

PLANO FAZENDÁRIO DE CARGOS

REMUNERAÇÃO ATUAL				REMUNERAÇÃO PROPOSTA = VB + GRAT DESEMPENHO					% AUMENTO		
Nível Superior				2008							
CL	PAD	TOTAL ATIVO 80%	TOTAL APOSENT 30%	VB	GRAT 100	TOTAL ATIVO	GRAT 40	TOTAL APOSENTADO	ATIVO	APOSENTADO	
S	III	2.930,04	2.055,04	1.531,00	2.248,00	3.779,00	899,20	2.430,20	28,97%	18,26%	
	II	2.835,45	1.960,45	1.495,12	2.215,00	3.710,12	886,00	2.381,12	30,85%	21,46%	
	I	2.745,34	1.870,34	1.460,08	2.182,00	3.642,08	872,80	2.332,88	32,66%	24,73%	
C	VI	2.670,28	1.830,28	1.410,71	2.139,00	3.549,71	855,60	2.266,31	32,93%	23,82%	
	V	2.633,67	1.793,67	1.377,65	2.107,00	3.484,65	842,80	2.220,45	32,31%	23,79%	
	IV	2.598,28	1.758,28	1.345,36	2.076,00	3.421,36	830,40	2.175,76	31,68%	23,74%	
	III	2.563,91	1.723,91	1.313,83	2.045,00	3.358,83	818,00	2.131,83	31,00%	23,66%	
	II	2.530,55	1.690,55	1.283,04	2.015,00	3.298,04	806,00	2.089,04	30,33%	23,57%	
	I	2.498,16	1.658,16	1.252,97	1.985,00	3.237,97	794,00	2.046,97	29,61%	23,45%	
B	VI	2.426,72	1.611,72	1.210,60	1.946,00	3.156,60	778,40	1.989,00	30,08%	23,41%	
	V	2.396,20	1.581,20	1.182,23	1.917,00	3.099,23	766,80	1.949,03	29,34%	23,26%	
	IV	2.366,56	1.551,56	1.154,52	1.889,00	3.043,52	755,60	1.910,12	28,61%	23,11%	
	III	2.351,87	1.536,87	1.127,46	1.861,00	2.988,46	744,40	1.871,86	27,07%	21,80%	
	II	2.351,87	1.536,87	1.101,04	1.833,00	2.934,04	733,20	1.834,24	24,75%	19,35%	
	I	2.351,87	1.536,87	1.075,23	1.806,00	2.881,23	722,40	1.797,63	22,51%	16,97%	
A	V	2.327,87	1.527,87	1.049,00	1.771,00	2.820,00	708,40	1.757,40	21,14%	15,02%	
	IV	2.327,87	1.527,87	1.035,54	1.745,00	2.780,54	698,00	1.733,54	19,45%	13,46%	
	III	2.327,87	1.527,87	1.022,25	1.719,00	2.741,25	687,60	1.709,85	17,76%	11,91%	
	II	2.327,87	1.527,87	1.009,13	1.694,00	2.703,13	677,60	1.686,73	16,12%		
	I	2.327,87	1.527,87	996,18	1.669,00	2.665,18	667,60	1.663,78	14,49%		
Nível Intermediário											
CL	PAD	TOTAL ATIVO 80%	TOTAL APOSENT 30%	VB	GRAT 100	TOTAL ATIVO	GRAT 40	TOTAL APOSENTADO	ATIVO	APOSENTADO	
