



OFÍCIO CONJUNTO Nº 08/ASCEMA NACIONAL e CONDSEF/FENADSEF/2024

Brasília, 18 de julho de 2024.

Às Entidades Filiadas da Ascema Nacional
Aos sindicatos de base da Condsef/Fenadsef
Aos servidores/as da Carreira de Especialista em Meio Ambiente e do PECMA

Assunto: Apresentação de nova contraproposta dos servidores visando à reabertura da Mesa Temporária e Específica do Meio Ambiente

Prezados/as,

Na reunião conjunta de hoje, 17/07/2024, entre o Conselho de Entidades da Ascema Nacional e o Comando Nacional de Greve, com a participação de um diretor da Condsef, foi apresentada e aprovada, por maioria absoluta, uma nova contraproposta elaborada pelo Grupo de Trabalho da Ascema Nacional, a partir de uma demanda aprovada na reunião conjunta ocorrida em 11/07.

Essa contraproposta foi desenvolvida com base na perspectiva apresentada pelo MMA, bem como pelo MGI durante a última reunião da Mesa Setorial do MMA, onde o Secretário Feijóo informou que o governo aguardava uma proposta dos servidores dentro dos limites orçamentários definidos pelo MGI para dar sequência às negociações.

A contraproposta prevê um aumento maior no vencimento básico (VB), uma vez que ele serve de base para o cálculo de gratificações, como a gratificação de qualificação (GQ) e os adicionais ocupacionais existentes (periculosidade e insalubridade), além de beneficiar os aposentados e pensionistas.

A contraproposta aprovada apresenta uma relação NI/NS menor do que aquela estabelecida no XII Congresso Nacional da Ascema Nacional, realizado em 2023. A manutenção da proporção da remuneração de 70% entre técnicos e analistas foi uma grande preocupação dentro do GT. No entanto, devido à rejeição dessa proporcionalidade pelo MGI, o GT explorou vários cenários e conseguiu alcançar uma relação de 54%, reduzindo ao máximo, diante do contexto atual, a disparidade existente no momento (43%).

A contraproposta também inclui a demanda pela inserção dos servidores ambientais federais na Lei nº 12.855/2013 (adicional de fronteira), a inclusão da previsão de pagamento de adicional de periculosidade e insalubridade na lei da carreira, a manutenção da

equiparação entre a Carreira e o PECMA e pela eliminação da cláusula de barreira para a progressão/promoção dos servidores ativos do PECMA.

Reforçamos que a contraproposta aprovada na reunião conjunta, que segue para análise dos servidores ambientais federais, visa reabrir a Mesa Temporária do Meio Ambiente e dar continuidade às negociações que foram unilateralmente interrompidas pelo MGI em 07/06/2024.

Por fim, **as assembleias das entidades filiadas à Ascema Nacional e dos sindicatos de base da Condsef/Fenadsef deverão ser realizadas até o dia 19/07/2024. As atas dessas assembleias devem ser encaminhadas aos e-mails das entidades nacionais (ascema.nacional@gmail.com e condsef@condsef.org.br).** Na segunda-feira, 22/07, as entidades nacionais enviarão o resultado das assembleias ao MMA, que mediará a interlocução com o MGI em seguida.

Seguem anexados os seguintes documentos:

- a) Explicação_Contraproposta_17-07-24.pdf; e
- b) Apresentação_Contraproposta_17-07-24.pdf.

Atenciosamente,



Sérgio Ronaldo da Silva
Secretário Geral da Condsef/Fenadsef

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Cleberson Carneiro Zavaski
Diretor-Presidente da Ascema Nacional

CONTRAPROPOSTA_17-07-24

CONTEXTUALIZAÇÃO

- Estratégia de elaboração da contraproposta “mais ganha-ganha possível” para servidores ambientais e para governo/MGI, com base em testes de diferentes parâmetros e cenários
- Contraproposta mais reajuste que reestruturação, com aceite parcial da proposta do MGI
- Maior aumento sobre o vencimento básico (VB), por ser base para o cálculo de gratificações (como a gratificação de qualificação GQ) e de adicionais ocupacionais existentes (como periculosidade e insalubridade) e futuros que possam vir a existir (como localização)

PARÂMETROS PARA ELABORAÇÃO DAS TABELAS

- Aumento de **10,5%** sobre a remuneração total (VB+GDAEM) da classe/padrão A-I do nível superior
- Progressão ou promoção (steps) de 3,0% entre padrões e 6,0% entre classes
- Aumento da proporção do VB sobre a remuneração total para **VB 65,0%** e GDAEM 35,0%
- Nível intermediário de **54,0%** em relação ao nível superior
- Nível auxiliar de **54,0%** em relação ao nível intermediário
- **Aceite da proposta do MGI** sobre a proporção da gratificação de qualificação GQ sobre o VB (GQ1 7,44%; GQ2 14,85%; GQ3 22,32%)
- **Aceite da proposta do MGI** sobre as classes/padrões em 20 níveis
- **Aceite da proposta do MGI** sobre a correspondência entre classes/padrões atuais e novas
- **Rejeição da proposta do MGI** sobre gratificação de localização (bandas)

