

## **Grille salariale valable dès janvier 2024 (indice 107.163)**

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	50'144.70	51'147.60	52'150.40	53'153.30	54'156.15	55'159.05	56'161.95	56'964.30	57'766.50	58'568.85	59'371.20	60'173.45	60'975.80	61'652.75	62'329.70	63'006.70	63'683.65	64'360.65	64'943.35	65'526.05	66'108.75	66'691.45	67'192.90	67'694.40	68'195.80	
Montant mensuel		3'857.30	3'934.45	4'011.55	4'088.70	4'165.85	4'243.00	4'320.15	4'381.85	4'443.60	4'505.30	4'567.00	4'628.75	4'690.45	4'742.50	4'794.60	4'846.65	4'898.75	4'950.80	4'995.65	5'040.45	5'085.30	5'130.10	5'168.70	5'207.25	5'245.85		
Montant horaire		21.70	22.15	22.60	23.00	23.45	23.90	24.30	24.65	25.00	25.35	25.70	26.05	26.40	26.70	27.00	27.30	27.55	27.85	28.10	28.35	28.60	28.85	29.10	29.30	29.55		
2	Montant annuel	51'182.70	52'334.25	53'485.95	54'637.60	55'789.25	56'940.85	58'092.50	59'013.80	59'935.05	60'856.40	61'777.60	62'698.90	63'620.10	64'413.50	65'206.75	66'000.05	66'793.40	67'586.75	68'220.30	68'853.95	69'487.55	70'121.25	70'633.00	71'144.75	71'656.60		
	Montant mensuel	3'937.15	4'025.70	4'114.30	4'202.90	4'291.50	4'380.05	4'468.65	4'539.50	4'610.40	4'681.25	4'752.10	4'823.00	4'893.85	4'954.90	5'015.90	5'076.95	5'137.95	5'199.00	5'247.70	5'296.45	5'345.20	5'393.95	5'433.30	5'472.65	5'512.05		
	Montant horaire	22.15	22.65	23.15	23.65	24.15	24.65	25.15	25.55	25.95	26.35	26.75	27.15	27.55	27.90	28.25	28.60	28.90	29.25	29.55	29.80	30.10	30.35	30.60	30.80	31.00		
3	Montant annuel	53'301.65	54'580.90	55'860.15	57'139.35	58'418.55	59'697.80	60'977.00	61'989.75	63'002.50	64'015.20	65'027.95	66'040.70	67'053.45	67'906.30	68'759.15	69'612.05	70'464.80	71'317.70	72'010.70	72'703.60	73'396.50	74'089.50	74'622.55	75'155.55	75'688.65		
	Montant mensuel	4'100.15	4'198.55	4'296.95	4'395.35	4'493.75	4'592.15	4'690.55	4'768.45	4'846.35	4'924.25	5'002.15	5'080.05	5'157.95	5'223.55	5'289.15	5'354.75	5'420.35	5'486.00	5'539.30	5'592.60	5'645.90	5'699.20	5'740.20	5'781.20	5'822.20		
	Montant horaire	23.10	23.65	24.20	24.75	25.30	25.85	26.40	26.85	27.30	27.70	28.15	28.60	29.05	29.40	29.75	30.15	30.50	30.90	31.20	31.50	31.80	32.10	32.30	32.55	32.75		
4	Montant annuel	56'611.70	57'970.45	59'329.05	60'687.75	62'046.40	63'405.10	64'763.75	65'839.40	66'915.05	67'990.70	69'066.35	70'141.95	71'217.60	72'123.35	73'029.15	73'935.00	74'840.80	75'746.60	76'482.60	77'218.55	77'954.50	78'690.45	79'256.50	79'822.75	80'388.85		
	Montant mensuel	4'354.75	4'459.25	4'563.75	4'668.30	4'772.80	4'877.30	4'981.85	5'064.55	5'147.30	5'230.05	5'312.80	5'395.55	5'478.30	5'547.95	5'617.65	5'687.30	5'757.00	5'826.65	5'883.30	5'939.90	5'996.50	6'053.10	6'096.65	6'140.20	6'183.75		
