

| SALAIRE DE BASE DES OUVRIERS EN METROPOLE |         |                         |         |                      |                    |                        |                               |                                       |                               |                  |                |                        |
|-------------------------------------------|---------|-------------------------|---------|----------------------|--------------------|------------------------|-------------------------------|---------------------------------------|-------------------------------|------------------|----------------|------------------------|
| Classement statutaire                     |         | Salaire brut            |         |                      |                    |                        |                               | Retenues (hors cotisations mutuelles) |                               |                  |                | Traitement net mensuel |
| Groupe                                    | Echelon | Salaire horaire de base | Zone    | Salaire B pour 152 H | Prime de rendement | Indemnités de fonction | Total traitement brut mensuel | Fonds spécial sur 146,58h             | Solidarité 1 % du TB moins FS | CSG + RDS: 7,85% | Total retenues |                        |
|                                           |         |                         |         |                      |                    |                        |                               | 2020                                  |                               |                  |                |                        |
|                                           |         |                         |         |                      |                    |                        |                               | 11,1                                  |                               |                  |                |                        |
|                                           |         |                         | 0       |                      | 17                 | 0,00                   |                               | 11,1                                  |                               |                  |                |                        |
| VI                                        | 1       | 12,3508                 | 12,3508 | 1877,3216            | 319,1447           | 0,00                   | 2 196,47 €                    | 235,11                                | 19,61                         | 167,25           | 421,98         | 1 774,49 €             |
|                                           | 2       | 12,7164                 | 12,7164 | 1932,8928            | 328,5918           | 0,00                   | 2 261,48 €                    | 242,07                                | 20,19                         | 172,20           | 434,47         | 1 827,02 €             |
|                                           | 3       | 13,0820                 | 13,0820 | 1988,4640            | 338,0389           | 0,00                   | 2 326,50 €                    | 249,03                                | 20,77                         | 177,15           | 446,96         | 1 879,54 €             |
|                                           | 4       | 13,4476                 | 13,4476 | 2044,0352            | 347,4860           | 0,00                   | 2 391,52 €                    | 255,99                                | 21,36                         | 182,10           | 459,45         | 1 932,07 €             |
|                                           | 5       | 13,8132                 | 13,8132 | 2099,6064            | 356,9331           | 0,00                   | 2 456,54 €                    | 262,95                                | 21,94                         | 187,05           | 471,94         | 1 984,60 €             |
|                                           | 6       | 14,1788                 | 14,1788 | 2155,1776            | 356,9331           | 0,00                   | 2 512,11 €                    | 268,90                                | 22,43                         | 191,28           | 482,62         | 2 029,49 €             |
|                                           | 7       | 14,5444                 | 14,5444 | 2210,7488            | 356,9331           | 0,00                   | 2 567,68 €                    | 274,85                                | 22,93                         | 195,52           | 493,29         | 2 074,39 €             |
|                                           | 8       | 14,9100                 | 14,9100 | 2266,3200            | 356,9331           | 0,00                   | 2 623,25 €                    | 280,80                                | 23,42                         | 199,75           | 503,97         | 2 119,28 €             |
|                                           | 9       | 15,2756                 | 15,2756 | 2321,8912            | 356,9331           | 0,0000                 | 2 678,82 €                    | 286,75                                | 23,92                         | 203,98           | 514,65         | 2 164,18 €             |
| VII                                       | 1       | 13,6009                 | 13,6009 | 2067,3368            | 351,4473           | 0,00                   | 2 418,78 €                    | 258,91                                | 21,60                         | 184,18           | 464,69         | 1 954,10 €             |
|                                           | 2       | 14,0039                 | 14,0039 | 2128,5928            | 361,8608           | 0,00                   | 2 490,45 €                    | 266,58                                | 22,24                         | 189,64           | 478,46         | 2 012,00 €             |
|                                           | 3       | 14,4069                 | 14,4069 | 2189,8488            | 372,2743           | 0,00                   | 2 562,12 €                    | 274,25                                | 22,88                         | 195,09           | 492,23         | 2 069,90 €             |
|                                           | 4       | 14,8099                 | 14,8099 | 2251,1048            | 382,6878           | 0,00                   | 2 633,79 €                    | 281,93                                | 23,52                         | 200,55           | 506,00         | 2 127,80 €             |
|                                           | 5       | 15,2129                 | 15,2129 | 2312,3608            | 393,1013           | 0,00                   | 2 705,46 €                    | 289,60                                | 24,16                         | 206,01           | 519,76         | 2 185,70 €             |
|                                           | 6       | 15,6159                 | 15,6159 | 2373,6168            | 393,1013           | 0,00                   | 2 766,72 €                    | 296,15                                | 24,71                         | 210,67           | 531,53         | 2 235,19 €             |
|                                           | 7       | 16,0189                 | 16,0189 | 2434,8728            | 393,1013           | 0,00                   | 2 827,97 €                    | 302,71                                | 25,25                         | 215,34           | 543,30         | 2 284,67 €             |
|                                           | 8       | 16,4219                 | 16,4219 | 2496,1288            | 393,1013           | 0,00                   | 2 889,23 €                    | 309,27                                | 25,80                         | 220,00           | 555,07         | 2 334,16 €             |
|                                           | 9       | 16,8249                 | 16,8249 | 2557,3848            | 393,1013           | 0,0000                 | 2 950,49 €                    | 315,83                                | 26,35                         | 224,66           | 566,84         | 2 383,65 €             |
| HG                                        | 1       | 15,3980                 | 15,3980 | 2 340,4960           | 397,8843           | 0,00                   | 2 738,38 €                    | 293,12                                | 24,45                         | 208,51           | 526,09         | 2 212,29 €             |
|                                           | 2       | 15,8550                 | 15,8550 | 2409,9600            | 409,6932           | 0,00                   | 2 819,65 €                    | 301,82                                | 25,18                         | 214,70           | 541,70         | 2 277,95 €             |
|                                           | 3       | 16,3120                 | 16,3120 | 2479,4240            | 421,5021           | 0,00                   | 2 900,93 €                    | 310,52                                | 25,90                         | 220,89           | 557,32         | 2 343,61 €             |
|                                           | 4       | 16,7690                 | 16,7690 | 2548,8880            | 433,3110           | 0,00                   | 2 982,20 €                    | 319,22                                | 26,63                         | 227,08           | 572,93         | 2 409,27 €             |
|                                           | 5       | 17,2260                 | 17,2260 | 2618,3520            | 445,1198           | 0,00                   | 3 063,47 €                    | 327,92                                | 27,36                         | 233,27           | 588,54         | 2 474,93 €             |
|                                           | 6       | 17,6830                 | 17,6830 | 2687,8160            | 445,1198           | 0,00                   | 3 132,94 €                    | 335,36                                | 27,98                         | 238,56           | 601,89         | 2 531,05 €             |
