

Annexe

Tableau de transfert des anciens aux nouveaux échelons de traitement

Ancien tableau des classes de traitement		Transfert dans le nouveau tableau des classes de traitement			
Classement	Traitement en % du traitement de base	Classement	Traitement en % du traitement de base	Avec échelon(s) supplémentaire(s) au 1.7.2026	Augmentation en % du traitement de base
-6	91,00 %	TB	100,00 %	Correction lors de la progression des traitements au 1.1.2026	9,00 %
-5	92,50 %	TB	100,00 %		7,50 %
-4	94,00 %	TB	100,00 %		6,00 %
-3	95,50 %	TB	100,00 %		4,50 %
-2	97,00 %	TB	100,00 %		3,00 %
-1	98,50 %	TB	100,00 %		1,50 %
TB	100,00 %	TB	100,00 %		0,00 %
1	101,00 %	1	101,50 %		0,50 %
2	102,00 %	2	103,00 %		1,00 %
3	103,00 %	2	103,00 %		0,00 %
4	104,00 %	3	104,50 %		0,50 %
5	105,00 %	4	106,00 %		1,00 %
6	106,00 %	4	106,00 %		0,00 %
7	107,00 %	5	107,50 %		0,50 %
8	108,00 %	6	109,00 %		1,00 %
9	109,00 %	6	109,00 %		0,00 %
10	110,00 %	7	110,50 %		0,50 %
11	111,00 %	8	112,00 %		1,00 %
12	112,00 %	8	112,00 %		0,00 %
13	113,00 %	9	113,50 %		0,50 %
14	114,00 %	10	115,00 %		1,00 %
15	115,00 %	10	115,00 %		0,00 %
16	116,00 %	11	116,50 %		0,50 %
17	117,00 %	12	118,00 %		1,00 %
18	118,00 %	12	118,00 %		0,00 %
19	119,00 %	13	119,00 %		0,00 %
20	120,00 %	14	120,00 %		0,00 %
21	120,75 %	15	121,00 %		0,25 %
22	121,50 %	16	122,00 %		0,50 %
23	122,25 %	17	123,00 %		0,75 %
24	123,00 %	17	123,00 %		0,00 %
25	123,75 %	18	124,00 %		0,25 %
26	124,50 %	19	125,00 %		0,50 %
27	125,25 %	20	126,00 %		0,75 %
28	126,00 %	20	126,00 %		0,00 %
29	126,75 %	21	126,75 %		0,00 %
30	127,50 %	22	127,50 %		0,00 %
31	128,25 %	23	128,25 %		0,00 %
32	129,00 %	24	129,00 %		0,00 %
33	129,75 %	25	129,75 %		0,00 %
34	130,50 %	26	130,50 %		0,00 %
35	131,25 %	27	131,25 %		0,00 %

Ancien tableau des classes de traitement		Transfert dans le nouveau tableau des classes de traitement			
Classement	Traitement en % du traitement de base	Classement	Traitement en % du traitement de base	Avec échelon(s) supplémentaire(s) au 1.7.2026	Augmentation en % du traitement de base
36	132,00 %	28	132,00 %		0,00 %
37	132,75 %	29	132,75 %		0,00 %
38	133,50 %	30	133,50 %		0,00 %
39	134,25 %	31	134,25 %		0,00 %
40	135,00 %	32	135,00 %		0,00 %
41	135,75 %	33	135,75 %		0,00 %
42	136,50 %	34	136,50 %		0,00 %
43	137,25 %	35	137,25 %		0,00 %
44	138,00 %	36	138,00 %		0,00 %
45	138,75 %	37	138,75 %		0,00 %
46	139,50 %	38	139,50 %		0,00 %
47	140,25 %	39	140,25 %		0,00 %
48	141,00 %	40	141,00 %		0,00 %
49	141,75 %	41	141,75 %		0,00 %
50	142,50 %	42	142,50 %		0,00 %
51	143,25 %	43	143,25 %		0,00 %
52	144,00 %	45	144,75 %	1	0,75 %
53	144,75 %	47	146,00 %	2	1,25 %
54	145,50 %	49	147,00 %	3	1,50 %
55	146,25 %	50	147,50 %	2	1,25 %
56	147,00 %	51	148,00 %	2	1,00 %
57	147,75 %	52	148,50 %	1	0,75 %
58	148,50 %	53	149,00 %	1	0,50 %
59	149,25 %	54	149,50 %		0,25 %
60	150,00 %	55	150,00 %		0,00 %
61	150,50 %	56	150,50 %		0,00 %
62	151,00 %	57	151,00 %		0,00 %
63	151,50 %	58	151,50 %		0,00 %
64	152,00 %	59	152,00 %		0,00 %
65	152,50 %	60	152,50 %		0,00 %
66	153,00 %	61	153,00 %		0,00 %
67	153,50 %	62	153,50 %		0,00 %
68	154,00 %	63	154,00 %		0,00 %
69	154,50 %	64	154,50 %		0,00 %
70	155,00 %	65	155,00 %		0,00 %
71	155,50 %	66	155,50 %		0,00 %
72	156,00 %	67	156,00 %		0,00 %
73	156,50 %	68	156,50 %		0,00 %
74	157,00 %	69	157,00 %		0,00 %
75	157,50 %	70	157,50 %		0,00 %
76	158,00 %	71	158,00 %		0,00 %
77	158,50 %	72	158,50 %		0,00 %
78	159,00 %	73	159,00 %		0,00 %
79	159,50 %	74	159,50 %		0,00 %
80	160,00 %	75	160,00 %		0,00 %



Tableau des classes de traitement 01.07.2026 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			
échelons prélimin.	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.					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	EP 1				
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 1.5%	+01	48'641.45	49'296.00	50'064.95	50'956.75	51'983.75	53'158.95	54'494.05	55'999.45	57'687.50	59'571.85	61'664.85	63'977.55	66'524.25	69'317.30	72'371.00	+01	
		+02	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	+02	
		+03	50'078.60	50'753.30	51'545.00	52'462.80	53'520.35	54'730.00	56'104.75	57'654.35	59'392.45	61'332.70	63'487.45	65'868.40	68'490.50	71'366.10	74'509.50	+03	
		+04	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	+04	
