

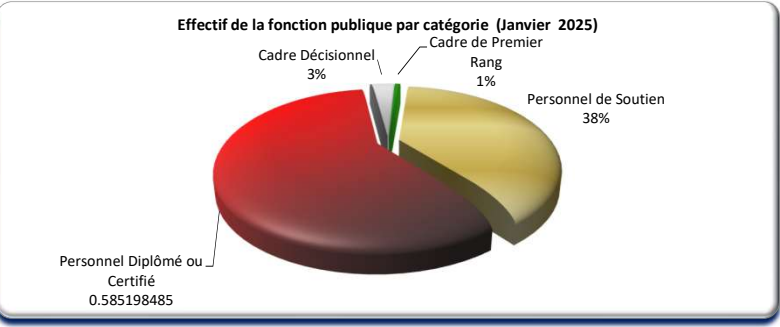
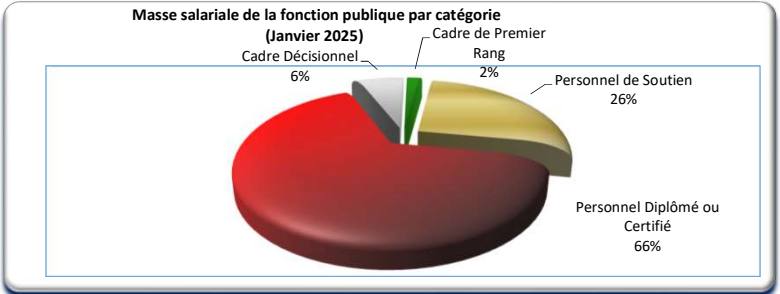
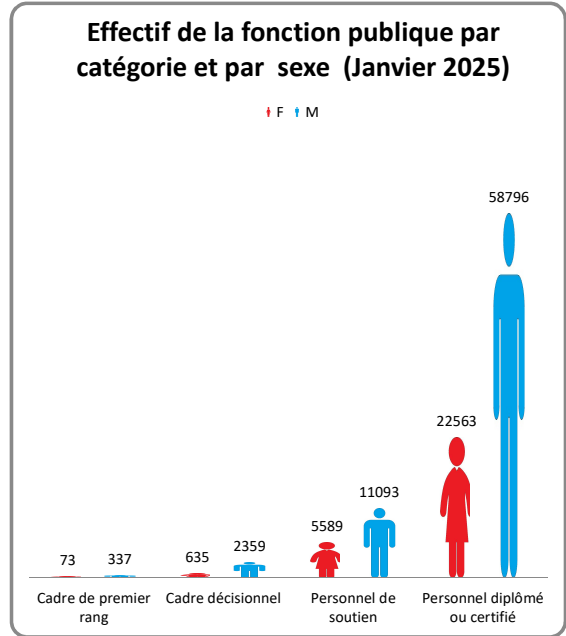
PAYROLL DU MOIS DE DECEMBRE 2024  
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| Catégories de fonctionnaires  |                 | Tranche de salaire |         | Effectif | Masse salariale brute |
|-------------------------------|-----------------|--------------------|---------|----------|-----------------------|
| Personnel de Soutien          | Salaire Minimum | →                  | 28,700  | 16,682   | 443,364,544.67        |
| Personnel Diplômé ou Certifié | 29,100          | →                  | 71,000  | 81,359   | 3,006,457,644.08      |
| Cadre Décisionnel             | 72,000          | →                  | 87,800  | 2,994    | 241,015,650.00        |
| Cadre de Premier Rang         | 90,600          | →                  | 341,500 | 410      | 50,092,347.50         |
| Total général                 |                 |                    |         | 101,445  | 3,740,930,186.25      |

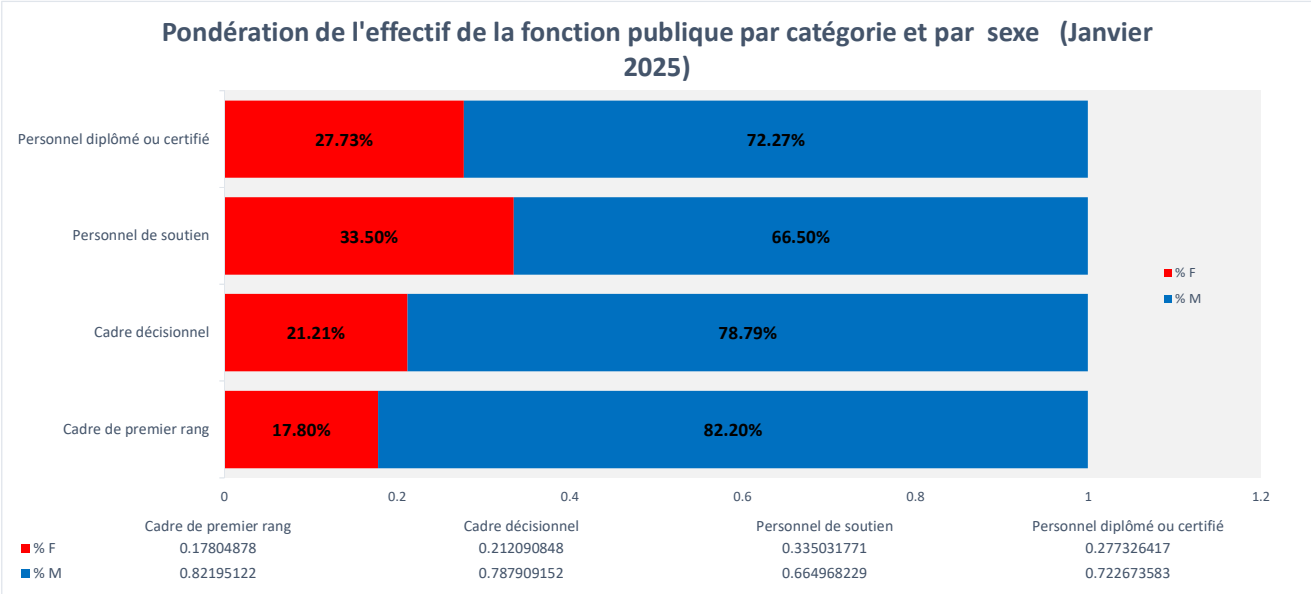
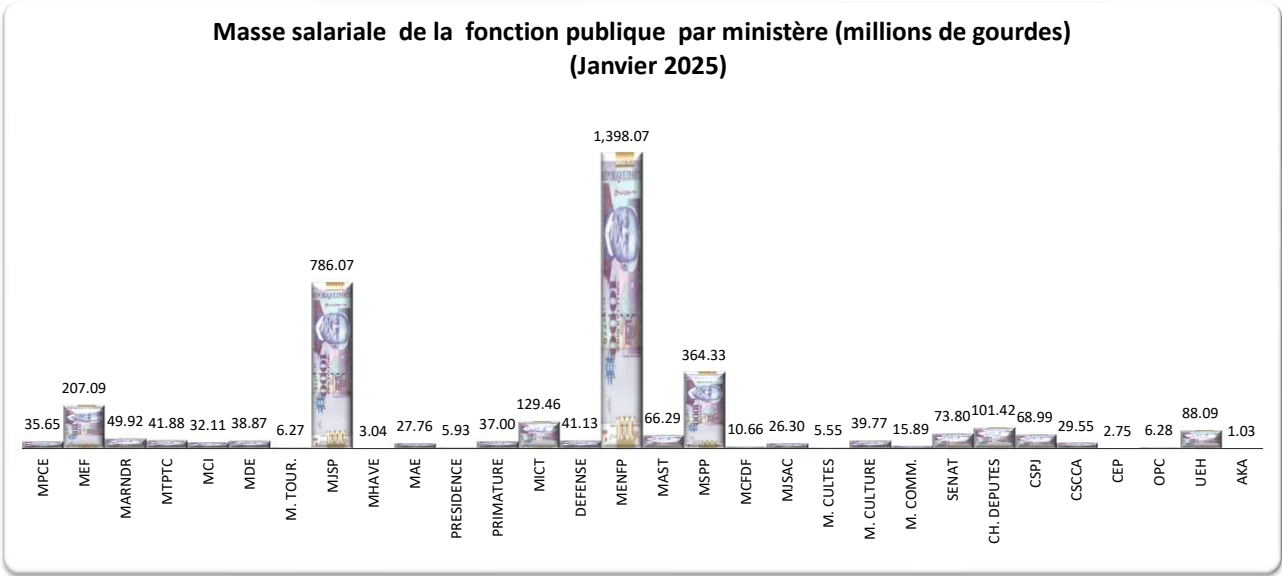
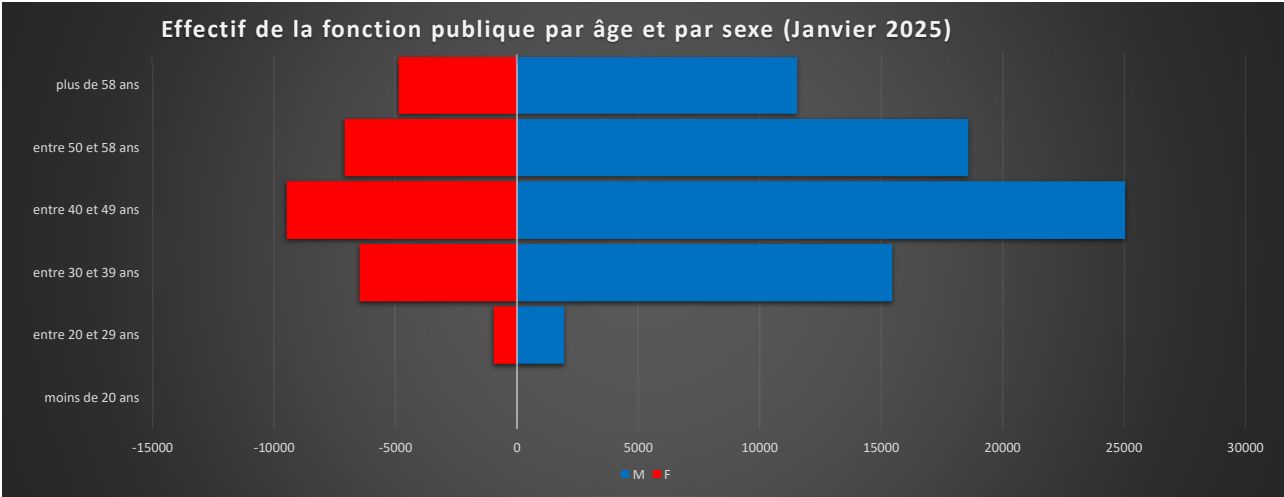
| Catégories de fonctionnaires  | Tranche de salaire |                                                                                   | Effectif Janvier 2024 | Effectif Janvier 2025 | Variation |         |
|-------------------------------|--------------------|-----------------------------------------------------------------------------------|-----------------------|-----------------------|-----------|---------|
| Personnel de Soutien          | Salaire Minimum    |  | 28,700                | 40,395                | 16,682    | -58.70% |
| Personnel Diplômé ou Certifié | 29,100             |  | 71,000                | 62,254                | 81,359    | 30.69%  |
| Cadre Décisionnel             | 72,000             |  | 87,800                | 3,099                 | 2,994     | -3.39%  |
| Cadre de Premier Rang         | 90,600             |  | 341,500               | 633                   | 410       | -35.23% |
|                               |                    |                                                                                   |                       |                       |           |         |
| Total général                 |                    |                                                                                   | 106,381               | 101,445               | -4.64%    |         |

| Catégories de fonctionnaires  | Tranche de salaire |        | Masse salariale Janvier 2024 | Masse salariale Janvier 2025 | Variation        |         |
|-------------------------------|--------------------|--------|------------------------------|------------------------------|------------------|---------|
| Personnel de Soutien          | Salaire Minimum    | —————→ | 28,700                       | 1,000,989,061.84             | 443,364,544.67   | -55.71% |
| Personnel Diplômé ou Certifié | 29,100             | —————→ | 71,000                       | 2,574,647,694.42             | 3,006,457,644.08 | 16.77%  |
| Cadre Décisionnel             | 72,000             | —————→ | 87,800                       | 249,818,450.00               | 241,015,650.00   | -3.52%  |
| Cadre de Premier Rang         | 90,600             | —————→ | 341,500                      | 70,799,767.50                | 50,092,347.50    | -29.25% |
|                               |                    |        |                              |                              |                  |         |
| Total général                 |                    |        |                              | 3,896,254,973.76             | 3,740,930,186.25 | -3.99%  |

| Effectif de la fonction publique par catégorie et par sexe (Janvier 2025) |        |        |               |       |       |         |
|---------------------------------------------------------------------------|--------|--------|---------------|-------|-------|---------|
