

## Progression salariale par classe: dès 01.01.2026

### a. Salaire annuel brut (13ème compris)

Classe	1	2	3	4	5	6	7	8	9	10	11	12
<b>Minimum</b>	53'730.00	53'730.00	56'615.50	60'578.00	65'121.50	70'005.95	75'256.30	81'276.85	88'185.10	95'680.70	104'769.80	117'343.20
<b>Echelon 1</b>	53'730.00	54'751.55	58'310.85	62'392.90	67'071.55	72'102.55	77'509.85	83'711.25	90'826.35	98'546.50	107'907.90	120'857.65
<b>Echelon 2</b>	53'730.00	56'344.00	60'006.20	64'207.80	69'021.60	74'199.15	79'763.40	86'145.65	93'467.60	101'412.30	111'046.00	124'372.10
<b>Echelon 3</b>	53'730.00	57'936.45	61'701.55	66'022.70	70'971.65	76'295.75	82'016.95	88'580.05	96'108.85	104'278.10	114'184.10	127'886.55
<b>Echelon 4</b>	53'730.00	59'528.90	63'396.90	67'837.60	72'921.70	78'392.35	84'270.50	91'014.45	98'750.10	107'143.90	117'322.20	131'401.00
<b>Echelon 5</b>	54'817.95	61'121.35	65'092.25	69'652.50	74'871.75	80'488.95	86'524.05	93'448.85	101'391.35	110'009.70	120'460.30	134'915.45
<b>Echelon 6</b>	56'246.15	62'713.80	66'787.60	71'467.40	76'821.80	82'585.55	88'777.60	95'883.25	104'032.60	112'875.50	123'598.40	138'429.90
<b>Echelon 7</b>	57'674.35	64'306.25	68'482.95	73'282.30	78'771.85	84'682.15	91'031.15	98'317.65	106'673.85	115'741.30	126'736.50	141'944.35
<b>Echelon 8</b>	58'773.05	65'530.75	69'787.50	74'678.30	80'271.80	86'295.40	92'765.00	100'190.75	108'705.95	117'946.00	129'150.15	144'648.00
<b>Echelon 9</b>	59'871.75	66'755.25	71'092.05	76'074.30	81'771.75	87'908.65	94'498.85	102'063.85	110'738.05	120'150.70	131'563.80	147'351.65
<b>Echelon 10</b>	60'970.45	67'979.75	72'396.60	77'470.30	83'271.70	89'521.90	96'232.70	103'936.95	112'770.15	122'355.40	133'977.45	150'055.30
<b>Echelon 11</b>	62'069.15	69'204.25	73'701.15	78'866.30	84'771.65	91'135.15	97'966.55	105'810.05	114'802.25	124'560.10	136'391.10	152'758.95
<b>Echelon 12</b>	63'167.85	70'428.75	75'005.70	80'262.30	86'271.60	92'748.40	99'700.40	107'683.15	116'834.35	126'764.80	138'804.75	155'462.60
<b>Echelon 13</b>	64'266.55	71'653.25	76'310.25	81'658.30	87'771.55	94'361.65	101'434.25	109'556.25	118'866.45	128'969.50	141'218.40	158'166.25
<b>Echelon 14</b>	65'365.25	72'877.75	77'614.80	83'054.30	89'271.50	95'974.90	103'168.10	111'429.35	120'898.55	131'174.20	143'632.05	160'869.90
<b>Echelon 15</b>	66'134.45	73'735.30	78'527.45	84'031.40	90'321.35	97'103.75	104'382.20	112'740.10	122'320.55	132'717.80	145'322.25	162'762.80
<b>Echelon 16</b>	66'903.65	74'592.85	79'440.10	85'008.50	91'371.20	98'232.60	105'596.30	114'050.85	123'742.55	134'261.40	147'012.45	164'655.70
<b>Echelon 17</b>	67'672.85	75'450.40	80'352.75	85'985.60	92'421.05	99'361.45	106'810.40	115'361.60	125'164.55	135'805.00	148'702.65	166'548.60
<b>Echelon 18</b>	68'442.05	76'307.95	81'265.40	86'962.70	93'470.90	100'490.30	108'024.50	116'672.35	126'586.55	137'348.60	150'392.85	168'441.50
<b>Echelon 19</b>	69'211.25	77'165.50	82'178.05	87'939.80	94'520.75	101'619.15	109'238.60	117'983.10	128'008.55	138'892.20	152'083.05	170'334.40
<b>Echelon 20</b>	69'980.45	78'023.05	83'090.70	88'916.90	95'570.60	102'748.00	110'452.70	119'293.85	129'430.55	140'435.80	153'773.25	172'227.30
<b>Echelon 21</b>	70'749.65	78'880.60	84'003.35	89'894.00	96'620.45	103'876.85	111'666.80	120'604.60	130'852.55	141'979.40	155'463.45	174'120.20
<b>Maximum</b>	71'516.25	79'739.50	84'923.30	90'867.00	97'682.75	105'008.90	112'884.90	121'915.80	132'278.25	143'521.10	157'154.75	176'014.80

