



classes de trait.		CT 01	CT 02	CT 03	CT 04	CT 05	CT 06	CT 07	CT 08	CT 09	CT 10	CT 11	CT 12	CT 13	CT 14	CT 15														
échelons préliminaire	EP 6	Conformément à l'article 40a alinéa 2 de l'ordonnance sur le personnel, le traitement de départ ne peut pas être inférieur au traitement de base de la classe de traitement 1.																48'856.60	50'206.00	51'719.85	53'409.20	55'285.75	57'359.25	59'642.70	62'146.50	64'884.30	EP 6			
	EP 5																	48'445.15	49'661.95	51'034.10	52'572.00	54'289.95	56'197.05	58'304.35	60'625.50	63'170.90	65'953.55	EP 5		
	EP 4																	48'142.90	49'231.00	50'467.30	51'861.55	53'424.80	55'170.05	57'108.35	59'250.10	61'608.95	64'195.30	67'023.45	EP 4	
	EP 3																	47'944.65	48'911.20	50'016.20	51'272.65	52'689.00	54'276.95	56'050.80	58'019.65	60'195.20	62'591.75	65'219.70	68'092.70	EP 3
	EP 2																	48'697.35	49'679.50	50'802.05	52'078.00	53'516.45	55'129.75	56'930.90	58'930.95	61'140.95	63'575.20	66'244.10	69'161.95	EP 2
	EP 1																	48'585.55	49'450.70	50'447.80	51'587.25	52'883.35	54'343.90	55'981.90	57'811.00	59'842.25	62'086.70	64'558.00	67'268.50	70'231.85
trait. de base		47'922.55	48'567.35	49'325.25	50'203.40	51'215.45	52'373.10	53'688.70	55'171.35	56'834.70	58'691.75	60'753.55	63'031.80	65'541.45	68'292.90	71'301.10	00													
échelon de traitement	progression 1%	+01	48'401.60	49'052.90	49'818.60	50'705.85	51'727.65	52'897.00	54'225.60	55'723.20	57'402.80	59'278.70	61'361.30	63'662.30	66'196.65	68'975.40	72'014.15	+01												
		+02	48'880.65	49'539.10	50'311.95	51'207.65	52'239.85	53'420.25	54'762.50	56'275.05	57'971.55	59'865.65	61'968.40	64'292.80	66'852.50	69'658.55	72'727.20	+02												
		+03	49'360.35	50'024.65	50'805.30	51'710.10	52'752.05	53'944.15	55'299.40	56'826.90	58'539.65	60'452.60	62'576.15	64'922.65	67'507.70	70'341.70	73'440.25	+03												
		+04	49'839.40	50'510.20	51'298.00	52'211.90	53'264.25	54'468.05	55'836.30	57'378.75	59'107.75	61'039.55	63'183.90	65'553.15	68'162.90	71'024.20	74'153.30	+04												
		+05	50'318.45	50'995.75	51'791.35	52'713.70	53'776.45	54'991.95	56'373.20	57'929.95	59'676.50	61'626.50	63'791.00	66'183.65	68'818.75	71'707.35	74'866.35	+05												
		+06	50'797.50	51'481.30	52'284.70	53'216.15	54'288.65	55'515.20	56'910.10	58'481.80	60'244.60	62'213.45	64'398.75	66'814.15	69'473.95	72'390.50	75'579.40	+06												
		+07	51'277.20	51'967.50	52'778.05	53'717.95	54'800.85	56'039.10	57'447.00	59'033.65	60'813.35	62'800.40	65'006.50	67'444.00	70'129.15	73'073.00	76'292.45	+07												
		+08	51'756.25	52'453.05	53'271.40	54'219.75	55'313.05	56'563.00	57'983.90	59'585.50	61'381.45	63'386.70	65'613.60	68'074.50	70'784.35	73'756.15	77'005.50	+08												
		+09	52'235.30	52'938.60	53'764.75	54'722.20	55'825.25	57'086.90	58'520.80	60'137.35	61'949.55	63'973.65	66'221.35	68'705.00	71'440.20	74'439.30	77'718.55	+09												
		+10	52'714.35	53'424.15	54'258.10	55'224.00	56'337.45	57'610.15	59'057.70	60'688.55	62'518.30	64'560.60	66'829.10	69'334.85	72'095.40	75'121.80	78'431.60	+10												
		+11	53'194.05	53'909.70	54'750.80	55'725.80	56'849.65	58'134.05	59'594.60	61'240.40	63'086.40	65'147.55	67'436.20	69'965.35	72'750.60	75'804.95	79'144.65	+11												
		+12	53'673.10	54'395.90	55'244.15	56'228.25	57'361.85	58'657.95	60'131.50	61'792.25	63'655.15	65'734.50	68'043.95	70'595.85	73'406.45	76'488.10	79'857.70	+12												
		+13	54'152.15	54'881.45	55'737.50	56'730.05	57'874.05	59'181.85	60'668.40	62'344.10	64'223.25	66'321.45	68'651.70	71'226.35	74'061.65	77'170.60	80'570.75	+13												
		+14	54'631.20	55'367.00	56'230.85	57'232.50	58'386.25	59'705.10	61'205.30	62'895.95	64'791.35	66'908.40	69'258.80	71'856.20	74'716.85	77'853.75	81'283.15	+14												