		+05	51'516.40	52'209.95	53'024.40	53'968.85	55'056.95	56'301.05	57'715.45	59'309.25	61'097.40	63'093.55	65'310.05	67'759.25	70'456.75	73'414.90	76'648.65	+05	
		+06	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	+06	
		+07	52'954.20	53'667.25	54'504.45	55'474.90	56'593.55	57'872.10	59'326.15	60'964.80	62'802.35	64'854.40	67'132.65	69'650.10	72'423.00	75'463.70	78'787.80	+07	
		+08	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	+08	
		+09	54'392.00	55'123.90	55'984.50	56'980.95	58'130.15	59'443.15	60'936.85	62'619.70	64'507.30	66'615.25	68'955.25	71'540.95	74'389.25	77'512.50	80'926.95	+09	
		+10	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	+10	
		+11	55'829.80	56'581.20	57'463.90	58'487.00	59'666.10	61'014.85	62'547.55	64'275.25	66'212.25	68'376.10	70'777.85	73'432.45	76'355.50	79'561.30	83'066.10	+11	
		+12	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	+12	
	progression 1%	+13	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	+13	
		+14	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	+14	
		+15	57'985.85	58'766.50	59'683.65	60'746.40	61'971.00	63'371.75	64'963.60	66'757.60	68'770.00	71'017.05	73'511.75	76'268.40	79'305.20	82'634.50	86'274.50	+15	
		+16	58'465.55	59'252.70	60'177.00	61'248.20	62'483.20	63'895.00	65'500.50	67'309.45	69'338.10	71'604.00	74'119.50	76'898.90	79'960.40	83'317.00	86'987.55	+16	
		+17	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	+17	
		+18	59'423.65	60'223.80	61'163.70	62'252.45	63'507.60	64'942.80	66'574.30	68'413.15	70'474.95	72'777.90	75'334.35	78'159.90	81'271.45	84'682.65	88'413.65	+18	
		+19	59'902.70	60'709.35	61'656.40	62'754.90	64'019.80	65'466.05	67'111.20	68'964.35	71'043.05	73'364.85	75'942.10	78'789.75	81'926.65	85'365.80	89'126.70	+19	
		+20	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	+20	
	progression 0.75%	+21	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	+21	
		+22	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	+22	
		+23	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	+23	
		+24	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	+24	
		+25	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	+25	
		+26	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	+26	
		+27	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	+27	
		+28	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	+28	
		+29	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	+29	
		+30	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	+30	
		+31	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	+31	
		+32	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	+32	
		+33	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	+33	
		+34	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	+34	
		+35	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	+35	
		+36	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	+36	



Tableau des classes de traitement 01.07.2026 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	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	+37
		+38	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	+38
		+39	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	+39
		+40	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	+40
		+41	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	+41
		+42	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	+42
		+43	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	+43
		+44	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	+44
		+45	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	+45
		+46	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	+46
	progression 0.5%	+47	69'966.65	70'908.50	72'014.80	73'297.25	74'774.70	76'464.70	78'385.45	80'550.60	82'978.35	85'690.15	88'700.30	92'026.35	95'690.40	99'707.40	104'100.10	+47
		+48	70'206.50	71'151.60	72'261.80	73'548.15	75'030.80	76'726.65	78'653.90	80'826.20	83'263.05	85'983.30	89'003.85	92'341.60	96'018.00	100'048.65	104'456.30	+48
		+49	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	+49
		+50	70'685.55	71'637.15	72'754.50	74'050.60	75'543.00	77'250.55	79'190.80	81'378.05	83'831.15	86'570.25	89'611.60	92'972.10	96'673.20	100'731.80	105'169.35	+50
		+51	70'925.40	71'880.25	73'001.50	74'301.50	75'799.10	77'511.85	79'459.25	81'654.30	84'115.20	86'863.40	89'915.15	93'287.35	97'001.45	101'073.05	105'525.55	+51
		+52	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	+52
