

TABELA DE REFERENCIAS

\*\* CARGOS E FUNÇÕES DE CARREIRA E ISOLADOS

TABELA: 01 CARGA HORARIA: 20 HORAS MES / ANO: 11/2025 - 2,8700 %

| REF | GRAU A   | GRAU B   | GRAU C   | GRAU D   | GRAU E   |
|-----|----------|----------|----------|----------|----------|
| 1   | 778,51   | 778,56   | 778,63   | 778,80   | 782,10   |
| 2   | 782,10   | 824,35   | 859,20   | 886,74   | 909,11   |
| 3   | 889,20   | 936,54   | 976,46   | 1.008,62 | 1.026,10 |
| 4   | 993,78   | 1.028,84 | 1.066,19 | 1.101,02 | 1.125,83 |
| 5   | 1.031,29 | 1.071,05 | 1.110,78 | 1.143,28 | 1.170,70 |
| 6   | 1.076,06 | 1.115,87 | 1.153,20 | 1.190,63 | 1.215,49 |
| 7   | 1.120,98 | 1.158,32 | 1.205,58 | 1.245,40 | 1.272,83 |
| 8   | 1.163,23 | 1.210,66 | 1.255,55 | 1.297,74 | 1.327,71 |
| 9   | 1.215,49 | 1.260,56 | 1.307,87 | 1.350,25 | 1.380,10 |
| 10  | 1.265,35 | 1.310,17 | 1.357,62 | 1.402,59 | 1.427,37 |
| 11  | 1.317,70 | 1.362,57 | 1.404,92 | 1.442,28 | 1.469,76 |
| 12  | 1.367,61 | 1.409,86 | 1.472,32 | 1.509,55 | 1.536,97 |
| 13  | 1.414,90 | 1.484,69 | 1.546,93 | 1.591,76 | 1.621,76 |
| 14  | 1.493,00 | 1.577,15 | 1.647,27 | 1.703,38 | 1.745,59 |
| 15  | 1.631,21 | 1.723,46 | 1.798,32 | 1.855,36 | 1.898,10 |
| 16  | 1.769,05 | 1.862,33 | 1.940,05 | 2.002,48 | 2.048,97 |
| 17  | 1.896,89 | 1.997,74 | 2.081,96 | 2.149,51 | 2.199,97 |
| 18  | 2.024,85 | 2.133,35 | 2.223,93 | 2.296,43 | 2.350,70 |
| 19  | 2.152,57 | 2.268,80 | 2.365,78 | 2.443,40 | 2.501,58 |
| 20  | 2.280,30 | 2.404,37 | 2.507,70 | 2.590,54 | 2.652,38 |
| 21  | 2.408,10 | 2.539,95 | 2.649,57 | 2.737,38 | 2.803,10 |
| 22  | 2.536,01 | 2.675,41 | 2.791,43 | 2.884,38 | 2.953,81 |
| 23  | 2.663,88 | 2.810,95 | 2.933,41 | 3.031,41 | 3.104,87 |
| 24  | 2.791,67 | 2.946,38 | 3.075,31 | 3.178,43 | 3.255,61 |
| 25  | 2.919,55 | 3.081,82 | 3.217,28 | 3.325,24 | 3.406,48 |
| 26  | 3.051,72 | 3.221,83 | 3.363,82 | 3.477,35 | 3.562,48 |
| 27  | 3.183,81 | 3.362,01 | 3.510,50 | 3.629,21 | 3.718,23 |
| 28  | 3.315,63 | 3.501,92 | 3.657,09 | 3.780,96 | 3.874,19 |
| 29  | 3.447,81 | 3.641,92 | 3.803,72 | 3.933,01 | 4.029,89 |
| 30  | 3.605,43 | 3.808,92 | 3.978,61 | 4.114,30 | 4.216,17 |
| 31  | 3.771,61 | 3.985,11 | 4.163,19 | 4.305,38 | 4.412,32 |
| 32  | 4.014,66 | 4.242,59 | 4.432,74 | 4.584,78 | 4.698,65 |
| 33  | 4.410,91 | 4.662,70 | 4.872,51 | 5.040,43 | 5.166,41 |
| 34  | 4.849,91 | 5.127,93 | 5.359,64 | 5.545,21 | 5.684,35 |
| 35  | 5.335,50 | 5.642,83 | 5.898,92 | 6.103,73 | 6.257,39 |
| 36  | 5.345,51 | 5.666,24 | 5.949,56 | 6.187,62 | 6.373,26 |
| 37  | 5.873,28 | 6.225,67 | 6.537,03 | 6.798,46 | 7.002,38 |
| 38  | 6.488,84 | 6.878,11 | 7.222,03 | 7.510,89 | 7.736,33 |
| 39  | 7.104,31 | 7.530,64 | 7.907,20 | 8.223,41 | 8.470,13 |
| 40  | 7.818,96 | 8.288,13 | 8.702,60 | 9.050,70 | 9.322,26 |

