



| 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 | progression 1.5%  | 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. |          |          |          |          | 3'758.20 | 3'862.00 | 3'978.45 | 4'108.40 | 4'252.75 | 4'412.25 | 4'587.90 | 4'780.50 | 4'991.10 | EP 6     |          |      |
|                       | EP 5              | 3'726.55 |                                                                                                                                                                                |          |          |          |          | 3'820.15 | 3'925.70 | 4'044.00 | 4'176.15 | 4'322.85 | 4'484.95 | 4'663.50 | 4'859.30 | 5'073.35 | EP 5     |          |      |
|                       | EP 4              | 3'703.30 |                                                                                                                                                                                |          |          |          |          | 3'787.00 | 3'882.10 | 3'989.35 | 4'109.60 | 4'243.85 | 4'392.95 | 4'557.70 | 4'739.15 | 4'938.10 | 5'155.65 | EP 4     |      |
|                       | EP 3              | 3'688.05 |                                                                                                                                                                                |          |          |          |          | 3'762.40 | 3'847.40 | 3'944.05 | 4'053.00 | 4'175.15 | 4'311.60 | 4'463.05 | 4'630.40 | 4'814.75 | 5'016.90 | 5'237.90 | EP 3 |
|                       | EP 2              | 3'745.95 |                                                                                                                                                                                |          |          |          |          | 3'821.50 | 3'907.85 | 4'006.00 | 4'116.65 | 4'240.75 | 4'379.30 | 4'533.15 | 4'703.15 | 4'890.40 | 5'095.70 | 5'320.15 | EP 2 |
|                       | EP 1              | 3'737.35 | 3'803.90                                                                                                                                                                       | 3'880.60 | 3'968.25 | 4'067.95 | 4'180.30 | 4'306.30 | 4'447.00 | 4'603.25 | 4'775.90 | 4'966.00 | 5'174.50 | 5'402.45 | EP 1     |          |          |          |      |
| trait. de base        |                   | 3'686.35 | 3'735.95                                                                                                                                                                       | 3'794.25 | 3'861.80 | 3'939.65 | 4'028.70 | 4'129.90 | 4'243.95 | 4'371.90 | 4'514.75 | 4'673.35 | 4'848.60 | 5'041.65 | 5'253.30 | 5'484.70 | 00       |          |      |
| échelon de traitement | progression 1%    | +01      | 3'723.20                                                                                                                                                                       | 3'773.30 | 3'832.20 | 3'900.45 | 3'979.05 | 4'069.00 | 4'171.20 | 4'286.40 | 4'415.60 | 4'559.90 | 4'720.10 | 4'897.10 | 5'092.05 | 5'305.80 | 5'539.55 | +01      |      |
|                       |                   | +02      | 3'760.05                                                                                                                                                                       | 3'810.70 | 3'870.15 | 3'939.05 | 4'018.45 | 4'109.25 | 4'212.50 | 4'328.85 | 4'459.35 | 4'605.05 | 4'766.80 | 4'945.60 | 5'142.50 | 5'358.35 | 5'594.40 | +02      |      |
|                       |                   | +03      | 3'796.95                                                                                                                                                                       | 3'848.05 | 3'908.10 | 3'977.70 | 4'057.85 | 4'149.55 | 4'253.80 | 4'371.30 | 4'503.05 | 4'650.20 | 4'813.55 | 4'994.05 | 5'192.90 | 5'410.90 | 5'649.25 | +03      |      |
|                       |                   | +04      | 3'833.80                                                                                                                                                                       | 3'885.40 | 3'946.00 | 4'016.30 | 4'097.25 | 4'189.85 | 4'295.10 | 4'413.75 | 4'546.75 | 4'695.35 | 4'860.30 | 5'042.55 | 5'243.30 | 5'463.40 | 5'704.10 | +04      |      |
|                       |                   | +05      | 3'870.65                                                                                                                                                                       | 3'922.75 | 3'983.95 | 4'054.90 | 4'136.65 | 4'230.15 | 4'336.40 | 4'456.15 | 4'590.50 | 4'740.50 | 4'907.00 | 5'091.05 | 5'293.75 | 5'515.95 | 5'758.95 | +05      |      |
|                       |                   | +06      | 3'907.50                                                                                                                                                                       | 3'960.10 | 4'021.90 | 4'093.55 | 4'176.05 | 4'270.40 | 4'377.70 | 4'498.60 | 4'634.20 | 4'785.65 | 4'953.75 | 5'139.55 | 5'344.15 | 5'568.50 | 5'813.80 | +06      |      |
|                       |                   | +07      | 3'944.40                                                                                                                                                                       | 3'997.50 | 4'059.85 | 4'132.15 | 4'215.45 | 4'310.70 | 4'419.00 | 4'541.05 | 4'677.95 | 4'830.80 | 5'000.50 | 5'188.00 | 5'394.55 | 5'621.00 | 5'868.65 | +07      |      |
|                       |                   | +08      | 3'981.25                                                                                                                                                                       | 4'034.85 | 4'097.80 | 4'170.75 | 4'254.85 | 4'351.00 | 4'460.30 | 4'583.50 | 4'721.65 | 4'875.90 | 5'047.20 | 5'236.50 | 5'444.95 | 5'673.55 | 5'923.50 | +08      |      |