		+53	71'404.45	72'365.80	73'494.85	74'803.30	76'311.30	78'035.75	79'996.15	82'205.50	84'683.95	87'450.35	90'522.90	93'917.85	97'656.65	101'756.20	106'238.60	+53
		+54	71'643.65	72'608.25	73'741.20	75'054.20	76'567.40	78'297.70	80'264.60	82'481.75	84'968.00	87'744.15	90'826.45	94'232.45	97'984.25	102'097.45	106'595.45	+54
		+55	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	+55
		+56	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	+56
		+57	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	+57
		+58	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	+58
		+59	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	+59
		+60	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	+60
		+61	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	+61
		+62	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	+62
		+63	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	+63
		+64	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	+64
		+65	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	+65
		+66	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	+66
		+67	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	+67
		+68	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	+68
		+69	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	+69
		+70	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	+70
		+71	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	+71
		+72	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	+72
		+73	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	+73
		+74	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	+74
		+75	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	+75



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 prélimin.	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 1.5%	+01	75'695.75	79'308.45	83'219.50	87'444.50	91'995.80	96'887.05	102'132.55	107'747.25	113'743.50	120'136.25	126'938.50	134'165.20	141'831.95	149'952.40	158'540.85	+01
		+02	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	+02
		+03	77'933.05	81'652.35	85'679.75	90'028.90	94'714.75	99'750.95	105'151.15	110'931.60	117'105.30	123'686.55	130'690.30	138'130.85	146'023.80	154'384.10	163'226.70	+03
		+04	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	+04
		+05	80'170.35	83'996.90	88'139.35	92'613.30	97'433.70	102'614.20	108'169.75	114'116.60	120'467.10	127'237.50	134'442.75	142'096.50	150'215.65	158'816.45	167'912.55	+05
		+06	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	+06
		+07	82'407.65	86'340.80	90'598.95	95'198.35	100'153.30	105'478.10	111'188.35	117'300.95	123'828.90	130'788.45	138'194.55	146'062.15	154'408.15	163'248.15	172'599.05	+07
		+08	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	+08
		+09	84'644.95	88'684.70	93'058.55	97'782.75	102'872.25	108'342.00	114'206.95	120'485.95	127'190.70	134'339.40	141'946.35	150'027.15	158'600.00	167'680.50	177'284.90	+09
		+10	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	+10
		+11	86'882.25	91'029.25	95'518.15	100'367.15	105'591.20	111'205.25	117'226.20	123'670.30	130'552.50	137'889.70	145'698.15	153'992.80	162'791.85	172'112.85	181'970.75	+11
		+12	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	+12
	progression 1%	+13	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	+13
		+14	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	+14
		+15	90'238.20	94'545.10	99'207.55	104'244.40	109'669.95	115'501.10	121'754.10	128'447.15	135'595.20	143'216.45	151'325.85	159'940.95	169'079.95	178'761.05	188'999.85	+15
		+16	90'984.40	95'326.40	100'027.85	105'105.65	110'576.05	116'455.30	122'760.30	129'509.25	136'715.80	144'400.10	152'576.45	161'263.05	170'477.45	180'237.85	190'561.80	+16
		+17	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	+17
		+18	92'475.50	96'889.00	101'667.80	106'828.80	112'388.90	118'364.35	124'772.70	131'632.15	138'957.00	146'766.75	155'077.65	163'906.60	173'272.45	183'192.75	193'685.70	+18
		+19	93'221.70	97'670.30	102'487.45	107'690.05	113'295.65	119'319.20	125'778.90	132'693.60	140'077.60	147'950.40	156'328.25	165'228.05	174'669.30	184'670.20	195'247.65	+19
		+20	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	+20
	progression 0.75%	+21	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	+21
		+22	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	+22