|                                           | 7       | 18,1400                 | 18,1400 | 2757,2800            | 445,1198           | 0,00                   | 3 202,40 €                    | 342,79                                | 28,60                         | 243,85           | 615,23         | 2 587,17 €             |
|                                           | 8       | 18,5970                 | 18,5970 | 2826,7440            | 445,1198           | 0,00                   | 3 271,86 €                    | 350,23                                | 29,22                         | 249,14           | 628,58         | 2 643,28 €             |
|                                           | 9       | 19,0540                 | 19,0540 | 2896,2080            | 445,1198           | 0,0000                 | 3 341,33 €                    | 357,66                                | 29,84                         | 254,43           | 641,92         | 2 699,40 €             |
| HGN                                       | 1       | 16,4646                 | 16,4646 | 2 502,6192           | 425,4453           | 0,00                   | 2 928,06 €                    | 313,43                                | 26,15                         | 222,96           | 562,53         | 2 365,53 €             |
|                                           | 2       | 16,9536                 | 16,9536 | 2 576,9472           | 438,0810           | 0,00                   | 3 015,03 €                    | 322,73                                | 26,92                         | 229,58           | 579,24         | 2 435,79 €             |
|                                           | 3       | 17,4426                 | 17,4426 | 2 651,2752           | 450,7168           | 0,00                   | 3 101,99 €                    | 332,04                                | 27,70                         | 236,20           | 595,94         | 2 506,05 €             |
|                                           | 4       | 17,9316                 | 17,9316 | 2 725,6032           | 463,3525           | 0,00                   | 3 188,96 €                    | 341,35                                | 28,48                         | 242,82           | 612,65         | 2 576,30 €             |
|                                           | 5       | 18,4206                 | 18,4206 | 2 799,9312           | 475,9883           | 0,00                   | 3 275,92 €                    | 350,66                                | 29,25                         | 249,44           | 629,36         | 2 646,56 €             |
|                                           | 6       | 18,9096                 | 18,9096 | 2 874,2592           | 475,9883           | 0,00                   | 3 350,25 €                    | 358,62                                | 29,92                         | 255,10           | 643,64         | 2 706,61 €             |
|                                           | 7       | 19,3986                 | 19,3986 | 2 948,5872           | 475,9883           | 0,00                   | 3 424,58 €                    | 366,57                                | 30,58                         | 260,76           | 657,92         | 2 766,66 €             |
|                                           | 8       | 19,8876                 | 19,8876 | 3 022,9152           | 475,9883           | 0,00                   | 3 498,90 €                    | 374,53                                | 31,24                         | 266,42           | 672,20         | 2 826,71 €             |
|                                           | 9       | 20,3766                 | 20,3766 | 3097,2432            | 475,9883           | 0,0000                 | 3 573,23 €                    | 382,49                                | 31,91                         | 272,08           | 686,48         | 2 886,75 €             |



## SALAIRE DE BASE DES OUVRIERS EN METROPOLE

| Classement statutaire |         | Salaire brut            |         |                      |                    |                        |                               | Retenues (hors cotisations mutuelles) |                               |                  |                | Traitement net mensuel |
|-----------------------|---------|-------------------------|---------|----------------------|--------------------|------------------------|-------------------------------|---------------------------------------|-------------------------------|------------------|----------------|------------------------|
| Groupe                | Echelon | Salaire horaire de base | Zone    | Salaire B pour 152 H | Prime de rendement | Indemnités de fonction | Total traitement brut mensuel | Fonds spécial sur 146,58h             | Solidarité 1 % du TB moins FS | CSG + RDS: 7,85% | Total retenues |                        |
|                       |         |                         |         |                      | 2020               |                        |                               |                                       |                               |                  |                |                        |
|                       |         | 0                       | 17      | 0,00                 | 11,1               |                        |                               |                                       |                               |                  |                |                        |
| HCA                   | 1       | 15,3980                 | 15,3980 | 2340,4960            | 397,8843           | 0,00                   | 2 738,38 €                    | 293,12                                | 24,45                         | 208,51           | 526,09         | 2 212,29 €             |
|                       | 2       | 15,8550                 | 15,8550 | 2409,9600            | 409,6932           | 0,00                   | 2 819,65 €                    | 301,82                                | 25,18                         | 214,70           | 541,70         | 2 277,95 €             |
|                       | 3       | 16,3120                 | 16,3120 | 2479,4240            | 421,5021           | 0,00                   | 2 900,93 €                    | 310,52                                | 25,90                         | 220,89           | 557,32         | 2 343,61 €             |
|                       | 4       | 16,7690                 | 16,7690 | 2548,8880            | 433,3110           | 0,00                   | 2 982,20 €                    | 319,22                                | 26,63                         | 227,08           | 572,93         | 2 409,27 €             |
|                       | 5       | 17,2260                 | 17,2260 | 2618,3520            | 445,1198           | 0,00                   | 3 063,47 €                    | 327,92                                | 27,36                         | 233,27           | 588,54         | 2 474,93 €             |
|                       | 6       | 17,6830                 | 17,6830 | 2687,8160            | 445,1198           | 0,00                   | 3 132,94 €                    | 335,36                                | 27,98                         | 238,56           | 601,89         | 2 531,05 €             |
|                       | 7       | 18,1400                 | 18,1400 | 2757,2800            | 445,1198           | 0,00                   | 3 202,40 €                    | 342,79                                | 28,60                         | 243,85           | 615,23         | 2 587,17 €             |
|                       | 8       | 18,5970                 | 18,5970 | 2826,7440            | 445,1198           | 0,00                   | 3 271,86 €                    | 350,23                                | 29,22                         | 249,14           | 628,58         | 2 643,28 €             |
|                       | 9       | 19,0540                 | 19,0540 | 2896,2080            | 445,1198           | 0,0000                 | 3 341,33 €                    | 357,66                                | 29,84                         | 254,43           | 641,92         | 2 699,40 €             |
| HCB                   | 1       | 18,1327                 | 18,1327 | 2756,1704            | 468,5490           | 0,00                   | 3 224,72 €                    | 345,18                                | 28,80                         | 245,55           | 619,52         | 2 605,20 €             |
|                       | 2       | 18,6717                 | 18,6717 | 2838,0984            | 482,4767           | 0,00                   | 3 320,58 €                    | 355,44                                | 29,65                         | 252,85           | 637,94         | 2 682,64 €             |
|                       | 3       | 19,2107                 | 19,2107 | 2920,0264            | 496,4045           | 0,00                   | 3 416,43 €                    | 365,70                                | 30,51                         | 260,14           | 656,35         | 2 760,08 €             |
|                       | 4       | 19,7497                 | 19,7497 | 3001,9544            | 510,3322           | 0,00                   | 3 512,29 €                    | 375,96                                | 31,36                         | 267,44           | 674,77         | 2 837,52 €             |
|                       | 5       | 20,2887                 | 20,2887 | 3083,8824            | 524,2600           | 0,00                   | 3 608,14 €                    | 386,22                                | 32,22                         | 274,74           | 693,18         | 2 914,96 €             |
|                       | 6       | 20,8277                 | 20,8277 | 3165,8104            | 524,2600           | 0,00                   | 3 690,07 €                    | 394,99                                | 32,95                         | 280,98           | 708,92         | 2 981,15 €             |