S	III	1.946,41	1.396,41	1.130,29	1.752,50	2.882,79	701,00	1.831,29	48,11%	31,14%	
	II	1.927,87	1.377,87	1.111,39	1.750,00	2.861,39	700,00	1.811,39	48,42%	31,46%	
	I	1.927,87	1.377,87	1.092,81	1.748,00	2.840,81	699,20	1.792,01	47,35%	30,06%	
C	VI	1.847,87	1.347,87	1.066,16	1.746,00	2.812,16	698,40	1.764,56	52,18%	30,91%	
	V	1.847,87	1.347,87	1.048,34	1.744,00	2.792,34	697,60	1.745,94	51,11%	29,53%	
	IV	1.847,87	1.347,87	1.030,82	1.742,00	2.772,82	696,80	1.727,62	50,05%	28,17%	
	III	1.847,87	1.347,87	1.013,59	1.740,00	2.753,59	696,00	1.709,59	49,01%	26,84%	
	II	1.847,87	1.347,87	996,65	1.738,00	2.734,65	695,20	1.691,85	47,99%	25,52%	
	I	1.847,87	1.347,87	979,99	1.736,00	2.715,99	694,40	1.674,39	46,98%	24,22%	
B	VI	1.823,87	1.338,87	956,09	1.734,00	2.690,09	693,60	1.649,69	47,49%	23,22%	
	V	1.823,87	1.338,87	940,11	1.732,00	2.672,11	692,80	1.632,91	46,51%	21,96%	
	IV	1.823,87	1.338,87	924,40	1.730,00	2.654,40	692,00	1.616,40	45,54%	20,73%	
	III	1.823,87	1.338,87	908,95	1.728,00	2.636,95	691,20	1.600,15	44,58%	19,51%	
	II	1.823,87	1.338,87	893,76	1.726,00	2.619,76	690,40	1.584,16	43,64%	18,32%	
	I	1.823,87	1.338,87	878,82	1.724,00	2.602,82	689,60	1.568,42	42,71%	17,15%	
A	V	1.807,87	1.332,87	861,59	1.722,00	2.583,59	688,80	1.550,39	42,91%	16,32%	
	IV	1.807,87	1.332,87	851,37	1.720,00	2.571,37	688,00	1.539,37	42,23%	15,49%	
	III	1.807,87	1.332,87	841,27	1.718,00	2.559,27	687,20	1.528,47	41,56%	14,68%	
	II	1.807,87	1.332,87	831,29	1.716,00	2.547,29	686,40	1.517,69	40,90%	13,87%	
	I	1.807,87	1.332,87	821,43	1.714,00	2.535,43	685,60	1.507,03	40,24%	13,07%	
Nível Auxiliar											
CL	PAD	TOTAL ATIVO 100%	TOTAL APOSENT 30%	VB	GRAT 100	GRAT FIXA	TOTAL ATIVO	GRAT 40	TOTAL APOSENTADO	ATIVO	APOSENTADO
S	III	1.487,87	1.212,87	636,78	1.044,00	292,00	1.972,78	417,60	1.346,38	32,59%	11,01%
	II	1.487,87	1.212,87	625,52	1.039,00	291,00	1.955,52	415,60	1.332,12	31,43%	9,83%
	I	1.487,87	1.212,87	614,46	1.034,00	290,00	1.938,46	413,60	1.318,06	30,28%	8,67%