|                       |                   | +09      | 4'018.10                                                                                                                                                                       | 4'072.20 | 4'135.75 | 4'209.40 | 4'294.25 | 4'391.30 | 4'501.60 | 4'625.95 | 4'765.35 | 4'921.05 | 5'093.95 | 5'285.00 | 5'495.40 | 5'726.10 | 5'978.35 | +09      |      |
|                       |                   | +10      | 4'054.95                                                                                                                                                                       | 4'109.55 | 4'173.70 | 4'248.00 | 4'333.65 | 4'431.55 | 4'542.90 | 4'668.35 | 4'809.10 | 4'966.20 | 5'140.70 | 5'333.45 | 5'545.80 | 5'778.60 | 6'033.20 | +10      |      |
|                       |                   | +11      | 4'091.85                                                                                                                                                                       | 4'146.90 | 4'211.60 | 4'286.60 | 4'373.05 | 4'471.85 | 4'584.20 | 4'710.80 | 4'852.80 | 5'011.35 | 5'187.40 | 5'381.95 | 5'596.20 | 5'831.15 | 6'088.05 | +11      |      |
|                       |                   | +12      | 4'128.70                                                                                                                                                                       | 4'184.30 | 4'249.55 | 4'325.25 | 4'412.45 | 4'512.15 | 4'625.50 | 4'753.25 | 4'896.55 | 5'056.50 | 5'234.15 | 5'430.45 | 5'646.65 | 5'883.70 | 6'142.90 | +12      |      |
|                       |                   | +13      | 4'165.55                                                                                                                                                                       | 4'221.65 | 4'287.50 | 4'363.85 | 4'451.85 | 4'552.45 | 4'666.80 | 4'795.70 | 4'940.25 | 5'101.65 | 5'280.90 | 5'478.95 | 5'697.05 | 5'936.20 | 6'197.75 | +13      |      |
|                       |                   | +14      | 4'202.40                                                                                                                                                                       | 4'259.00 | 4'325.45 | 4'402.50 | 4'491.25 | 4'592.70 | 4'708.10 | 4'838.15 | 4'983.95 | 5'146.80 | 5'327.60 | 5'527.40 | 5'747.45 | 5'988.75 | 6'252.55 | +14      |      |
|                       |                   | +15      | 4'239.30                                                                                                                                                                       | 4'296.35 | 4'363.40 | 4'441.10 | 4'530.60 | 4'633.00 | 4'749.40 | 4'880.55 | 5'027.70 | 5'191.95 | 5'374.35 | 5'575.90 | 5'797.90 | 6'041.30 | 6'307.40 | +15      |      |
|                       |                   | +16      | 4'276.15                                                                                                                                                                       | 4'333.70 | 4'401.35 | 4'479.70 | 4'570.00 | 4'673.30 | 4'790.70 | 4'923.00 | 5'071.40 | 5'237.10 | 5'421.10 | 5'624.40 | 5'848.30 | 6'093.80 | 6'362.25 | +16      |      |
|                       |                   | +17      | 4'313.00                                                                                                                                                                       | 4'371.10 | 4'439.30 | 4'518.35 | 4'609.40 | 4'713.60 | 4'832.00 | 4'965.45 | 5'115.10 | 5'282.25 | 5'467.80 | 5'672.85 | 5'898.70 | 6'146.35 | 6'417.10 | +17      |      |
|                       |                   | +18      | 4'349.90                                                                                                                                                                       | 4'408.45 | 4'477.20 | 4'556.95 | 4'648.80 | 4'753.85 | 4'873.30 | 5'007.90 | 5'158.85 | 5'327.40 | 5'514.55 | 5'721.35 | 5'949.15 | 6'198.90 | 6'471.95 | +18      |      |
|                       |                   | +19      | 4'386.75                                                                                                                                                                       | 4'445.80 | 4'515.15 | 4'595.55 | 4'688.20 | 4'794.15 | 4'914.60 | 5'050.35 | 5'202.55 | 5'372.55 | 5'561.30 | 5'769.85 | 5'999.55 | 6'251.40 | 6'526.80 | +19      |      |
|                       |                   | +20      | 4'423.60                                                                                                                                                                       | 4'483.15 | 4'553.10 | 4'634.20 | 4'727.60 | 4'834.45 | 4'955.90 | 5'092.75 | 5'246.30 | 5'417.70 | 5'608.00 | 5'818.35 | 6'049.95 | 6'303.95 | 6'581.65 | +20      |      |
|                       | progression 0.75% | +21      | 4'451.25                                                                                                                                                                       | 4'511.20 | 4'581.55 | 4'663.15 | 4'757.15 | 4'864.65 | 4'986.85 | 5'124.60 | 5'279.05 | 5'451.55 | 5'643.05 | 5'854.70 | 6'087.80 | 6'343.35 | 6'622.80 | +21      |      |
|                       |                   | +22      | 4'478.90                                                                                                                                                                       | 4'539.20 | 4'610.00 | 4'692.10 | 4'786.70 | 4'894.85 | 5'017.85 | 5'156.45 | 5'311.85 | 5'485.40 | 5'678.10 | 5'891.05 | 6'125.60 | 6'382.75 | 6'663.95 | +22      |      |
|                       |                   | +23      | 4'506.55                                                                                                                                                                       | 4'567.20 | 4'638.50 | 4'721.10 | 4'816.25 | 4'925.10 | 5'048.80 | 5'188.25 | 5'344.65 | 5'519.30 | 5'713.15 | 5'927.45 | 6'163.40 | 6'422.15 | 6'705.05 | +23      |      |
