



ANNEXE III

Développement des échelles barémiques de principe

| Echelle E2 | |
|-------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 14 133,53 |
| 1 | 14 496,57 |
| 2 | 14 859,61 |
| 3 | 15 222,65 |
| 4 | 15 285,25 |
| 5 | 15 347,85 |
| 6 | 15 410,45 |
| 7 | 15 473,05 |
| 8 | 15 535,65 |
| 9 | 15 598,25 |
| 10 | 15 660,85 |
| 11 | 15 723,45 |
| 12 | 15 786,05 |
| 13 | 15 848,65 |
| 14 | 15 911,25 |
| 15 | 15 973,85 |
| 16 | 16 036,45 |
| 17 | 16 099,05 |
| 18 | 16 161,65 |
| 19 | 16 224,25 |
| 20 | 16 286,85 |
| 21 | 16 349,45 |
| 22 | 16 412,05 |
| 23 | 16 474,65 |
| 24 | 16 537,25 |
| 25 | 16 599,85 |

| Echelle E3 | |
|-------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 14 303,78 |
| 1 | 14 686,85 |
| 2 | 15 069,92 |
| 3 | 15 452,99 |
| 4 | 15 515,59 |
| 5 | 15 578,19 |
| 6 | 16 640,79 |
| 7 | 15 703,39 |
| 8 | 15 953,77 |
| 9 | 16 204,15 |
| 10 | 16 454,53 |
| 11 | 16 704,91 |
| 12 | 16 955,29 |
| 13 | 17 205,67 |
| 14 | 17 310,83 |
| 15 | 17 415,99 |
| 16 | 17 521,15 |
| 17 | 17 626,31 |
| 18 | 17 731,47 |
| 19 | 17 836,63 |
| 20 | 17 941,79 |
| 21 | 18 046,95 |
| 22 | 18 152,11 |
| 23 | 18 257,27 |
| 24 | 18 362,43 |
| 25 | 18 467,59 |

| Echelle E4 | |
|-------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 14 421,46 |
| 1 | 14 678,10 |
| 2 | 14 934,74 |
| 3 | 15 191,38 |
| 4 | 15 448,02 |
| 5 | 15 704,66 |
| 6 | 15 961,30 |
| 7 | 16 217,94 |
| 8 | 16 474,58 |
| 9 | 16 731,22 |
| 10 | 16 987,86 |
| 11 | 17 244,50 |
| 12 | 17 501,14 |
| 13 | 17 631,84 |
| 14 | 17 762,54 |
| 15 | 17 893,24 |
| 16 | 18 023,94 |
| 17 | 18 154,64 |
| 18 | 18 285,34 |
| 19 | 18 416,04 |
| 20 | 18 546,74 |
| 21 | 18 677,44 |
| 22 | 18 808,14 |
| 23 | 18 938,84 |
| 24 | 19 069,54 |
| 25 | 19 200,24 |

| Echelle D2 | |
|-------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 15 272,74 |
| 1 | 15 523,12 |
| 2 | 15 773,50 |
| 3 | 16 023,88 |
| 4 | 16 274,26 |
| 5 | 16 524,64 |
| 6 | 16 775,02 |
| 7 | 17 025,40 |
| 8 | 17 275,78 |
| 9 | 17 526,16 |
| 10 | 17 939,28 |
| 11 | 18 352,40 |
| 12 | 18 765,52 |
| 13 | 19 178,64 |
| 14 | 19 303,83 |
| 15 | 19 429,02 |
| 16 | 19 554,21 |
| 17 | 19 679,40 |
| 18 | 19 804,59 |
| 19 | 19 929,78 |
| 20 | 20 054,97 |
| 21 | 20 180,16 |
| 22 | 20 305,35 |
| 23 | 20 430,54 |
| 24 | 20 555,73 |
| 25 | 20 680,92 |

| Echelle D3 | |
|-------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 15 823,55 |
| 1 | 16 098,97 |
| 2 | 16 374,39 |
| 3 | 16 649,81 |
| 4 | 16 925,23 |
| 5 | 17 200,65 |
| 6 | 17 476,07 |
| 7 | 17 751,49 |
| 8 | 18 026,91 |
| 9 | 18 302,33 |
| 10 | 18 502,63 |
| 11 | 18 702,93 |
| 12 | 19 454,06 |
| 13 | 19 591,77 |
| 14 | 19 729,48 |
| 15 | 19 867,19 |
| 16 | 20 004,90 |
| 17 | 20 142,61 |
| 18 | 20 280,32 |
| 19 | 20 418,03 |
| 20 | 20 555,74 |
| 21 | 20 818,63 |
| 22 | 21 081,52 |
| 23 | 21 344,41 |
| 24 | 21 594,79 |
| 25 | 21 845,17 |