PLANO FAZENDÁRIO DE CARGOS

REMUNERAÇÃO ATUAL

REMUNERAÇÃO PROPOSTA = VB + GRAT DESEMPENHO

% AUMENTO

Nível Superior

CL	PAD	TOTAL ATIVO 80%	TOTAL APOSENTAD 30%
S	III	2.930,04	2.055,04
	II	2.835,45	1.960,45
	I	2.745,34	1.870,34
C	VI	2.670,28	1.830,28
	V	2.633,67	1.793,67
	IV	2.598,28	1.758,28
	III	2.563,91	1.723,91
	II	2.530,55	1.690,55
	I	2.498,16	1.658,16
B	VI	2.426,72	1.611,72
	V	2.396,20	1.581,20
	IV	2.366,56	1.551,56
	III	2.351,87	1.536,87
	II	2.351,87	1.536,87
	I	2.351,87	1.536,87
A	V	2.327,87	1.527,87
	IV	2.327,87	1.527,87
	III	2.327,87	1.527,87
	II	2.327,87	1.527,87
	I	2.327,87	1.527,87

2009

VB	GRAT 100	TOTAL ATIVO	GRAT 50	TOTAL APOSENTADO
1.531,00	2.825,00	4.356,00	1.412,50	2.943,50
1.495,12	2.770,00	4.265,12	1.385,00	2.880,12
1.460,08	2.716,00	4.176,08	1.358,00	2.818,08
1.410,71	2.624,00	4.034,71	1.312,00	2.722,71
1.377,65	2.573,00	3.950,65	1.286,50	2.664,15
1.345,36	2.523,00	3.868,36	1.261,50	2.606,86
1.313,83	2.474,00	3.787,83	1.237,00	2.550,83
1.283,04	2.425,00	3.708,04	1.212,50	2.495,54
1.252,97	2.377,00	3.629,97	1.188,50	2.441,47
1.210,60	2.297,00	3.507,60	1.148,50	2.359,10
1.182,23	2.252,00	3.434,23	1.126,00	2.308,23
1.154,52	2.208,00	3.362,52	1.104,00	2.258,52
1.127,46	2.165,00	3.292,46	1.082,50	2.209,96
1.101,04	2.123,00	3.224,04	1.061,50	2.162,54
1.075,23	2.081,00	3.156,23	1.040,50	2.115,73
1.049,00	1.963,00	3.012,00	981,50	2.030,50
1.035,54	1.888,00	2.923,54	944,00	1.979,54
1.022,25	1.815,00	2.837,25	907,50	1.929,75
1.009,13	1.745,00	2.754,13	872,50	1.881,63
996,18	1.678,00	2.674,18	839,00	1.835,18

ATIVO	APOSENTADO
48,67%	43,23%
50,42%	46,91%
52,12%	50,67%
51,10%	48,76%
50,01%	48,53%
48,88%	48,26%
47,74%	47,97%
46,53%	47,62%
45,31%	47,24%
44,54%	46,37%
43,32%	45,98%
42,08%	45,56%
39,99%	43,80%
37,08%	40,71%
34,20%	37,66%
29,39%	32,90%
25,59%	29,56%
21,88%	26,30%
18,31%	
14,88%	

Nível Intermediário

CL	PAD	TOTAL ATIVO 80%	TOTAL APOSENTAD 30%
S	III	1.946,41	1.396,41
	II	1.927,87	1.377,87
	I	1.927,87	1.377,87
C	VI	1.847,87	1.347,87
	V	1.847,87	1.347,87
	IV	1.847,87	1.347,87
	III	1.847,87	1.347,87
	II	1.847,87	1.347,87
	I	1.847,87	1.347,87
B	VI	1.823,87	1.338,87
	V	1.823,87	1.338,87
	IV	1.823,87	1.338,87
	III	1.823,87	1.338,87
	II	1.823,87	1.338,87
	I	1.823,87	1.338,87
A	V	1.807,87	1.332,87
	IV	1.807,87	1.332,87
	III	1.807,87	1.332,87
	II	1.807,87	1.332,87
	I	1.807,87	1.332,87

VB	GRAT 100	GRAT EXERC.	TOTAL ATIVO	GRAT 50	TOTAL APOSENTADO
1.262,54	1.752,50	132,25	3.147,29	876,25	2.138,79
1.237,89	1.750,00	126,50	3.114,39	875,00	2.112,89
1.213,31	1.748,00	120,50	3.081,81	874,00	2.087,31
1.178,66	1.746,00	112,50	3.037,16	873,00	2.051,66
1.154,84	1.744,00	106,50	3.005,34	872,00	2.026,84
1.131,32	1.742,00	100,50	2.973,82	871,00	2.002,32
1.108,09	1.740,00	94,50	2.942,59	870,00	1.978,09
1.085,65	1.738,00	89,00	2.912,65	869,00	1.954,65
1.063,49	1.736,00	83,50	2.882,99	868,00	1.931,49
1.032,09	1.734,00	76,00	2.842,09	867,00	1.899,09
1.010,61	1.732,00	70,50	2.813,11	866,00	1.876,61
989,40	1.730,00	65,00	2.784,40	865,00	1.854,40
968,45	1.728,00	59,50	2.755,95	864,00	1.832,45
947,76	1.726,00	54,00	2.727,76	863,00	1.810,76
927,32	1.724,00	48,50	2.699,82	862,00	1.789,32
903,09	1.722,00	41,50	2.666,59	861,00	1.764,09
889,37	1.720,00	38,00	2.647,37	860,00	1.749,37
875,77	1.718,00	34,50	2.628,27	859,00	1.734,77
862,29	1.716,00	31,00	2.609,29	858,00	1.720,29
848,93	1.714,00	27,50	2.590,43	857,00	1.705,93