SÃO PARTE DA CONTRAPROPOSTA

- Inclusão da previsão de pagamento de adicional de periculosidade e insalubridade na Lei da Carreira
- Indenização pela Lei nº 12.855/2013 de adicional de fronteira
- Equiparação entre CEMA e PECMA, e quebra da cláusula de barreira do PECMA

IMPACTO ORÇAMENTÁRIO APROXIMADO SOBRE A TABELA ATUAL

(c/ 13º, férias e níveis superior, intermediário e auxiliar)

- 2025: 60% da contraproposta – **R\$ 338 milhões**
- 2026: 100% da contraproposta a partir de maio – **R\$ 488 milhões**

CONTEXTO

- Estratégia de elaboração da contraproposta “mais ganha-ganha possível” para servidores ambientais e para governo/MGI, com base em discussões e testes de diferentes parâmetros e cenários
- Contraproposta mais reajuste que reestruturação, com aceite parcial da proposta do MGI
- Maior aumento sobre o vencimento básico (VB), por ser base para o cálculo de gratificações (como a gratificação de qualificação GQ) e de adicionais ocupacionais existentes (como periculosidade e insalubridade) e futuros que possam vir a existir (como localização)

ALINHAMENTO SOBRE A REMUNERAÇÃO DOS SERVIDORES DA CARREIRA DE MEIO AMBIENTE

Vencimento Básico (VB):

- Montante que o servidor recebe sem benefícios extras
- Base para o cálculo de gratificações e adicionais

Gratificações da Carreira:

- Gratificação de Desempenho de Atividade de Especialista Ambiental (GDAEM)
- Gratificação de Qualificação (GQ)

Adicionais Ocupacionais:

- Periculosidade
- Insalubridade

Remuneração Total:

- Montante final recebido pelo servidor
- Composto pelo Vencimento Básico (VB) somado às gratificações e adicionais ocupacionais

NESTA APRESENTAÇÃO: remuneração total = vencimento básico (VB) + gratificação de desempenho (GDAEM)

CONTRAPROPOSTA

- Aumento de **10,5%** sobre a remuneração total VB + GDAEM da classe/padrão A-I do nível superior
- Progressão ou promoção (steps) de 3,0% entre padrões e 6,0% entre classes
- Aumento da proporção do VB sobre a remuneração total para **VB 65,0%** e GDAEM 35,0%
- Nível médio de **54,0%** em relação ao nível superior
- **Aceite da proposta do MGI** sobre a proporção da gratificação por qualificação GQ sobre o VB (GQ1 7,44%; GQ2 14,85%; GQ3 22,32%)
- **Aceite da proposta do MGI** sobre as classes/padrões em 20 níveis
- **Aceite da proposta do MGI** sobre a correspondência entre classes/padrões atuais e novas
- **Rejeição da proposta do MGI** sobre gratificação de localização (bandas)
- Indenização pela Lei nº 12.855/2013 e previsão de adicional de periculosidade e insalubridade
- Equiparação entre CEMA e PECMA, e quebra da cláusula de barreira do PECMA

PREMISSAS

- Aceite da proposta do MGI sobre as classes/padrões em 20 níveis
- Aceite da proposta do MGI sobre a correspondência entre classes/padrões atuais e novas

ANALISTAS (NÍVEL SUPERIOR)				
TABELA ATUAL			PROPOSTA MGI (2025)	
Especial	III	→	Especial	V
	II			IV
	I			III
B	V			II
	IV			I
	III		V	
	II		IV	
	I		III	
A	V		C	II
	IV			I
	III	V		
	II	IV		
	I	III		
			B	II
				I
				V
				IV
				III
			A	II
				I
				V
				IV
				III

TÉCNICOS (NÍVEL INTERMEDIÁRIO)					
TABELA ATUAL			PROPOSTA MGI (2025)		
Especial	I, II e III	→	Especial	V	
	C			IV	IV
				III	III
II				II	
B	I			I	
	IV		V		
	III		IV		
	II		III		
	I		II		
A	IV		C	I	
	III	V			
	II	IV			
	I	III			
				B	II
			I		
			V		
			IV		
			III		
			A	II	
				I	
				V	
				IV	
				III	