| Echelle D4 | |
|-------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 15 172,57 |
| 1 | 15 435,46 |
| 2 | 15 698,35 |
| 3 | 15 961,24 |
| 4 | 16 386,87 |
| 5 | 16 812,50 |
| 6 | 17 238,13 |
| 7 | 17 663,76 |
| 8 | 18 089,39 |
| 9 | 18 515,02 |
| 10 | 18 990,73 |
| 11 | 19 466,44 |
| 12 | 19 942,15 |
| 13 | 20 187,52 |
| 14 | 20 432,89 |
| 15 | 20 678,26 |
| 16 | 20 923,63 |
| 17 | 21 169,00 |
| 18 | 21 414,37 |
| 19 | 21 659,74 |
| 20 | 21 905,11 |
| 21 | 22 150,48 |
| 22 | 22 395,85 |
| 23 | 22 641,22 |
| 24 | 22 886,59 |
| 25 | 23 131,96 |

| Echelle D5 | |
|-------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 15 673,32 |
| 1 | 15 898,66 |
| 2 | 16 124,00 |
| 3 | 16 349,34 |
| 4 | 16 774,97 |
| 5 | 17 200,60 |
| 6 | 17 626,23 |
| 7 | 18 051,86 |
| 8 | 18 477,49 |
| 9 | 18 903,12 |
| 10 | 19 328,75 |
| 11 | 19 904,61 |
| 12 | 20 480,47 |
| 13 | 20 720,83 |
| 14 | 20 961,19 |
| 15 | 21 201,55 |
| 16 | 21 441,91 |
| 17 | 21 682,27 |
| 18 | 21 922,63 |
| 19 | 22 162,99 |
| 20 | 22 403,35 |
| 21 | 22 643,71 |
| 22 | 22 884,07 |
| 23 | 23 124,43 |
| 24 | 23 364,79 |
| 25 | 23 605,15 |

| Echelle D6 | |
|-------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 16 174,07 |
| 1 | 16 850,08 |
| 2 | 17 526,09 |
| 3 | 18 202,10 |
| 4 | 18 552,63 |
| 5 | 18 903,16 |
| 6 | 19 253,69 |
| 7 | 19 604,22 |
| 8 | 19 954,75 |
| 9 | 20 305,28 |
| 10 | 20 655,81 |
| 11 | 21 006,34 |
| 12 | 21 807,53 |
| 13 | 22 050,39 |
| 14 | 22 293,25 |
| 15 | 22 536,11 |
| 16 | 22 778,97 |
| 17 | 23 021,83 |
| 18 | 23 264,69 |
| 19 | 23 507,55 |
| 20 | 23 750,41 |
| 21 | 23 970,74 |
| 22 | 24 191,07 |
| 23 | 24 411,40 |
| 24 | 24 631,73 |
| 25 | 24 852,06 |

| Echelle M1 | |
|-------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 15 648,28 |
| 1 | 15 898,66 |
| 2 | 16 149,04 |
| 3 | 16 399,42 |
| 4 | 16 649,80 |
| 5 | 17 062,92 |
| 6 | 17 488,55 |
| 7 | 17 914,18 |
| 8 | 18 339,81 |
| 9 | 18 765,44 |
| 10 | 19 241,15 |
| 11 | 19 716,86 |
| 12 | 20 192,57 |
| 13 | 20 437,94 |
| 14 | 20 683,31 |
| 15 | 20 928,68 |
| 16 | 21 174,05 |
| 17 | 21 419,42 |
| 18 | 21 664,79 |
| 19 | 21 910,16 |
| 20 | 22 155,53 |
| 21 | 22 400,90 |
| 22 | 22 646,27 |
| 23 | 22 891,64 |
| 24 | 23 137,01 |
| 25 | 23 382,38 |

| Echelle M2 | |
|-------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 16 023,84 |
| 1 | 16 274,22 |
| 2 | 16 524,60 |
| 3 | 16 774,98 |
| 4 | 17 025,36 |
| 5 | 17 438,48 |
| 6 | 17 864,11 |
| 7 | 18 289,74 |
| 8 | 18 715,37 |
| 9 | 19 141,00 |
| 10 | 19 616,71 |
| 11 | 20 092,42 |
| 12 | 20 568,13 |
| 13 | 20 813,50 |
| 14 | 21 058,87 |
| 15 | 21 304,24 |
| 16 | 21 549,61 |
| 17 | 21 794,98 |
| 18 | 22 040,35 |
| 19 | 22 285,72 |
| 20 | 22 531,09 |
| 21 | 22 776,46 |
| 22 | 23 021,83 |
| 23 | 23 267,20 |
| 24 | 23 512,57 |
| 25 | 23 757,94 |