|                       | 7       | 21,3667                 | 21,3667 | 3247,7384            | 524,2600           | 0,00                   | 3 772,00 €                    | 403,76                                | 33,68                         | 287,22           | 724,66         | 3 047,34 €             |
|                       | 8       | 21,9057                 | 21,9057 | 3329,6664            | 524,2600           | 0,00                   | 3 853,93 €                    | 412,53                                | 34,41                         | 293,46           | 740,40         | 3 113,52 €             |
|                       | 9       | 22,4447                 | 22,4447 | 3411,5944            | 524,2600           | 0,0000                 | 3 935,85 €                    | 421,30                                | 35,15                         | 299,70           | 756,14         | 3 179,71 €             |
| HCC                   | 1       | 20,8674                 | 20,8674 | 3 171,8448           | 539,2136           | 0,00                   | 3 711,06 €                    | 397,24                                | 33,14                         | 282,58           | 712,96         | 2 998,10 €             |
|                       | 2       | 21,4885                 | 21,4885 | 3266,2520            | 555,2628           | 0,00                   | 3 821,51 €                    | 409,06                                | 34,12                         | 290,99           | 734,18         | 3 087,34 €             |
|                       | 3       | 22,1096                 | 22,1096 | 3360,6592            | 571,3121           | 0,00                   | 3 931,97 €                    | 420,89                                | 35,11                         | 299,40           | 755,40         | 3 176,57 €             |
|                       | 4       | 22,7307                 | 22,7307 | 3455,0664            | 587,3613           | 0,00                   | 4 042,43 €                    | 432,71                                | 36,10                         | 307,81           | 776,62         | 3 265,81 €             |
|                       | 5       | 23,3518                 | 23,3518 | 3549,4736            | 603,4105           | 0,00                   | 4 152,88 €                    | 444,53                                | 37,08                         | 316,22           | 797,84         | 3 355,05 €             |
|                       | 6       | 23,9729                 | 23,9729 | 3643,8808            | 603,4105           | 0,00                   | 4 247,29 €                    | 454,64                                | 37,93                         | 323,41           | 815,97         | 3 431,32 €             |
|                       | 7       | 24,5940                 | 24,5940 | 3738,2880            | 603,4105           | 0,00                   | 4 341,70 €                    | 464,74                                | 38,77                         | 330,60           | 834,11         | 3 507,59 €             |
|                       | 8       | 25,2151                 | 25,2151 | 3832,6952            | 603,4105           | 0,00                   | 4 436,11 €                    | 474,85                                | 39,61                         | 337,79           | 852,25         | 3 583,86 €             |
|                       | 9       | 25,8362                 | 25,8362 | 3927,1024            | 603,4105           | 0,0000                 | 4 530,51 €                    | 484,96                                | 40,46                         | 344,98           | 870,39         | 3 660,13 €             |
| HCD                   | 1       | 22,3170                 | 22,3170 | 3 392,1840           | 576,6713           | 0,00                   | 3 968,86 €                    | 424,83                                | 35,44                         | 302,21           | 762,48         | 3 206,37 €             |
|                       | 2       | 22,9816                 | 22,9816 | 3 493,2032           | 593,8445           | 0,00                   | 4 087,05 €                    | 437,49                                | 36,50                         | 311,21           | 785,19         | 3 301,86 €             |
|                       | 3       | 23,6462                 | 23,6462 | 3 594,2224           | 611,0178           | 0,00                   | 4 205,24 €                    | 450,14                                | 37,55                         | 320,21           | 807,90         | 3 397,34 €             |
|                       | 4       | 24,3108                 | 24,3108 | 3 695,2416           | 628,1911           | 0,00                   | 4 323,43 €                    | 462,79                                | 38,61                         | 329,21           | 830,60         | 3 492,83 €             |
|                       | 5       | 24,9754                 | 24,9754 | 3 796,2608           | 645,3643           | 0,00                   | 4 441,63 €                    | 475,44                                | 39,66                         | 338,21           | 853,31         | 3 588,32 €             |
|                       | 6       | 25,6400                 | 25,6400 | 3 897,2800           | 645,3643           | 0,00                   | 4 542,64 €                    | 486,25                                | 40,56                         | 345,90           | 872,72         | 3 669,93 €             |
|                       | 7       | 26,3046                 | 26,3046 | 3 998,2992           | 645,3643           | 0,00                   | 4 643,66 €                    | 497,07                                | 41,47                         | 353,59           | 892,12         | 3 751,54 €             |
|                       | 8       | 26,9692                 | 26,9692 | 4 099,3184           | 645,3643           | 0,00                   | 4 744,68 €                    | 507,88                                | 42,37                         | 361,28           | 911,53         | 3 833,15 €             |
|                       | 9       | 27,6338                 | 27,6338 | 4200,3376            | 645,3643           | 0,0000                 | 4 845,70 €                    | 518,69                                | 43,27                         | 368,98           | 930,94         | 3 914,76 €             |



| SALAIRE DE BASE DES OUVRIERS EN METROPOLE |         |                                |         |                          |                       |                           |                                  |                                       |                                     |                        |                   |                        |
|-------------------------------------------|---------|--------------------------------|---------|--------------------------|-----------------------|---------------------------|----------------------------------|---------------------------------------|-------------------------------------|------------------------|-------------------|------------------------|
| Classement statutaire                     |         | Salaires brut                  |         |                          |                       |                           |                                  | Retenues (hors cotisations mutuelles) |                                     |                        |                   | Traitement net mensuel |
| Groupe                                    | Echelon | Salaires<br>horaire de<br>base | Zone    | Salaires B pour<br>152 H | Prime de<br>rendement | Indemnités de<br>fonction | Total traitement<br>brut mensuel | Fonds<br>spécial sur<br>146,58h       | Solidarité 1<br>% du TB<br>moins FS | CSG +<br>RDS:<br>7,85% | Total<br>retenues |                        |
|                                           |         |                                |         |                          |                       |                           |                                  | 2020                                  |                                     |                        |                   |                        |
|                                           |         | 1,8                            | 17      | 0,00                     | 11,1                  |                           |                                  |                                       |                                     |                        |                   |                        |
| VI                                        | 1       | 12,3508                        | 12,1285 | 1843,5298                | 319,1447              | 0,00                      | 2 162,67 €                       | 231,50                                | 19,31                               | 164,68                 | 415,49            | 1 747,19 €             |
|                                           | 2       | 12,7164                        | 12,4875 | 1898,1007                | 328,5918              | 0,00                      | 2 226,69 €                       | 238,35                                | 19,88                               | 169,55                 | 427,78            | 1 798,91 €             |
|                                           | 3       | 13,0820                        | 12,8465 | 1952,6716                | 338,0389              | 0,00                      | 2 290,71 €                       | 245,20                                | 20,46                               | 174,43                 | 440,08            | 1 850,63 €             |
|                                           | 4       | 13,4476                        | 13,2055 | 2007,2426                | 347,4860              | 0,00                      | 2 354,73 €                       | 252,05                                | 21,03                               | 179,30                 | 452,38            | 1 902,35 €             |