TABELA DE REFERENCIAS

\*\* CARGOS E FUNÇÕES DE CARREIRA E ISOLADOS

TABELA: 01 CARGA HORARIA: 40 HORAS MES / ANO: 11/2025 - 2,8700 %

| REF | GRAU A    | GRAU B    | GRAU C    | GRAU D    | GRAU E    |
|-----|-----------|-----------|-----------|-----------|-----------|
| 1   | 1.556,73  | 1.557,02  | 1.557,40  | 1.557,55  | 1.564,06  |
| 2   | 1.564,06  | 1.648,78  | 1.718,57  | 1.773,22  | 1.818,28  |
| 3   | 1.778,35  | 1.872,97  | 1.952,72  | 2.017,42  | 2.052,25  |
| 4   | 1.987,60  | 2.057,50  | 2.132,17  | 2.201,85  | 2.251,72  |
| 5   | 2.062,49  | 2.142,13  | 2.221,84  | 2.286,56  | 2.341,37  |
| 6   | 2.151,96  | 2.231,60  | 2.306,57  | 2.381,17  | 2.431,09  |
| 7   | 2.241,87  | 2.316,51  | 2.411,12  | 2.490,97  | 2.545,68  |
| 8   | 2.326,38  | 2.421,24  | 2.510,81  | 2.595,57  | 2.655,37  |
| 9   | 2.431,09  | 2.520,85  | 2.615,49  | 2.700,29  | 2.760,05  |
| 10  | 2.530,82  | 2.620,60  | 2.715,11  | 2.804,88  | 2.854,67  |
| 11  | 2.635,34  | 2.725,18  | 2.809,87  | 2.884,57  | 2.939,59  |
| 12  | 2.735,03  | 2.819,86  | 2.944,46  | 3.019,26  | 3.073,85  |
| 13  | 2.829,87  | 2.969,35  | 3.093,86  | 3.183,57  | 3.243,48  |
| 14  | 2.986,00  | 3.154,21  | 3.294,65  | 3.406,86  | 3.491,13  |
| 15  | 3.262,51  | 3.447,08  | 3.596,60  | 3.710,45  | 3.796,19  |
| 16  | 3.538,07  | 3.724,78  | 3.880,08  | 4.004,64  | 4.097,96  |
| 17  | 3.793,62  | 3.995,64  | 4.163,87  | 4.298,88  | 4.399,68  |
| 18  | 4.049,47  | 4.266,77  | 4.447,78  | 4.592,69  | 4.701,21  |
| 19  | 4.304,94  | 4.537,74  | 4.731,60  | 4.886,71  | 5.002,84  |
| 20  | 4.560,58  | 4.808,84  | 5.015,32  | 5.180,85  | 5.304,67  |
| 21  | 4.816,55  | 5.079,76  | 5.299,08  | 5.474,82  | 5.606,29  |
| 22  | 5.072,10  | 5.350,91  | 5.582,85  | 5.768,83  | 5.907,99  |
| 23  | 5.327,72  | 5.621,84  | 5.866,54  | 6.062,78  | 6.209,69  |
| 24  | 5.583,47  | 5.892,75  | 6.150,57  | 6.356,84  | 6.511,27  |
| 25  | 5.839,18  | 6.163,68  | 6.434,32  | 6.650,61  | 6.813,05  |
| 26  | 6.103,21  | 6.443,60  | 6.727,60  | 6.954,59  | 7.124,95  |
| 27  | 6.367,43  | 6.723,91  | 7.020,76  | 7.258,34  | 7.436,51  |
| 28  | 6.631,46  | 7.003,98  | 7.314,04  | 7.562,09  | 7.748,17  |
| 29  | 6.895,85  | 7.283,69  | 7.607,30  | 7.866,08  | 8.060,02  |
| 30  | 7.211,08  | 7.618,11  | 7.957,32  | 8.228,67  | 8.432,13  |
| 31  | 7.543,51  | 7.970,36  | 8.326,31  | 8.610,78  | 8.824,32  |
| 32  | 8.029,10  | 8.485,31  | 8.865,46  | 9.169,50  | 9.397,58  |
| 33  | 8.821,80  | 9.325,38  | 9.745,15  | 10.080,99 | 10.332,65 |
| 34  | 9.699,45  | 10.255,99 | 10.719,42 | 11.090,35 | 11.368,42 |
| 35  | 10.671,09 | 11.285,78 | 11.797,69 | 12.207,60 | 12.514,71 |
| 36  | 10.691,01 | 11.332,53 | 11.899,14 | 12.375,13 | 12.746,36 |
| 37  | 11.746,48 | 12.451,32 | 13.073,82 | 13.596,71 | 14.004,62 |
| 38  | 12.977,53 | 13.756,12 | 14.443,97 | 15.021,82 | 15.472,42 |
| 39  | 14.208,65 | 15.060,99 | 15.814,09 | 16.446,69 | 16.940,11 |
| 40  | 15.637,97 | 16.576,17 | 17.405,00 | 18.101,23 | 18.644,35 |