		+15	55'110.90	55'852.55	56'724.20	57'734.30	58'897.80	60'229.00	61'742.20	63'447.15	65'360.10	67'495.35	69'866.55	72'486.70	75'372.70	78'536.90	81'996.20	+15												
		+16	55'589.95	56'338.10	57'217.55	58'236.10	59'410.00	60'752.90	62'279.10	63'999.00	65'928.20	68'082.30	70'474.30	73'117.20	76'027.90	79'219.40	82'709.25	+16												
		+17	56'069.00	56'824.30	57'710.90	58'738.55	59'922.20	61'276.80	62'816.00	64'550.85	66'496.30	68'669.25	71'081.40	73'747.05	76'683.10	79'902.55	83'422.30	+17												
		+18	56'548.70	57'309.85	58'203.60	59'240.35	60'434.40	61'800.05	63'352.90	65'102.70	67'065.05	69'256.20	71'689.15	74'377.55	77'338.95	80'585.70	84'135.35	+18												
		+19	57'027.75	57'795.40	58'696.95	59'742.15	60'946.60	62'323.95	63'889.80	65'654.55	67'633.15	69'843.15	72'296.90	75'008.05	77'994.15	81'268.20	84'848.40	+19												
		+20	57'506.80	58'280.95	59'190.30	60'244.60	61'458.80	62'847.85	64'426.70	66'205.75	68'201.90	70'430.10	72'904.00	75'638.55	78'649.35	81'951.35	85'561.45	+20												
	progression 0.75%	+21	57'866.25	58'645.60	59'560.15	60'620.95	61'842.95	63'240.45	64'829.05	66'619.80	68'627.65	70'870.15	73'359.65	76'111.10	79'141.40	82'463.55	86'096.40	+21												
		+22	58'225.70	59'009.60	59'930.00	60'997.30	62'227.10	63'633.05	65'232.05	67'033.85	69'054.05	71'310.20	73'815.30	76'583.65	79'632.80	82'975.75	86'631.35	+22												
		+23	58'585.15	59'373.60	60'300.50	61'374.30	62'611.25	64'026.30	65'634.40	67'447.25	69'480.45	71'750.90	74'270.95	77'056.85	80'124.20	83'487.95	87'165.65	+23												
		+24	58'944.60	59'738.25	60'670.35	61'750.65	62'995.40	64'418.90	66'037.40	67'861.30	69'906.85	72'190.95	74'726.60	77'529.40	80'615.60	84'000.15	87'700.60	+24												
		+25	59'304.05	60'102.25	61'040.20	62'127.00	63'379.55	64'811.50	66'439.75	68'274.70	70'332.60	72'631.00	75'182.25	78'001.95	81'107.65	84'512.35	88'235.55	+25												
		+26	59'663.50	60'466.90	61'410.05	62'503.35	63'763.70	65'204.75	66'842.75	68'688.75	70'759.00	73'071.05	75'637.90	78'474.50	81'599.05	85'024.55	88'769.85	+26												
		+27	60'022.95	60'830.90	61'779.90	62'880.35	64'147.85	65'597.35	67'245.10	69'102.80	71'185.40	73'511.10	76'093.55	78'947.70	82'090.45	85'536.75	89'304.80	+27												
		+28	60'382.40	61'194.90	62'149.75	63'256.70	64'532.00	65'989.95	67'648.10	69'516.20	71'611.80	73'951.80	76'549.20	79'420.25	82'581.85	86'048.95	89'839.75	+28												
		+29	60'741.85	61'559.55	62'519.60	63'633.05	64'916.15	66'383.20	68'050.45	69'930.25	72'038.20	74'391.85	77'004.85	79'892.80	83'073.90	86'561.15	90'374.05	+29												
		+30	61'101.30	61'923.55	62'889.45	64'009.40	65'300.30	66'775.80	68'453.45	70'343.65	72'463.95	74'831.90	77'460.50	80'366.00	83'565.30	87'073.35	90'909.00	+30												
		+31	61'460.75	62'287.55	63'259.95	64'386.40	65'684.45	67'168.40	68'855.80	70'757.70	72'890.35	75'271.95	77'916.15	80'838.55	84'056.70	87'585.55	91'443.95	+31												
		+32	61'819.55	62'652.20	63'629.80	64'762.75	66'068.60	67'561.00	69'258.80	71'171.75	73'316.75	75'712.00	78'371.80	81'311.10	84'548.10	88'097.75	91'978.90	+32												
		+33	62'179.00	63'016.20	63'999.65	65'139.10	66'452.10	67'954.25	69'661.15	71'585.15	73'743.15	76'152.70	78'827.45	81'783.65	85'040.15	88'609.95	92'513.20	+33												
		+34	62'538.45	63'380.85	64'369.50	65'516.10	66'836.25	68'346.85	70'064.15	71'999.20	74'169.55	76'592.75	79'283.10	82'256.85	85'531.55	89'122.15	93'048.15	+34												
		+35	62'897.90	63'744.85	64'739.35	65'892.45	67'220.40	68'739.45	70'466.50	72'412.60	74'595.30	77'032.80	79'738.75	82'729.40	86'022.95	89'634.35	93'583.10	+35												
		+36	63'257.35	64'108.85	65'109.20	66'268.80	67'604.55	69'132.70	70'869.50	72'826.65	75'021.70	77'472.85	80'194.40	83'201.95	86'514.35	90'146.55	94'117.40	+36												



Tableau des classes de traitement 01.01.2026 personnel cantonal
Traitement annuel