	Montant horaire	24.50	25.10	25.70	26.30	26.85	27.45	28.05	28.50	28.95	29.45	29.90	30.35	30.85	31.25	31.60	32.00	32.40	32.80	33.10	33.45	33.75	34.05	34.30	34.55	34.80		
5	Montant annuel	60'976.50	62'439.90	63'903.40	65'366.75	66'830.20	68'293.60	69'757.05	70'915.65	72'074.20	73'232.70	74'391.25	75'549.80	76'708.30	77'683.95	78'659.60	79'635.15	80'610.80	81'586.30	82'379.05	83'171.80	83'964.45	84'757.15	85'366.95	85'976.70	86'586.40		
	Montant mensuel	4'690.50	4'803.05	4'915.65	5'028.20	5'140.80	5'253.35	5'365.95	5'455.05	5'544.15	5'633.30	5'722.40	5'811.50	5'900.65	5'975.70	6'050.75	6'125.80	6'200.85	6'275.85	6'336.85	6'397.85	6'458.80	6'519.80	6'566.70	6'613.60	6'660.50		
	Montant horaire	26.40	27.05	27.65	28.30	28.95	29.55	30.20	30.70	31.20	31.70	32.20	32.70	33.20	33.65	34.05	34.50	34.90	35.30	35.65	36.00	36.35	36.70	36.95	37.20	37.50		
6	Montant annuel	66'305.90	67'897.15	69'488.45	71'079.80	72'671.20	74'262.50	75'853.80	77'113.70	78'373.45	79'633.20	80'893.05	82'152.80	83'412.65	84'473.50	85'534.30	86'595.25	87'656.10	88'717.00	89'578.95	90'440.90	91'302.90	92'164.80	92'827.80	93'490.90	94'153.90		
	Montant mensuel	5'100.45	5'222.85	5'345.25	5'467.70	5'590.10	5'712.50	5'834.90	5'931.80	6'028.75	6'125.65	6'222.55	6'319.45	6'416.35	6'497.95	6'579.55	6'661.15	6'742.80	6'824.40	6'890.70	6'957.00	7'023.30	7'089.60	7'140.60	7'191.60	7'242.60		
	Montant horaire	28.70	29.40	30.10	30.80	31.45	32.15	32.85	33.40	33.95	34.50	35.00	35.55	36.10	36.55	37.05	37.50	37.95	38.40	38.80	39.15	39.55	39.90	40.20	40.50	40.75		
7	Montant annuel	72'100.90	73'831.40	75'561.85	77'292.25	79'022.75	80'753.15	82'483.60	83'853.50	85'223.45	86'593.35	87'963.30	89'333.20	90'703.10	91'856.70	93'010.30	94'163.95	95'317.55	96'471.20	97'408.45	98'345.80	99'283.05	100'220.40	100'941.35	101'662.40	102'383.30		
	Montant mensuel	5'546.20	5'679.35	5'812.45	5'945.55	6'078.65	6'211.80	6'344.90	6'450.25	6'555.65	6'661.05	6'766.40	6'871.80	6'977.15	7'065.90	7'154.65	7'243.40	7'332.10	7'420.85	7'492.95	7'565.05	7'637.15	7'709.25	7'764.70	7'820.20	7'875.65		
	Montant horaire	31.20	31.95	32.70	33.45	34.20	34.95	35.70	36.30	36.90	37.50	38.10	38.70	39.25	39.75	40.25	40.75	41.25	41.75	42.15	42.60	43.00	43.40	43.70	44.00	44.35		
8	Montant annuel	78'402.60	80'284.30	82'165.90	84'047.60	85'929.25	87'810.95	89'692.55	91'182.25	92'672.00	94'161.60	95'651.25	97'140.95	98'630.60	99'885.05	101'139.50	102'393.95	103'648.50	104'902.90	105'922.15	106'941.40	107'960.55	108'979.85	109'763.90	110'547.90	111'331.90		