|                       |                   | +24      | 4'534.20                                                                                                                                                                       | 4'595.25 | 4'666.95 | 4'750.05 | 4'845.80 | 4'955.30 | 5'079.80 | 5'220.10 | 5'377.45 | 5'553.15 | 5'748.20 | 5'963.80 | 6'201.20 | 6'461.55 | 6'746.20 | +24      |      |
|                       |                   | +25      | 4'561.85                                                                                                                                                                       | 4'623.25 | 4'695.40 | 4'779.00 | 4'875.35 | 4'985.50 | 5'110.75 | 5'251.90 | 5'410.20 | 5'587.00 | 5'783.25 | 6'000.15 | 6'239.05 | 6'500.95 | 6'787.35 | +25      |      |
|                       |                   | +26      | 4'589.50                                                                                                                                                                       | 4'651.30 | 4'723.85 | 4'807.95 | 4'904.90 | 5'015.75 | 5'141.75 | 5'283.75 | 5'443.00 | 5'620.85 | 5'818.30 | 6'036.50 | 6'276.85 | 6'540.35 | 6'828.45 | +26      |      |
|                       |                   | +27      | 4'617.15                                                                                                                                                                       | 4'679.30 | 4'752.30 | 4'836.95 | 4'934.45 | 5'045.95 | 5'172.70 | 5'315.60 | 5'475.80 | 5'654.70 | 5'853.35 | 6'072.90 | 6'314.65 | 6'579.75 | 6'869.60 | +27      |      |
|                       |                   | +28      | 4'644.80                                                                                                                                                                       | 4'707.30 | 4'780.75 | 4'865.90 | 4'964.00 | 5'076.15 | 5'203.70 | 5'347.40 | 5'508.60 | 5'688.60 | 5'888.40 | 6'109.25 | 6'352.45 | 6'619.15 | 6'910.75 | +28      |      |
|                       |                   | +29      | 4'672.45                                                                                                                                                                       | 4'735.35 | 4'809.20 | 4'894.85 | 4'993.55 | 5'106.40 | 5'234.65 | 5'379.25 | 5'541.40 | 5'722.45 | 5'923.45 | 6'145.60 | 6'390.30 | 6'658.55 | 6'951.85 | +29      |      |
|                       |                   | +30      | 4'700.10                                                                                                                                                                       | 4'763.35 | 4'837.65 | 4'923.80 | 5'023.10 | 5'136.60 | 5'265.65 | 5'411.05 | 5'574.15 | 5'756.30 | 5'958.50 | 6'182.00 | 6'428.10 | 6'697.95 | 6'993.00 | +30      |      |
|                       |                   | +31      | 4'727.75                                                                                                                                                                       | 4'791.35 | 4'866.15 | 4'952.80 | 5'052.65 | 5'166.80 | 5'296.60 | 5'442.90 | 5'606.95 | 5'790.15 | 5'993.55 | 6'218.35 | 6'465.90 | 6'737.35 | 7'034.15 | +31      |      |
|                       |                   | +32      | 4'755.35                                                                                                                                                                       | 4'819.40 | 4'894.60 | 4'981.75 | 5'082.20 | 5'197.00 | 5'327.60 | 5'474.75 | 5'639.75 | 5'824.00 | 6'028.60 | 6'254.70 | 6'503.70 | 6'776.75 | 7'075.30 | +32      |      |
|                       |                   | +33      | 4'783.00                                                                                                                                                                       | 4'847.40 | 4'923.05 | 5'010.70 | 5'111.70 | 5'227.25 | 5'358.55 | 5'506.55 | 5'672.55 | 5'857.90 | 6'063.65 | 6'291.05 | 6'541.55 | 6'816.15 | 7'116.40 | +33      |      |
|                       |                   | +34      | 4'810.65                                                                                                                                                                       | 4'875.45 | 4'951.50 | 5'039.70 | 5'141.25 | 5'257.45 | 5'389.55 | 5'538.40 | 5'705.35 | 5'891.75 | 6'098.70 | 6'327.45 | 6'579.35 | 6'855.55 | 7'157.55 | +34      |      |
|                       |                   | +35      | 4'838.30                                                                                                                                                                       | 4'903.45 | 4'979.95 | 5'068.65 | 5'170.80 | 5'287.65 | 5'420.50 | 5'570.20 | 5'738.10 | 5'925.60 | 6'133.75 | 6'363.80 | 6'617.15 | 6'894.95 | 7'198.70 | +35      |      |
|                       |                   | +36      | 4'865.95                                                                                                                                                                       | 4'931.45 | 5'008.40 | 5'097.60 | 5'200.35 | 5'317.90 | 5'451.50 | 5'602.05 | 5'770.90 | 5'959.45 | 6'168.80 | 6'400.15 | 6'654.95 | 6'934.35 | 7'239.80 | +36      |      |



Tableau des classes de traitement 01.01.2026 personnel cantonal  
Traitement mensuel

sans 13e traitement mensuel; 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      | 4'893.60 | 4'959.50 | 5'036.85 | 5'126.55 | 5'229.90 | 5'348.10 | 5'482.45 | 5'633.90 | 5'803.70 | 5'993.30 | 6'203.85 | 6'436.55 | 6'692.80 | 6'973.75 | 7'280.95 | +37 |
|                       |                   | +38      | 4'921.25 | 4'987.50 | 5'065.35 | 5'155.55 | 5'259.45 | 5'378.30 | 5'513.45 | 5'665.70 | 5'836.50 | 6'027.20 | 6'238.90 | 6'472.90 | 6'730.60 | 7'013.15 | 7'322.10 | +38 |
|                       |                   | +39      | 4'948.90 | 5'015.55 | 5'093.80 | 5'184.50 | 5'289.00 | 5'408.55 | 5'544.40 | 5'697.55 | 5'869.25 | 6'061.05 | 6'273.95 | 6'509.25 | 6'768.40 | 7'052.55 | 7'363.25 | +39 |