| Echelle M3 | |
|-------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 16 774,96 |
| 1 | 17 338,31 |
| 2 | 17 676,32 |
| 3 | 17 876,62 |
| 4 | 18 076,92 |
| 5 | 18 277,22 |
| 6 | 18 477,52 |
| 7 | 18 677,82 |
| 8 | 18 878,12 |
| 9 | 19 078,42 |
| 10 | 19 867,10 |
| 11 | 20 342,81 |
| 12 | 20 818,52 |
| 13 | 21 063,89 |
| 14 | 21 309,26 |
| 15 | 21 554,63 |
| 16 | 21 800,00 |
| 17 | 22 045,37 |
| 18 | 22 290,74 |
| 19 | 22 536,11 |
| 20 | 22 781,48 |
| 21 | 23 026,85 |
| 22 | 23 272,22 |
| 23 | 23 517,59 |
| 24 | 23 762,96 |
| 25 | 24 008,33 |

| Echelle M4 | |
|-------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 19 654,25 |
| 1 | 19 829,52 |
| 2 | 20 004,79 |
| 3 | 20 180,06 |
| 4 | 20 355,33 |
| 5 | 20 530,60 |
| 6 | 20 705,87 |
| 7 | 20 881,14 |
| 8 | 21 056,41 |
| 9 | 21 231,68 |
| 10 | 21 406,95 |
| 11 | 21 582,22 |
| 12 | 21 757,49 |
| 13 | 21 932,76 |
| 14 | 22 108,03 |
| 15 | 22 283,30 |
| 16 | 22 533,68 |
| 17 | 22 784,06 |
| 18 | 23 034,44 |
| 19 | 23 284,82 |
| 20 | 23 535,20 |
| 21 | 23 785,58 |
| 22 | 24 035,96 |
| 23 | 24 286,34 |
| 24 | 24 536,72 |
| 25 | 24 787,10 |

| Echelle M5 | |
|-------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 21 532,04 |
| 1 | 21 632,19 |
| 2 | 21 732,34 |
| 3 | 21 832,49 |
| 4 | 21 932,64 |
| 5 | 22 032,79 |
| 6 | 22 132,94 |
| 7 | 22 233,09 |
| 8 | 22 333,24 |
| 9 | 22 433,39 |
| 10 | 22 533,54 |
| 11 | 22 633,69 |
| 12 | 22 733,84 |
| 13 | 22 833,99 |
| 14 | 22 934,14 |
| 15 | 23 034,29 |
| 16 | 23 284,67 |
| 17 | 23 535,05 |
| 18 | 23 785,43 |
| 19 | 24 035,81 |
| 20 | 24 286,19 |
| 21 | 24 536,57 |
| 22 | 24 786,95 |
| 23 | 25 037,33 |
| 24 | 25 287,71 |
| 25 | 25 538,09 |

| Echelle C1 | |
|-------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 17 275,71 |
| 1 | 17 656,28 |
| 2 | 18 036,85 |
| 3 | 18 417,42 |
| 4 | 18 797,99 |
| 5 | 19 178,56 |
| 6 | 19 559,13 |
| 7 | 19 939,70 |
| 8 | 20 320,27 |
| 9 | 20 700,84 |
| 10 | 21 081,41 |
| 11 | 21 461,98 |
| 12 | 22 355,81 |
| 13 | 22 591,16 |
| 14 | 22 826,51 |
| 15 | 23 061,86 |
| 16 | 23 297,21 |
| 17 | 23 532,56 |
| 18 | 23 767,91 |
| 19 | 24 003,26 |
| 20 | 24 238,61 |
| 21 | 24 473,96 |
| 22 | 24 709,31 |
| 23 | 25 054,83 |
| 24 | 25 400,35 |
| 25 | 25 745,87 |

| Echelle C2 | |
|-------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 17 776,45 |
| 1 | 18 192,07 |
| 2 | 18 607,69 |
| 3 | 19 023,31 |
| 4 | 19 438,93 |
| 5 | 19 854,55 |
| 6 | 20 270,17 |
| 7 | 20 685,79 |
| 8 | 21 101,41 |
| 9 | 21 517,03 |
| 10 | 21 932,65 |
| 11 | 22 348,27 |
| 12 | 23 120,68 |
| 13 | 23 388,58 |
| 14 | 23 656,48 |
| 15 | 23 924,38 |
| 16 | 24 192,28 |
| 17 | 24 460,18 |
| 18 | 27 728,08 |
| 19 | 24 995,98 |
| 20 | 25 263,88 |
| 21 | 25 454,16 |
| 22 | 25 644,45 |
| 23 | 25 889,82 |
| 24 | 26 135,19 |
| 25 | 26 380,56 |