\*\* CARGO EM COMISSÃO E FUNÇÃO GRATIFICADA

TABELA: 02 MES / ANO: 11/2025 - 2,8700 %

| REF | 40 HORAS  | 36 HORAS | 30 HORAS  | 24 HORAS  | 20 HORAS  |
|-----|-----------|----------|-----------|-----------|-----------|
| A   | 4.049,47  |          | 3.036,78  | 2.429,61  | 2.024,69  |
| B   | 4.304,94  |          | 3.228,78  | 2.583,07  | 2.152,57  |
| C   | 4.560,58  |          | 3.420,57  | 2.736,38  | 2.280,30  |
| D   | 4.816,55  |          | 3.612,30  | 2.889,90  | 2.408,22  |
| E   | 5.072,10  |          | 3.803,95  | 3.043,03  | 2.535,97  |
| F   | 5.327,72  |          | 3.995,85  | 3.196,79  | 2.663,80  |
| G   | 5.583,47  |          | 4.187,63  | 3.349,82  | 2.791,67  |
| H   | 6.103,21  |          | 4.577,34  | 3.661,98  | 3.051,72  |
| I   | 6.367,43  |          | 4.775,54  | 3.820,43  | 3.183,80  |
| J   | 6.631,46  |          | 4.973,58  | 3.978,81  | 3.315,63  |
| L   | 6.895,85  |          | 5.171,76  | 4.137,41  | 3.447,79  |
| M   | 7.211,08  |          | 5.408,33  | 4.326,68  | 3.605,38  |
| N   | 7.543,51  |          | 5.657,71  | 4.526,03  | 3.771,69  |
| O   | 8.029,10  |          | 6.021,91  | 4.817,34  | 4.014,77  |
| P   | 8.821,80  |          | 6.616,26  | 5.292,96  | 4.410,84  |
| Q   | 9.699,45  |          | 7.274,65  | 5.819,73  | 4.849,74  |
| R   | 10.671,09 |          | 8.003,31  | 6.402,65  | 5.335,50  |
| S   | 10.691,01 |          | 8.018,34  | 6.414,70  | 5.345,46  |
| T   | 11.746,48 |          | 8.809,95  | 7.048,00  | 5.873,28  |
| U   | 12.977,53 |          | 9.733,26  | 7.786,55  | 6.488,84  |
| V   | 14.208,65 |          | 10.656,51 | 8.525,19  | 7.104,31  |
| W   | 19.146,10 |          | 14.359,56 | 11.487,67 | 9.573,06  |
| X   | 15.637,97 |          | 11.728,55 | 9.382,80  | 7.818,96  |
| Y   | 26.550,65 |          | 19.912,99 | 15.930,40 | 13.275,33 |
| Z   | 6.367,43  |          | 2.653,57  | 2.122,80  | 1.769,05  |