|                       |                   | +40      | 4'976.55 | 5'043.55 | 5'122.25 | 5'213.45 | 5'318.55 | 5'438.75 | 5'575.40 | 5'729.35 | 5'902.05 | 6'094.90 | 6'309.00 | 6'545.60 | 6'806.20 | 7'091.95 | 7'404.35 | +40 |
|                       |                   | +41      | 5'004.20 | 5'071.55 | 5'150.70 | 5'242.40 | 5'348.10 | 5'468.95 | 5'606.35 | 5'761.20 | 5'934.85 | 6'128.75 | 6'344.05 | 6'582.00 | 6'844.05 | 7'131.35 | 7'445.50 | +41 |
|                       |                   | +42      | 5'031.85 | 5'099.60 | 5'179.15 | 5'271.40 | 5'377.65 | 5'499.15 | 5'637.35 | 5'793.00 | 5'967.65 | 6'162.65 | 6'379.10 | 6'618.35 | 6'881.85 | 7'170.75 | 7'486.65 | +42 |
|                       |                   | +43      | 5'059.50 | 5'127.60 | 5'207.60 | 5'300.35 | 5'407.20 | 5'529.40 | 5'668.30 | 5'824.85 | 6'000.45 | 6'196.50 | 6'414.15 | 6'654.70 | 6'919.65 | 7'210.15 | 7'527.75 | +43 |
|                       |                   | +44      | 5'087.15 | 5'155.65 | 5'236.05 | 5'329.30 | 5'436.75 | 5'559.60 | 5'699.25 | 5'856.70 | 6'033.20 | 6'230.35 | 6'449.20 | 6'691.10 | 6'957.45 | 7'249.55 | 7'568.90 | +44 |
|                       |                   | +45      | 5'114.80 | 5'183.65 | 5'264.55 | 5'358.30 | 5'466.30 | 5'589.80 | 5'730.25 | 5'888.50 | 6'066.00 | 6'264.20 | 6'484.25 | 6'727.45 | 6'995.30 | 7'288.95 | 7'610.05 | +45 |
|                       |                   | +46      | 5'142.45 | 5'211.65 | 5'293.00 | 5'387.25 | 5'495.85 | 5'620.05 | 5'761.20 | 5'920.35 | 6'098.80 | 6'298.05 | 6'519.30 | 6'763.80 | 7'033.10 | 7'328.35 | 7'651.15 | +46 |
|                       |                   | +47      | 5'170.10 | 5'239.70 | 5'321.45 | 5'416.20 | 5'525.40 | 5'650.25 | 5'792.20 | 5'952.15 | 6'131.60 | 6'331.95 | 6'554.35 | 6'800.20 | 7'070.90 | 7'367.75 | 7'692.30 | +47 |
|                       |                   | +48      | 5'197.75 | 5'267.70 | 5'349.90 | 5'445.15 | 5'554.95 | 5'680.45 | 5'823.15 | 5'984.00 | 6'164.40 | 6'365.80 | 6'589.40 | 6'836.55 | 7'108.70 | 7'407.15 | 7'733.45 | +48 |
|                       |                   | +49      | 5'225.40 | 5'295.75 | 5'378.35 | 5'474.15 | 5'584.50 | 5'710.70 | 5'854.15 | 6'015.85 | 6'197.15 | 6'399.65 | 6'624.45 | 6'872.90 | 7'146.55 | 7'446.55 | 7'774.60 | +49 |
|                       |                   | +50      | 5'253.05 | 5'323.75 | 5'406.80 | 5'503.10 | 5'614.05 | 5'740.90 | 5'885.10 | 6'047.65 | 6'229.95 | 6'433.50 | 6'659.50 | 6'909.25 | 7'184.35 | 7'485.95 | 7'815.70 | +50 |
|                       |                   | +51      | 5'280.70 | 5'351.75 | 5'435.25 | 5'532.05 | 5'643.60 | 5'771.10 | 5'916.10 | 6'079.50 | 6'262.75 | 6'467.35 | 6'694.55 | 6'945.65 | 7'222.15 | 7'525.35 | 7'856.85 | +51 |
|                       |                   | +52      | 5'308.35 | 5'379.80 | 5'463.75 | 5'561.00 | 5'673.15 | 5'801.35 | 5'947.05 | 6'111.30 | 6'295.55 | 6'501.25 | 6'729.60 | 6'982.00 | 7'259.95 | 7'564.75 | 7'898.00 | +52 |
|                       |                   | +53      | 5'335.95 | 5'407.80 | 5'492.20 | 5'590.00 | 5'702.65 | 5'831.55 | 5'978.05 | 6'143.15 | 6'328.30 | 6'535.10 | 6'764.70 | 7'018.35 | 7'297.80 | 7'604.15 | 7'939.10 | +53 |
|                       |                   | +54      | 5'363.60 | 5'435.85 | 5'520.65 | 5'618.95 | 5'732.20 | 5'861.75 | 6'009.00 | 6'175.00 | 6'361.10 | 6'568.95 | 6'799.75 | 7'054.75 | 7'335.60 | 7'643.55 | 7'980.25 | +54 |
|                       |                   | +55      | 5'391.25 | 5'463.85 | 5'549.10 | 5'647.90 | 5'761.75 | 5'891.95 | 6'040.00 | 6'206.80 | 6'393.90 | 6'602.80 | 6'834.80 | 7'091.10 | 7'373.40 | 7'682.95 | 8'021.40 | +55 |
|                       |                   | +56      | 5'418.90 | 5'491.85 | 5'577.55 | 5'676.90 | 5'791.30 | 5'922.20 | 6'070.95 | 6'238.65 | 6'426.70 | 6'636.65 | 6'869.85 | 7'127.45 | 7'411.20 | 7'722.35 | 8'062.55 | +56 |
|                       | +57               | 5'446.55 | 5'519.90 | 5'606.00 | 5'705.85 | 5'820.85 | 5'952.40 | 6'101.95 | 6'270.45 | 6'459.50 | 6'670.55 | 6'904.90 | 7'163.80 | 7'449.05 | 7'761.75 | 8'103.65 | +57      |     |
|                       | +58               | 5'474.20 | 5'547.90 | 5'634.45 | 5'734.80 | 5'850.40 | 5'982.60 | 6'132.90 | 6'302.30 | 6'492.25 | 6'704.40 | 6'939.95 | 7'200.20 | 7'486.85 | 7'801.15 | 8'144.80 | +58      |     |
|                       | +59               | 5'501.85 | 5'575.95 | 5'662.90 | 5'763.75 | 5'879.95 | 6'012.85 | 6'163.90 | 6'334.15 | 6'525.05 | 6'738.25 | 6'975.00 | 7'236.55 | 7'524.65 | 7'840.55 | 8'185.95 | +59      |     |
|                       | +60               | 5'529.50 | 5'603.95 | 5'691.40 | 5'792.75 | 5'909.50 | 6'043.05 | 6'194.85 | 6'365.95 | 6'557.85 | 6'772.10 | 7'010.05 | 7'272.90 | 7'562.45 | 7'879.95 | 8'227.05 | +60      |     |
|                       | progression 0.5%  | +61      | 5'547.95 | 5'622.65 | 5'710.35 | 5'812.05 | 5'929.20 | 6'063.20 | 6'215.50 | 6'387.20 | 6'579.70 | 6'794.70 | 7'033.40 | 7'297.15 | 7'587.65 | 7'906.20 | 8'254.50 | +61 |
|                       |                   | +62      | 5'566.35 | 5'641.30 | 5'729.30 | 5'831.35 | 5'948.90 | 6'083.35 | 6'236.15 | 6'408.40 | 6'601.55 | 6'817.25 | 7'056.75 | 7'321.40 | 7'612.90 | 7'932.45 | 8'281.90 | +62 |
|                       |                   | +63      | 5'584.80 | 5'660.00 | 5'748.30 | 5'850.65 | 5'968.60 | 6'103.50 | 6'256.80 | 6'429.60 | 6'623.45 | 6'839.85 | 7'080.15 | 7'345.65 | 7'638.10 | 7'958.75 | 8'309.35 | +63 |
|                       |                   | +64      | 5'603.25 | 5'678.65 | 5'767.25 | 5'869.95 | 5'988.30 | 6'123.60 | 6'277.45 | 6'450.85 | 6'645.30 | 6'862.40 | 7'103.50 | 7'369.90 | 7'663.30 | 7'985.00 | 8'336.75 | +64 |
|                       |                   | +65      | 5'621.65 | 5'697.35 | 5'786.25 | 5'889.30 | 6'008.00 | 6'143.75 | 6'298.10 | 6'472.05 | 6'667.15 | 6'885.00 | 7'126.85 | 7'394.15 | 7'688.50 | 8'011.25 | 8'364.20 | +65 |
|                       |                   | +66      | 5'640.10 | 5'716.05 | 5'805.20 | 5'908.60 | 6'027.70 | 6'163.90 | 6'318.75 | 6'493.30 | 6'689.00 | 6'907.55 | 7'150.25 | 7'418.35 | 7'713.70 | 8'037.55 | 8'391.60 | +66 |