| Echelle C3 | |
|-------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 18 277,19 |
| 1 | 18 727,86 |
| 2 | 19 178,53 |
| 3 | 19 629,20 |
| 4 | 20 079,87 |
| 5 | 20 530,54 |
| 6 | 20 981,21 |
| 7 | 21 431,88 |
| 8 | 21 882,55 |
| 9 | 22 333,22 |
| 10 | 22 783,89 |
| 11 | 23 234,56 |
| 12 | 23 885,54 |
| 13 | 24 185,99 |
| 14 | 24 486,44 |
| 15 | 24 786,89 |
| 16 | 25 087,34 |
| 17 | 25 387,79 |
| 18 | 25 688,24 |
| 19 | 25 988,69 |
| 20 | 26 289,14 |
| 21 | 26 434,36 |
| 22 | 26 579,58 |
| 23 | 26 724,80 |
| 24 | 26 870,02 |
| 25 | 27 015,24 |

| Echelle CM1 | |
|--------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 17 175,56 |
| 1 | 17 726,38 |
| 2 | 18 277,20 |
| 3 | 18 828,02 |
| 4 | 19 128,47 |
| 5 | 19 428,92 |
| 6 | 19 729,37 |
| 7 | 20 029,82 |
| 8 | 20 330,27 |
| 9 | 20 630,72 |
| 10 | 20 931,17 |
| 11 | 21 231,62 |
| 12 | 22 233, 12 |
| 13 | 22 503,53 |
| 14 | 22 773,94 |
| 15 | 23 044,35 |
| 16 | 23 314,76 |
| 17 | 23 585, 17 |
| 18 | 23 855,58 |
| 19 | 24 125,99 |
| 20 | 24 396,40 |
| 21 | 24 666,81 |
| 22 | 24 937,22 |
| 23 | 25 207,63 |
| 24 | 25 478,04 |
| 25 | 25 748,45 |

| Echelle CM2 | |
|--------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 18 928,17 |
| 1 | 19 729,36 |
| 2 | 20 530,55 |
| 3 | 21 331,74 |
| 4 | 21 732,34 |
| 5 | 22 132,94 |
| 6 | 22 533,54 |
| 7 | 22 934,14 |
| 8 | 23 334,74 |
| 9 | 23 735,34 |
| 10 | 24 135,94 |
| 11 | 24 536,54 |
| 12 | 25 487,96 |
| 13 | 25 763,38 |
| 14 | 26 038,80 |
| 15 | 26 314,22 |
| 16 | 26 589,64 |
| 17 | 26 865,06 |
| 18 | 27 140,48 |
| 19 | 27 415,90 |
| 20 | 27 691,32 |
| 21 | 27 966,74 |
| 22 | 28 242,16 |
| 23 | 28 517,58 |
| 24 | 28 793,00 |
| 25 | 29 068,42 |

| Echelle CM3 | |
|--------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 20 280,17 |
| 1 | 20 705,80 |
| 2 | 21 131,43 |
| 3 | 21 557,06 |
| 4 | 21 982,69 |
| 5 | 22 408,32 |
| 6 | 22 833,95 |
| 7 | 23 259,58 |
| 8 | 23 685,21 |
| 9 | 24 110,84 |
| 10 | 24 536,47 |
| 11 | 24 962,10 |
| 12 | 25 813,37 |
| 13 | 26 163,90 |
| 14 | 26 514,43 |
| 15 | 26 864,96 |
| 16 | 27 215,49 |
| 17 | 27 566,02 |
| 18 | 27 916,55 |
| 19 | 28 267,08 |
| 20 | 28 617,61 |
| 21 | 28 805,40 |
| 22 | 28 993,19 |
| 23 | 29 180,98 |
| 24 | 29 368,77 |
| 25 | 29 556,56 |

| Echelle CM4 | |
|--------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 22 533,52 |
| 1 | 23 159,46 |
| 2 | 23 785,40 |
| 3 | 24 411,34 |
| 4 | 24 811,94 |
| 5 | 25 212,54 |
| 6 | 25 613,14 |
| 7 | 26 013,74 |
| 8 | 26 414,34 |
| 9 | 26 814,94 |
| 10 | 27 215,54 |
| 11 | 27 616,14 |
| 12 | 28 617,64 |
| 13 | 28 893,06 |
| 14 | 29 168,48 |
| 15 | 29 443,90 |
| 16 | 29 719,32 |
| 17 | 29 994,74 |
| 18 | 30 270,16 |
| 19 | 30 545,58 |
| 20 | 30 821,00 |
| 21 | 31 096,42 |
| 22 | 31 371,84 |
| 23 | 31 647,26 |
| 24 | 31 922,68 |
| 25 | 32 198,10 |