|                                           | 5       | 13,8132                        | 13,5646 | 2061,8135                | 356,9331              | 0,00                      | 2 418,75 €                       | 258,91                                | 21,60                               | 184,18                 | 464,68            | 1 954,07 €             |
|                                           | 6       | 14,1788                        | 13,9236 | 2116,3844                | 356,9331              | 0,00                      | 2 473,32 €                       | 264,75                                | 22,09                               | 188,33                 | 475,17            | 1 998,15 €             |
|                                           | 7       | 14,5444                        | 14,2826 | 2170,9553                | 356,9331              | 0,00                      | 2 527,89 €                       | 270,59                                | 22,57                               | 192,49                 | 485,65            | 2 042,24 €             |
|                                           | 8       | 14,9100                        | 14,6416 | 2225,5262                | 356,9331              | 0,00                      | 2 582,46 €                       | 276,43                                | 23,06                               | 196,64                 | 496,13            | 2 086,33 €             |
|                                           | 9       | 15,2756                        | 15,0006 | 2280,0972                | 356,9331              | 0,0000                    | 2 637,03 €                       | 282,27                                | 23,55                               | 200,80                 | 506,62            | 2 130,41 €             |
| VII                                       | 1       | 13,6009                        | 13,3561 | 2030,1247                | 351,4473              | 0,00                      | 2 381,57 €                       | 254,93                                | 21,27                               | 181,34                 | 457,54            | 1 924,03 €             |
|                                           | 2       | 14,0039                        | 13,7518 | 2090,2781                | 361,8608              | 0,00                      | 2 452,14 €                       | 262,48                                | 21,90                               | 186,72                 | 471,10            | 1 981,04 €             |
|                                           | 3       | 14,4069                        | 14,1476 | 2150,4315                | 372,2743              | 0,00                      | 2 522,71 €                       | 270,04                                | 22,53                               | 192,09                 | 484,65            | 2 038,05 €             |
|                                           | 4       | 14,8099                        | 14,5433 | 2210,5849                | 382,6878              | 0,00                      | 2 593,27 €                       | 277,59                                | 23,16                               | 197,46                 | 498,21            | 2 095,06 €             |
|                                           | 5       | 15,2129                        | 14,9391 | 2270,7383                | 393,1013              | 0,00                      | 2 663,84 €                       | 285,14                                | 23,79                               | 202,84                 | 511,77            | 2 152,07 €             |
|                                           | 6       | 15,6159                        | 15,3348 | 2330,8917                | 393,1013              | 0,00                      | 2 723,99 €                       | 291,58                                | 24,32                               | 207,42                 | 523,32            | 2 200,67 €             |
|                                           | 7       | 16,0189                        | 15,7306 | 2391,0451                | 393,1013              | 0,00                      | 2 784,15 €                       | 298,02                                | 24,86                               | 212,00                 | 534,88            | 2 249,27 €             |
|                                           | 8       | 16,4219                        | 16,1263 | 2451,1985                | 393,1013              | 0,00                      | 2 844,30 €                       | 304,46                                | 25,40                               | 216,58                 | 546,44            | 2 297,86 €             |
|                                           | 9       | 16,8249                        | 16,5221 | 2511,3519                | 393,1013              | 0,0000                    | 2 904,45 €                       | 310,90                                | 25,94                               | 221,16                 | 557,99            | 2 346,46 €             |
| HG                                        | 1       | 15,3980                        | 15,1208 | 2 298,3671               | 397,8843              | 0,00                      | 2 696,25 €                       | 288,61                                | 24,08                               | 205,31                 | 517,99            | 2 178,26 €             |
|                                           | 2       | 15,8550                        | 15,5696 | 2366,5807                | 409,6932              | 0,00                      | 2 776,27 €                       | 297,18                                | 24,79                               | 211,40                 | 533,37            | 2 242,91 €             |
|                                           | 3       | 16,3120                        | 16,0184 | 2434,7944                | 421,5021              | 0,00                      | 2 856,30 €                       | 305,74                                | 25,51                               | 217,49                 | 548,74            | 2 307,55 €             |
|                                           | 4       | 16,7690                        | 16,4672 | 2503,0080                | 433,3110              | 0,00                      | 2 936,32 €                       | 314,31                                | 26,22                               | 223,59                 | 564,12            | 2 372,20 €             |
|                                           | 5       | 17,2260                        | 16,9159 | 2571,2217                | 445,1198              | 0,00                      | 3 016,34 €                       | 322,88                                | 26,93                               | 229,68                 | 579,49            | 2 436,85 €             |
|                                           | 6       | 17,6830                        | 17,3647 | 2639,4353                | 445,1198              | 0,00                      | 3 084,56 €                       | 330,18                                | 27,54                               | 234,87                 | 592,59            | 2 491,96 €             |
|                                           | 7       | 18,1400                        | 17,8135 | 2707,6490                | 445,1198              | 0,00                      | 3 152,77 €                       | 337,48                                | 28,15                               | 240,07                 | 605,70            | 2 547,07 €             |
|                                           | 8       | 18,5970                        | 18,2623 | 2775,8626                | 445,1198              | 0,00                      | 3 220,98 €                       | 344,78                                | 28,76                               | 245,26                 | 618,80            | 2 602,18 €             |
|                                           | 9       | 19,0540                        | 18,7110 | 2844,0763                | 445,1198              | 0,0000                    | 3 289,20 €                       | 352,08                                | 29,37                               | 250,46                 | 631,91            | 2 657,29 €             |
| HGN                                       | 1       | 16,4646                        | 16,1682 | 2 457,5721               | 425,4453              | 0,00                      | 2 883,02 €                       | 308,60                                | 25,74                               | 219,53                 | 553,88            | 2 329,14 €             |
|                                           | 2       | 16,9536                        | 16,6484 | 2 530,5622               | 438,0810              | 0,00                      | 2 968,64 €                       | 317,77                                | 26,51                               | 226,05                 | 570,33            | 2 398,32 €             |
|                                           | 3       | 17,4426                        | 17,1286 | 2 603,5522               | 450,7168              | 0,00                      | 3 054,27 €                       | 326,93                                | 27,27                               | 232,57                 | 586,78            | 2 467,49 €             |
|                                           | 4       | 17,9316                        | 17,6088 | 2 676,5423               | 463,3525              | 0,00                      | 3 139,89 €                       | 336,10                                | 28,04                               | 239,09                 | 603,23            | 2 536,67 €             |
|                                           | 5       | 18,4206                        | 18,0890 | 2 749,5324               | 475,9883              | 0,00                      | 3 225,52 €                       | 345,27                                | 28,80                               | 245,61                 | 619,68            | 2 605,84 €             |