|                       |                   | +67      | 5'658.55 | 5'734.70 | 5'824.20 | 5'927.90 | 6'047.40 | 6'184.05 | 6'339.40 | 6'514.50 | 6'710.85 | 6'930.15 | 7'173.60 | 7'442.60 | 7'738.90 | 8'063.80 | 8'419.05 | +67 |
|                       |                   | +68      | 5'676.95 | 5'753.40 | 5'843.15 | 5'947.20 | 6'067.10 | 6'204.20 | 6'360.05 | 6'535.70 | 6'732.70 | 6'952.70 | 7'196.95 | 7'466.85 | 7'764.15 | 8'090.05 | 8'446.45 | +68 |
|                       |                   | +69      | 5'695.40 | 5'772.05 | 5'862.10 | 5'966.50 | 6'086.80 | 6'224.35 | 6'380.70 | 6'556.95 | 6'754.60 | 6'975.30 | 7'220.35 | 7'491.10 | 7'789.35 | 8'116.35 | 8'473.90 | +69 |
|                       |                   | +70      | 5'713.80 | 5'790.75 | 5'881.10 | 5'985.80 | 6'106.50 | 6'244.50 | 6'401.35 | 6'578.15 | 6'776.45 | 6'997.85 | 7'243.70 | 7'515.35 | 7'814.55 | 8'142.60 | 8'501.30 | +70 |
|                       |                   | +71      | 5'732.25 | 5'809.40 | 5'900.05 | 6'005.15 | 6'126.20 | 6'264.65 | 6'422.00 | 6'599.40 | 6'798.30 | 7'020.45 | 7'267.05 | 7'539.60 | 7'839.75 | 8'168.85 | 8'528.75 | +71 |
|                       |                   | +72      | 5'750.70 | 5'828.10 | 5'919.05 | 6'024.45 | 6'145.90 | 6'284.75 | 6'442.65 | 6'620.60 | 6'820.15 | 7'043.00 | 7'290.45 | 7'563.85 | 7'864.95 | 8'195.15 | 8'556.15 | +72 |
|                       |                   | +73      | 5'769.10 | 5'846.80 | 5'938.00 | 6'043.75 | 6'165.60 | 6'304.90 | 6'463.30 | 6'641.80 | 6'842.00 | 7'065.55 | 7'313.80 | 7'588.10 | 7'890.15 | 8'221.40 | 8'583.60 | +73 |
|                       |                   | +74      | 5'787.55 | 5'865.45 | 5'957.00 | 6'063.05 | 6'185.30 | 6'325.05 | 6'483.95 | 6'663.05 | 6'863.90 | 7'088.15 | 7'337.15 | 7'612.30 | 7'915.40 | 8'247.65 | 8'611.00 | +74 |
|                       |                   | +75      | 5'806.00 | 5'884.15 | 5'975.95 | 6'082.35 | 6'205.00 | 6'345.20 | 6'504.60 | 6'684.25 | 6'885.75 | 7'110.70 | 7'360.55 | 7'636.55 | 7'940.60 | 8'273.95 | 8'638.40 | +75 |
|                       |                   | +76      | 5'824.40 | 5'902.80 | 5'994.90 | 6'101.70 | 6'224.70 | 6'365.35 | 6'525.25 | 6'705.50 | 6'907.60 | 7'133.30 | 7'383.90 | 7'660.80 | 7'965.80 | 8'300.20 | 8'665.85 | +76 |
| +77                   |                   | 5'842.85 | 5'921.50 | 6'013.90 | 6'121.00 | 6'244.40 | 6'385.50 | 6'545.90 | 6'726.70 | 6'929.45 | 7'155.85 | 7'407.25 | 7'685.05 | 7'991.00 | 8'326.45 | 8'693.25 | +77      |     |
| +78                   |                   | 5'861.30 | 5'940.20 | 6'032.85 | 6'140.30 | 6'264.10 | 6'405.65 | 6'566.55 | 6'747.90 | 6'951.30 | 7'178.45 | 7'430.65 | 7'709.30 | 8'016.20 | 8'352.70 | 8'720.70 | +78      |     |
| +79                   |                   | 5'879.70 | 5'958.85 | 6'051.85 | 6'159.60 | 6'283.80 | 6'425.75 | 6'587.20 | 6'769.15 | 6'973.20 | 7'201.00 | 7'454.00 | 7'733.55 | 8'041.40 | 8'379.00 | 8'748.10 | +79      |     |
| +80                   |                   | 5'898.15 | 5'977.55 | 6'070.80 | 6'178.90 | 6'303.45 | 6'445.90 | 6'607.85 | 6'790.35 | 6'995.05 | 7'223.60 | 7'477.35 | 7'757.80 | 8'066.65 | 8'405.25 | 8'775.55 | +80      |     |



Tableau des classes de traitement 01.01.2026 personnel cantonal

Traitement mensuel

sans 13e traitement mensuel; 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 | 5'220.40 | 5'469.55 | 5'739.30 | 6'030.65 | 6'344.55 | 6'681.85 | 7'043.60  | 7'430.85  | 7'844.35  | 8'285.25  | 8'754.40  | 9'252.80  | 9'781.50  | 10'341.55 | 10'933.85 | EP 6 |
|                       |                   | EP 5 | 5'306.45 | 5'559.70 | 5'833.90 | 6'130.05 | 6'449.10 | 6'792.00 | 7'159.70  | 7'553.35  | 7'973.65  | 8'421.80  | 8'898.70  | 9'405.30  | 9'942.75  | 10'512.00 | 11'114.10 | EP 5 |
|                       |                   | EP 4 | 5'392.50 | 5'649.85 | 5'928.50 | 6'229.45 | 6'553.70 | 6'902.15 | 7'275.85  | 7'675.80  | 8'102.95  | 8'558.40  | 9'043.00  | 9'557.85  | 10'103.95 | 10'682.45 | 11'294.30 | EP 4 |
|                       |                   | EP 3 | 5'478.55 | 5'740.00 | 6'023.10 | 6'328.85 | 6'658.30 | 7'012.30 | 7'391.95  | 7'798.30  | 8'232.25  | 8'694.95  | 9'187.30  | 9'710.35  | 10'265.20 | 10'852.95 | 11'474.55 | EP 3 |
|                       |                   | EP 2 | 5'564.60 | 5'830.20 | 6'117.70 | 6'428.30 | 6'762.85 | 7'122.45 | 7'508.05  | 7'920.80  | 8'361.55  | 8'831.50  | 9'331.60  | 9'862.85  | 10'426.45 | 11'023.40 | 11'654.75 | EP 2 |
|                       |                   | EP 1 | 5'650.65 | 5'920.35 | 6'212.30 | 6'527.70 | 6'867.45 | 7'232.60 | 7'624.15  | 8'043.25  | 8'490.85  | 8'968.10  | 9'475.90  | 10'015.40 | 10'587.65 | 11'193.85 | 11'835.00 | EP 1 |
| trait. de base        |                   |      | 5'736.70 | 6'010.50 | 6'306.90 | 6'627.10 | 6'972.00 | 7'342.70 | 7'740.25  | 8'165.75  | 8'620.20  | 9'104.65  | 9'620.20  | 10'167.90 | 10'748.90 | 11'364.30 | 12'015.25 | 00   |
| échelon de traitement | progression 1%    | +01  | 5'794.05 | 6'070.60 | 6'370.00 | 6'693.35 | 7'041.75 | 7'416.15 | 7'817.65  | 8'247.40  | 8'706.40  | 9'195.70  | 9'716.40  | 10'269.60 | 10'856.40 | 11'477.95 | 12'135.40 | +01  |
|                       |                   | +02  | 5'851.45 | 6'130.70 | 6'433.05 | 6'759.65 | 7'111.45 | 7'489.55 | 7'895.05  | 8'329.10  | 8'792.60  | 9'286.75  | 9'812.60  | 10'371.25 | 10'963.85 | 11'591.60 | 12'255.55 | +02  |
|                       |                   | +03  | 5'908.80 | 6'190.80 | 6'496.10 | 6'825.90 | 7'181.20 | 7'563.00 | 7'972.45  | 8'410.75  | 8'878.80  | 9'377.80  | 9'908.80  | 10'472.95 | 11'071.35 | 11'705.25 | 12'375.70 | +03  |
|                       |                   | +04  | 5'966.15 | 6'250.90 | 6'559.20 | 6'892.15 | 7'250.90 | 7'636.45 | 8'049.85  | 8'492.40  | 8'965.00  | 9'468.85  | 10'005.00 | 10'574.60 | 11'178.85 | 11'818.90 | 12'495.85 | +04  |