		+23	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	+23
		+24	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	+24
		+25	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	+25
		+26	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	163'206.55	172'498.30	182'354.90	192'795.85	203'838.70	+26
		+27	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	+27
		+28	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	+28
		+29	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	+29
		+30	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	+30
		+31	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	+31
		+32	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	+32
		+33	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	+33
		+34	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	+34
		+35	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	+35
		+36	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	+36



Tableau des classes de traitement 01.07.2026 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	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	+37
		+38	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	+38
		+39	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	+39
		+40	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	+40
		+41	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	+41
		+42	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	+42
		+43	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	+43
		+44	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	+44
		+45	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	+45
		+46	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	+46
	progression 0.5%	+47	108'882.80	114'078.90	119'705.30	125'782.15	132'328.95	139'364.55	146'909.75	154'986.00	163'610.85	172'806.40	182'591.50	192'986.95	204'014.20	215'694.70	228'049.25	+47
		+48	109'255.25	114'469.55	120'115.45	126'213.10	132'782.00	139'842.30	147'412.85	155'517.05	164'171.15	173'397.90	183'216.80	193'647.35	204'712.95	216'433.75	228'829.90	+48
		+49	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	+49
		+50	110'001.45	115'251.50	120'935.10	127'074.35	133'688.75	140'796.50	148'419.05	156'578.50	165'291.75	174'581.55	184'467.40	194'969.45	206'109.80	217'910.55	230'391.85	+50
		+51	110'373.90	115'642.15	121'345.25	127'505.30	134'141.80	141'273.60	148'922.15	157'109.55	165'852.05	175'173.70	185'092.70	195'630.50	206'808.55	218'649.60	231'173.15	+51
		+52	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	+52
		+53	111'120.10	116'423.45	122'164.90	128'366.55	135'047.90	142'228.45	149'928.35	158'171.00	166'972.65	176'357.35	186'343.30	196'951.95	208'206.05	220'127.05	232'735.10	+53
		+54	111'492.55	116'814.10	122'575.05	128'797.50	135'500.95	142'705.55	150'431.45	158'701.40	167'532.95	176'948.85	186'968.60	197'613.00	208'904.80	220'865.45	233'515.75	+54
		+55	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	+55
		+56	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	+56
		+57	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	+57
		+58	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	+58
		+59	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	+59
		+60	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	+60
		+61	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	+61
		+62	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	+62
		+63	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	+63
		+64	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	+64
		+65	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	+65
		+66	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	+66
		+67	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	+67
		+68	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	+68
		+69	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	+69
		+70	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	+70
		+71	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	+71
		+72	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	+72
		+73	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	+73
		+74	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	+74
		+75	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	+75



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 prélimin.	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