|                                                                           | Sexe   |        |               |       |       |         |
| CATEGORISATION                                                            | F      | M      | Total général | % F   | % M   | % Total |
| Cadre de premier rang                                                     | 73     | 337    | 410           | 17.8% | 82.2% | 0.4%    |
| Cadre décisionnel                                                         | 635    | 2359   | 2,994         | 21.2% | 78.8% | 3.0%    |
| Personnel de soutien                                                      | 5589   | 11093  | 16,682        | 33.5% | 66.5% | 16.4%   |
| Personnel diplômé ou certifié                                             | 22563  | 58796  | 81,359        | 27.7% | 72.3% | 80.2%   |
| Total général                                                             | 28,860 | 72,585 | 101,445       | 28.4% | 71.6% | 100.0%  |



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|                       |             | Effectif par catégorie de fonctionnaires (Janvier 2025) |                   |                               |                      |             |
|-----------------------|-------------|---------------------------------------------------------|-------------------|-------------------------------|----------------------|-------------|
| Entité Administrative |             | Cadre de Premier Rang                                   | Cadre Décisionnel | Personnel Diplômé ou Certifié | Personnel de Soutien | Grand Total |
| 1111                  | MPCE        | 4                                                       | 73                | 458                           | 241                  | 776         |
| 1112                  | MEF         | 12                                                      | 316               | 3458                          | 689                  | 4,475       |
| 1113                  | MARNDR      | 4                                                       | 97                | 628                           | 414                  | 1,143       |
| 1114                  | MTPTC       | 7                                                       | 56                | 430                           | 658                  | 1,151       |
| 1115                  | MCI         | 4                                                       | 71                | 467                           | 126                  | 668         |
| 1116                  | MDE         | 5                                                       | 54                | 529                           | 397                  | 985         |
| 1117                  | M. TOUR.    | 2                                                       | 17                | 77                            | 39                   | 135         |
| 1211                  | MJSP        | 58                                                      | 578               | 14520                         | 3271                 | 18,427      |
| 1212                  | MHAVE       | 2                                                       | 5                 | 34                            | 23                   | 64          |
| 1213                  | MAE         | 17                                                      | 82                | 318                           | 86                   | 503         |
| 1214                  | PRESIDENCE  | 13                                                      | 7                 | 31                            | 53                   | 104         |
| 1215                  | PRIMATURE   | 46                                                      | 62                | 371                           | 274                  | 753         |
| 1216                  | MICT        | 14                                                      | 413               | 1452                          | 520                  | 2,399       |
