

Annexe 3 : Grille salariale

Grille de référence des salaires - Structures d'Accueil Extrafamilial - Canton de Neuchâtel																																			
Années d'Expérience	Stagiaire		Apprenti-e		Collaborateur-trice (non-dipl)		Collaborateur-trice (diplômée) Niveau 1		Collaborateur-trice (diplômée) Niveau 2		Collaborateur-trice responsable (dipl.) Niveau 3		Direction Formée 16 à 40 places		Direction 41 à 80 places		Direction 81 à 150 places		Chef de Service / Coordinateur / Secrétaire Général / Chef d'entreprise Plus de 150 places		Progression Annuelle														
	Classe NE		Salaire Median		Variation (-/+)		1		3		4		5		7		8		9			10													
						4174.95		4733.35		5096.20		5477.15		6289.00		6723.30		7176.95		7649.30															
						0.0%		12.0%		6.5%		11.0%		3.0%		10.0%		0.0%		7.0%		0.0%		12.0%		4.0%		8.0%		8.0%		8.0%		8.0%	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum		
0		500.00	750.00	600.00	690.00	4'174.95	4'675.95	4'425.70	5'254.00	4'943.30	5'605.80	5'477.15	5'860.55	6'289.00	7'043.70	6'454.35	7'261.15	6'602.80	7'751.10	7'037.35	8'261.25														
1				800.00	920.00	4'190.65	4'693.55	4'514.25	5'359.15	5'042.15	5'717.90	5'586.65	5'977.70	6'414.80	7'184.60	6'583.50	7'406.40	6'734.85	7'906.15	7'178.00	8'426.40	2.0%													
2				1'200.00	1'380.00	4'215.00	4'720.80	4'602.70	5'464.20	5'141.00	5'830.00	5'696.20	6'094.95	6'540.60	7'325.45	6'712.55	7'551.65	6'866.95	8'061.15	7'318.80	8'591.60	2.0%													
3						4'296.05	4'811.60	4'691.25	5'569.30	5'239.90	5'942.15	5'805.75	6'212.15	6'666.35	7'466.30	6'841.70	7'696.90	6'998.95	8'216.15	7'459.55	8'756.85	1.9%													
4						4'377.10	4'902.35	4'779.75	5'674.40	5'338.75	6'054.25	5'915.30	6'329.35	6'792.15	7'607.20	6'970.75	7'842.10	7'131.05	8'371.25	7'600.30	8'922.10	1.9%													
5						4'450.10	4'984.10	4'859.45	5'768.95	5'427.75	6'155.15	6'013.90	6'434.85	6'905.35	7'734.00	7'086.90	7'972.80	7'249.90	8'510.70	7'727.00	9'070.80	1.7%													
6						4'523.05	5'065.80	4'939.05	5'863.45	5'516.75	6'256.10	6'112.45	6'540.30	7'018.55	7'860.80	7'203.05	8'103.45	7'368.70	8'650.20	7'853.65	9'219.55	1.6%													
7						4'595.95	5'147.45	5'018.75	5'958.10	5'605.70	6'356.95	6'211.05	6'645.80	7'131.75	7'987.55	7'319.30	8'234.20	7'487.60	8'789.80	7'980.35	9'368.25	1.6%													
8						4'668.95	5'229.20	5'098.40	6'052.65	5'694.65	6'457.85	6'309.65	6'751.35	7'244.95	8'114.35	7'435.45	8'364.85	7'606.40	8'929.30	8'107.00	9'516.90	1.6%													
9						4'741.90	5'310.95	5'178.10	6'147.25	5'783.65	6'558.80	6'408.25	6'856.85	7'358.10	8'241.05	7'551.65	8'495.60	7'725.25	9'068.75	8'233.65	9'665.55	1.6%													
10						4'814.80	5'392.60	5'257.75	6'241.80	5'872.60	6'659.70	6'506.80	6'962.30	7'471.35	8'367.90	7'667.80	8'626.30	7'844.15	9'208.35	8'360.30	9'814.30	1.5%													