13e traitements mensuels; sans allocations sociales

classes de trait.		CT 01	CT 02	CT 03	CT 04	CT 05	CT 06	CT 07	CT 08	CT 09	CT 10	CT 11	CT 12	CT 13	CT 14	CT 15		
échelon de traitement	progression 0.75%	+37	63'616.80	64'473.50	65'479.05	66'645.15	67'988.70	69'525.30	71'271.85	73'240.70	75'448.10	77'912.90	80'650.05	83'675.15	87'006.40	90'658.75	94'652.35	+37
		+38	63'976.25	64'837.50	65'849.55	67'022.15	68'372.85	69'917.90	71'674.85	73'654.10	75'874.50	78'353.60	81'105.70	84'147.70	87'497.80	91'170.95	95'187.30	+38
		+39	64'335.70	65'202.15	66'219.40	67'398.50	68'757.00	70'311.15	72'077.20	74'068.15	76'300.25	78'793.65	81'561.35	84'620.25	87'989.20	91'683.15	95'722.25	+39
		+40	64'695.15	65'566.15	66'589.25	67'774.85	69'141.15	70'703.75	72'480.20	74'481.55	76'726.65	79'233.70	82'017.00	85'092.80	88'480.60	92'195.35	96'256.55	+40
		+41	65'054.60	65'930.15	66'959.10	68'151.20	69'525.30	71'096.35	72'882.55	74'895.60	77'153.05	79'673.75	82'472.65	85'566.00	88'972.65	92'707.55	96'791.50	+41
		+42	65'414.05	66'294.80	67'328.95	68'528.20	69'909.45	71'488.95	73'285.55	75'309.00	77'579.45	80'114.45	82'928.30	86'038.55	89'464.05	93'219.75	97'326.45	+42
		+43	65'773.50	66'658.80	67'698.80	68'904.55	70'293.60	71'882.20	73'687.90	75'723.05	78'005.85	80'554.50	83'383.95	86'511.10	89'955.45	93'731.95	97'860.75	+43
		+44	66'132.95	67'023.45	68'068.65	69'280.90	70'677.75	72'274.80	74'090.25	76'137.10	78'431.60	80'994.55	83'839.60	86'984.30	90'446.85	94'244.15	98'395.70	+44
		+45	66'492.40	67'387.45	68'439.15	69'657.90	71'061.90	72'667.40	74'493.25	76'550.50	78'858.00	81'434.60	84'295.25	87'456.85	90'938.90	94'756.35	98'930.65	+45
		+46	66'851.85	67'751.45	68'809.00	70'034.25	71'446.05	73'060.65	74'895.60	76'964.55	79'284.40	81'874.65	84'750.90	87'929.40	91'430.30	95'268.55	99'464.95	+46
		+47	67'211.30	68'116.10	69'178.85	70'410.60	71'830.20	73'453.25	75'298.60	77'377.95	79'710.80	82'315.35	85'206.55	88'402.60	91'921.70	95'780.75	99'999.90	+47
		+48	67'570.75	68'480.10	69'548.70	70'786.95	72'214.35	73'845.85	75'700.95	77'792.00	80'137.20	82'755.40	85'662.20	88'875.15	92'413.10	96'292.95	100'534.85	+48
		+49	67'930.20	68'844.75	69'918.55	71'163.95	72'598.50	74'239.10	76'103.95	78'206.05	80'562.95	83'195.45	86'117.85	89'347.70	92'905.15	96'805.15	101'069.80	+49
		+50	68'289.65	69'208.75	70'288.40	71'540.30	72'982.65	74'631.70	76'506.30	78'619.45	80'989.35	83'635.50	86'573.50	89'820.25	93'396.55	97'317.35	101'604.10	+50
		+51	68'649.10	69'572.75	70'658.25	71'916.65	73'366.80	75'024.30	76'909.30	79'033.50	81'415.75	84'075.55	87'029.15	90'293.45	93'887.95	97'829.55	102'139.05	+51
		+52	69'008.55	69'937.40	71'028.75	72'293.00	73'750.95	75'417.55	77'311.65	79'446.90	81'842.15	84'516.25	87'484.80	90'766.00	94'379.35	98'341.75	102'674.00	+52
		+53	69'367.35	70'301.40	71'398.60	72'670.00	74'134.45	75'810.15	77'714.65	79'860.95	82'267.90	84'956.30	87'941.10	91'238.55	94'871.40	98'853.95	103'208.30	+53
		+54	69'726.80	70'666.05	71'768.45	73'046.35	74'518.60	76'202.75	78'117.00	80'275.00	82'694.30	85'396.35	88'396.75	91'711.75	95'362.80	99'366.15	103'743.25	+54
		+55	70'086.25	71'030.05	72'138.30	73'422.70	74'902.75	76'595.35	78'520.00	80'688.40	83'120.70	85'836.40	88'852.40	92'184.30	95'854.20	99'878.35	104'278.20	+55
		+56	70'445.70	71'394.05	72'508.15	73'799.70	75'286.90	76'988.60	78'922.35	81'102.45	83'547.10	86'276.45	89'308.05	92'656.85	96'345.60	100'390.55	104'813.15	+56
	+57	70'805.15	71'758.70	72'878.00	74'176.05	75'671.05	77'381.20	79'325.35	81'515.85	83'973.50	86'717.15	89'763.70	93'129.40	96'837.65	100'902.75	105'347.45	+57	
	+58	71'164.60	72'122.70	73'247.85	74'552.40	76'055.20	77'773.80	79'727.70	81'929.90	84'399.25	87'157.20	90'219.35	93'602.60	97'329.05	101'414.95	105'882.40	+58	
	+59	71'524.05	72'487.35	73'617.70	74'928.75	76'439.35	78'167.05	80'130.70	82'343.95	84'825.65	87'597.25	90'675.00	94'075.15	97'820.45	101'927.15	106'417.35	+59	