| Echelle B1 | |
|-------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 18 026,82 |
| 1 | 18 427,14 |
| 2 | 18 827,46 |
| 3 | 19 227,78 |
| 4 | 19 528,23 |
| 5 | 19 828,68 |
| 6 | 20 129,13 |
| 7 | 20 429,58 |
| 8 | 20 579,81 |
| 9 | 20 730,04 |
| 10 | 20 880,27 |
| 11 | 21 155,69 |
| 12 | 21 431,11 |
| 13 | 21 706,53 |
| 14 | 21 981,95 |
| 15 | 22 257,37 |
| 16 | 22 532,79 |
| 17 | 22 808,21 |
| 18 | 23 083,63 |
| 19 | 23 359,05 |
| 20 | 23 634,47 |
| 21 | 23 909,89 |
| 22 | 24 185,31 |
| 23 | 24 460,73 |
| 24 | 24 736,15 |
| 25 | 25 011,57 |

| Echelle B2 | |
|-------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 19 529,06 |
| 1 | 19 804,48 |
| 2 | 20 079,90 |
| 3 | 20 355,32 |
| 4 | 20 630,74 |
| 5 | 20 906,16 |
| 6 | 21 181,58 |
| 7 | 21 457,00 |
| 8 | 22 708,86 |
| 9 | 23 034,35 |
| 10 | 23 359,84 |
| 11 | 23 685,33 |
| 12 | 24 010,82 |
| 13 | 24 336,31 |
| 14 | 24 661,80 |
| 15 | 24 837,07 |
| 16 | 25 012,34 |
| 17 | 25 187,61 |
| 18 | 25 362,88 |
| 19 | 25 538,15 |
| 20 | 25 713,42 |
| 21 | 25 888,69 |
| 22 | 26 063,96 |
| 23 | 26 239,23 |
| 24 | 26 414,50 |
| 25 | 26 589,77 |

| Echelle B3 | |
|-------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 21 281,66 |
| 1 | 21 607,15 |
| 2 | 21 932,64 |
| 3 | 22 258,13 |
| 4 | 22 583,62 |
| 5 | 22 909,11 |
| 6 | 23 234,60 |
| 7 | 23 560,09 |
| 8 | 24 811,95 |
| 9 | 25 137,44 |
| 10 | 25 462,93 |
| 11 | 25 788,42 |
| 12 | 26 113,91 |
| 13 | 26 439,40 |
| 14 | 26 764,89 |
| 15 | 26 977,71 |
| 16 | 27 190,53 |
| 17 | 27 403,35 |
| 18 | 27 616,17 |
| 19 | 27 828,99 |
| 20 | 28 041,81 |
| 21 | 28 254,63 |
| 22 | 28 467,45 |
| 23 | 28 680,27 |
| 24 | 28 893,09 |
| 25 | 29 105,91 |

| Echelle BM | |
|-------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 22 032,79 |
| 1 | 22 333,24 |
| 2 | 22 633,69 |
| 3 | 22 934,14 |
| 4 | 23 234,59 |
| 5 | 23 535,04 |
| 6 | 23 835,49 |
| 7 | 24 135,94 |
| 8 | 25 638,18 |
| 9 | 25 938,63 |
| 10 | 26 239,08 |
| 11 | 26 539,53 |
| 12 | 26 839,98 |
| 13 | 27 140,43 |
| 14 | 27 440,88 |
| 15 | 27 691,26 |
| 16 | 27 941,64 |
| 17 | 28 192,02 |
| 18 | 28 442,40 |
| 19 | 28 692,78 |
| 20 | 28 943,16 |
| 21 | 29 193,54 |
| 22 | 29 443,92 |
| 23 | 29 694,30 |
| 24 | 29 944,68 |
| 25 | 30 195,06 |
| | |

| Echelle A1 | |
|-------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 22 032,79 |
| 1 | 22 533,54 |
| 2 | 23 034,29 |
| 3 | 23 535,04 |
| 4 | 24 035,79 |
| 5 | 24 536,54 |
| 6 | 25 037,29 |
| 7 | 25 538,04 |
| 8 | 26 038,79 |
| 9 | 26 539,54 |
| 10 | 27 040,29 |
| 11 | 27 541,04 |
| 12 | 28 242,09 |
| 13 | 28 742,84 |
| 14 | 29 243,59 |
| 15 | 29 744,34 |
| 16 | 30 245,09 |
| 17 | 30 745,84 |
| 18 | 31 246,59 |
| 19 | 31 747,34 |
| 20 | 32 248,09 |
| 21 | 32 748,84 |
| 22 | 33 249,59 |
| 23 | 33 575,08 |
| 24 | 33 900,57 |
| 25 | 34 226,06 |