|                       |                   | +05  | 6'023.55 | 6'311.00 | 6'622.25 | 6'958.45 | 7'320.60 | 7'709.85 | 8'127.25  | 8'574.05  | 9'051.20  | 9'559.90  | 10'101.20 | 10'676.30 | 11'286.35 | 11'932.55 | 12'616.00 | +05  |
|                       |                   | +06  | 6'080.90 | 6'371.10 | 6'685.35 | 7'024.70 | 7'390.35 | 7'783.30 | 8'204.65  | 8'655.70  | 9'137.40  | 9'650.95  | 10'197.40 | 10'777.95 | 11'393.85 | 12'046.20 | 12'736.15 | +06  |
|                       |                   | +07  | 6'138.25 | 6'431.25 | 6'748.40 | 7'091.00 | 7'460.05 | 7'856.70 | 8'282.05  | 8'737.35  | 9'223.60  | 9'742.00  | 10'293.65 | 10'879.65 | 11'501.30 | 12'159.80 | 12'856.30 | +07  |
|                       |                   | +08  | 6'195.65 | 6'491.35 | 6'811.45 | 7'157.25 | 7'529.80 | 7'930.15 | 8'359.45  | 8'819.00  | 9'309.80  | 9'833.05  | 10'389.85 | 10'981.35 | 11'608.80 | 12'273.45 | 12'976.45 | +08  |
|                       |                   | +09  | 6'253.00 | 6'551.45 | 6'874.55 | 7'223.55 | 7'599.50 | 8'003.55 | 8'436.85  | 8'900.70  | 9'396.00  | 9'924.10  | 10'486.05 | 11'083.00 | 11'716.30 | 12'387.10 | 13'096.60 | +09  |
|                       |                   | +10  | 6'310.40 | 6'611.55 | 6'937.60 | 7'289.80 | 7'669.25 | 8'077.00 | 8'514.25  | 8'982.35  | 9'482.20  | 10'015.10 | 10'582.25 | 11'184.70 | 11'823.80 | 12'500.75 | 13'216.75 | +10  |
|                       |                   | +11  | 6'367.75 | 6'671.65 | 7'000.70 | 7'356.05 | 7'738.95 | 8'150.40 | 8'591.65  | 9'064.00  | 9'568.40  | 10'106.15 | 10'678.45 | 11'286.35 | 11'931.30 | 12'614.40 | 13'336.90 | +11  |
|                       |                   | +12  | 6'425.10 | 6'731.75 | 7'063.75 | 7'422.35 | 7'808.65 | 8'223.85 | 8'669.05  | 9'145.65  | 9'654.60  | 10'197.20 | 10'774.65 | 11'388.05 | 12'038.75 | 12'728.05 | 13'457.05 | +12  |
|                       |                   | +13  | 6'482.50 | 6'791.85 | 7'126.80 | 7'488.60 | 7'878.40 | 8'297.25 | 8'746.45  | 9'227.30  | 9'740.80  | 10'288.25 | 10'870.85 | 11'489.75 | 12'146.25 | 12'841.70 | 13'577.20 | +13  |
|                       |                   | +14  | 6'539.85 | 6'851.95 | 7'189.90 | 7'554.90 | 7'948.10 | 8'370.70 | 8'823.85  | 9'308.95  | 9'827.00  | 10'379.30 | 10'967.05 | 11'591.40 | 12'253.75 | 12'955.30 | 13'697.35 | +14  |
|                       |                   | +15  | 6'597.20 | 6'912.05 | 7'252.95 | 7'621.15 | 8'017.85 | 8'444.15 | 8'901.30  | 9'390.65  | 9'913.20  | 10'470.35 | 11'063.25 | 11'693.10 | 12'361.25 | 13'068.95 | 13'817.50 | +15  |
|                       |                   | +16  | 6'654.60 | 6'972.15 | 7'316.00 | 7'687.45 | 8'087.55 | 8'517.55 | 8'978.70  | 9'472.30  | 9'999.40  | 10'561.40 | 11'159.45 | 11'794.75 | 12'468.70 | 13'182.60 | 13'937.65 | +16  |
|                       |                   | +17  | 6'711.95 | 7'032.30 | 7'379.10 | 7'753.70 | 8'157.25 | 8'591.00 | 9'056.10  | 9'553.95  | 10'085.60 | 10'652.45 | 11'255.65 | 11'896.45 | 12'576.20 | 13'296.25 | 14'057.80 | +17  |
|                       |                   | +18  | 6'769.30 | 7'092.40 | 7'442.15 | 7'819.95 | 8'227.00 | 8'664.40 | 9'133.50  | 9'635.60  | 10'171.80 | 10'743.50 | 11'351.85 | 11'998.10 | 12'683.70 | 13'409.90 | 14'177.95 | +18  |
|                       |                   | +19  | 6'826.70 | 7'152.50 | 7'505.25 | 7'886.25 | 8'296.70 | 8'737.85 | 9'210.90  | 9'717.25  | 10'258.00 | 10'834.55 | 11'448.05 | 12'099.80 | 12'791.20 | 13'523.55 | 14'298.15 | +19  |
|                       |                   | +20  | 6'884.05 | 7'212.60 | 7'568.30 | 7'952.50 | 8'366.45 | 8'811.25 | 9'288.30  | 9'798.90  | 10'344.20 | 10'925.60 | 11'544.25 | 12'201.50 | 12'898.70 | 13'637.20 | 14'418.30 | +20  |
|                       | progression 0.75% | +21  | 6'927.05 | 7'257.65 | 7'615.60 | 8'002.20 | 8'418.70 | 8'866.35 | 9'346.35  | 9'860.15  | 10'408.85 | 10'993.85 | 11'616.40 | 12'277.75 | 12'979.30 | 13'722.40 | 14'508.40 | +21  |
|                       |                   | +22  | 6'970.10 | 7'302.75 | 7'662.90 | 8'051.90 | 8'471.00 | 8'921.40 | 9'404.40  | 9'921.40  | 10'473.50 | 11'062.15 | 11'688.55 | 12'354.00 | 13'059.90 | 13'807.65 | 14'598.50 | +22  |
|                       |                   | +23  | 7'013.10 | 7'347.85 | 7'710.20 | 8'101.60 | 8'523.30 | 8'976.45 | 9'462.45  | 9'982.65  | 10'538.15 | 11'130.45 | 11'760.70 | 12'430.25 | 13'140.55 | 13'892.90 | 14'688.60 | +23  |
|                       |                   | +24  | 7'056.15 | 7'392.90 | 7'757.50 | 8'151.30 | 8'575.60 | 9'031.55 | 9'520.50  | 10'043.90 | 10'602.80 | 11'198.75 | 11'832.85 | 12'506.50 | 13'221.15 | 13'978.10 | 14'778.75 | +24  |
|                       |                   | +25  | 7'099.15 | 7'438.00 | 7'804.80 | 8'201.00 | 8'627.90 | 9'086.60 | 9'578.55  | 10'105.15 | 10'667.45 | 11'267.00 | 11'905.00 | 12'582.80 | 13'301.75 | 14'063.35 | 14'868.85 | +25  |
|                       |                   | +26  | 7'142.20 | 7'483.05 | 7'852.10 | 8'250.75 | 8'680.15 | 9'141.70 | 9'636.60  | 10'166.35 | 10'732.10 | 11'335.30 | 11'977.15 | 12'659.05 | 13'382.40 | 14'148.60 | 14'958.95 | +26  |
|                       |                   | +27  | 7'185.20 | 7'528.15 | 7'899.40 | 8'300.45 | 8'732.45 | 9'196.75 | 9'694.65  | 10'227.60 | 10'796.75 | 11'403.60 | 12'049.30 | 12'735.30 | 13'463.00 | 14'233.80 | 15'049.10 | +27  |
|                       |                   | +28  | 7'228.25 | 7'573.20 | 7'946.70 | 8'350.15 | 8'784.75 | 9'251.85 | 9'752.70  | 10'288.85 | 10'861.40 | 11'471.85 | 12'121.45 | 12'811.55 | 13'543.60 | 14'319.05 | 15'139.20 | +28  |
|                       |                   | +29  | 7'271.25 | 7'618.30 | 7'994.00 | 8'399.85 | 8'837.05 | 9'306.90 | 9'810.75  | 10'350.10 | 10'926.05 | 11'540.15 | 12'193.60 | 12'887.80 | 13'624.25 | 14'404.30 | 15'229.30 | +29  |
|                       |                   | +30  | 7'314.30 | 7'663.40 | 8'041.30 | 8'449.55 | 8'889.35 | 9'361.95 | 9'868.80  | 10'411.35 | 10'990.70 | 11'608.45 | 12'265.75 | 12'964.05 | 13'704.85 | 14'489.50 | 15'319.40 | +30  |