	+60	71'883.50	72'851.35	73'988.20	75'305.75	76'823.50	78'559.65	80'533.05	82'757.35	85'252.05	88'037.30	91'130.65	94'547.70	98'311.85	102'439.35	106'951.65	+60	
	progression 0.5%	+61	72'123.35	73'094.45	74'234.55	75'556.65	77'079.60	78'821.60	80'801.50	83'033.60	85'536.10	88'331.10	91'434.20	94'862.95	98'639.45	102'780.60	107'308.50	+61
		+62	72'362.55	73'336.90	74'480.90	75'807.55	77'335.70	79'083.55	81'069.95	83'309.20	85'820.15	88'624.25	91'737.75	95'178.20	98'967.70	103'121.85	107'664.70	+62
		+63	72'602.40	73'580.00	74'727.90	76'058.45	77'591.80	79'345.50	81'338.40	83'584.80	86'104.85	88'918.05	92'041.95	95'493.45	99'295.30	103'463.75	108'021.55	+63
		+64	72'842.25	73'822.45	74'974.25	76'309.35	77'847.90	79'606.80	81'606.85	83'861.05	86'388.90	89'211.20	92'345.50	95'808.70	99'622.90	103'805.00	108'377.75	+64
		+65	73'081.45	74'065.55	75'221.25	76'560.90	78'104.00	79'868.75	81'875.30	84'136.65	86'672.95	89'505.00	92'649.05	96'123.95	99'950.50	104'146.25	108'734.60	+65
		+66	73'321.30	74'308.65	75'467.60	76'811.80	78'360.10	80'130.70	82'143.75	84'412.90	86'957.00	89'798.15	92'953.25	96'438.55	100'278.10	104'488.15	109'090.80	+66
		+67	73'561.15	74'551.10	75'714.60	77'062.70	78'616.20	80'392.65	82'412.20	84'688.50	87'241.05	90'091.95	93'256.80	96'753.80	100'605.70	104'829.40	109'447.65	+67
		+68	73'800.35	74'794.20	75'960.95	77'313.60	78'872.30	80'654.60	82'680.65	84'964.10	87'525.10	90'385.10	93'560.35	97'069.05	100'933.95	105'170.65	109'803.85	+68
		+69	74'040.20	75'036.65	76'207.30	77'564.50	79'128.40	80'916.55	82'949.10	85'240.35	87'809.80	90'678.90	93'864.55	97'384.30	101'261.55	105'512.55	110'160.70	+69
		+70	74'279.40	75'279.75	76'454.30	77'815.40	79'384.50	81'178.50	83'217.55	85'515.95	88'093.85	90'972.05	94'168.10	97'699.55	101'589.15	105'853.80	110'516.90	+70
		+71	74'519.25	75'522.20	76'700.65	78'066.95	79'640.60	81'440.45	83'486.00	85'792.20	88'377.90	91'265.85	94'471.65	98'014.80	101'916.75	106'195.05	110'873.75	+71
		+72	74'759.10	75'765.30	76'947.65	78'317.85	79'896.70	81'701.75	83'754.45	86'067.80	88'661.95	91'559.00	94'775.85	98'330.05	102'244.35	106'536.95	111'229.95	+72
		+73	74'998.30	76'008.40	77'194.00	78'568.75	80'152.80	81'963.70	84'022.90	86'343.40	88'946.00	91'852.15	95'079.40	98'645.30	102'571.95	106'878.20	111'586.80	+73
		+74	75'238.15	76'250.85	77'441.00	78'819.65	80'408.90	82'225.65	84'291.35	86'619.65	89'230.70	92'145.95	95'382.95	98'959.90	102'900.20	107'219.45	111'943.00	+74
		+75	75'478.00	76'493.95	77'687.35	79'070.55	80'665.00	82'487.60	84'559.80	86'895.25	89'514.75	92'439.10	95'687.15	99'275.15	103'227.80	107'561.35	112'299.20	+75
		+76	75'717.20	76'736.40	77'933.70	79'322.10	80'921.10	82'749.55	84'828.25	87'171.50	89'798.80	92'732.90	95'990.70	99'590.40	103'555.40	107'902.60	112'656.05	+76
+77		75'957.05	76'979.50	78'180.70	79'573.00	81'177.20	83'011.50	85'096.70	87'447.10	90'082.85	93'026.05	96'294.25	99'905.65	103'883.00	108'243.85	113'012.25	+77	
+78		76'196.90	77'222.60	78'427.05	79'823.90	81'433.30	83'273.45	85'365.15	87'722.70	90'366.90	93'319.85	96'598.45	100'220.90	104'210.60	108'585.10	113'369.10	+78	
+79		76'436.10	77'465.05	78'674.05	80'074.80	81'689.40	83'534.75	85'633.60	87'998.95	90'651.60	93'613.00	96'902.00	100'536.15	104'538.20	108'927.00	113'725.30	+79	
+80		76'675.95	77'708.15	78'920.40	80'325.70	81'944.85	83'796.70	85'902.05	88'274.55	90'935.65	93'906.80	97'205.55	100'851.40	104'866.45	109'268.25	114'082.15	+80	



Tableau des classes de traitement 01.01.2026 personnel cantonal

Traitement annuel

13e traitements mensuels; sans allocations sociales

classes de trait.			CT 16	CT 17	CT 18	CT 19	CT 20	CT 21	CT 22	CT 23	CT 24	CT 25	CT 26	CT 27	CT 28	CT 29	CT 30	
échelons préliminaire	progression 1.5%	EP 6	67'865.20	71'104.15	74'610.90	78'398.45	82'479.15	86'864.05	91'566.80	96'601.05	101'976.55	107'708.25	113'807.20	120'286.40	127'159.50	134'440.15	142'140.05	EP 6