| Echelle A2 | |
|-------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 23 785,39 |
| 1 | 24 085,84 |
| 2 | 24 386,29 |
| 3 | 24 686,74 |
| 4 | 25 237,56 |
| 5 | 25 788,38 |
| 6 | 26 339,20 |
| 7 | 26 890,02 |
| 8 | 27 440,84 |
| 9 | 27 991,66 |
| 10 | 28 542,48 |
| 11 | 29 093,30 |
| 12 | 29 644,12 |
| 13 | 30 194,94 |
| 14 | 30 745,76 |
| 15 | 31 296,58 |
| 16 | 31 847,40 |
| 17 | 32 398,22 |
| 18 | 32 949,04 |
| 19 | 33 499,86 |
| 20 | 34 050,68 |
| 21 | 34 601,50 |
| 22 | 35 152,32 |
| 23 | 35 402,70 |
| 24 | 35 653,08 |
| 25 | 35 903,46 |

| Echelle A3 | |
|-------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 25 913,55 |
| 1 | 26 514,45 |
| 2 | 27 115,35 |
| 3 | 27 716,25 |
| 4 | 28 217,00 |
| 5 | 28 717,75 |
| 6 | 29 218,50 |
| 7 | 29 719,25 |
| 8 | 30 220,00 |
| 9 | 30 720,75 |
| 10 | 31 221,50 |
| 11 | 31 722,25 |
| 12 | 32 223,00 |
| 13 | 32 723,75 |
| 14 | 33 224,50 |
| 15 | 33 725,25 |
| 16 | 34 226,00 |
| 17 | 34 726,75 |
| 18 | 35 227,50 |
| 19 | 35 728,25 |
| 20 | 36 229,00 |
| 21 | 36 729,75 |
| 22 | 37 230,50 |
| 23 | 37 731,25 |
| 24 | 38 232,00 |
| 25 | 38 732,75 |

| Echelle A4 | |
|-------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 26 539,49 |
| 1 | 27 065,28 |
| 2 | 27 591,07 |
| 3 | 28 116,86 |
| 4 | 28 642,65 |
| 5 | 29 168,44 |
| 6 | 29 694,23 |
| 7 | 30 220,02 |
| 8 | 30 745,81 |
| 9 | 31 271,60 |
| 10 | 31 797,39 |
| 11 | 32 323,18 |
| 12 | 32 848,97 |
| 13 | 33 374,76 |
| 14 | 33 900,55 |
| 15 | 34 426,34 |
| 16 | 34 952,13 |
| 17 | 35 477,92 |
| 18 | 36 003,71 |
| 19 | 36 529,50 |
| 20 | 37 055,29 |
| 21 | 37 581,08 |
| 22 | 38 106,87 |
| 23 | 38 632,66 |
| 24 | 39 158,45 |
| 25 | 39 684,24 |

| Echelle A5 | |
|-------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 30 044,70 |
| 1 | 30 545,45 |
| 2 | 31 046,20 |
| 3 | 31 546,95 |
| 4 | 32 047,70 |
| 5 | 32 548,45 |
| 6 | 33 049,20 |
| 7 | 33 549,95 |
| 8 | 34 050,70 |
| 9 | 34 551,45 |
| 10 | 35 052,20 |
| 11 | 35 552,95 |
| 12 | 36 053,70 |
| 13 | 36 554,45 |
| 14 | 37 055,20 |
| 15 | 37 555,95 |
| 16 | 38 056,70 |
| 17 | 38 557,45 |
| 18 | 39 433,76 |
| 19 | 40 310,07 |
| 20 | 40 560,45 |
| 21 | 40 810,83 |
| 22 | 40 936,02 |
| 23 | 41 061,21 |
| 24 | 41 186,40 |
| 25 | 41 311,59 |