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 1.5%	+01	3'741.65	3'792.00	3'851.15	3'919.75	3'998.75	4'089.15	4'191.85	4'307.65	4'437.50	4'582.45	4'743.45	4'921.35	5'117.25	5'332.10	5'567.00	+01		
		+02	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	+02		
		+03	3'852.20	3'904.10	3'965.00	4'035.60	4'116.95	4'210.00	4'315.75	4'434.95	4'568.65	4'717.90	4'883.65	5'066.80	5'268.50	5'489.70	5'731.50	+03		
		+04	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	+04		
		+05	3'962.80	4'016.15	4'078.80	4'151.45	4'235.15	4'330.85	4'439.65	4'562.25	4'699.80	4'853.35	5'023.85	5'212.25	5'419.75	5'647.30	5'896.05	+05		
		+06	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	+06		
		+07	4'073.40	4'128.25	4'192.65	4'267.30	4'353.35	4'451.70	4'563.55	4'689.60	4'830.95	4'988.80	5'164.05	5'357.70	5'571.00	5'804.90	6'060.60	+07		
		+08	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	+08		
		+09	4'184.00	4'240.30	4'306.50	4'383.15	4'471.55	4'572.55	4'687.45	4'816.90	4'962.10	5'124.25	5'304.25	5'503.15	5'722.25	5'962.50	6'225.15	+09		
		+10	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	+10		
		+11	4'294.60	4'352.40	4'420.30	4'499.00	4'589.70	4'693.45	4'811.35	4'944.25	5'093.25	5'259.70	5'444.45	5'648.65	5'873.50	6'120.10	6'389.70	+11		
		+12	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	+12		
	progression 1%	+13	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	+13		
		+14	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	+14		
		+15	4'460.45	4'520.50	4'591.05	4'672.80	4'767.00	4'874.75	4'997.20	5'135.20	5'290.00	5'462.85	5'654.75	5'866.80	6'100.40	6'356.50	6'636.50	+15		
		+16	4'497.35	4'557.90	4'629.00	4'711.40	4'806.40	4'915.00	5'038.50	5'177.65	5'333.70	5'508.00	5'701.50	5'915.30	6'150.80	6'409.00	6'691.35	+16		
		+17	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	+17		
		+18	4'571.05	4'632.60	4'704.90	4'788.65	4'885.20	4'995.60	5'121.10	5'262.55	5'421.15	5'598.30	5'794.95	6'012.30	6'251.65	6'514.05	6'801.05	+18		
		+19	4'607.90	4'669.95	4'742.80	4'827.30	4'924.60	5'035.85	5'162.40	5'304.95	5'464.85	5'643.45	5'841.70	6'060.75	6'302.05	6'566.60	6'855.90	+19		
		+20	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	+20		
	progression 0.75%	+21	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	+21		
		+22	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	+22		
		+23	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	+23		
		+24	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	+24		
		+25	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	+25		
		+26	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	+26		
		+27	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	+27		
		+28	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	+28		
		+29	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	+29		
		+30	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	+30		
		+31	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	+31		
		+32	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	+32		
		+33	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	+33		
		+34	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	+34		
		+35	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	+35		
		+36	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	+36		



Tableau des classes de traitement 01.07.2026 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	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	+37
		+38	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	+38
		+39	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	+39
		+40	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	+40
		+41	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	+41
		+42	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	+42
		+43	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	+43
		+44	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	+44
		+45	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	+45
		+46	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	+46
	progression 0.5%	+47	5'382.05	5'454.50	5'539.60	5'638.25	5'751.90	5'881.90	6'029.65	6'196.20	6'382.95	6'591.55	6'823.10	7'078.95	7'360.80	7'669.80	8'007.70	+47
		+48	5'400.50	5'473.20	5'558.60	5'657.55	5'771.60	5'902.05	6'050.30	6'217.40	6'404.85	6'614.10	6'846.45	7'103.20	7'386.00	7'696.05	8'035.10	+48