ATIVO	APOSENTADO
61,70%	53,16%
61,55%	53,34%
59,86%	51,49%
64,36%	52,21%
62,64%	50,37%
60,93%	48,55%
59,24%	46,76%
57,62%	45,02%
56,02%	43,30%
55,83%	41,84%
54,24%	40,16%
52,66%	38,50%
51,10%	36,87%
49,56%	35,25%
48,03%	33,64%
47,50%	32,35%
46,44%	31,25%
45,38%	30,15%
44,33%	29,07%
43,29%	27,99%

Nível Auxiliar

CL	PAD	TOTAL ATIVO 80%	TOTAL APOSENTAD 30%
S	III	1.487,87	1.212,87
	II	1.487,87	1.212,87
	I	1.487,87	1.212,87

VB	GRAT 100	GRAT FIXA	TOTAL ATIVO	GRAT 50	TOTAL APOSENTADO
636,78	1.134,00	292,00	2.062,78	567,00	1.495,78
625,52	1.128,00	291,00	2.044,52	564,00	1.480,52
614,46	1.122,00	290,00	2.026,46	561,00	1.465,46

ATIVO	APOSENTADO
38,64%	23,33%
37,41%	22,07%
36,20%	20,83%

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REMUNERAÇÃO ATUAL

REMUNERAÇÃO PROPOSTA = VB + GRAT DESEMPENHO

% AUMENTO

Nível Superior

CL	PAD	TOTAL ATIVO 80%	TOTAL APOSENTAD 30%
S	III	2.930,04	2.055,04
	II	2.835,45	1.960,45
	I	2.745,34	1.870,34
C	VI	2.670,28	1.830,28
	V	2.633,67	1.793,67
	IV	2.598,28	1.758,28
	III	2.563,91	1.723,91
	II	2.530,55	1.690,55
	I	2.498,16	1.658,16
B	VI	2.426,72	1.611,72
	V	2.396,20	1.581,20
	IV	2.366,56	1.551,56
	III	2.351,87	1.536,87
	II	2.351,87	1.536,87
	I	2.351,87	1.536,87
A	V	2.327,87	1.527,87
	IV	2.327,87	1.527,87
	III	2.327,87	1.527,87
	II	2.327,87	1.527,87
	I	2.327,87	1.527,87

2010

VB	GRAT 100	TOTAL ATIVO	GRAT 50	TOTAL APOSENTADO
3.383,00	2.267,00	5.650,00	1.133,50	4.516,50
3.290,86	2.223,00	5.513,86	1.111,50	4.402,36
3.201,23	2.179,00	5.380,23	1.089,50	4.290,73
3.107,99	2.140,00	5.247,99	1.070,00	4.177,99
3.023,34	2.098,00	5.121,34	1.049,00	4.072,34
2.940,99	2.057,00	4.997,99	1.028,50	3.969,49
2.860,89	2.017,00	4.877,89	1.008,50	3.869,39
2.782,97	1.977,00	4.759,97	988,50	3.771,47
2.707,17	1.938,00	4.645,17	969,00	3.676,17
2.628,32	1.891,00	4.519,32	945,50	3.573,82
2.556,73	1.854,00	4.410,73	927,00	3.483,73
2.487,09	1.818,00	4.305,09	909,00	3.396,09
2.419,35	1.782,00	4.201,35	891,00	3.310,35
2.353,45	1.747,00	4.100,45	873,50	3.226,95
2.289,35	1.713,00	4.002,35	856,50	3.145,85
2.222,67	1.671,00	3.893,67	835,50	3.058,17
2.162,13	1.638,00	3.800,13	819,00	2.981,13
2.103,24	1.606,00	3.709,24	803,00	2.906,24
2.045,95	1.575,00	3.620,95	787,50	2.833,45
1.990,22	1.544,00	3.534,22	772,00	2.762,22