|                                           | 6       | 18,9096                        | 18,5692 | 2 822,5225               | 475,9883              | 0,00                      | 3 298,51 €                       | 353,08                                | 29,45                               | 251,17                 | 633,70            | 2 664,81 €             |
|                                           | 7       | 19,3986                        | 19,0494 | 2 895,5126               | 475,9883              | 0,00                      | 3 371,50 €                       | 360,89                                | 30,11                               | 256,72                 | 647,72            | 2 723,78 €             |
|                                           | 8       | 19,8876                        | 19,5296 | 2 968,5027               | 475,9883              | 0,00                      | 3 444,49 €                       | 368,71                                | 30,76                               | 262,28                 | 661,74            | 2 782,75 €             |
|                                           | 9       | 20,3766                        | 20,0098 | 3 041,4928               | 475,9883              | 0,0000                    | 3 517,48 €                       | 376,52                                | 31,41                               | 267,84                 | 675,77            | 2 841,71 €             |



## SALAIRE DE BASE DES OUVRIERS EN METROPOLE

| Classement statutaire |         | Salaire brut            |         |                      |                    |                        |                               | Retenues (hors cotisations mutuelles) |                               |                  |                | Traitement net mensuel |
|-----------------------|---------|-------------------------|---------|----------------------|--------------------|------------------------|-------------------------------|---------------------------------------|-------------------------------|------------------|----------------|------------------------|
| Groupe                | Echelon | Salaire horaire de base | Zone    | Salaire B pour 152 H | Prime de rendement | Indemnités de fonction | Total traitement brut mensuel | Fonds spécial sur 146,58h             | Solidarité 1 % du TB moins FS | CSG + RDS: 7,85% | Total retenues |                        |
|                       |         |                         |         |                      | 17                 | 0,00                   |                               | 2020                                  |                               |                  |                |                        |
| HCA                   | 1       | 15,3980                 | 15,1208 | 2298,3671            | 397,8843           | 0,00                   | 2 696,25 €                    | 288,61                                | 24,08                         | 205,31           | 517,99         | 2 178,26 €             |
|                       | 2       | 15,8550                 | 15,5696 | 2366,5807            | 409,6932           | 0,00                   | 2 776,27 €                    | 297,18                                | 24,79                         | 211,40           | 533,37         | 2 242,91 €             |
|                       | 3       | 16,3120                 | 16,0184 | 2434,7944            | 421,5021           | 0,00                   | 2 856,30 €                    | 305,74                                | 25,51                         | 217,49           | 548,74         | 2 307,55 €             |
|                       | 4       | 16,7690                 | 16,4672 | 2503,0080            | 433,3110           | 0,00                   | 2 936,32 €                    | 314,31                                | 26,22                         | 223,59           | 564,12         | 2 372,20 €             |
|                       | 5       | 17,2260                 | 16,9159 | 2571,2217            | 445,1198           | 0,00                   | 3 016,34 €                    | 322,88                                | 26,93                         | 229,68           | 579,49         | 2 436,85 €             |
|                       | 6       | 17,6830                 | 17,3647 | 2639,4353            | 445,1198           | 0,00                   | 3 084,56 €                    | 330,18                                | 27,54                         | 234,87           | 592,59         | 2 491,96 €             |
|                       | 7       | 18,1400                 | 17,8135 | 2707,6490            | 445,1198           | 0,00                   | 3 152,77 €                    | 337,48                                | 28,15                         | 240,07           | 605,70         | 2 547,07 €             |
|                       | 8       | 18,5970                 | 18,2623 | 2775,8626            | 445,1198           | 0,00                   | 3 220,98 €                    | 344,78                                | 28,76                         | 245,26           | 618,80         | 2 602,18 €             |
|                       | 9       | 19,0540                 | 18,7110 | 2844,0763            | 445,1198           | 0,0000                 | 3 289,20 €                    | 352,08                                | 29,37                         | 250,46           | 631,91         | 2 657,29 €             |
| HCB                   | 1       | 18,1327                 | 17,8063 | 2706,5593            | 468,5490           | 0,00                   | 3 175,11 €                    | 339,87                                | 28,35                         | 241,77           | 609,99         | 2 565,12 €             |
|                       | 2       | 18,6717                 | 18,3356 | 2787,0126            | 482,4767           | 0,00                   | 3 269,49 €                    | 349,97                                | 29,20                         | 248,96           | 628,12         | 2 641,37 €             |
|                       | 3       | 19,2107                 | 18,8649 | 2867,4659            | 496,4045           | 0,00                   | 3 363,87 €                    | 360,08                                | 30,04                         | 256,14           | 646,26         | 2 717,62 €             |
|                       | 4       | 19,7497                 | 19,3942 | 2947,9192            | 510,3322           | 0,00                   | 3 458,25 €                    | 370,18                                | 30,88                         | 263,33           | 664,39         | 2 793,86 €             |
|                       | 5       | 20,2887                 | 19,9235 | 3028,3725            | 524,2600           | 0,00                   | 3 552,63 €                    | 380,28                                | 31,72                         | 270,52           | 682,52         | 2 870,11 €             |
|                       | 6       | 20,8277                 | 20,4528 | 3108,8258            | 524,2600           | 0,00                   | 3 633,09 €                    | 388,89                                | 32,44                         | 276,64           | 697,98         | 2 935,11 €             |
|                       | 7       | 21,3667                 | 20,9821 | 3189,2791            | 524,2600           | 0,00                   | 3 713,54 €                    | 397,50                                | 33,16                         | 282,77           | 713,43         | 3 000,11 €             |
|                       | 8       | 21,9057                 | 21,5114 | 3269,7324            | 524,2600           | 0,00                   | 3 793,99 €                    | 406,12                                | 33,88                         | 288,89           | 728,89         | 3 065,10 €             |
|                       | 9       | 22,4447                 | 22,0407 | 3350,1857            | 524,2600           | 0,0000                 | 3 874,45 €                    | 414,73                                | 34,60                         | 295,02           | 744,35         | 3 130,10 €             |
| HCC                   | 1       | 20,8674                 | 20,4918 | 3 114,7516           | 539,2136           | 0,00                   | 3 653,97 €                    | 391,13                                | 32,63                         | 278,23           | 701,99         | 2 951,98 €             |
|                       | 2       | 21,4885                 | 21,1017 | 3207,4595            | 555,2628           | 0,00                   | 3 762,72 €                    | 402,77                                | 33,60                         | 286,51           | 722,88         | 3 039,84 €             |
|                       | 3       | 22,1096                 | 21,7116 | 3300,1673            | 571,3121           | 0,00                   | 3 871,48 €                    | 414,41                                | 34,57                         | 294,79           | 743,78         | 3 127,70 €             |
|                       | 4       | 22,7307                 | 22,3215 | 3392,8752            | 587,3613           | 0,00                   | 3 980,24 €                    | 426,05                                | 35,54                         | 303,08           | 764,67         | 3 215,57 €             |
|                       | 5       | 23,3518                 | 22,9315 | 3485,5831            | 603,4105           | 0,00                   | 4 088,99 €                    | 437,69                                | 36,51                         | 311,36           | 785,56         | 3 303,43 €             |
|                       | 6       | 23,9729                 | 23,5414 | 3578,2909            | 603,4105           | 0,00                   | 4 181,70 €                    | 447,62                                | 37,34                         | 318,42           | 803,37         | 3 378,33 €             |