|                       |                   | +31  | 7'357.30 | 7'708.45 | 8'088.60 | 8'499.25 | 8'941.60 | 9'417.05 | 9'926.85  | 10'472.60 | 11'055.35 | 11'676.70 | 12'337.90 | 13'040.35 | 13'785.45 | 14'574.75 | 15'409.55 | +31  |
|                       |                   | +32  | 7'400.35 | 7'753.55 | 8'135.90 | 8'548.95 | 8'993.90 | 9'472.10 | 9'984.90  | 10'533.85 | 11'120.05 | 11'745.00 | 12'410.05 | 13'116.60 | 13'866.10 | 14'659.95 | 15'499.65 | +32  |
|                       |                   | +33  | 7'443.40 | 7'798.60 | 8'183.20 | 8'598.65 | 9'046.20 | 9'527.20 | 10'042.95 | 10'595.10 | 11'184.70 | 11'813.30 | 12'482.20 | 13'192.85 | 13'946.70 | 14'745.20 | 15'589.75 | +33  |
|                       |                   | +34  | 7'486.40 | 7'843.70 | 8'230.55 | 8'648.35 | 9'098.50 | 9'582.25 | 10'101.00 | 10'656.30 | 11'249.35 | 11'881.60 | 12'554.35 | 13'269.10 | 14'027.30 | 14'830.45 | 15'679.90 | +34  |
|                       |                   | +35  | 7'529.45 | 7'888.75 | 8'277.85 | 8'698.05 | 9'150.80 | 9'637.30 | 10'159.05 | 10'717.55 | 11'314.00 | 11'949.85 | 12'626.55 | 13'345.35 | 14'107.95 | 14'915.65 | 15'770.00 | +35  |
|                       |                   | +36  | 7'572.45 | 7'933.85 | 8'325.15 | 8'747.75 | 9'203.05 | 9'692.40 | 10'217.10 | 10'778.80 | 11'378.65 | 12'018.15 | 12'698.70 | 13'421.65 | 14'188.55 | 15'000.90 | 15'860.10 | +36  |



Tableau des classes de traitement 01.01.2026 personnel cantonal  
Traitement mensuel

sans 13e traitement mensuel; 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      | 7'615.50 | 7'978.95  | 8'372.45  | 8'797.45  | 9'255.35  | 9'747.45  | 10'275.15 | 10'840.05 | 11'443.30 | 12'086.45 | 12'770.85 | 13'497.90 | 14'269.15 | 15'086.15 | 15'950.20 | +37 |
|                       |                   | +38      | 7'658.50 | 8'024.00  | 8'419.75  | 8'847.15  | 9'307.65  | 9'802.55  | 10'333.20 | 10'901.30 | 11'507.95 | 12'154.70 | 12'843.00 | 13'574.15 | 14'349.80 | 15'171.35 | 16'040.35 | +38 |
|                       |                   | +39      | 7'701.55 | 8'069.10  | 8'467.05  | 8'896.85  | 9'359.95  | 9'857.60  | 10'391.25 | 10'962.55 | 11'572.60 | 12'223.00 | 12'915.15 | 13'650.40 | 14'430.40 | 15'256.60 | 16'130.45 | +39 |
|                       |                   | +40      | 7'744.55 | 8'114.15  | 8'514.35  | 8'946.55  | 9'412.25  | 9'912.65  | 10'449.30 | 11'023.80 | 11'637.25 | 12'291.30 | 12'987.30 | 13'726.65 | 14'511.00 | 15'341.85 | 16'220.55 | +40 |
|                       |                   | +41      | 7'787.60 | 8'159.25  | 8'561.65  | 8'996.30  | 9'464.50  | 9'967.75  | 10'507.40 | 11'085.00 | 11'701.90 | 12'359.55 | 13'059.45 | 13'802.90 | 14'591.65 | 15'427.05 | 16'310.70 | +41 |
|                       |                   | +42      | 7'830.60 | 8'204.30  | 8'608.95  | 9'046.00  | 9'516.80  | 10'022.80 | 10'565.45 | 11'146.25 | 11'766.55 | 12'427.85 | 13'131.60 | 13'879.20 | 14'672.25 | 15'512.30 | 16'400.80 | +42 |
|                       |                   | +43      | 7'873.65 | 8'249.40  | 8'656.25  | 9'095.70  | 9'569.10  | 10'077.90 | 10'623.50 | 11'207.50 | 11'831.20 | 12'496.15 | 13'203.75 | 13'955.45 | 14'752.85 | 15'597.55 | 16'490.90 | +43 |
|                       |                   | +44      | 7'916.65 | 8'294.50  | 8'703.55  | 9'145.40  | 9'621.40  | 10'132.95 | 10'681.55 | 11'268.75 | 11'895.85 | 12'564.45 | 13'275.90 | 14'031.70 | 14'833.50 | 15'682.75 | 16'581.00 | +44 |
|                       |                   | +45      | 7'959.70 | 8'339.55  | 8'750.85  | 9'195.10  | 9'673.70  | 10'188.00 | 10'739.60 | 11'330.00 | 11'960.50 | 12'632.70 | 13'348.05 | 14'107.95 | 14'914.10 | 15'768.00 | 16'671.15 | +45 |
|                       |                   | +46      | 8'002.70 | 8'384.65  | 8'798.15  | 9'244.80  | 9'725.95  | 10'243.10 | 10'797.65 | 11'391.25 | 12'025.15 | 12'701.00 | 13'420.20 | 14'184.20 | 14'994.70 | 15'853.25 | 16'761.25 | +46 |
|                       |                   | +47      | 8'045.75 | 8'429.70  | 8'845.45  | 9'294.50  | 9'778.25  | 10'298.15 | 10'855.70 | 11'452.50 | 12'089.80 | 12'769.30 | 13'492.35 | 14'260.50 | 15'075.35 | 15'938.45 | 16'851.35 | +47 |
|                       |                   | +48      | 8'088.75 | 8'474.80  | 8'892.75  | 9'344.20  | 9'830.55  | 10'353.25 | 10'913.75 | 11'513.70 | 12'154.45 | 12'837.55 | 13'564.50 | 14'336.75 | 15'155.95 | 16'023.70 | 16'941.50 | +48 |
|                       |                   | +49      | 8'131.80 | 8'519.85  | 8'940.05  | 9'393.90  | 9'882.85  | 10'408.30 | 10'971.80 | 11'574.95 | 12'219.10 | 12'905.85 | 13'636.65 | 14'413.00 | 15'236.55 | 16'108.90 | 17'031.60 | +49 |
|                       |                   | +50      | 8'174.80 | 8'564.95  | 8'987.35  | 9'443.60  | 9'935.15  | 10'463.35 | 11'029.85 | 11'636.20 | 12'283.75 | 12'974.15 | 13'708.80 | 14'489.25 | 15'317.20 | 16'194.15 | 17'121.70 | +50 |
|                       |                   | +51      | 8'217.85 | 8'610.05  | 9'034.65  | 9'493.30  | 9'987.40  | 10'518.45 | 11'087.90 | 11'697.45 | 12'348.40 | 13'042.40 | 13'780.95 | 14'565.50 | 15'397.80 | 16'279.40 | 17'211.80 | +51 |
|                       |                   | +52      | 8'260.85 | 8'655.10  | 9'081.95  | 9'543.00  | 10'039.70 | 10'573.50 | 11'145.95 | 11'758.70 | 12'413.05 | 13'110.70 | 13'853.10 | 14'641.75 | 15'478.40 | 16'364.60 | 17'301.95 | +52 |
|                       |                   | +53      | 8'303.90 | 8'700.20  | 9'129.25  | 9'592.70  | 10'092.00 | 10'628.60 | 11'204.00 | 11'819.95 | 12'477.70 | 13'179.00 | 13'925.25 | 14'718.05 | 15'559.05 | 16'449.85 | 17'392.05 | +53 |
|                       |                   | +54      | 8'346.90 | 8'745.25  | 9'176.55  | 9'642.40  | 10'144.30 | 10'683.65 | 11'262.05 | 11'881.20 | 12'542.35 | 13'247.25 | 13'997.40 | 14'794.30 | 15'639.65 | 16'535.10 | 17'482.15 | +54 |
|                       |                   | +55      | 8'389.95 | 8'790.35  | 9'223.85  | 9'692.10  | 10'196.60 | 10'738.75 | 11'320.10 | 11'942.45 | 12'607.00 | 13'315.55 | 14'069.55 | 14'870.55 | 15'720.25 | 16'620.30 | 17'572.30 | +55 |