		EP 5	68'983.85	72'276.10	75'840.70	79'690.65	83'838.30	88'296.00	93'076.10	98'193.55	103'657.45	109'483.40	115'683.10	122'268.90	129'255.75	136'656.00	144'483.30	EP 5
		EP 4	70'102.50	73'448.05	77'070.50	80'982.85	85'198.10	89'727.95	94'586.05	99'785.40	105'338.35	111'259.20	117'559.00	124'252.05	131'351.35	138'871.85	146'825.90	EP 4
		EP 3	71'221.15	74'620.00	78'300.30	82'275.05	86'557.90	91'159.90	96'095.35	101'377.90	107'019.25	113'034.35	119'434.90	126'234.55	133'447.60	141'088.35	149'169.15	EP 3
		EP 2	72'339.80	75'792.60	79'530.10	83'567.90	87'917.05	92'591.85	97'604.65	102'970.40	108'700.15	114'809.50	121'310.80	128'217.05	135'543.85	143'304.20	151'511.75	EP 2
		EP 1	73'458.45	76'964.55	80'759.90	84'860.10	89'276.85	94'023.80	99'113.95	104'562.25	110'381.05	116'585.30	123'186.70	130'200.20	137'639.45	145'520.05	153'855.00	EP 1
trait. de base			74'577.10	78'136.50	81'989.70	86'152.30	90'636.00	95'455.10	100'623.25	106'154.75	112'062.60	118'360.45	125'062.60	132'182.70	139'735.70	147'735.90	156'198.25	00
échelon de traitement	progression 1%	+01	75'322.65	78'917.80	82'810.00	87'013.55	91'542.75	96'409.95	101'629.45	107'216.20	113'183.20	119'544.10	126'313.20	133'504.80	141'133.20	149'213.35	157'760.20	+01
		+02	76'068.85	79'699.10	83'629.65	87'875.45	92'448.85	97'364.15	102'635.65	108'278.30	114'303.80	120'727.75	127'563.80	134'826.25	142'530.05	150'690.80	159'322.15	+02
		+03	76'814.40	80'480.40	84'449.30	88'736.70	93'355.60	98'319.00	103'641.85	109'339.75	115'424.40	121'911.40	128'814.40	136'148.35	143'927.55	152'168.25	160'884.10	+03
		+04	77'559.95	81'261.70	85'269.60	89'597.95	94'261.70	99'273.85	104'648.05	110'401.20	116'545.00	123'095.05	130'065.00	137'469.80	145'325.05	153'645.70	162'446.05	+04
		+05	78'306.15	82'043.00	86'089.25	90'459.85	95'167.80	100'228.05	105'654.25	111'462.65	117'665.60	124'278.70	131'315.60	138'791.90	146'722.55	155'123.15	164'008.00	+05
		+06	79'051.70	82'824.30	86'909.55	91'321.10	96'074.55	101'182.90	106'660.45	112'524.10	118'786.20	125'462.35	132'566.20	140'113.35	148'120.05	156'600.60	165'569.95	+06
		+07	79'797.25	83'606.25	87'729.20	92'183.00	96'980.65	102'137.10	107'666.65	113'585.55	119'906.80	126'646.00	133'817.45	141'435.45	149'516.90	158'077.40	167'131.90	+07
		+08	80'543.45	84'387.55	88'548.85	93'044.25	97'887.40	103'091.95	108'672.85	114'647.00	121'027.40	127'829.65	135'068.05	142'757.55	150'914.40	159'554.85	168'693.85	+08
		+09	81'289.00	85'168.85	89'369.15	93'906.15	98'793.50	104'046.15	109'679.05	115'709.10	122'148.00	129'013.30	136'318.65	144'079.00	152'311.90	161'032.30	170'255.80	+09
		+10	82'035.20	85'950.15	90'188.80	94'767.40	99'700.25	105'001.00	110'685.25	116'770.55	123'268.60	130'196.30	137'569.25	145'401.10	153'709.40	162'509.75	171'817.75	+10
		+11	82'780.75	86'731.45	91'009.10	95'628.65	100'606.35	105'955.20	111'691.45	117'832.00	124'389.20	131'379.95	138'819.85	146'722.55	155'106.90	163'987.20	173'379.70	+11
		+12	83'526.30	87'512.75	91'828.75	96'490.55	101'512.45	106'910.05	112'697.65	118'893.45	125'509.80	132'563.60	140'070.45	148'044.65	156'503.75	165'464.65	174'941.65	+12
		+13	84'272.50	88'294.05	92'648.40	97'351.80	102'419.20	107'864.25	113'703.85	119'954.90	126'630.40	133'747.25	141'321.05	149'366.75	157'901.25	166'942.10	176'503.60	+13
		+14	85'018.05	89'075.35	93'468.70	98'213.70	103'325.30	108'819.10	114'710.05	121'016.35	127'751.00	134'930.90	142'571.65	150'688.20	159'298.75	168'418.90	178'065.55	+14
		+15	85'763.60	89'856.65	94'288.35	99'074.95	104'232.05	109'773.95	115'716.90	122'078.45	128'871.60	136'114.55	143'822.25	152'010.30	160'696.25	169'896.35	179'627.50	+15
		+16	86'509.80	90'637.95	95'108.00	99'936.85	105'138.15	110'728.15	116'723.10	123'139.90	129'992.20	137'298.20	145'072.85	153'331.75	162'093.10	171'373.80	181'189.45	+16