|                       | 7       | 24,5940                 | 24,1513 | 3670,9988            | 603,4105           | 0,00                   | 4 274,41 €                    | 457,54                                | 38,17                         | 325,47           | 821,18         | 3 453,22 €             |
|                       | 8       | 25,2151                 | 24,7612 | 3763,7067            | 603,4105           | 0,00                   | 4 367,12 €                    | 467,46                                | 39,00                         | 332,53           | 839,00         | 3 528,12 €             |
|                       | 9       | 25,8362                 | 25,3711 | 3856,4146            | 603,4105           | 0,0000                 | 4 459,83 €                    | 477,39                                | 39,82                         | 339,59           | 856,81         | 3 603,02 €             |
| HCD                   | 1       | 22,3170                 | 21,9153 | 3 331,1247           | 576,6713           | 0,00                   | 3 907,80 €                    | 418,30                                | 34,89                         | 297,56           | 750,75         | 3 157,04 €             |
|                       | 2       | 22,9816                 | 22,5679 | 3 430,3255           | 593,8445           | 0,00                   | 4 024,17 €                    | 430,76                                | 35,93                         | 306,42           | 773,11         | 3 251,06 €             |
|                       | 3       | 23,6462                 | 23,2206 | 3 529,5264           | 611,0178           | 0,00                   | 4 140,54 €                    | 443,21                                | 36,97                         | 315,28           | 795,47         | 3 345,08 €             |
|                       | 4       | 24,3108                 | 23,8732 | 3 628,7273           | 628,1911           | 0,00                   | 4 256,92 €                    | 455,67                                | 38,01                         | 324,14           | 817,82         | 3 439,09 €             |
|                       | 5       | 24,9754                 | 24,5258 | 3 727,9281           | 645,3643           | 0,00                   | 4 373,29 €                    | 468,13                                | 39,05                         | 333,00           | 840,18         | 3 533,11 €             |
|                       | 6       | 25,6400                 | 25,1785 | 3 827,1290           | 645,3643           | 0,00                   | 4 472,49 €                    | 478,74                                | 39,94                         | 340,56           | 859,24         | 3 613,25 €             |
|                       | 7       | 26,3046                 | 25,8311 | 3 926,3298           | 645,3643           | 0,00                   | 4 571,69 €                    | 489,36                                | 40,82                         | 348,11           | 878,30         | 3 693,40 €             |
|                       | 8       | 26,9692                 | 26,4838 | 4 025,5307           | 645,3643           | 0,00                   | 4 670,90 €                    | 499,98                                | 41,71                         | 355,67           | 897,36         | 3 773,54 €             |
|                       | 9       | 27,6338                 | 27,1364 | 4124,7315            | 645,3643           | 0,0000                 | 4 770,10 €                    | 510,60                                | 42,59                         | 363,22           | 916,41         | 3 853,68 €             |



| SALAIRE DE BASE DES OUVRIERS EN METROPOLE |         |                         |         |                      |                    |                        |                               |                                       |                               |                  |                |                        |
|-------------------------------------------|---------|-------------------------|---------|----------------------|--------------------|------------------------|-------------------------------|---------------------------------------|-------------------------------|------------------|----------------|------------------------|
| Classement statutaire                     |         | Salaire brut            |         |                      |                    |                        |                               | Retenues (hors cotisations mutuelles) |                               |                  |                | Traitement net mensuel |
| Groupe                                    | Echelon | Salaire horaire de base | Zone    | Salaire B pour 152 H | Prime de rendement | Indemnités de fonction | Total traitement brut mensuel | Fonds spécial sur 146,58h             | Solidarité 1 % du TB moins FS | CSG + RDS: 7,85% | Total retenues |                        |
|                                           |         |                         |         |                      |                    |                        |                               | 2020                                  |                               |                  |                |                        |
|                                           |         |                         |         |                      |                    |                        |                               | 11,1                                  |                               |                  |                |                        |
|                                           |         |                         | 2,7     |                      | 17                 | 0,00                   |                               | 11,1                                  |                               |                  |                |                        |
| VI                                        | 1       | 12,3508                 | 12,0173 | 1526,6339            | 319,1447           | 0,00                   | 2 145,78 €                    | 229,69                                | 19,16                         | 163,39           | 412,24         | 1 733,54 €             |
|                                           | 2       | 12,7164                 | 12,3731 | 1580,7047            | 328,5918           | 0,00                   | 2 209,30 €                    | 236,49                                | 19,73                         | 168,23           | 424,44         | 1 784,85 €             |
|                                           | 3       | 13,0820                 | 12,7288 | 1934,7755            | 338,0389           | 0,00                   | 2 272,81 €                    | 243,29                                | 20,30                         | 173,06           | 436,65         | 1 836,17 €             |
|                                           | 4       | 13,4476                 | 13,0845 | 1988,8462            | 347,4860           | 0,00                   | 2 336,33 €                    | 250,09                                | 20,86                         | 177,90           | 448,85         | 1 887,48 €             |
|                                           | 5       | 13,8132                 | 13,4402 | 2042,9170            | 356,9331           | 0,00                   | 2 399,85 €                    | 256,88                                | 21,43                         | 182,74           | 461,05         | 1 938,80 €             |
|                                           | 6       | 14,1788                 | 13,7960 | 2096,9878            | 356,9331           | 0,00                   | 2 453,92 €                    | 262,67                                | 21,91                         | 186,85           | 471,44         | 1 982,48 €             |
|                                           | 7       | 14,5444                 | 14,1517 | 2151,0586            | 356,9331           | 0,00                   | 2 507,99 €                    | 268,46                                | 22,40                         | 190,97           | 481,83         | 2 026,16 €             |
|                                           | 8       | 14,9100                 | 14,5074 | 2205,1294            | 356,9331           | 0,00                   | 2 562,06 €                    | 274,25                                | 22,88                         | 195,09           | 492,21         | 2 069,85 €             |
|                                           | 9       | 15,2756                 | 14,8632 | 2259,2001            | 356,9331           | 0,0000                 | 2 616,13 €                    | 280,04                                | 23,36                         | 199,21           | 502,60         | 2 113,53 €             |
| VII                                       | 1       | 13,6009                 | 13,2337 | 2011,5187            | 351,4473           | 0,00                   | 2 362,97 €                    | 252,94                                | 21,10                         | 179,93           | 453,96         | 1 909,00 €             |
|                                           | 2       | 14,0039                 | 13,6258 | 2071,1208            | 361,8608           | 0,00                   | 2 432,98 €                    | 260,43                                | 21,73                         | 185,26           | 467,42         | 1 965,57 €             |
|                                           | 3       | 14,4069                 | 14,0179 | 2130,7229            | 372,2743           | 0,00                   | 2 503,00 €                    | 267,93                                | 22,35                         | 190,59           | 480,87         | 2 022,13 €             |
|                                           | 4       | 14,8099                 | 14,4100 | 2190,3250            | 382,6878           | 0,00                   | 2 573,01 €                    | 275,42                                | 22,98                         | 195,92           | 494,32         | 2 078,69 €             |