CÁLCULO

P37 =9735.72*1.105

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	
7																											
8			Composição da Remuneração Total			Composição das GQs (% do VB)			Composição dos Steps			Relação NA/NM/NS															
9			RT	VB	GDAEM	GQ I	GQ II	GQ III	Padrão	Classe		54%															
10			100.0%	65.0%	35.0%	7.44%	14.85%	22.31%	3.0%	6.0%																	
11																											
12	Nível Superior																								2026		
13			GDAEM			NÍVEL GQ			ATIVO				ATIVO				GDAEM	APOSENTADO									
14	CLASSE	PADRÃO	VB	80 pts.	100 pts.	I	II	III	TOTAL (em R\$) - 80 pts.				TOTAL (em R\$) - 100 pts.				50 pts.	TOTAL (em R\$) - 50 pts.									
15				[*]		[**]			Sem GQ	GQ Nível I	GQ Nível II	GQ Nível III	Sem GQ	GQ Nível I	GQ Nível II	GQ Nível III	[***]	Sem GQ	GQ Nível I	GQ Nível II	GQ Nível III						
16																											
17			A	B	C	D	E	F	G=(A+B)	H=(A+B+D)	I=(A+B+E)	J=(A+B+F)	K=(A+C)	L=(A+C+D)	M=(A+C+E)	N=(A+C+F)	M	O=(A+M)	P=(A+D+M)	Q=(A+E+M)	R=(A+F+M)						
18		V	13,364.63	5,757.07	7,196.34	994.33	1,984.65	2,981.65	19,121.70	20,116.03	21,106.35	22,103.35	20,560.97	21,555.30	22,545.61	23,542.62	3,598.17	16,962.80	17,957.13	18,947.45	19,944.45						
19		IV	12,975.37	5,589.39	6,986.74	965.37	1,926.84	2,894.80	18,564.76	19,530.12	20,491.60	21,459.56	19,962.10	20,927.47	21,888.95	22,856.91	3,493.37	16,468.74	17,434.10	18,395.58	19,363.54						
20	ESPECIAL	III	12,597.44	5,426.59	6,783.24	937.25	1,870.72	2,810.49	18,024.04	18,961.29	19,894.76	20,834.53	19,380.68	20,317.93	21,251.40	22,191.17	3,391.62	15,989.06	16,926.31	17,859.78	18,799.55						
21		II	12,230.53	5,268.54	6,585.67	909.95	1,816.23	2,728.63	17,499.06	18,409.02	19,315.30	20,227.69	18,816.20	19,726.15	20,632.43	21,544.83	3,292.83	15,523.36	16,433.31	17,339.60	18,251.99						
22		I	11,874.30	5,115.08	6,393.85	883.45	1,763.33	2,649.16	16,989.38	17,872.83	18,752.72	19,638.54	18,268.15	19,151.60	20,031.49	20,917.31	3,196.93	15,071.23	15,954.67	16,834.56	17,720.38						
23		V	11,202.17	4,825.55	6,031.94	833.44	1,663.52	2,499.20	16,027.72	16,861.16	17,691.24	18,526.92	17,234.11	18,067.55	18,897.63	19,733.31	3,015.97	14,218.14	15,051.58	15,881.66	16,717.34						
24		IV	10,875.89	4,685.00	5,856.25	809.17	1,615.07	2,426.41	15,560.89	16,370.06	17,175.96	17,987.30	16,732.14	17,541.31	18,347.21	19,158.55	2,928.12	13,804.02	14,613.18	15,419.09	16,230.43						
25	C	III	10,559.12	4,548.54	5,685.68	785.60	1,568.03	2,355.74	15,107.66	15,893.26	16,675.69	17,463.40	16,244.80	17,030.40	17,812.83	18,600.54	2,842.84	13,401.96	14,187.56	14,969.99	15,757.70						
26		II	10,251.57	4,416.06	5,520.08	762.72	1,522.36	2,287.13	14,667.63	15,430.35	16,189.99	16,954.76	15,771.65	16,534.37	17,294.01	18,058.77	2,760.04	13,011.61	13,774.33	14,533.97	15,298.74						
27		I	9,952.98	4,287.44	5,359.30	740.50	1,478.02	2,220.51	14,240.42	14,980.92	15,718.44	16,460.93	15,312.28	16,052.78	16,790.30	17,532.79	2,679.65	12,632.63	13,373.13	14,110.65	14,853.14						
28		V	9,389.61	4,044.75	5,055.94	698.59	1,394.36	2,094.82	13,434.36	14,132.95	14,828.72	15,529.18	14,445.55	15,144.13	15,839.90	16,540.37	2,527.97	11,917.58	12,616.16	13,311.93	14,012.40						
29		IV	9,116.12	3,926.95	4,908.68	678.24	1,353.74	2,033.81	13,043.07	13,721.31	14,396.81	15,076.87	14,024.80	14,703.04	15,378.55	16,058.61	2,454.34	11,570.46	12,248.70	12,924.21	13,604.27						
30	B	III	8,850.60	3,812.57	4,765.71	658.48	1,314.31	1,974.57	12,663.17	13,321.66	13,977.49	14,637.74	13,616.31	14,274.80	14,930.63	15,590.88	2,382.85	11,233.46	11,891.94	12,547.77	13,208.03						
31		II	8,592.82	3,701.52	4,626.90	639.31	1,276.03	1,917.06	12,294.34	12,933.65	13,570.38	14,211.40	13,219.72	13,859.03	14,495.76	15,136.78	2,313.45	10,906.27	11,545.58	12,182.30	12,823.33						
32		I	8,342.54	3,593.71	4,492.14	620.69	1,238.87	1,861.22	11,936.25	12,556.94	13,175.12	13,797.48	12,834.68	13,455.37	14,073.55	14,695.90	2,246.07	10,588.61	11,209.30	11,827.48	12,449.83						
33		V	7,870.32	3,390.29	4,237.87	585.55	1,168.74	1,755.87	11,260.62	11,846.17	12,429.36	13,016.49	12,108.19	12,693.74	13,276.93	13,864.06	2,118.93	9,989.26	10,574.81	11,158.00	11,745.13						
34		IV	7,641.09	3,291.55	4,114.43	568.50	1,134.70	1,704.73	10,932.64	11,501.14	12,067.34	12,637.37	11,755.52	12,324.02	12,890.23	13,460.25	2,057.22	9,698.31	10,266.81	10,833.01	11,403.04						
35	A	III	7,418.54	3,195.68	3,994.60	551.94	1,101.65	1,655.08	10,614.21	11,166.15	11,715.86	12,269.29	11,413.13	11,965.07	12,514.78	13,068.21	1,997.30	9,415.83	9,967.77	10,517.49	11,070.91						
36		II	7,202.46	3,102.60	3,878.25	535.86	1,069.57	1,606.87	10,305.06	10,840.92	11,374.63	11,911.93	11,066.71	11,616.57	12,150.28	12,687.58	1,939.12	9,141.59	9,677.45	10,211.15	10,748.45						
37		I	6,992.68	3,012.23	3,765.29	520.26	1,038.41	1,560.07	10,004.91	10,525.17	11,043.33	11,564.98	10,757.97	11,278.23	11,796.38	12,318.04	1,882.64	8,875.33	9,395.58	9,913.74	10,435.39						