		+17	87'255.35	91'419.90	95'928.30	100'798.10	106'044.25	111'683.00	117'729.30	124'201.35	131'112.80	138'481.85	146'323.45	154'653.85	163'490.60	172'851.25	182'751.40	+17
		+18	88'000.90	92'201.20	96'747.95	101'659.35	106'951.00	112'637.20	118'735.50	125'262.80	132'233.40	139'665.50	147'574.05	155'975.30	164'888.10	174'328.70	184'313.35	+18
		+19	88'747.10	92'982.50	97'568.25	102'521.25	107'857.10	113'592.05	119'741.70	126'324.25	133'354.00	140'849.15	148'824.65	157'297.40	166'285.60	175'806.15	185'875.95	+19
		+20	89'492.65	93'763.80	98'387.90	103'382.50	108'763.85	114'546.25	120'747.90	127'385.70	134'474.60	142'032.80	150'075.25	158'619.50	167'683.10	177'283.60	187'437.90	+20
	progression 0.75%	+21	90'051.65	94'349.45	99'002.80	104'028.60	109'443.10	115'262.55	121'502.55	128'181.95	135'315.05	142'920.05	151'013.20	159'610.75	168'730.90	178'391.20	188'609.20	+21
		+22	90'611.30	94'935.75	99'617.70	104'674.70	110'123.00	115'978.20	122'257.20	128'978.20	136'155.50	143'807.95	151'951.15	160'602.00	169'778.70	179'499.45	189'780.50	+22
		+23	91'170.30	95'522.05	100'232.60	105'320.80	110'802.90	116'693.85	123'011.85	129'774.45	136'995.95	144'695.85	152'889.10	161'593.25	170'827.15	180'607.70	190'951.80	+23
		+24	91'729.95	96'107.70	100'847.50	105'966.90	111'482.80	117'410.15	123'766.50	130'570.70	137'836.40	145'583.75	153'827.05	162'584.50	171'874.95	181'715.30	192'123.75	+24
		+25	92'288.95	96'694.00	101'462.40	106'613.00	112'162.70	118'125.80	124'521.15	131'366.95	138'676.85	146'471.00	154'765.00	163'576.40	172'922.75	182'823.55	193'295.05	+25
		+26	92'848.60	97'279.65	102'077.30	107'259.75	112'841.95	118'842.10	125'275.80	132'162.55	139'517.30	147'358.90	155'702.95	164'567.65	173'971.20	183'931.80	194'466.35	+26
		+27	93'407.60	97'865.95	102'692.20	107'905.85	113'521.85	119'557.75	126'030.45	132'958.80	140'357.75	148'246.80	156'640.90	165'558.90	175'019.00	185'039.40	195'638.30	+27
		+28	93'967.25	98'451.60	103'307.10	108'551.95	114'201.75	120'274.05	126'785.10	133'755.05	141'198.20	149'134.05	157'578.85	166'550.15	176'066.80	186'147.65	196'809.60	+28
		+29	94'526.25	99'037.90	103'922.00	109'198.05	114'881.65	120'989.70	127'539.75	134'551.30	142'038.65	150'021.95	158'516.80	167'541.40	177'115.25	187'255.90	197'980.90	+29
		+30	95'085.90	99'624.20	104'536.90	109'844.15	115'561.55	121'705.35	128'294.40	135'347.55	142'879.10	150'909.85	159'454.75	168'532.65	178'163.05	188'363.50	199'152.20	+30
		+31	95'644.90	100'209.85	105'151.80	110'490.25	116'240.80	122'421.65	129'049.05	136'143.80	143'719.55	151'797.10	160'392.70	169'524.55	179'210.85	189'471.75	200'324.15	+31
		+32	96'204.55	100'796.15	105'766.70	111'136.35	116'920.70	123'137.30	129'803.70	136'940.05	144'560.65	152'685.00	161'330.65	170'515.80	180'259.30	190'579.35	201'495.45	+32
		+33	96'764.20	101'381.80	106'381.60	111'782.45	117'600.60	123'853.60	130'558.35	137'736.30	145'401.10	153'572.90	162'268.60	171'507.05	181'307.10	191'687.60	202'666.75	+33
		+34	97'323.20	101'968.10	106'997.15	112'428.55	118'280.50	124'569.25	131'313.00	138'531.90	146'241.55	154'460.80	163'266.55	172'498.30	182'354.90	192'795.85	203'838.70	+34
		+35	97'882.85	102'553.75	107'612.05	113'074.65	118'960.40	125'284.90	132'067.65	139'328.15	147'082.00	155'348.05	164'145.15	173'489.55	183'403.35	193'903.45	205'010.00	+35
		+36	98'441.85	103'140.05	108'226.95	113'720.75	119'639.65	126'001.20	132'822.30	140'124.40	147'922.45	156'235.95	165'083.10	174'481.45	184'451.15	195'011.70	206'181.30	+36



Tableau des classes de traitement 01.01.2026 personnel cantonal
Traitement annuel

13e traitements mensuels; sans allocations sociales

classes de trait.		CT 16	CT 17	CT 18	CT 19	CT 20	CT 21	CT 22	CT 23	CT 24	CT 25	CT 26	CT 27	CT 28	CT 29	CT 30		
