219.95	108'943.45	110'666.90	112'390.40	114'113.85	115'565.15	117'016.55	118'468.00	119'919.30	121'370.65	122'549.85	123'729.20	124'908.40	126'087.65	126'994.75	127'901.80	128'808.90
	Montant mensuel	6'977.75	7'145.20	7'312.65	7'480.15	7'647.60	7'815.05	7'982.55	8'115.10	8'247.70	8'380.25	8'512.85	8'645.40	8'778.00	8'889.65	9'001.25	9'112.90	9'224.55	9'336.20	9'426.90	9'517.65	9'608.35	9'699.05	9'768.85	9'838.60	9'908.40
	Montant horaire	39.25	40.20	41.15	42.10	43.05	44.00	44.95	45.70	46.40	47.15	47.90	48.65	49.40	50.05	50.65	51.30	51.90	52.55	53.05	53.55	54.10	54.60	55.00	55.40	55.75
11	Montant annuel	98'638.65	101'006.05	103'373.50	105'740.75	108'108.15	110'475.50	112'842.90	114'716.95	116'591.10	118'465.25	120'339.45	122'213.55	124'087.65	125'665.95	127'244.15	128'822.40	130'400.60	131'978.85	133'261.10	134'543.35	135'825.75	137'108.05	138'094.35	139'080.75	140'067.20
	Montant mensuel	7'587.60	7'769.70	7'951.80	8'133.90	8'316.00	8'498.10	8'680.20	8'824.40	8'968.55	9'112.70	9'256.90	9'401.05	9'545.20	9'666.60	9'788.00	9'909.40	10'030.80	10'152.20	10'250.85	10'349.50	10'448.15	10'546.75	10'622.65	10'698.50	10'774.40
	Montant horaire	42.70	43.75	44.75	45.80	46.80	47.85	48.85	49.65	50.50	51.30	52.10	52.90	53.75	54.40	55.10	55.80	56.45	57.15	57.70	58.25	58.80	59.35	59.80	60.20	60.65
12	Montant annuel	107'259.70	109'834.05	112'408.20	114'982.45	117'556.70	120'130.90	122'705.10	124'743.10	126'781.10	128'818.95	130'857.00	132'894.85	134'932.85	136'649.00	138'365.20	140'081.40	141'797.55	143'513.75	144'908.10	146'302.50	147'696.90	149'091.30	150'163.90	151'236.55	152'309.15
	Montant mensuel	8'250.75	8'448.75	8'646.80	8'844.80	9'042.80	9'240.85	9'438.85	9'595.60	9'752.40	9'909.15	10'065.90	10'222.70	10'379.45	10'511.45	10'643.50	10'775.50	10'907.50	11'039.50	11'146.80	11'254.05	11'361.30	11'468.55	11'551.05	11'633.60	11'716.10
	Montant horaire	46.45	47.55	48.65	49.80	50.90	52.00	53.15	54.00	54.90	55.75	56.65	57.55	58.40	59											