CÁLCULO

P36 =P37*K\$10+P37

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	
7																											
8			Composição da Remuneração Total			Composição das GQs (% do VB)			Composição dos Steps			Relação NA/NM/NS															
9			RT	VB	GDAEM	GQ I	GQ II	GQ III	Padrão	Classe		54%															
10			100.0%	65.0%	35.0%	7.44%	14.85%	22.31%	3.0%	6.0%																	
11																											
12	Nível Superior 2026																										
13			GDAEM		NÍVEL GQ			ATIVO				ATIVO				GDAEM	APOSENTADO										
14	CLASSE	PADRÃO	VB	80 pts.	100 pts.	I	II	III	TOTAL (em R\$) - 80 pts.				TOTAL (em R\$) - 100 pts.				50 pts.	TOTAL (em R\$) - 50 pts.									
15				[*]		[**]			Sem GQ	GQ Nível I	GQ Nível II	GQ Nível III	Sem GQ	GQ Nível I	GQ Nível II	GQ Nível III	[***]	Sem GQ	GQ Nível I	GQ Nível II	GQ Nível III						
16																											
17			A	B	C	D	E	F	G=(A+B)	H=(A+B+D)	I=(A+B+E)	J=(A+B+F)	K=(A+C)	L=(A+C+D)	M=(A+C+E)	N=(A+C+F)	O	P=(A+M)	Q=(A+D+M)	R=(A+E+M)	S=(A+F+M)						
18		V	13,364.63	5,757.07	7,196.34	994.33	1,984.65	2,981.65	19,121.70	20,116.03	21,106.35	22,103.35	20,560.97	21,555.30	22,545.61	23,542.62	3,598.17	16,962.80	17,957.13	18,947.45	19,944.45						
19		IV	12,975.37	5,589.39	6,986.74	965.37	1,926.84	2,894.80	18,564.76	19,530.12	20,491.60	21,459.56	19,962.10	20,927.47	21,888.95	22,856.91	3,493.37	16,468.74	17,434.10	18,395.58	19,363.54						
20	ESPECIAL	III	12,597.44	5,426.59	6,783.24	937.25	1,870.72	2,810.49	18,024.04	18,961.29	19,894.76	20,834.53	19,380.68	20,317.93	21,251.40	22,191.17	3,391.62	15,989.06	16,926.31	17,859.78	18,799.55						
21		II	12,230.53	5,268.54	6,585.67	909.95	1,816.23	2,728.63	17,499.06	18,409.02	19,315.30	20,227.69	18,816.20	19,726.15	20,632.43	21,544.83	3,292.83	15,523.36	16,433.31	17,339.60	18,251.99						
22		I	11,874.30	5,115.08	6,393.85	883.45	1,763.33	2,649.16	16,989.38	17,872.83	18,752.72	19,638.54	18,268.15	19,151.60	20,031.49	20,917.31	3,196.93	15,071.23	15,954.67	16,834.56	17,720.38						
23		V	11,202.17	4,825.55	6,031.94	833.44	1,663.52	2,499.20	16,027.72	16,861.16	17,691.24	18,526.92	17,234.11	18,067.55	18,897.63	19,733.31	3,015.97	14,218.14	15,051.58	15,881.66	16,717.34						
24		IV	10,875.89	4,685.00	5,856.25	809.17	1,615.07	2,426.41	15,560.89	16,370.06	17,175.96	17,987.30	16,732.14	17,541.31	18,347.21	19,158.55	2,928.12	13,804.02	14,613.18	15,419.09	16,230.43						