TABELA DE REFERENCIAS

\*\* OPERACIONAL - ESTATUTÁRIO E CLT

TABELA: 05 CARGA HORARIA: 30 HORAS MES / ANO: 11/2025 - 2,8700 %

| REF | GRAU A   | GRAU B   | GRAU C   | GRAU D   | GRAU E   |
|-----|----------|----------|----------|----------|----------|
| C1  | 1.167,52 | 1.237,57 | 1.295,96 | 1.342,65 | 1.377,67 |
| C2  | 1.167,52 | 1.237,57 | 1.295,96 | 1.342,65 | 1.377,67 |
| C3  | 1.167,61 | 1.237,68 | 1.296,02 | 1.342,73 | 1.377,79 |
| C4  | 1.193,08 | 1.264,67 | 1.324,33 | 1.372,05 | 1.407,83 |
| C5  | 1.203,66 | 1.275,89 | 1.336,08 | 1.384,22 | 1.420,34 |
| C6  | 1.235,74 | 1.309,88 | 1.371,65 | 1.421,10 | 1.458,18 |
| C7  | 1.282,63 | 1.359,60 | 1.423,72 | 1.475,02 | 1.513,52 |
| C8  | 1.342,23 | 1.422,79 | 1.489,89 | 1.543,57 | 1.583,85 |
| C9  | 1.409,94 | 1.494,53 | 1.565,00 | 1.621,42 | 1.663,72 |
| C10 | 1.488,76 | 1.578,10 | 1.652,54 | 1.712,07 | 1.756,75 |
| C11 | 1.578,49 | 1.673,20 | 1.752,12 | 1.815,25 | 1.862,61 |
| C12 | 1.654,94 | 1.754,24 | 1.837,00 | 1.903,21 | 1.952,85 |
| C13 | 1.720,81 | 1.824,06 | 1.910,10 | 1.978,95 | 2.030,55 |
| C14 | 1.940,64 | 2.057,10 | 2.154,13 | 2.231,73 | 2.289,96 |
| C15 | 2.088,73 | 2.214,07 | 2.318,51 | 2.402,06 | 2.464,71 |
| C16 | 2.376,54 | 2.519,14 | 2.637,95 | 2.733,01 | 2.804,31 |
| C17 | 2.641,38 | 2.799,88 | 2.931,94 | 3.037,60 | 3.116,84 |
| C18 | 2.834,80 | 3.004,89 | 3.146,64 | 3.260,03 | 3.345,08 |
| C19 | 3.093,68 | 3.279,29 | 3.433,98 | 3.557,72 | 3.650,52 |
| C20 | 3.431,42 | 3.637,30 | 3.808,89 | 3.946,13 | 4.049,08 |
| C21 | 3.832,17 | 4.062,10 | 4.253,73 | 4.407,01 | 4.521,98 |
| C22 | 4.078,13 | 4.322,82 | 4.526,72 | 4.689,84 | 4.812,19 |

TABELA DE REFERENCIAS

\*\* OPERACIONAL - ESTATUTÁRIO E CLT

TABELA: 05 CARGA HORARIA: 40 HORAS MES / ANO: 11/2025 - 2,8700 %

| REF | GRAU A   | GRAU B   | GRAU C   | GRAU D   | GRAU E   |
|-----|----------|----------|----------|----------|----------|
| C1  | 1.556,73 | 1.650,14 | 1.727,97 | 1.790,23 | 1.836,93 |
| C2  | 1.556,75 | 1.650,17 | 1.728,00 | 1.790,26 | 1.836,96 |
| C3  | 1.556,75 | 1.650,17 | 1.728,00 | 1.790,26 | 1.836,96 |
| C4  | 1.590,87 | 1.686,31 | 1.765,85 | 1.829,47 | 1.877,22 |
| C5  | 1.604,66 | 1.700,95 | 1.781,18 | 1.845,35 | 1.893,50 |
| C6  | 1.647,74 | 1.746,59 | 1.828,99 | 1.894,89 | 1.944,33 |
| C7  | 1.710,33 | 1.812,95 | 1.898,47 | 1.966,87 | 2.018,20 |
| C8  | 1.789,50 | 1.896,86 | 1.986,35 | 2.057,91 | 2.111,59 |
| C9  | 1.880,00 | 1.992,80 | 2.086,80 | 2.161,99 | 2.218,39 |
| C10 | 1.985,33 | 2.104,45 | 2.203,72 | 2.283,15 | 2.342,70 |
| C11 | 2.104,61 | 2.230,86 | 2.336,11 | 2.420,28 | 2.483,43 |
| C12 | 2.206,62 | 2.339,04 | 2.449,36 | 2.537,61 | 2.603,80 |
| C13 | 2.294,32 | 2.431,98 | 2.546,70 | 2.638,48 | 2.707,29 |
| C14 | 2.587,46 | 2.742,69 | 2.872,06 | 2.975,58 | 3.053,18 |
| C15 | 2.784,94 | 2.952,04 | 3.091,27 | 3.202,69 | 3.286,22 |
| C16 | 3.168,59 | 3.358,71 | 3.517,14 | 3.643,89 | 3.738,94 |
| C17 | 3.521,72 | 3.733,03 | 3.909,12 | 4.049,97 | 4.155,64 |
| C18 | 3.779,64 | 4.006,44 | 4.195,41 | 4.346,60 | 4.459,99 |
| C19 | 4.124,99 | 4.372,48 | 4.578,71 | 4.743,74 | 4.867,49 |
| C20 | 4.575,19 | 4.849,71 | 5.078,48 | 5.261,50 | 5.398,73 |
| C21 | 5.109,50 | 5.416,05 | 5.671,53 | 5.875,91 | 6.029,21 |
| C22 | 5.437,53 | 5.763,79 | 6.035,67 | 6.253,16 | 6.416,29 |