|                                           | 5       | 15,2129                 | 14,8022 | 2249,9271            | 393,1013           | 0,00                   | 2 643,03 €                    | 282,91                                | 23,60                         | 201,25           | 507,77         | 2 135,26 €             |
|                                           | 6       | 15,6159                 | 15,1943 | 2309,5291            | 393,1013           | 0,00                   | 2 702,63 €                    | 289,29                                | 24,13                         | 205,79           | 519,22         | 2 183,41 €             |
|                                           | 7       | 16,0189                 | 15,5864 | 2369,1312            | 393,1013           | 0,00                   | 2 762,23 €                    | 295,67                                | 24,67                         | 210,33           | 530,67         | 2 231,56 €             |
|                                           | 8       | 16,4219                 | 15,9785 | 2428,7333            | 393,1013           | 0,00                   | 2 821,83 €                    | 302,05                                | 25,20                         | 214,87           | 542,12         | 2 279,71 €             |
|                                           | 9       | 16,8249                 | 16,3706 | 2488,3354            | 393,1013           | 0,0000                 | 2 881,44 €                    | 308,43                                | 25,73                         | 219,41           | 553,57         | 2 327,87 €             |
| HG                                        | 1       | 15,3980                 | 14,9823 | 2 277,3026           | 397,8843           | 0,00                   | 2 675,19 €                    | 286,36                                | 23,89                         | 203,70           | 513,95         | 2 161,24 €             |
|                                           | 2       | 15,8550                 | 15,4269 | 2344,8911            | 409,6932           | 0,00                   | 2 754,58 €                    | 294,86                                | 24,60                         | 209,75           | 529,20         | 2 225,38 €             |
|                                           | 3       | 16,3120                 | 15,8716 | 2412,4796            | 421,5021           | 0,00                   | 2 833,98 €                    | 303,35                                | 25,31                         | 215,79           | 544,45         | 2 289,53 €             |
|                                           | 4       | 16,7690                 | 16,3162 | 2480,0680            | 433,3110           | 0,00                   | 2 913,38 €                    | 311,85                                | 26,02                         | 221,84           | 559,71         | 2 353,67 €             |
|                                           | 5       | 17,2260                 | 16,7609 | 2547,6565            | 445,1198           | 0,00                   | 2 992,78 €                    | 320,35                                | 26,72                         | 227,88           | 574,96         | 2 417,81 €             |
|                                           | 6       | 17,6830                 | 17,2056 | 2615,2450            | 445,1198           | 0,00                   | 3 060,36 €                    | 327,59                                | 27,33                         | 233,03           | 587,95         | 2 472,42 €             |
|                                           | 7       | 18,1400                 | 17,6502 | 2682,8334            | 445,1198           | 0,00                   | 3 127,95 €                    | 334,82                                | 27,93                         | 238,18           | 600,93         | 2 527,02 €             |
|                                           | 8       | 18,5970                 | 18,0949 | 2750,4219            | 445,1198           | 0,00                   | 3 195,54 €                    | 342,06                                | 28,53                         | 243,32           | 613,92         | 2 581,63 €             |
|                                           | 9       | 19,0540                 | 18,5395 | 2818,0104            | 445,1198           | 0,0000                 | 3 263,13 €                    | 349,29                                | 29,14                         | 248,47           | 626,90         | 2 636,23 €             |
| HGN                                       | 1       | 16,4646                 | 16,0201 | 2 435,0485           | 425,4453           | 0,00                   | 2 860,49 €                    | 306,19                                | 25,54                         | 217,81           | 549,55         | 2 310,95 €             |
|                                           | 2       | 16,9536                 | 16,4959 | 2 507,3696           | 438,0810           | 0,00                   | 2 945,45 €                    | 315,29                                | 26,30                         | 224,28           | 565,87         | 2 379,58 €             |
|                                           | 3       | 17,4426                 | 16,9716 | 2 579,6908           | 450,7168           | 0,00                   | 3 030,41 €                    | 324,38                                | 27,06                         | 230,75           | 582,19         | 2 448,22 €             |
|                                           | 4       | 17,9316                 | 17,4474 | 2 652,0119           | 463,3525           | 0,00                   | 3 115,36 €                    | 333,47                                | 27,82                         | 237,22           | 598,51         | 2 516,85 €             |
|                                           | 5       | 18,4206                 | 17,9232 | 2 724,3331           | 475,9883           | 0,00                   | 3 200,32 €                    | 342,57                                | 28,58                         | 243,69           | 614,83         | 2 585,49 €             |
|                                           | 6       | 18,9096                 | 18,3990 | 2 796,6542           | 475,9883           | 0,00                   | 3 272,64 €                    | 350,31                                | 29,22                         | 249,20           | 628,73         | 2 643,91 €             |
|                                           | 7       | 19,3986                 | 18,8748 | 2 868,9753           | 475,9883           | 0,00                   | 3 344,96 €                    | 358,05                                | 29,87                         | 254,70           | 642,62         | 2 702,34 €             |
|                                           | 8       | 19,8876                 | 19,3506 | 2 941,2965           | 475,9883           | 0,00                   | 3 417,28 €                    | 365,79                                | 30,51                         | 260,21           | 656,52         | 2 760,77 €             |
|                                           | 9       | 20,3766                 | 19,8264 | 3013,6176            | 475,9883           | 0,0000                 | 3 489,61 €                    | 373,53                                | 31,16                         | 265,72           | 670,41         | 2 819,19 €             |



## SALAIRE DE BASE DES OUVRIERS EN METROPOLE

| Classement statutaire |         | Salaire brut            |         |                      |                    |                        |                               | Retenues (hors cotisations mutuelles) |                               |                  |                | Traitement net mensuel |
|-----------------------|---------|-------------------------|---------|----------------------|--------------------|------------------------|-------------------------------|---------------------------------------|-------------------------------|------------------|----------------|------------------------|
| Groupe                | Echelon | Salaire horaire de base | Zone    | Salaire B pour 152 H | Prime de rendement | Indemnités de fonction | Total traitement brut mensuel | Fonds spécial sur 146,58h             | Solidarité 1 % du TB moins FS | CSG + RDS: 7,85% | Total retenues |                        |
|                       |         |                         |         |                      |                    |                        |                               | 2020                                  |                               |                  |                |                        |
|                       |         | 2,7                     | 17      | 0,00                 | 11,1               |                        |                               |                                       |                               |                  |                |                        |
| HCA                   | 1       | 15,3980                 | 14,9823 | 2277,3026            | 397,8843           | 0,00                   | 2 675,19 €                    | 286,36                                | 23,89                         | 203,70           | 513,95         | 2 161,24 €             |
|                       | 2       | 15,8550                 | 15,4269 | 2344,8911            | 409,6932           | 0,00                   | 2 754,58 €                    | 294,86                                | 24,60                         | 209,75           | 529,20         | 2 225,38 €             |
|                       | 3       | 16,3120                 | 15,8716 | 2412,4796            | 421,5021           | 0,00                   | 2 833,98 €                    | 303,35                                | 25,31                         | 215,79           | 544,45         | 2 289,53 €             |