| Echelle AM1 | |
|--------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 22 032,79 |
| 1 | 22 533,54 |
| 2 | 23 034,29 |
| 3 | 23 535,04 |
| 4 | 24 035,79 |
| 5 | 24 536,54 |
| 6 | 25 037,29 |
| 7 | 25 538,04 |
| 8 | 26 038,79 |
| 9 | 26 539,54 |
| 10 | 27 040,29 |
| 11 | 27 541,04 |
| 12 | 28 242,09 |
| 13 | 28 742,84 |
| 14 | 29 243,59 |
| 15 | 29 744,34 |
| 16 | 30 245,09 |
| 17 | 30 745,84 |
| 18 | 31 246,59 |
| 19 | 31 747,34 |
| 20 | 32 248,09 |
| 21 | 32 748,84 |
| 22 | 33 249,59 |
| 23 | 33 575,08 |
| 24 | 33 900,57 |
| 25 | 34 226,06 |

| Echelle AM2 | |
|--------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 23 785,39 |
| 1 | 24 085,84 |
| 2 | 24 386,29 |
| 3 | 24 686,74 |
| 4 | 25 237,56 |
| 5 | 25 788,38 |
| 6 | 26 339,20 |
| 7 | 26 890,02 |
| 8 | 27 440,84 |
| 9 | 27 991,66 |
| 10 | 28 542,48 |
| 11 | 29 093,30 |
| 12 | 29 644,12 |
| 13 | 30 194,94 |
| 14 | 30 745,76 |
| 15 | 31 296,58 |
| 16 | 31 847,40 |
| 17 | 32 398,22 |
| 18 | 32 949,04 |
| 19 | 33 499,86 |
| 20 | 34 050,68 |
| 21 | 34 601,50 |
| 22 | 35 152,32 |
| 23 | 35 402,70 |
| 24 | 35 653,08 |
| 25 | 35 903,46 |

| Echelle AM3 | |
|--------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 25 913,55 |
| 1 | 26 514,45 |
| 2 | 27 115,35 |
| 3 | 27 716,25 |
| 4 | 28 217,00 |
| 5 | 28 717,75 |
| 6 | 29 218,50 |
| 7 | 29 719,25 |
| 8 | 30 220,00 |
| 9 | 30 720,75 |
| 10 | 31 221,50 |
| 11 | 31 722,25 |
| 12 | 32 223,00 |
| 13 | 32 723,75 |
| 14 | 33 224,50 |
| 15 | 33 725,25 |
| 16 | 34 226,00 |
| 17 | 34 726,75 |
| 18 | 35 227,50 |
| 19 | 35 728,25 |
| 20 | 36 229,00 |
| 21 | 36 729,75 |
| 22 | 37 230,50 |
| 23 | 37 731,25 |
| 24 | 38 232,00 |
| 25 | 38 732,75 |

| Echelle AM4 | |
|--------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 28 041,72 |
| 1 | 28 542,47 |
| 2 | 29 043,22 |
| 3 | 29 543,97 |
| 4 | 29 982,13 |
| 5 | 30 420,29 |
| 6 | 30 858,45 |
| 7 | 31 296,61 |
| 8 | 31 734,77 |
| 9 | 32 172,93 |
| 10 | 32 611,09 |
| 11 | 33 049,25 |
| 12 | 33 550,00 |
| 13 | 34 050,75 |
| 14 | 34 551,50 |
| 15 | 35 052,25 |
| 16 | 35 553,00 |
| 17 | 36 053,75 |
| 18 | 36 554,50 |
| 19 | 37 055,25 |
| 20 | 37 556,00 |
| 21 | 38 056,75 |
| 22 | 38 557,50 |
| 23 | 38 807,88 |
| 24 | 39 058,26 |
| 25 | 39 308,64 |

| Echelle AM5 | |
|--------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 29 543,95 |
| 1 | 30 044,70 |
| 2 | 30 545,45 |
| 3 | 31 046,20 |
| 4 | 31 546,95 |
| 5 | 32 047,70 |
| 6 | 32 548,45 |
| 7 | 33 049,20 |
| 8 | 33 549,95 |
| 9 | 34 050,70 |
| 10 | 34 726,71 |
| 11 | 35 402,72 |
| 12 | 36 078,73 |
| 13 | 36 754,74 |
| 14 | 37 430,75 |
| 15 | 38 106,76 |
| 16 | 38 782,77 |
| 17 | 39 458,78 |
| 18 | 40 134,79 |
| 19 | 40 810,80 |
| 20 | 41 486,81 |
| 21 | 42 162,82 |
| 22 | 42 838,83 |
| 23 | 42 989,06 |
| 24 | 43 139,29 |
| 25 | 43 289,52 |

| Echelle AM6 (choix) | |
|----------------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 32 548,42 |
| 1 | 33 199,40 |
| 2 | 33 850,38 |
| 3 | 34 501,36 |
| 4 | 35 152,34 |
| 5 | 35 803,32 |
| 6 | 36 454,30 |
| 7 | 37 105,28 |
| 8 | 37 756,26 |
| 9 | 38 407,24 |
| 10 | 39 058,22 |
| 11 | 39 709,20 |
| 12 | 40 360,18 |
| 13 | 41 011,16 |
| 14 | 41 662,14 |
| 15 | 42 313,12 |
| 16 | 42 914,02 |
| 17 | 43 514,92 |
| 18 | 44 115,82 |
| 19 | 44 716,72 |
| 20 | 44 816,87 |
| 21 | 44 917,02 |
| 22 | 45 017,17 |
| 23 | 45 117,32 |
| 24 | 45 217,47 |
| 25 | 45 317,62 |