| 1217                  | DEFENSE     | 8                                                       | 48                | 907                           | 72                   | 1,035       |
| 1311                  | MENFP       | 13                                                      | 207               | 42950                         | 3060                 | 46,230      |
| 1312                  | MAST        | 6                                                       | 112               | 753                           | 787                  | 1,658       |
| 1313                  | MSPP        | 3                                                       | 108               | 6519                          | 4249                 | 10,879      |
| 1314                  | MCDFD       | 2                                                       | 22                | 140                           | 80                   | 244         |
| 1315                  | MJSAC       | 6                                                       | 69                | 325                           | 218                  | 618         |
| 1411                  | M. CULTES   | 1                                                       | 16                | 57                            | 55                   | 129         |
| 1412                  | M. CULTURE  | 8                                                       | 66                | 561                           | 323                  | 958         |
| 1413                  | M. COMM.    | 3                                                       | 33                | 221                           | 130                  | 387         |
| 2211                  | SENAT       | 1                                                       | 71                | 1354                          | 42                   | 1,468       |
| 2212                  | CH. DEPUTES | 2                                                       | 21                | 2145                          | 246                  | 2,414       |
| 3211                  | CSPJ        | 107                                                     | 303               | 520                           | 100                  | 1,030       |
| 4111                  | CSCCA       | 9                                                       | 51                | 454                           | 44                   | 558         |
| 4211                  | CEP         | 9                                                       |                   | 3                             | 2                    | 14          |
| 4212                  | OPC         | 2                                                       | 18                | 77                            | 29                   | 126         |
| 4311                  | UEH         | 40                                                      | 17                | 1591                          | 445                  | 2,093       |
| 4411                  | AKA         | 2                                                       | 1                 | 9                             | 9                    | 21          |
| Total général         |             | 410                                                     | 2,994             | 81,359                        | 16,682               | 101,445     |

|                       |             | Masse salariale par catégorie de fonctionnaires (Janvier 2025) |                   |                               |                      |                  |
|-----------------------|-------------|----------------------------------------------------------------|-------------------|-------------------------------|----------------------|------------------|
| Entité Administrative |             | Cadre de Premier Rang                                          | Cadre Décisionnel | Personnel Diplômé ou Certifié | Personnel de Soutien | Grand Total      |