|                       | 4       | 16,7690                 | 16,3162 | 2480,0680            | 433,3110           | 0,00                   | 2 913,38 €                    | 311,85                                | 26,02                         | 221,84           | 559,71         | 2 353,67 €             |
|                       | 5       | 17,2260                 | 16,7609 | 2547,6565            | 445,1198           | 0,00                   | 2 992,78 €                    | 320,35                                | 26,72                         | 227,88           | 574,96         | 2 417,81 €             |
|                       | 6       | 17,6830                 | 17,2056 | 2615,2450            | 445,1198           | 0,00                   | 3 060,36 €                    | 327,59                                | 27,33                         | 233,03           | 587,95         | 2 472,42 €             |
|                       | 7       | 18,1400                 | 17,6502 | 2682,8334            | 445,1198           | 0,00                   | 3 127,95 €                    | 334,82                                | 27,93                         | 238,18           | 600,93         | 2 527,02 €             |
|                       | 8       | 18,5970                 | 18,0949 | 2750,4219            | 445,1198           | 0,00                   | 3 195,54 €                    | 342,06                                | 28,53                         | 243,32           | 613,92         | 2 581,63 €             |
|                       | 9       | 19,0540                 | 18,5395 | 2818,0104            | 445,1198           | 0,0000                 | 3 263,13 €                    | 349,29                                | 29,14                         | 248,47           | 626,90         | 2 636,23 €             |
| HCB                   | 1       | 18,1327                 | 17,6431 | 2681,7538            | 468,5490           | 0,00                   | 3 150,30 €                    | 337,21                                | 28,13                         | 239,88           | 605,23         | 2 545,08 €             |
|                       | 2       | 18,6717                 | 18,1676 | 2761,4697            | 482,4767           | 0,00                   | 3 243,95 €                    | 347,24                                | 28,97                         | 247,01           | 623,22         | 2 620,73 €             |
|                       | 3       | 19,2107                 | 18,6920 | 2841,1857            | 496,4045           | 0,00                   | 3 337,59 €                    | 357,26                                | 29,80                         | 254,14           | 641,21         | 2 696,38 €             |
|                       | 4       | 19,7497                 | 19,2165 | 2920,9016            | 510,3322           | 0,00                   | 3 431,23 €                    | 367,29                                | 30,64                         | 261,27           | 659,20         | 2 772,04 €             |
|                       | 5       | 20,2887                 | 19,7409 | 3000,6176            | 524,2600           | 0,00                   | 3 524,88 €                    | 377,31                                | 31,48                         | 268,40           | 677,19         | 2 847,69 €             |
|                       | 6       | 20,8277                 | 20,2654 | 3080,3335            | 524,2600           | 0,00                   | 3 604,59 €                    | 385,84                                | 32,19                         | 274,47           | 692,50         | 2 912,09 €             |
|                       | 7       | 21,3667                 | 20,7898 | 3160,0495            | 524,2600           | 0,00                   | 3 684,31 €                    | 394,38                                | 32,90                         | 280,54           | 707,82         | 2 976,49 €             |
|                       | 8       | 21,9057                 | 21,3142 | 3239,7654            | 524,2600           | 0,00                   | 3 764,03 €                    | 402,91                                | 33,61                         | 286,61           | 723,13         | 3 040,89 €             |
|                       | 9       | 22,4447                 | 21,8387 | 3319,4814            | 524,2600           | 0,0000                 | 3 843,74 €                    | 411,44                                | 34,32                         | 292,68           | 738,45         | 3 105,30 €             |
| HCC                   | 1       | 20,8674                 | 20,3040 | 3 086,2050           | 539,2136           | 0,00                   | 3 625,42 €                    | 388,07                                | 32,37                         | 276,06           | 696,50         | 2 928,92 €             |
|                       | 2       | 21,4885                 | 20,9083 | 3 178,0632           | 555,2628           | 0,00                   | 3 733,33 €                    | 399,62                                | 33,34                         | 284,27           | 717,23         | 3 016,09 €             |
|                       | 3       | 22,1096                 | 21,5126 | 3 269,9214           | 571,3121           | 0,00                   | 3 841,23 €                    | 411,17                                | 34,30                         | 292,49           | 737,96         | 3 103,27 €             |
|                       | 4       | 22,7307                 | 22,1170 | 3 361,7796           | 587,3613           | 0,00                   | 3 949,14 €                    | 422,72                                | 35,26                         | 300,71           | 758,70         | 3 190,45 €             |
|                       | 5       | 23,3518                 | 22,7213 | 3 453,6378           | 603,4105           | 0,00                   | 4 057,05 €                    | 434,27                                | 36,23                         | 308,92           | 779,43         | 3 277,62 €             |
|                       | 6       | 23,9729                 | 23,3256 | 3 545,4960           | 603,4105           | 0,00                   | 4 148,91 €                    | 444,11                                | 37,05                         | 315,92           | 797,07         | 3 351,83 €             |
|                       | 7       | 24,5940                 | 23,9300 | 3 637,3542           | 603,4105           | 0,00                   | 4 240,76 €                    | 453,94                                | 37,87                         | 322,91           | 814,72         | 3 426,04 €             |
|                       | 8       | 25,2151                 | 24,5343 | 3 729,2124           | 603,4105           | 0,00                   | 4 332,62 €                    | 463,77                                | 38,69                         | 329,91           | 832,37         | 3 500,25 €             |
|                       | 9       | 25,8362                 | 25,1386 | 3 821,0706           | 603,4105           | 0,0000                 | 4 424,48 €                    | 473,61                                | 39,51                         | 336,90           | 850,02         | 3 574,47 €             |
| HCD                   | 1       | 22,3170                 | 21,7144 | 3 300,5950           | 576,6713           | 0,00                   | 3 877,27 €                    | 415,03                                | 34,62                         | 295,23           | 744,89         | 3 132,38 €             |
|                       | 2       | 22,9816                 | 22,3611 | 3 398,8867           | 593,8445           | 0,00                   | 3 992,73 €                    | 427,39                                | 35,65                         | 304,03           | 767,07         | 3 225,66 €             |
|                       | 3       | 23,6462                 | 23,0078 | 3 497,1784           | 611,0178           | 0,00                   | 4 108,20 €                    | 439,75                                | 36,68                         | 312,82           | 789,25         | 3 318,94 €             |
|                       | 4       | 24,3108                 | 23,6544 | 3 595,4701           | 628,1911           | 0,00                   | 4 223,66 €                    | 452,11                                | 37,72                         | 321,61           | 811,44         | 3 412,23 €             |
|                       | 5       | 24,9754                 | 24,3011 | 3 693,7618           | 645,3643           | 0,00                   | 4 339,13 €                    | 464,47                                | 38,75                         | 330,40           | 833,62         | 3 505,51 €             |
|                       | 6       | 25,6400                 | 24,9477 | 3 792,0534           | 645,3643           | 0,00                   | 4 437,42 €                    | 474,99                                | 39,62                         | 337,89           | 852,50         | 3 584,92 €             |
|                       | 7       | 26,3046                 | 25,5944 | 3 890,3451           | 645,3643           | 0,00                   | 4 535,71 €                    | 485,51                                | 40,50                         | 345,37           | 871,38         | 3 664,32 €             |
|                       | 8       | 26,9692                 | 26,2410 | 3 988,6368           | 645,3643           | 0,00                   | 4 634,00 €                    | 496,03                                | 41,38                         | 352,86           | 890,27         | 3 743,73 €             |
|                       | 9       | 27,6338                 | 26,8877 | 4 086,9285           | 645,3643           | 0,0000                 | 4 732,29 €                    | 506,55                                | 42,26                         | 360,34           | 909,15         | 3 823,14 €             |