Echelle AM6 (choix)

| Ancienneté | Brut annuel |
|------------|-------------|
| 0 | 32 047,68 |
| 1 | 32 698,66 |
| 2 | 33 349,64 |
| 3 | 34 000,62 |
| 4 | 34 651,60 |
| 5 | 35 302,58 |
| 6 | 35 953,56 |
| 7 | 36 604,54 |
| 8 | 37 255,52 |
| 9 | 37 906,50 |
| 10 | 38 557,48 |
| 11 | 39 208,46 |
| 12 | 39 859,44 |
| 13 | 40 510,42 |
| 14 | 41 161,40 |
| 15 | 41 812,38 |
| 16 | 42 563,51 |
| 17 | 43 314,64 |
| 18 | 44 065,77 |
| 19 | 44 816,90 |
| 20 | 45 568,03 |
| 21 | 46 319,16 |
| 22 | 47 070,21 |
| 23 | 47 721,26 |
| 24 | 48 472,31 |
| 25 | 49 123,36 |

Echelle AM7 (choix)

| Ancienneté | Brut annuel |
|------------|-------------|
| 0 | 37 184,03 |
| 1 | 37 828,56 |
| 2 | 28 473,09 |
| 3 | 39 117,62 |
| 4 | 39 762,15 |
| 5 | 40 406,68 |
| 6 | 41 051,21 |
| 7 | 41 695,74 |
| 8 | 42 340,27 |
| 9 | 42 984,80 |
| 10 | 43 629,33 |
| 11 | 44 273,86 |
| 12 | 44 918,39 |
| 13 | 45 562,92 |
| 14 | 46 207,45 |
| 15 | 46 851,98 |
| 16 | 47 496,51 |
| 17 | 48 141,04 |
| 18 | 48 785,57 |
| 19 | 49 430,10 |
| 20 | 49 727,58 |
| 21 | 50 025,06 |
| 22 | 50 322,54 |
| 23 | 50 471,28 |
| 24 | 50 620,02 |
| 25 | 50 768,76 |

Echelle AM7 (choix)

| Ancienneté | Brut annuel |
|------------|-------------|
| 0 | 40 902,44 |
| 1 | 41 546,97 |
| 2 | 42 191,50 |
| 3 | 42 836,03 |
| 4 | 43 480,56 |
| 5 | 44 125,09 |
| 6 | 44 769,62 |
| 7 | 45 414,15 |
| 8 | 46 058,68 |
| 9 | 46 703,21 |
| 10 | 47 347,74 |
| 11 | 47 992,27 |
| 12 | 48 636,80 |
| 13 | 49 281,33 |
| 14 | 49 925,86 |
| 15 | 50 570,39 |
| 16 | 51 214,92 |
| 17 | 51 561,98 |
| 18 | 51 909,04 |
| 19 | 52 256,10 |
| 20 | 52 603,16 |
| 21 | 52 950,22 |
| 22 | 53 297,28 |
| 23 | 53 545,18 |
| 24 | 53 793,08 |
| 25 | 54 040,98 |

| Echelle AM8 | |
|--------------------|-------------|
| Ancienneté | Brut annuel |
| 0 | 46 603,99 |
| 1 | 47 248,52 |
| 2 | 47 893,05 |
| 3 | 48 537,58 |
| 4 | 49 182,11 |
| 5 | 49 826,64 |
| 6 | 50 471,17 |
| 7 | 51 115,70 |
| 8 | 51 760,23 |
| 9 | 52 404,76 |
| 10 | 53 049,29 |
| 11 | 53 693,82 |
| 12 | 54 338,35 |
| 13 | 54 982,88 |
| 14 | 55 627,41 |
| 15 | 56 271,94 |
| 16 | 56 916,47 |
| 17 | 57 561,00 |
| 18 | 58 205,53 |
| 19 | 58 750,90 |
| 20 | 59 296,27 |
| 21 | 59 841,64 |
| 22 | 60 387,01 |
| 23 | 60 510,96 |
| 24 | 60 634,91 |
| 25 | 60 758,86 |