25	C	III	10,559.12	4,548.54	5,685.68	785.60	1,568.03	2,355.74	15,107.66	15,893.26	16,675.69	17,463.40	16,244.80	17,030.40	17,812.83	18,600.54	2,842.84	13,401.96	14,187.56	14,969.99	15,757.70						
26		II	10,251.57	4,416.06	5,520.08	762.72	1,522.36	2,287.13	14,667.63	15,430.35	16,189.99	16,954.76	15,771.65	16,534.37	17,294.01	18,058.77	2,760.04	13,011.61	13,774.33	14,533.97	15,298.74						
27		I	9,952.98	4,287.44	5,359.30	740.50	1,478.02	2,220.51	14,240.42	14,980.92	15,718.44	16,460.93	15,312.28	16,052.78	16,790.30	17,532.79	2,679.65	12,632.63	13,373.13	14,110.65	14,853.14						
28		V	9,389.61	4,044.75	5,055.94	698.59	1,394.36	2,094.82	13,434.36	14,132.95	14,828.72	15,529.18	14,445.55	15,144.13	15,839.90	16,540.37	2,527.97	11,917.58	12,616.16	13,311.93	14,012.40						
29		IV	9,116.12	3,926.95	4,908.68	678.24	1,353.74	2,033.81	13,043.07	13,721.31	14,396.81	15,076.87	14,024.80	14,703.04	15,378.55	16,058.61	2,454.34	11,570.46	12,248.70	12,924.21	13,604.27						
30	B	III	8,850.60	3,812.57	4,765.71	658.48	1,314.31	1,974.57	12,663.17	13,321.66	13,977.49	14,637.74	13,616.31	14,274.80	14,930.63	15,590.88	2,382.85	11,233.46	11,891.94	12,547.77	13,208.03						
31		II	8,592.82	3,701.52	4,626.90	639.31	1,276.03	1,917.06	12,294.34	12,933.65	13,570.38	14,211.40	13,219.72	13,859.03	14,495.76	15,136.78	2,313.45	10,906.27	11,545.58	12,182.30	12,823.33						
32		I	8,342.54	3,593.71	4,492.14	620.69	1,238.87	1,861.22	11,936.25	12,556.94	13,175.12	13,797.48	12,834.68	13,455.37	14,073.55	14,695.90	2,246.07	10,588.61	11,209.30	11,827.48	12,449.83						
33		V	7,870.32	3,390.29	4,237.87	585.55	1,168.74	1,755.87	11,260.62	11,846.17	12,429.36	13,016.49	12,108.19	12,693.74	13,276.93	13,864.06	2,118.93	9,989.26	10,574.81	11,158.00	11,745.13						
34		IV	7,641.09	3,291.55	4,114.43	568.50	1,134.70	1,704.73	10,932.64	11,501.14	12,067.34	12,637.37	11,755.52	12,324.02	12,890.23	13,460.25	2,057.22	9,698.31	10,266.81	10,833.01	11,403.04						
35	A	III	7,418.54	3,195.68	3,994.60	551.94	1,101.65	1,655.08	10,614.21	11,166.15	11,715.86	12,269.29	11,415.15	11,965.07	12,514.78	13,068.21	1,997.30	9,415.83	9,967.77	10,517.49	11,070.91						
36		II	7,202.46	3,102.60	3,878.25	535.86	1,069.57	1,606.87	10,305.06	10,840.92	11,374.63	11,911.93	11,080.71	11,616.57	12,150.28	12,687.58	1,939.12	9,141.59	9,677.45	10,211.15	10,748.45						
37		I	6,992.68	3,012.23	3,765.29	520.26	1,038.41	1,560.07	10,004.91	10,525.17	11,043.33	11,564.98	10,757.97	11,278.23	11,796.38	12,318.04	1,882.64	8,875.33	9,395.58	9,913.74	10,435.39						