| 1111                  | MPCE        | 452,050.00                                                     | 5,942,400.00      | 22,797,900.00                 | 6,457,600.00         | 35,649,950.00    |
| 1112                  | MEF         | 1,222,150.00                                                   | 25,330,200.00     | 161,606,740.00                | 18,925,916.67        | 207,085,006.67   |
| 1113                  | MARNDR      | 452,050.00                                                     | 8,070,800.00      | 30,278,200.00                 | 11,119,100.00        | 49,920,150.00    |
| 1114                  | MTPTC       | 757,750.00                                                     | 4,507,800.00      | 19,015,650.00                 | 17,595,200.00        | 41,876,400.00    |
| 1115                  | MCI         | 452,050.00                                                     | 5,758,200.00      | 22,430,700.00                 | 3,472,450.00         | 32,113,400.00    |
| 1116                  | MDE         | 543,350.00                                                     | 4,585,800.00      | 22,823,000.00                 | 10,922,000.00        | 38,874,150.00    |
| 1117                  | M. TOUR.    | 248,250.00                                                     | 1,434,600.00      | 3,559,600.00                  | 1,025,025.00         | 6,267,475.00     |
| 1211                  | MJSP        | 5,868,100.00                                                   | 45,864,950.00     | 646,743,400.00                | 87,594,000.00        | 786,070,450.00   |
| 1212                  | MHAVE       | 248,250.00                                                     | 420,600.00        | 1,752,400.00                  | 621,350.00           | 3,042,600.00     |
| 1213                  | MAE         | 1,744,500.00                                                   | 6,742,800.00      | 16,896,300.00                 | 2,373,850.00         | 27,757,450.00    |
| 1214                  | PRESIDENCE  | 2,476,500.00                                                   | 593,400.00        | 1,421,250.00                  | 1,443,500.00         | 5,934,650.00     |
| 1215                  | PRIMATURE   | 6,653,049.50                                                   | 5,083,200.00      | 17,843,600.00                 | 7,417,500.00         | 36,997,349.50    |
| 1216                  | MICT        | 1,380,500.00                                                   | 32,628,000.00     | 81,645,950.00                 | 13,801,350.00        | 129,455,800.00   |
| 1217                  | DEFENSE     | 853,249.50                                                     | 3,734,400.00      | 34,557,100.00                 | 1,981,600.00         | 41,126,349.50    |
| 1311                  | MENFP       | 1,310,150.00                                                   | 16,759,200.00     | 1,301,362,150.00              | 78,636,850.00        | 1,398,068,350.00 |
| 1312                  | MAST        | 660,700.00                                                     | 9,175,200.00      | 35,540,400.00                 | 20,916,050.00        | 66,292,350.00    |
| 1313                  | MSPP        | 321,150.00                                                     | 8,989,200.00      | 242,976,928.00                | 112,038,903.00       | 364,326,181.00   |
| 1314                  | MCDFD       | 248,250.00                                                     | 1,843,800.00      | 6,379,100.00                  | 2,188,000.00         | 10,659,150.00    |
| 1315                  | MJSAC       | 655,850.00                                                     | 5,699,400.00      | 13,957,550.00                 | 5,984,900.00         | 26,297,700.00    |
| 1411                  | M. CULTES   | 101,900.00                                                     | 1,302,600.00      | 2,656,300.00                  | 1,486,100.00         | 5,546,900.00     |