		+49	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	+49
		+50	5'437.35	5'510.55	5'596.50	5'696.20	5'811.00	5'942.35	6'091.60	6'259.85	6'448.55	6'659.25	6'893.20	7'151.70	7'436.40	7'748.60	8'089.95	+50
		+51	5'455.80	5'529.25	5'615.50	5'715.50	5'830.70	5'962.45	6'112.25	6'281.10	6'470.40	6'681.80	6'916.55	7'175.95	7'461.65	7'774.85	8'117.35	+51
		+52	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	+52
		+53	5'492.65	5'566.60	5'653.45	5'754.10	5'870.10	6'002.75	6'153.55	6'323.50	6'514.15	6'726.95	6'963.30	7'224.45	7'512.05	7'827.40	8'172.20	+53
		+54	5'511.05	5'585.25	5'672.40	5'773.40	5'889.80	6'022.90	6'174.20	6'344.75	6'536.00	6'749.55	6'986.65	7'248.65	7'537.25	7'853.65	8'199.65	+54
		+55	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	+55
		+56	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	+56
		+57	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	+57
		+58	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	+58
		+59	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	+59
		+60	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	+60
		+61	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	+61
		+62	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	+62
		+63	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	+63
		+64	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	+64
		+65	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	+65
		+66	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	+66
		+67	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	+67
		+68	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	+68
		+69	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	+69
		+70	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	+70
		+71	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	+71
		+72	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	+72
		+73	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	+73
		+74	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	+74
		+75	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	+75



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 prélimin.	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 1.5%	+01	5'822.75	6'100.65	6'401.50	6'726.50	7'076.60	7'452.85	7'856.35	8'288.25	8'749.50	9'241.25	9'764.50	10'320.40	10'910.15	11'534.80	12'195.45	+01
		+02	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	+02
		+03	5'994.85	6'280.95	6'590.75	6'925.30	7'285.75	7'673.15	8'088.55	8'533.20	9'008.10	9'514.35	10'053.10	10'625.45	11'232.60	11'875.70	12'555.90	+03
		+04	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	+04
		+05	6'166.95	6'461.30	6'779.95	7'124.10	7'494.90	7'893.40	8'320.75	8'778.20	9'266.70	9'787.50	10'341.75	10'930.50	11'555.05	12'216.65	12'916.35	+05
		+06	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	+06
		+07	6'339.05	6'641.60	6'969.15	7'322.95	7'704.10	8'113.70	8'552.95	9'023.15	9'525.30	10'060.65	10'630.35	11'235.55	11'877.55	12'557.55	13'276.85	+07
		+08	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	+08
		+09	6'511.15	6'821.90	7'158.35	7'521.75	7'913.25	8'334.00	8'785.15	9'268.15	9'783.90	10'333.80	10'918.95	11'540.55	12'200.00	12'898.50	13'637.30	+09
		+10	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	+10
		+11	6'683.25	7'002.25	7'347.55	7'720.55	8'122.40	8'554.25	9'017.40	9'513.10	10'042.50	10'606.90	11'207.55	11'845.60	12'522.45	13'239.45	13'997.75	+11
		+12	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	+12
	progression 1%	+13	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	+13
		+14	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	+14
		+15	6'941.40	7'272.70	7'631.35	8'018.80	8'436.15	8'884.70	9'365.70	9'880.55	10'430.40	11'016.65	11'640.45	12'303.15	13'006.15	13'750.85	14'538.45	+15
		+16	6'998.80	7'332.80	7'694.45	8'085.05	8'505.85	8'958.10	9'443.10	9'962.25	10'516.60	11'107.70	11'736.65	12'404.85	13'113.65	13'864.45	14'658.60	+16
		+17	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	+17
		+18	7'113.50	7'453.00	7'820.60	8'217.60	8'645.30	9'104.95	9'597.90	10'125.55	10'689.00	11'289.75	11'929.05	12'608.20	13'328.65	14'091.75	14'898.90	+18
		+19	7'170.90	7'513.10	7'883.65	8'283.85	8'715.05	9'178.40	9'675.30	10'207.20	10'775.20	11'380.80	12'025.25	12'709.85	13'436.10	14'205.40	15'019.05	+19