échelon de traitement	progression 0.75%	+37	99'001.50	103'726.35	108'841.85	114'366.85	120'319.55	126'716.85	133'576.95	140'920.65	148'762.90	157'123.85	166'021.05	175'472.70	185'498.95	196'119.95	207'352.60	+37
		+38	99'560.50	104'312.00	109'456.75	115'012.95	120'999.45	127'433.15	134'331.60	141'716.90	149'603.35	158'011.10	166'959.00	176'463.95	186'547.40	197'227.55	208'524.55	+38
		+39	100'120.15	104'898.30	110'071.65	115'659.05	121'679.35	128'148.80	135'086.25	142'513.15	150'443.80	158'899.00	167'896.95	177'455.20	187'595.20	198'335.80	209'695.85	+39
		+40	100'679.15	105'483.95	110'686.55	116'305.15	122'359.25	128'864.45	135'840.90	143'309.40	151'284.25	159'786.90	168'834.90	178'446.45	188'643.00	199'444.05	210'867.15	+40
		+41	101'238.80	106'070.25	111'301.45	116'951.90	123'038.50	129'580.75	136'596.20	144'105.00	152'124.70	160'674.15	169'772.85	179'437.70	189'691.45	200'551.65	212'039.10	+41
		+42	101'797.80	106'655.90	111'916.35	117'598.00	123'718.40	130'296.40	137'350.85	144'901.25	152'965.15	161'562.05	170'710.80	180'429.60	190'739.25	201'659.90	213'210.40	+42
		+43	102'357.45	107'242.20	112'531.25	118'244.10	124'398.30	131'012.70	138'105.50	145'697.50	153'805.60	162'449.95	171'648.75	181'420.85	191'787.05	202'768.15	214'381.70	+43
		+44	102'916.45	107'828.50	113'146.15	118'890.20	125'078.20	131'728.35	138'860.15	146'493.75	154'646.05	163'337.85	172'586.70	182'412.10	192'835.50	203'875.75	215'553.00	+44
		+45	103'476.10	108'414.15	113'761.05	119'536.30	125'758.10	132'444.00	139'614.80	147'290.00	155'486.50	164'225.10	173'524.65	183'403.35	193'883.30	204'984.00	216'724.95	+45
		+46	104'035.10	109'000.45	114'375.95	120'182.40	126'437.35	133'160.30	140'369.45	148'086.25	156'326.95	165'113.00	174'462.60	184'394.60	194'931.10	206'092.25	217'896.25	+46
		+47	104'594.75	109'586.10	114'990.85	120'828.50	127'117.25	133'875.95	141'124.10	148'882.50	157'167.40	166'000.90	175'400.55	185'386.50	195'979.55	207'199.85	219'067.55	+47
		+48	105'153.75	110'172.40	115'605.75	121'474.60	127'797.15	134'592.25	141'878.75	149'678.10	158'007.85	166'888.15	176'338.50	186'377.75	197'027.35	208'308.10	220'239.50	+48
		+49	105'713.40	110'758.05	116'220.65	122'120.70	128'477.05	135'307.90	142'633.40	150'474.35	158'848.30	167'776.05	177'276.45	187'369.00	198'075.15	209'415.70	221'410.80	+49
		+50	106'272.40	111'344.35	116'835.55	122'766.80	129'156.95	136'023.55	143'388.05	151'270.60	159'688.75	168'663.95	178'214.40	188'360.25	199'123.60	210'523.95	222'582.10	+50
		+51	106'832.05	111'930.65	117'450.45	123'412.90	129'836.20	136'739.85	144'142.70	152'066.85	160'529.20	169'551.20	179'152.35	189'351.50	200'171.40	211'632.20	223'753.40	+51
		+52	107'391.05	112'516.30	118'065.35	124'059.00	130'516.10	137'455.50	144'897.35	152'863.10	161'369.65	170'439.10	180'090.30	190'342.75	201'219.20	212'739.80	224'925.35	+52
		+53	107'950.70	113'102.60	118'680.25	124'705.10	131'196.00	138'171.80	145'652.00	153'659.35	162'210.10	171'327.00	181'028.25	191'334.65	202'267.65	213'848.05	226'096.65	+53
		+54	108'509.70	113'688.25	119'295.15	125'351.20	131'875.90	138'887.45	146'406.65	154'455.60	163'050.55	172'214.25	181'966.20	192'325.90	203'315.45	214'956.30	227'267.95	+54
		+55	109'069.35	114'274.55	119'910.05	125'997.30	132'555.80	139'603.75	147'161.30	155'251.85	163'891.00	173'102.15	182'904.15	193'317.15	204'363.25	216'063.90	228'439.90	+55
		+56	109'628.35	114'860.85	120'524.95	126'643.40	133'235.05	140'319.40	147'915.95	156'047.45	164'731.45	173'990.05	183'842.10	194'308.40	205'411.70	217'172.15	229'611.20	+56
		+57	110'188.00	115'446.50	121'139.85	127'290.15	133'914.95	141'035.05	148'670.60	156'843.70	165'571.90	174'877.95	184'780.05	195'299.65	206'459.50	218'280.40	230'782.50	+57
		+58	110'747.00	116'032.80	121'754.75	127'936.25	134'594.85	141'751.35	149'425.25	157'639.95	166'412.35	175'765.20	185'718.00	196'291.55	207'507.30	219'388.00	231'953.80	+58