	Montant mensuel	6'030.95	6'175.70	6'320.45	6'465.20	6'609.95	6'754.70	6'899.45	7'014.00	7'128.60	7'243.20	7'357.80	7'472.40	7'586.95	7'683.45	7'779.95	7'876.45	7'972.95	8'069.45	8'147.85	8'226.25	8'304.65	8'383.05	8'443.40	8'503.70	8'564.00		
	Montant horaire	33.95	34.75	35.55	36.40	37.20	38.00	38.85	39.50	40.10	40.75	41.40	42.05	42.70	43.25	43.80	44.35	44.90	45.40	45.85	46.30	46.75	47.20	47.50	47.85	48.20		
9	Montant annuel	85'254.95	87'301.05	89'347.15	91'393.30	93'439.50	95'485.60	97'531.75	99'151.45	100'771.35	102'391.15	104'011.00	105'630.80	107'250.65	108'614.75	109'978.85	111'342.95	112'707.00	114'071.20	115'179.50	116'287.85	117'396.15	118'504.45	119'357.10	120'209.65	121'062.25		
	Montant mensuel	6'558.05	6'715.45	6'872.85	7'030.25	7'187.65	7'345.05	7'502.45	7'627.05	7'751.65	7'876.25	8'000.85	8'125.45	8'250.05	8'355.00	8'459.90	8'564.85	8'669.75	8'774.70	8'859.95	8'945.20	9'030.45	9'115.75	9'181.30	9'246.90	9'312.50		
	Montant horaire	36.90	37.80	38.70	39.55	40.45	41.35	42.25	42.95	43.65	44.35	45.05	45.75	46.45	47.05	47.60	48.20	48.80	49.40	49.85	50.35	50.85	51.30	51.70	52.05	52.40		
10	Montant annuel	92'706.25	94'931.20	97'156.15	99'381.15	101'606.10	103'831.10	106'056.00	107'817.45	109'578.75	111'340.20	113'101.60	114'862.95	116'624.35	118'107.60	119'590.95	121'074.30	122'557.50	124'040.80	125'245.95	126'451.25	127'656.40	128'861.60	129'788.65	130'715.60	131'642.70		
	Montant mensuel	7'131.25	7'302.40	7'473.55	7'644.70	7'815.85	7'987.00	8'158.15	8'293.65	8'429.15	8'564.65	8'700.10	8'835.60	8'971.10	9'085.20	9'199.30	9'313.40	9'427.50	9'541.60	9'634.30	9'727.00	9'819.70	9'912.45	9'983.75	10'055.05	10'126.35		
	Montant horaire	40.15	41.10	42.05	43.05	44.00	44.95	45.90	46.70	47.45	48.20	48.95	49.75	50.50	51.15	51.80	52.40	53.05	53.70	54.25	54.75	55.25	55.80	56.20	56.60	57.00		
11	Montant annuel	100'808.70	103'228.20	105'647.70	108'067.05	110'486.55	112'905.95	115'325.40	117'240.75	119'156.10	121'071.50	122'986.90	124'902.25	126'817.55	128'430.60	130'043.55	131'656.50	133'269.40	134'882.35	136'192.85	137'503.30	138'813.90	140'124.40	141'132.45	142'140.50	143'148.70		
	Montant mensuel	7'754.50	7'940.65	8'126.75	8'312.85	8'498.95	8'685.05	8'871.20	9'018.50	9'165.85	9'313.20	9'460.55	9'607.85	9'755.20	9'879.30	10'003.35	10'127.40	10'251.50	10'375.55	10'476.35	10'577.20	10'678.00	10'778.80	10'856.35	10'933.90	11'011.45		
	Montant horaire	43.65	44.70	45.75	46.80	47.85	48.90	49.95	50.75	51.60	52.40	53.25	54.10	54.90	55.60	56.30	57.00	57.70	58.40	58.95	59.55	60.10	60.65	61.10	61.55	62.00		
12	Montant annuel	109'619.45	112'250.40	114'881.20	117'512.10	120'142.95	122'773.80	125'404.65	127'487.45																			