|                       |                   | +56      | 8'432.95 | 8'835.45  | 9'271.15  | 9'741.80  | 10'248.85 | 10'793.80 | 11'378.15 | 12'003.65 | 12'671.65 | 13'383.85 | 14'141.70 | 14'946.80 | 15'800.90 | 16'705.55 | 17'662.40 | +56 |
|                       | +57               | 8'476.00 | 8'880.50 | 9'318.45  | 9'791.55  | 10'301.15 | 10'848.85 | 11'436.20 | 12'064.90 | 12'736.30 | 13'452.15 | 14'213.85 | 15'023.05 | 15'881.50 | 16'790.80 | 17'752.50 | +57       |     |
|                       | +58               | 8'519.00 | 8'925.60 | 9'365.75  | 9'841.25  | 10'353.45 | 10'903.95 | 11'494.25 | 12'126.15 | 12'800.95 | 13'520.40 | 14'286.00 | 15'099.35 | 15'962.10 | 16'876.00 | 17'842.60 | +58       |     |
|                       | +59               | 8'562.05 | 8'970.65 | 9'413.05  | 9'890.95  | 10'405.75 | 10'959.00 | 11'552.30 | 12'187.40 | 12'865.60 | 13'588.70 | 14'358.15 | 15'175.60 | 16'042.75 | 16'961.25 | 17'932.75 | +59       |     |
|                       | +60               | 8'605.05 | 9'015.75 | 9'460.35  | 9'940.65  | 10'458.05 | 11'014.10 | 11'610.35 | 12'248.65 | 12'930.25 | 13'657.00 | 14'430.30 | 15'251.85 | 16'123.35 | 17'046.50 | 18'022.85 | +60       |     |
|                       | progression 0.5%  | +61      | 8'633.75 | 9'045.80  | 9'491.90  | 9'973.75  | 10'492.90 | 11'050.80 | 11'649.05 | 12'289.45 | 12'973.35 | 13'702.50 | 14'478.40 | 15'302.70 | 16'177.10 | 17'103.30 | 18'082.90 | +61 |
|                       |                   | +62      | 8'662.40 | 9'075.85  | 9'523.45  | 10'006.90 | 10'527.75 | 11'087.50 | 11'687.75 | 12'330.30 | 13'016.45 | 13'748.05 | 14'526.50 | 15'353.55 | 16'230.85 | 17'160.10 | 18'143.00 | +62 |
|                       |                   | +63      | 8'691.10 | 9'105.90  | 9'555.00  | 10'040.05 | 10'562.60 | 11'124.20 | 11'726.45 | 12'371.15 | 13'059.55 | 13'793.55 | 14'574.60 | 15'404.35 | 16'284.60 | 17'216.95 | 18'203.10 | +63 |
|                       |                   | +64      | 8'719.80 | 9'135.95  | 9'586.50  | 10'073.20 | 10'597.50 | 11'160.95 | 11'765.15 | 12'411.95 | 13'102.65 | 13'839.10 | 14'622.70 | 15'455.20 | 16'338.30 | 17'273.75 | 18'263.15 | +64 |
|                       |                   | +65      | 8'748.50 | 9'166.00  | 9'618.05  | 10'106.30 | 10'632.35 | 11'197.65 | 11'803.85 | 12'452.80 | 13'145.75 | 13'884.60 | 14'670.80 | 15'506.05 | 16'392.05 | 17'330.60 | 18'323.25 | +65 |
|                       |                   | +66      | 8'777.15 | 9'196.05  | 9'649.60  | 10'139.45 | 10'667.20 | 11'234.35 | 11'842.55 | 12'493.60 | 13'188.85 | 13'930.10 | 14'718.90 | 15'556.90 | 16'445.80 | 17'387.40 | 18'383.30 | +66 |
|                       |                   | +67      | 8'805.85 | 9'226.10  | 9'681.10  | 10'172.60 | 10'702.05 | 11'271.05 | 11'881.25 | 12'534.45 | 13'231.95 | 13'975.65 | 14'767.00 | 15'607.75 | 16'499.55 | 17'444.25 | 18'443.40 | +67 |
|                       |                   | +68      | 8'834.55 | 9'256.15  | 9'712.65  | 10'205.70 | 10'736.90 | 11'307.80 | 11'919.95 | 12'575.25 | 13'275.05 | 14'021.15 | 14'815.10 | 15'658.55 | 16'553.30 | 17'501.05 | 18'503.45 | +68 |
|                       |                   | +69      | 8'863.20 | 9'286.20  | 9'744.20  | 10'238.85 | 10'771.80 | 11'344.50 | 11'958.65 | 12'616.10 | 13'318.15 | 14'066.70 | 14'863.20 | 15'709.40 | 16'607.05 | 17'557.85 | 18'563.55 | +69 |
|                       |                   | +70      | 8'891.90 | 9'316.25  | 9'775.70  | 10'272.00 | 10'806.65 | 11'381.20 | 11'997.35 | 12'656.95 | 13'361.25 | 14'112.20 | 14'911.35 | 15'760.25 | 16'660.80 | 17'614.70 | 18'623.60 | +70 |
|                       |                   | +71      | 8'920.60 | 9'346.30  | 9'807.25  | 10'305.15 | 10'841.50 | 11'417.95 | 12'036.05 | 12'697.75 | 13'404.35 | 14'157.75 | 14'959.45 | 15'811.10 | 16'714.55 | 17'671.50 | 18'683.70 | +71 |
|                       |                   | +72      | 8'949.25 | 9'376.35  | 9'838.80  | 10'338.25 | 10'876.35 | 11'454.65 | 12'074.80 | 12'738.60 | 13'447.45 | 14'203.25 | 15'007.55 | 15'861.90 | 16'768.30 | 17'728.35 | 18'743.75 | +72 |
|                       |                   | +73      | 8'977.95 | 9'406.40  | 9'870.30  | 10'371.40 | 10'911.20 | 11'491.35 | 12'113.50 | 12'779.40 | 13'490.55 | 14'248.80 | 15'055.65 | 15'912.75 | 16'822.00 | 17'785.15 | 18'803.85 | +73 |
|                       |                   | +74      | 9'006.65 | 9'436.50  | 9'901.85  | 10'404.55 | 10'946.10 | 11'528.05 | 12'152.20 | 12'820.25 | 13'533.70 | 14'294.30 | 15'103.75 | 15'963.60 | 16'875.75 | 17'842.00 | 18'863.90 | +74 |
|                       |                   | +75      | 9'035.30 | 9'466.55  | 9'933.40  | 10'437.65 | 10'980.95 | 11'564.80 | 12'190.90 | 12'861.05 | 13'576.80 | 14'339.85 | 15'151.85 | 16'014.45 | 16'929.50 | 17'898.80 | 18'924.00 | +75 |
|                       |                   | +76      | 9'064.00 | 9'496.60  | 9'964.95  | 10'470.80 | 11'015.80 | 11'601.50 | 12'229.60 | 12'901.90 | 13'619.90 | 14'385.35 | 15'199.95 | 16'065.30 | 16'983.25 | 17'955.65 | 18'984.05 | +76 |
| +77                   |                   | 9'092.70 | 9'526.65 | 9'996.45  | 10'503.95 | 11'050.65 | 11'638.20 | 12'268.30 | 12'942.75 | 13'663.00 | 14'430.90 | 15'248.05 | 16'116.10 | 17'037.00 | 18'012.45 | 19'044.15 | +77       |     |
| +78                   |                   | 9'121.35 | 9'556.70 | 10'028.00 | 10'537.05 | 11'085.50 | 11'674.90 | 12'307.00 | 12'983.55 | 13'706.10 | 14'476.40 | 15'296.15 | 16'166.95 | 17'090.75 | 18'069.25 | 19'104.20 | +78       |     |
| +79                   |                   | 9'150.05 | 9'586.75 | 10'059.55 | 10'570.20 | 11'120.40 | 11'711.65 | 12'345.70 | 13'024.40 | 13'749.20 | 14'521.95 | 15'344.25 | 16'217.80 | 17'144.50 | 18'126.10 | 19'164.30 | +79       |     |
| +80                   |                   | 9'178.75 | 9'616.80 | 10'091.05 | 10'603.35 | 11'155.25 | 11'748.35 | 12'384.40 | 13'065.20 | 13'792.30 | 14'567.45 | 15'392.35 | 16'268.65 | 17'198.25 | 18'182.90 | 19'224.35 | +80       |     |