| 1412                  | M. CULTURE  | 859,650.00                                                     | 5,451,600.00      | 24,822,050.00                 | 8,632,400.00         | 39,765,700.00    |
| 1413                  | M. COMM.    | 321,150.00                                                     | 2,714,400.00      | 9,303,700.00                  | 3,546,950.00         | 15,886,200.00    |
| 2211                  | SENAT       | 91,300.00                                                      | 5,846,400.00      | 66,693,900.00                 | 1,172,700.00         | 73,804,300.00    |
| 2212                  | CH. DEPUTES | 208,650.00                                                     | 1,711,800.00      | 92,475,750.00                 | 7,027,700.00         | 101,423,900.00   |
| 3211                  | CSPJ        | 11,371,650.00                                                  | 23,732,900.00     | 31,138,000.00                 | 2,748,350.00         | 68,990,900.00    |
| 4111                  | CSCCA       | 1,317,150.00                                                   | 4,121,400.00      | 22,874,633.33                 | 1,237,850.00         | 29,551,033.33    |
| 4211                  | CEP         | 2,562,300.00                                                   |                   | 132,100.00                    | 57,400.00            | 2,751,800.00     |
| 4212                  | OPC         | 219,250.00                                                     | 1,543,800.00      | 3,729,350.00                  | 788,200.00           | 6,280,600.00     |
| 4311                  | UEH         | 6,287,648.50                                                   | 1,351,800.00      | 68,549,442.75                 | 11,897,900.00        | 88,086,791.25    |
| 4411                  | AKA         | 203,800.00                                                     | 75,000.00         | 494,500.00                    | 253,850.00           | 1,027,150.00     |
| Total général         |             | 50,092,347.50                                                  | 241,015,650.00    | 3,006,457,644.08              | 443,364,544.67       | 3,740,930,186.25 |

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| Age moyen par catégorie de fonctionnaires (Janvier 2025) |                       |                   |                               |                      |         |
|----------------------------------------------------------|-----------------------|-------------------|-------------------------------|----------------------|---------|
| Entité Administrative                                    | Cadre de Premier Rang | Cadre Décisionnel | Personnel Diplômé ou Certifié | Personnel de Soutien | Moyenne |
| 1111 MPCE                                                | 56                    | 53                | 46                            | 51                   | 48      |
| 1112 MEF                                                 | 56                    | 52                | 45                            | 46                   | 46      |
| 1113 MARNDR                                              | 66                    | 52                | 48                            | 50                   | 49      |
| 1114 MTPTC                                               | 64                    | 59                | 48                            | 51                   | 51      |
| 1115 MCI                                                 | 57                    | 49                | 42                            | 48                   | 44      |
| 1116 MDE                                                 | 60                    | 52                | 44                            | 47                   | 46      |
| 1117 M. TOUR.                                            | 43                    | 57                | 45                            | 53                   | 49      |