CÁLCULO

C37 =D\$10*P37

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
7																										
8			Composição da Remuneração Total			Composição das GQs (% do VB)			Composição dos Steps			Relação NA/NM/NS														
9			R	VB	GDAEM	GQ I	GQ II	GQ III	Padrão	Classe			54%													
10			100.0%	65.0%	5.0%	7.44%	14.85%	22.31%	3.0%	6.0%																
11																										
12	Nível Superior																								2026	
13			GDAEM		NÍVEL GQ			ATIVO				ATIVO				GDAEM	APOSENTADO									
14	CLASSE	PADRÃO	VB	80 pts.	100 pts.	I	II	III	TOTAL (em R\$) - 80 pts.				TOTAL (em R\$) - 100 pts.				50 pts.	TOTAL (em R\$) - 50 pts.								
15			[*]		[**]			Sem GQ	GQ Nível I	GQ Nível II	GQ Nível III	Sem GQ	GQ Nível I	GQ Nível II	GQ Nível III	[***]	Sem GQ	GQ Nível I	GQ Nível II	GQ Nível III						
16																										
17			A	B	C	D	E	F	G=(A+B)	H=(A+B+D)	I=(A+B+E)	J=(A+B+F)	K=(A+C)	L=(A+C+D)	M=(A+C+E)	N=(A+C+F)	M	N=(A+M)	O=(A+D+M)	P=(A+E+M)	I=(A+F+M)					
18	ESPECIAL	V	13,364.63	5,757.07	7,196.34	994.33	1,984.65	2,981.65	19,121.70	20,116.03	21,106.35	22,103.35	20,560.97	21,555.30	22,545.61	23,542.62	3,598.17	16,962.80	17,957.13	18,947.45	19,944.45					
19		IV	12,975.37	5,589.39	6,986.74	965.37	1,926.84	2,894.80	18,564.76	19,530.12	20,491.60	21,459.56	19,962.10	20,927.47	21,888.95	22,856.91	3,493.37	16,468.74	17,434.10	18,395.58	19,363.54					
20		III	12,597.44	5,426.59	6,783.24	937.25	1,870.72	2,810.49	18,024.04	18,961.29	19,894.76	20,834.53	19,380.68	20,317.93	21,251.40	22,191.17	3,391.62	15,989.06	16,926.31	17,859.78	18,799.55					
21		II	12,230.53	5,268.54	6,585.67	909.95	1,816.23	2,728.63	17,499.06	18,409.02	19,315.30	20,227.69	18,816.20	19,726.15	20,632.43	21,544.83	3,292.83	15,523.36	16,433.31	17,339.60	18,251.99					
22		I	11,874.30	5,115.08	6,393.85	883.45	1,763.33	2,649.16	16,989.38	17,872.83	18,752.72	19,638.54	18,268.15	19,151.60	20,031.49	20,917.31	3,196.93	15,071.23	15,954.67	16,834.56	17,720.38					
23	C	V	11,202.17	4,825.55	6,031.94	833.44	1,663.52	2,499.20	16,027.72	16,861.16	17,691.24	18,526.92	17,234.11	18,067.55	18,897.63	19,733.31	3,015.97	14,218.14	15,051.58	15,881.66	16,717.34					
24		IV	10,875.89	4,685.00	5,856.25	809.17	1,615.07	2,426.41	15,560.89	16,370.06	17,175.96	17,987.30	16,732.14	17,541.31	18,347.21	19,158.55	2,928.12	13,804.02	14,613.18	15,419.09	16,230.43					
25		III	10,559.12	4,548.54	5,685.68	785.60	1,568.03	2,355.74	15,107.66	15,893.26	16,675.69	17,463.40	16,244.80	17,030.40	17,812.83	18,600.54	2,842.84	13,401.96	14,187.56	14,969.99	15,757.70					
26		II	10,251.57	4,416.06	5,520.08	762.72	1,522.36	2,287.13	14,667.63	15,430.35	16,189.99	16,954.76	15,771.65	16,534.37	17,294.01	18,058.77	2,760.04	13,011.61	13,774.33	14,533.97	15,298.74					
27		I	9,952.98	4,287.44	5,359.30	740.50	1,478.02	2,220.51	14,240.42	14,980.92	15,718.44	16,460.93	15,312.28	16,052.78	16,790.30	17,532.79	2,679.65	12,632.63	13,373.13	14,110.65	14,853.14					
28	B	V	9,389.61	4,044.75	5,055.94	698.59	1,394.36	2,094.82	13,434.36	14,132.95	14,828.72	15,529.18	14,445.55	15,144.13	15,839.90	16,540.37	2,527.97	11,917.58	12,616.16	13,311.93	14,012.40					
29		IV	9,116.12	3,926.95	4,908.68	678.24	1,353.74	2,033.81	13,043.07	13,721.31	14,396.81	15,076.87	14,024.80	14,703.04	15,378.55	16,058.61	2,454.34	11,570.46	12,248.70	12,924.21	13,604.27					
30		III	8,850.60	3,812.57	4,765.71	658.48	1,314.31	1,974.57	12,663.17	13,321.66	13,977.49	14,637.74	13,616.31	14,274.80	14,930.63	15,590.88	2,382.85	11,233.46	11,891.94	12,547.77	13,208.03					
31		II	8,592.82	3,701.52	4,626.90	639.31	1,276.03	1,917.06	12,294.34	12,933.65	13,570.38	14,211.40	13,219.72	13,859.03	14,495.76	15,136.78	2,313.45	10,906.27	11,545.58	12,182.30	12,823.33					
32		I	8,342.54	3,593.71	4,492.14	620.69	1,238.87	1,861.22	11,936.25	12,556.94	13,175.12	13,797.48	12,834.68	13,455.37	14,073.55	14,695.90	2,246.07	10,588.61	11,209.30	11,827.48	12,449.83					
33	A	V	7,870.32	3,390.29	4,237.87	585.55	1,168.74	1,755.87	11,260.62	11,846.17	12,429.36	13,016.49	12,108.19	12,693.74	13,276.93	13,864.06	2,118.93	9,989.26	10,574.81	11,158.00	11,745.13					
34		IV	7,641.09	3,291.55	4,114.43	568.50	1,134.70	1,704.73	10,932.64	11,501.14	12,067.34	12,637.37	11,755.52	12,324.02	12,890.23	13,460.25	2,057.22	9,698.31	10,266.81	10,833.01	11,403.04					
35		III	7,418.54	3,195.68	3,994.60	551.94	1,101.65	1,655.08	10,614.21	11,166.15	11,715.86	12,269.29	11,413.13	11,965.07	12,514.78	13,068.21	1,997.30	9,415.83	9,967.77	10,517.49	11,070.91					
36		II	7,202.76	3,102.60	3,878.25	535.86	1,069.57	1,606.87	10,305.06	10,840.92	11,374.63	11,911.93	11,080.71	11,616.57	12,150.28	12,687.58	1,939.12	9,141.59	9,677.45	10,211.15	10,748.45					
37		I	6,992.68	3,012.23	3,765.29	520.26	1,038.41	1,560.07	10,004.91	10,525.17	11,043.33	11,564.98	10,757.97	11,278.23	11,796.38	12,318.04	1,882.64	8,875.33	9,395.58	9,913.74	10,435.39					