		+20	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	+20
	progression 0.75%	+21	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	+21
		+22	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	+22
		+23	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	+23
		+24	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	+24
		+25	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	+25
		+26	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	+26
		+27	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	+27
		+28	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	+28
		+29	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	+29
		+30	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	+30
		+31	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	+31
		+32	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	+32
		+33	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	+33
		+34	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	+34
		+35	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	+35
		+36	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	+36



Tableau des classes de traitement 01.07.2026 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	7'959.70	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	+37
		+38	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	+38
		+39	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	+39
		+40	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	+40
		+41	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	+41
		+42	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	+42
		+43	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	+43
		+44	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	+44
		+45	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	+45
		+46	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	+46
	progression 0.5%	+47	8'375.60	8'775.30	9'208.10	9'675.55	10'179.15	10'720.35	11'300.75	11'922.00	12'585.45	13'292.80	14'045.50	14'845.15	15'693.40	16'591.90	17'542.25	+47
		+48	8'404.25	8'805.35	9'239.65	9'708.70	10'214.00	10'757.10	11'339.45	11'962.85	12'628.55	13'338.30	14'093.60	14'895.95	15'747.15	16'648.75	17'602.30	+48
		+49	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	+49
		+50	8'461.65	8'865.50	9'302.70	9'774.95	10'283.75	10'830.50	11'416.85	12'044.50	12'714.75	13'429.35	14'189.80	14'997.65	15'854.60	16'762.35	17'722.45	+50
		+51	8'490.30	8'895.55	9'334.25	9'808.10	10'318.60	10'867.20	11'455.55	12'085.35	12'757.85	13'474.90	14'237.90	15'048.50	15'908.35	16'819.20	17'782.55	+51
		+52	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	+52
		+53	8'547.70	8'955.65	9'397.30	9'874.35	10'388.30	10'940.65	11'532.95	12'167.00	12'844.05	13'565.95	14'334.10	15'150.15	16'015.85	16'932.85	17'902.70	+53
		+54	8'576.35	8'985.70	9'428.85	9'907.50	10'423.15	10'977.35	11'571.65	12'207.80	12'887.15	13'611.45	14'382.20	15'201.00	16'069.60	16'989.65	17'962.75	+54
		+55	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	+55
		+56	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	+56
		+57	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	+57
		+58	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	+58
		+59	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	+59
		+60	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	+60
		+61	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	+61
		+62	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	+62
		+63	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	+63
		+64	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	+64
		+65	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	+65
		+66	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	+66
		+67	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	+67
		+68	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	+68
		+69	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	+69
		+70	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	+70
		+71	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	+71
		+72	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	+72
		+73	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	+73
		+74	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	+74
		+75	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	+75