ATIVO	APOSENTADO
92,83%	119,78%
94,46%	124,56%
95,98%	129,41%
96,53%	128,27%
94,46%	127,04%
92,36%	125,76%
90,25%	124,45%
88,10%	123,09%
85,94%	121,70%
86,23%	121,74%
84,07%	120,32%
81,91%	118,88%
78,64%	115,40%
74,35%	109,97%
70,18%	104,69%
67,26%	100,16%
63,24%	95,12%
59,34%	90,22%
55,55%	
51,82%	

Nível Intermediário

CL	PAD	TOTAL ATIVO 80%	TOTAL APOSENTAD 30%
S	III	1.946,41	1.396,41
	II	1.927,87	1.377,87
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B	VI	1.823,87	1.338,87
	V	1.823,87	1.338,87
	IV	1.823,87	1.338,87
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	III	1.807,87	1.332,87
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VB	GRAT 100	TOTAL ATIVO	GRAT 50	TOTAL APOSENTADO
1.923,11	1.224,18	3.147,29	612,09	2.535,20
1.904,07	1.210,32	3.114,39	605,16	2.509,23
1.885,22	1.196,59	3.081,81	598,30	2.483,52
1.857,36	1.179,80	3.037,16	589,90	2.447,26
1.838,97	1.166,37	3.005,34	583,19	2.422,16
1.820,76	1.153,06	2.973,82	576,53	2.397,29
1.802,73	1.139,86	2.942,59	569,93	2.372,66
1.784,88	1.127,77	2.912,65	563,89	2.348,77
1.767,21	1.115,78	2.882,99	557,89	2.325,10
1.741,09	1.101,00	2.842,09	550,50	2.291,59
1.723,85	1.089,26	2.813,11	544,63	2.268,48
1.706,78	1.077,62	2.784,40	538,81	2.245,59
1.689,88	1.066,07	2.755,95	533,04	2.222,92
1.673,15	1.054,61	2.727,76	527,31	2.200,46
1.656,58	1.043,24	2.699,82	521,62	2.178,20
1.632,10	1.034,49	2.666,59	517,25	2.149,35
1.615,94	1.031,43	2.647,37	515,72	2.131,66
1.599,94	1.028,33	2.628,27	514,17	2.114,11
1.584,10	1.025,19	2.609,29	512,60	2.096,70
1.568,42	1.022,01	2.590,43	511,01	2.079,43

ATIVO	APOSENTADO
61,70%	81,55%
61,55%	82,11%
59,86%	80,24%
64,36%	81,56%
62,64%	79,70%
60,93%	77,86%
59,24%	76,03%
57,62%	74,26%
56,02%	72,50%
55,83%	71,16%
54,24%	69,43%
52,66%	67,72%
51,10%	66,03%
49,56%	64,35%
48,03%	62,69%
47,50%	61,26%
46,44%	59,93%
45,38%	58,61%
44,33%	57,31%
43,29%	56,01%

Nível Auxiliar

CL	PAD	TOTAL ATIVO 80%	TOTAL APOSENTAD 30%
S	III	1.487,87	1.212,87
	II	1.487,87	1.212,87
	I	1.487,87	1.212,87

VB	GRAT 100	GRAT FIXA	TOTAL ATIVO	GRAT 50	TOTAL APOSENTADO
636,78	1.232,00	292,00	2.160,78	616,00	1.544,78
625,52	1.226,00	291,00	2.142,52	613,00	1.529,52
614,46	1.220,00	290,00	2.124,46	610,00	1.514,46

ATIVO	APOSENTADO
45,23%	27,37%
44,00%	26,11%
42,79%	24,87%