CÁLCULO

Formula bar: `=G$10*C37`

Composição da Remuneração Total			Composição das GQs (% do VB)			Composição dos Steps		Relação NA/NM/NS
RT	VB	GDAEM	GQ I	GQ II	GQ III	Padrão	Classe	54%
100.0%	65.0%	35.0%	7.44%	14.85%	22.31%	3.0%	6.0%	

		GDAEM		NÍVEL GQ			ATIVO				ATIVO				GDAEM	APOSENTADO				
CLASSE	PADRÃO	VB	80 pts.	100 pts.	I	II	III	TOTAL (em R\$) - 80 pts.				TOTAL (em R\$) - 100 pts.				50 pts.	TOTAL (em R\$) - 50 pts.			
			[*]		[**]			Sem GQ	GQ Nível I	GQ Nível II	GQ Nível III	Sem GQ	GQ Nível I	GQ Nível II	GQ Nível III	[***]	Sem GQ	GQ Nível I	GQ Nível II	GQ Nível III
		A	B	C	D	E	F	G=(A+B)	H=(A+B+D)	I=(A+B+E)	I=(A+B+F)	J=(A+C)	K=(A+C+D)	L=(A+C+E)	I=(A+C+F)	M	N=(A+M)	O=(A+D+M)	P=(A+E+M)	I=(A+F+M)
ESPECIAL	V	13,364.63	5,757.07	7,196.34	994.33	1,984.65	2,981.65	19,121.70	20,116.03	21,106.35	22,103.35	20,560.97	21,555.30	22,545.61	23,542.62	3,598.17	16,962.80	17,957.13	18,947.45	19,944.45
	IV	12,975.37	5,589.39	6,986.74	965.37	1,926.84	2,894.80	18,564.76	19,530.12	20,491.60	21,459.56	19,962.10	20,927.47	21,888.95	22,856.91	3,493.37	16,468.74	17,434.10	18,395.58	19,363.54
	III	12,597.44	5,426.59	6,783.24	937.25	1,870.72	2,810.49	18,024.04	18,961.29	19,894.76	20,834.53	19,380.68	20,317.93	21,251.40	22,191.17	3,391.62	15,989.06	16,926.31	17,859.78	18,799.55
	II	12,230.53	5,268.54	6,585.67	909.95	1,816.23	2,728.63	17,499.06	18,409.02	19,315.30	20,227.69	18,816.20	19,726.15	20,632.43	21,544.83	3,292.83	15,523.36	16,433.31	17,339.60	18,251.99
	I	11,874.30	5,115.08	6,393.85	883.45	1,763.33	2,649.16	16,989.38	17,872.83	18,752.72	19,638.54	18,268.15	19,151.60	20,031.49	20,917.31	3,196.93	15,071.23	15,954.67	16,834.56	17,720.38
C	V	11,202.17	4,825.55	6,031.94	833.44	1,663.52	2,499.20	16,027.72	16,861.16	17,691.24	18,526.92	17,234.11	18,067.55	18,897.63	19,733.31	3,015.97	14,218.14	15,051.58	15,881.66	16,717.34
	IV	10,875.89	4,685.00	5,856.25	809.17	1,615.07	2,426.41	15,560.89	16,370.06	17,175.96	17,987.30	16,732.14	17,541.31	18,347.21	19,158.55	2,928.12	13,804.02	14,613.18	15,419.09	16,230.43
	III	10,559.12	4,548.54	5,685.68	785.60	1,568.03	2,355.74	15,107.66	15,893.26	16,675.69	17,463.40	16,244.80	17,030.40	17,812.83	18,600.54	2,842.84	13,401.96	14,187.56	14,969.99	15,757.70
	II	10,251.57	4,416.06	5,520.08	762.72	1,522.36	2,287.13	14,667.63	15,430.35	16,189.99	16,954.76	15,771.65	16,534.37	17,294.01	18,058.77	2,760.04	13,011.61	13,774.33	14,533.97	15,298.74
	I	9,952.98	4,287.44	5,359.30	740.50	1,478.02	2,220.51	14,240.42	14,980.92	15,718.44	16,460.93	15,312.28	16,052.78	16,790.30	17,532.79	2,679.65	12,632.63	13,373.13	14,110.65	14,853.14
B	V	9,389.61	4,044.75	5,055.94	698.59	1,394.36	2,094.82	13,434.36	14,132.95	14,828.72	15,529.18	14,445.55	15,144.13	15,839.90	16,540.37	2,527.97	11,917.58	12,616.16	13,311.93	14,012.40
	IV	9,116.12	3,926.95	4,908.68	678.24	1,353.74	2,033.81	13,043.07	13,721.31	14,396.81	15,076.87	14,024.80	14,703.04	15,378.55	16,058.61	2,454.34	11,570.46	12,248.70	12,924.21	13,604.27
	III	8,850.60	3,812.57	4,765.71	658.48	1,314.31	1,974.57	12,663.17	13,321.66	13,977.49	14,637.74	13,616.31	14,274.80	14,930.63	15,590.88	2,382.85	11,233.46	11,891.94	12,547.77	13,208.03
	II	8,592.82	3,701.52	4,626.90	639.31	1,276.03	1,917.06	12,294.34	12,933.65	13,570.38	14,211.40	13,219.72	13,859.03	14,495.76	15,136.78	2,313.45	10,906.27	11,545.58	12,182.30	12,823.33
	I	8,342.54	3,593.71	4,492.14	620.69	1,238.87	1,861.22	11,936.25	12,556.94	13,175.12	13,797.48	12,834.68	13,455.37	14,073.55	14,695.90	2,246.07	10,588.61	11,209.30	11,827.48	12,449.83
A	V	7,870.32	3,390.29	4,237.87	585.55	1,168.74	1,755.87	11,260.62	11,846.17	12,429.36	13,016.49	12,108.19	12,693.74	13,276.93	13,864.06	2,118.93	9,989.26	10,574.81	11,158.00	11,745.13
	IV	7,641.09	3,291.55	4,114.43	568.50	1,134.70	1,704.73	10,932.64	11,501.14	12,067.34	12,637.37	11,755.52	12,324.02	12,890.23	13,460.25	2,057.22	9,698.31	10,266.81	10,833.01	11,403.04
	III	7,418.54	3,195.68	3,994.60	551.94	1,101.65	1,655.08	10,614.21	11,166.15	11,715.86	12,269.29	11,413.13	11,965.07	12,514.78	13,068.21	1,997.30	9,415.83	9,967.77	10,517.49	11,070.91
	II	7,202.46	3,102.60	3,878.26	535.66	1,069.57	1,606.87	10,305.06	10,840.92	11,374.63	11,911.93	11,080.71	11,616.57	12,150.28	12,687.58	1,939.12	9,141.59	9,677.45	10,211.15	10,748.45
	I	6,992.68	3,012.23	3,765.26	520.26	1,038.41	1,560.07	10,004.91	10,525.17	11,043.33	11,564.98	10,757.97	11,278.23	11,796.38	12,318.04	1,882.64	8,875.33	9,395.58	9,913.74	10,435.39