| 1211 MJSP                                                | 58                    | 55                | 42                            | 51                   | 44      |
| 1212 MHAVE                                               | 46                    | 64                | 53                            | 52                   | 53      |
| 1213 MAE                                                 | 67                    | 60                | 45                            | 57                   | 50      |
| 1214 PRESIDENCE                                          | 57                    | 49                | 53                            | 56                   | 55      |
| 1215 PRIMATURE                                           | 54                    | 44                | 44                            | 50                   | 47      |
| 1216 MICT                                                | 55                    | 46                | 40                            | 53                   | 44      |
| 1217 DEFENSE                                             | 66                    | 48                | 35                            | 49                   | 36      |
| 1311 MENFP                                               | 62                    | 57                | 49                            | 51                   | 49      |
| 1312 MAST                                                | 52                    | 55                | 47                            | 52                   | 50      |
| 1313 MSPP                                                | 65                    | 61                | 47                            | 54                   | 50      |
| 1314 MCFDF                                               | 52                    | 55                | 47                            | 50                   | 48      |
| 1315 MJ SAC                                              | 57                    | 53                | 48                            | 48                   | 49      |
| 1411 M. CULTES                                           | 62                    | 53                | 51                            | 57                   | 54      |
| 1412 M. CULTURE                                          | 62                    | 55                | 46                            | 51                   | 49      |
| 1413 M. COMM.                                            | 43                    | 55                | 46                            | 50                   | 48      |
| 2211 SENAT                                               | 68                    | 49                | 43                            | 48                   | 44      |
| 2212 CH. DEPUTES                                         | 60                    | 52                | 43                            | 45                   | 43      |
| 3211 CSPJ                                                | 61                    | 55                | 49                            | 46                   | 52      |
| 4111 CSCCA                                               | 62                    | 51                | 48                            | 46                   | 48      |
| 4211 CEP                                                 | 53                    |                   | 58                            | 61                   | 55      |
| 4212 OPC                                                 | 48                    | 43                | 40                            | 41                   | 40      |
| 4311 UEH                                                 | 57                    | 52                | 51                            | 49                   | 51      |
| 4411 AKA                                                 | 65                    | 45                | 41                            | 47                   | 46      |
| Total général                                            | 59                    | 53                | 47                            | 51                   | 48      |