		+59	111'306.65	116'618.45	122'369.65	128'582.35	135'274.75	142'467.00	150'179.90	158'436.20	167'252.80	176'653.10	186'655.95	197'282.80	208'555.75	220'496.25	233'125.75	+59
		+60	111'865.65	117'204.75	122'984.55	129'228.45	135'954.65	143'183.30	150'934.55	159'232.45	168'093.25	177'541.00	187'593.90	198'274.05	209'603.55	221'604.50	234'297.05	+60
	progression 0.5%	+61	112'238.75	117'595.40	123'394.70	129'658.75	136'407.70	143'660.40	151'437.65	159'762.85	168'653.55	178'132.50	188'219.20	198'935.10	210'302.30	222'342.90	235'077.70	+61
		+62	112'611.20	117'986.05	123'804.85	130'089.70	136'860.75	144'137.50	151'940.75	160'293.90	169'213.85	178'724.65	188'844.50	199'596.15	211'001.05	223'081.30	235'859.00	+62
		+63	112'984.30	118'376.70	124'215.00	130'520.65	137'313.80	144'614.60	152'443.85	160'824.95	169'774.15	179'316.15	189'469.80	200'256.55	211'699.80	223'820.35	236'640.30	+63
		+64	113'357.40	118'767.35	124'624.50	130'951.60	137'767.50	145'092.35	152'946.95	161'355.35	170'334.45	179'908.30	190'095.10	200'917.60	212'397.90	224'558.75	237'420.95	+64
		+65	113'730.50	119'158.00	125'034.65	131'381.90	138'220.55	145'569.45	153'450.05	161'886.40	170'894.75	180'499.80	190'720.40	201'578.65	213'096.65	225'297.80	238'202.25	+65
		+66	114'102.95	119'548.65	125'444.80	131'812.85	138'673.60	146'046.55	153'953.15	162'416.80	171'455.05	181'091.30	191'345.70	202'239.70	213'795.40	226'036.20	238'982.90	+66
		+67	114'476.05	119'939.30	125'854.30	132'243.80	139'126.65	146'523.65	154'456.25	162'947.85	172'015.35	181'683.45	191'971.00	202'900.75	214'494.15	226'775.25	239'764.20	+67
		+68	114'849.15	120'329.95	126'264.45	132'674.10	139'579.70	147'001.40	154'959.35	163'478.25	172'575.65	182'274.95	192'596.30	203'561.15	215'192.90	227'513.65	240'544.85	+68
		+69	115'221.60	120'720.60	126'674.60	133'105.05	140'033.40	147'478.50	155'462.45	164'009.30	173'135.95	182'867.10	193'221.60	204'222.20	215'891.65	228'252.05	241'326.15	+69
		+70	115'594.70	121'111.25	127'084.10	133'536.00	140'486.45	147'955.60	155'965.55	164'540.35	173'696.25	183'458.60	193'847.55	204'883.25	216'590.40	228'991.10	242'106.80	+70
		+71	115'967.80	121'501.90	127'494.25	133'966.95	140'939.50	148'433.35	156'468.65	165'070.75	174'256.55	184'050.75	194'472.85	205'544.30	217'289.15	229'729.50	242'888.10	+71
		+72	116'340.25	121'892.55	127'904.40	134'397.25	141'392.55	148'910.45	156'972.40	165'601.80	174'816.85	184'642.25	195'098.15	206'204.70	217'987.90	230'468.55	243'668.75	+72
		+73	116'713.35	122'283.20	128'313.90	134'828.20	141'845.60	149'387.55	157'475.50	166'132.20	175'377.15	185'234.40	195'723.45	206'865.75	218'686.00	231'206.95	244'450.05	+73
		+74	117'086.45	122'674.50	128'724.05	135'259.15	142'299.30	149'864.65	157'978.60	166'663.25	175'938.10	185'825.90	196'348.75	207'526.80	219'384.75	231'946.00	245'230.70	+74
		+75	117'458.90	123'065.15	129'134.20	135'689.45	142'752.35	150'342.40	158'481.70	167'193.65	176'498.40	186'418.05	196'974.05	208'187.85	220'083.50	232'684.40	246'012.00	+75
		+76	117'832.00	123'455.80	129'544.35	136'120.40	143'205.40	150'819.50	158'984.80	167'724.70	177'058.70	187'009.55	197'599.35	208'848.90	220'782.25	233'423.45	246'792.65	+76
		+77	118'205.10	123'846.45	129'953.85	136'551.35	143'658.45	151'296.60	159'487.90	168'255.75	177'619.00	187'601.70	198'224.65	209'509.30	221'481.00	234'161.85	247'573.95	+77
		+78	118'577.55	124'237.10	130'364.00	136'981.65	144'111.50	151'773.70	159'991.00	168'786.15	178'179.30	188'193.20	198'849.95	210'170.35	222'179.75	234'900.25	248'354.60	+78
		+79	118'950.65	124'627.75	130'774.15	137'412.60	144'565.20	152'251.45	160'494.10	169'317.20	178'739.60	188'785.35	199'475.25	210'831.40	222'878.50	235'639.30	249'135.90	+79
		+80	119'323.75	125'018.40	131'183.65	137'843.55	145'018.25	152'728.55	160'997.20	169'847.60	179'299.90	189'376.85	200'100.55	211'492.45	223'577.25	236'377.70	249'916.55	+80