11						4'879.70	5'465.25	5'328.55	6'325.90	5'951.75	6'749.40	6'594.45	7'056.05	7'572.00	8'480.65	7'771.10	8'742.50	7'949.75	9'332.35	8'472.90	9'946.50	1.3%													
12						4'944.55	5'537.90	5'399.35	6'409.90	6'030.85	6'839.10	6'682.05	7'149.80	7'672.60	8'593.30	7'874.35	8'858.65	8'055.45	9'456.35	8'585.55	10'078.65	1.3%													
13						5'009.35	5'610.45	5'470.15	6'494.00	6'109.95	6'928.80	6'769.75	7'243.65	7'773.25	8'706.05	7'977.65	8'974.85	8'161.05	9'580.35	8'698.15	10'210.85	1.3%													
14						5'074.25	5'683.15	5'540.95	6'578.05	6'189.00	7'018.45	6'857.35	7'337.35	7'873.85	8'818.70	8'080.90	9'091.00	8'266.70	9'704.40	8'810.75	10'343.05	1.3%													
15						5'139.05	5'755.75	5'611.80	6'662.10	6'268.05	7'108.10	6'945.00	7'431.15	7'974.45	8'931.40	8'184.20	9'207.20	8'372.35	9'828.45	8'923.30	10'475.20	1.3%													
16						5'203.90	5'828.35	5'682.60	6'746.20	6'347.20	7'197.85	7'032.65	7'524.95	8'075.10	9'044.10	8'287.45	9'323.35	8'478.00	9'952.40	9'035.90	10'607.40	1.3%													
17						5'260.70	5'892.00	5'744.60	6'819.80	6'416.35	7'276.30	7'109.30	7'606.95	8'163.15	9'142.75	8'377.80	9'425.05	8'570.45	10'060.95	9'134.45	10'723.05	1.1%													
18						5'317.40	5'955.50	5'806.55	6'893.30	6'485.60	7'354.80	7'186.00	7'689.00	8'251.20	9'241.35	8'468.15	9'526.70	8'662.85	10'169.45	9'232.95	10'838.65	1.1%													
19						5'374.15	6'019.05	5'868.50	6'966.85	6'554.80	7'433.30	7'262.65	7'771.05	8'339.20	9'339.20	8'558.55	9'628.35	8'755.30	10'278.00	9'331.45	10'954.35	1.1%													
20						5'430.90	6'082.60	5'930.40	7'040.40	6'624.00	7'511.75	7'339.35	7'853.10	8'427.30	9'438.60	8'648.90	9'730.00	8'847.75	10'386.45	9'430.00	11'070.00	1.1%													
21						5'487.65	6'146.15	5'992.35	7'113.95	6'693.25	7'590.30	7'416.00	7'935.10	8'515.30	9'537.15	8'739.25	9'831.65	8'940.20	10'495.00	9'528.55	11'185.65	1.0%													
22						5'544.35	6'209.65	6'054.35	7'187.55	6'762.40	7'668.70	7'492.70	8'017.20	8'603.40	9'635.80	8'829.60	9'933.30	9'032.65	10'603.55	9'627.05	11'301.35	1.0%													
23						5'601.10	6'273.25	6'116.30	7'261.05	6'831.65	7'747.25	7'569.40	8'099.25	8'691.40	9'734.35	8'920.00	10'035.00	9'125.05	10'712.05	9'725.60	11'417.00	1.0%													
24						5'657.85	6'336.80	6'178.30	7'334.65	6'900.80	7'825.70	7'646.05	8'181.25	8'779.45	9'833.00	9'010.30	10'136.60	9'217.55	10'820.55	9'824.10	11'532.60	1.0%													
25						5'714.60	6'400.35	6'240.25	7'408.20	6'970.10	7'904.20	7'722.75	8'263.35	8'867.50	9'931.60	9'100.65	10'238.25	9'309.95	10'929.05	9'922.60	11'648.30	1.0%													

Salaires Horaires (25 jours de vacances, 13e salaire, 41 heures hebdomadaires)

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	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
0					29.75	33.32	31.53	37.43	35.22	39.94	39.02	41.76	44.81	50.18	45.99	51.73	47.04	55.22	50.14	58.86	