**b. Salaire mensuel brut**

Classe	1	2	3	4	5	6	7	8	9	10	11	12
Minimum	4'133.10	4'133.10	4'355.05	4'659.85	5'009.35	5'385.05	5'788.95	6'252.05	6'783.45	7'360.05	8'059.20	9'026.40
Echelon 1	4'133.10	4'211.65	4'485.45	4'799.45	5'159.35	5'546.35	5'962.30	6'439.35	6'986.65	7'580.50	8'300.60	9'296.75
Echelon 2	4'133.10	4'334.15	4'615.85	4'939.05	5'309.35	5'707.65	6'135.65	6'626.60	7'189.80	7'800.95	8'542.00	9'567.10
Echelon 3	4'133.10	4'456.65	4'746.25	5'078.65	5'459.35	5'868.90	6'309.00	6'813.85	7'393.00	8'021.40	8'783.40	9'837.45
Echelon 4	4'133.10	4'579.15	4'876.70	5'218.30	5'609.35	6'030.20	6'482.35	7'001.10	7'596.15	8'241.85	9'024.80	10'107.75
Echelon 5	4'216.75	4'701.65	5'007.10	5'357.90	5'759.35	6'191.45	6'655.70	7'188.35	7'799.35	8'462.30	9'266.20	10'378.10
Echelon 6	4'326.65	4'824.15	5'137.50	5'497.50	5'909.35	6'352.75	6'829.05	7'375.65	8'002.50	8'682.75	9'507.55	10'648.45
Echelon 7	4'436.50	4'946.65	5'267.90	5'637.10	6'059.35	6'514.00	7'002.40	7'562.90	8'205.70	8'903.20	9'748.95	10'918.80
Echelon 8	4'521.00	5'040.85	5'368.25	5'744.50	6'174.75	6'638.10	7'135.75	7'707.00	8'362.00	9'072.75	9'934.65	11'126.75
Echelon 9	4'605.50	5'135.00	5'468.60	5'851.85	6'290.15	6'762.20	7'269.15	7'851.05	8'518.30	9'242.35	10'120.30	11'334.75
Echelon 10	4'690.05	5'229.20	5'568.95	5'959.25	6'405.50	6'886.30	7'402.50	7'995.15	8'674.65	9'411.95	10'305.95	11'542.70
Echelon 11	4'774.55	5'323.40	5'669.30	6'066.65	6'520.90	7'010.40	7'535.90	8'139.25	8'830.95	9'581.55	10'491.60	11'750.70
Echelon 12	4'859.05	5'417.60	5'769.65	6'174.00	6'636.30	7'134.50	7'669.25	8'283.30	8'987.25	9'751.15	10'677.30	11'958.65
Echelon 13	4'943.60	5'511.80	5'870.00	6'281.40	6'751.65	7'258.60	7'802.65	8'427.40	9'143.55	9'920.75	10'862.95	12'166.65
Echelon 14	5'028.10	5'606.00	5'970.35	6'388.80	6'867.05	7'382.70	7'936.00	8'571.50	9'299.90	10'090.30	11'048.60	12'374.60
Echelon 15	5'087.25	5'671.95	6'040.55	6'463.95	6'947.80	7'469.50	8'029.40	8'672.30	9'409.25	10'209.05	11'178.65	12'520.20
Echelon 16	5'146.45	5'737.90	6'110.80	6'539.10	7'028.55	7'556.35	8'122.80	8'773.15	9'518.65	10'327.80	11'308.65	12'665.80
Echelon 17	5'205.60	5'803.90	6'181.00	6'614.30	7'109.30	7'643.20	8'216.20	8'873.95	9'628.05	10'446.55	11'438.65	12'811.45
Echelon 18	5'264.75	5'869.85	6'251.20	6'689.45	7'190.05	7'730.00	8'309.60	8'974.80	9'737.45	10'565.30	11'568.70	12'957.05
Echelon 19	5'323.95	5'935.80	6'321.40	6'764.60	7'270.85	7'816.85	8'402.95	9'075.60	9'846.80	10'684.00	11'698.70	13'102.65
Echelon 20	5'383.10	6'001.75	6'391.60	6'839.75	7'351.60	7'903.70	8'496.35	9'176.45	9'956.20	10'802.75	11'828.70	13'248.25
Echelon 21	5'442.30	6'067.75	6'461.80	6'914.90	7'432.35	7'990.55	8'589.75	9'277.30	10'065.60	10'921.50	11'958.75	13'393.85
Maximum	5'501.25	6'133.80	6'532.55	6'989.75	7'514.05	8'077.60	8'683.45	9'378.15	10'175.25	11'040.10	12'088.85	13'539.60