CÁLCULO

10,757.97

Relação
NA/NM/NS
54%

P32 X ✓ fx ='Nível Superior'!P37*'Nível Superior'!N9

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
6																										
7	Nível Intermediário																								2026	
8	GDAEM			NÍVEL GQ			ATIVO				ATIVO				GDAEM	APOSENTADO										
9	CLASSE	PADRÃO	VB	80 pts.	100 pts.	GQ Nível I	GQ Nível II	GQ Nível III	TOTAL (em R\$) - 80 pts.				TOTAL (em R\$) - 100 pts.				50 pts.	TOTAL (em R\$) - 50 pts.								
10				[*]		[**]			Sem GQ	GQ Nível I	GQ Nível II	GQ Nível III	Sem GQ	GQ Nível I	GQ Nível II	GQ Nível III	[***]	Sem GQ	GQ Nível I	GQ Nível II	GQ Nível III					
11																										
12			A	B	C	D	E	F	G=(A+B)	H=(A+B+D)	I=(A+B+E)	J=(A+B+F)	K=(A+C)	L=(A+C+D)	M=(A+C+E)	N=(A+C+F)	M	O=(A+M)	P=(A+D+M)	Q=(A+E+M)	R=(A+F+M)					
13	ESPECIAL	V	7,216.90	3,108.82	3,886.02	536.94	1,071.71	1,610.09	10,325.72	10,862.66	11,397.43	11,935.81	11,102.92	11,639.86	12,174.63	12,713.01	1,943.01	9,159.91	9,696.85	10,231.62	10,770.00					
14		IV	7,006.70	3,018.27	3,772.84	521.30	1,040.49	1,563.19	10,024.97	10,546.27	11,065.46	11,588.16	10,779.54	11,300.83	11,820.03	12,342.73	1,886.42	8,893.12	9,414.42	9,933.61	10,456.31					
15		III	6,802.62	2,930.36	3,662.95	506.11	1,010.19	1,517.66	9,732.98	10,239.09	10,743.17	11,250.64	10,465.57	10,971.68	11,475.76	11,983.23	1,831.47	8,634.09	9,140.21	9,644.28	10,151.76					
16		II	6,604.49	2,845.01	3,556.26	491.37	980.77	1,473.46	9,449.49	9,940.87	10,430.26	10,922.96	10,160.75	10,652.12	11,141.51	11,634.21	1,778.13	8,382.62	8,873.99	9,363.38	9,856.08					
17		I	6,412.12	2,762.14	3,452.68	477.06	952.20	1,430.54	9,174.27	9,651.33	10,126.47	10,604.81	9,864.80	10,341.86	10,817.00	11,295.35	1,726.34	8,138.46	8,615.52	9,090.66	9,569.01					
18	C	V	6,049.17	2,605.80	3,257.25	450.06	898.30	1,349.57	8,654.97	9,105.03	9,553.27	10,004.54	9,306.42	9,756.48	10,204.72	10,655.99	1,628.62	7,677.79	8,127.85	8,576.10	9,027.36					
19		IV	5,872.98	2,529.90	3,162.37	436.95	872.14	1,310.26	8,402.88	8,839.83	9,275.02	9,713.14	9,035.36	9,472.31	9,907.49	10,345.62	1,581.19	7,454.17	7,891.12	8,326.31	8,764.43					
20		III	5,701.92	2,456.21	3,070.27	424.22	846.74	1,272.10	8,158.14	8,582.36	9,004.87	9,430.24	8,772.19	9,196.41	9,618.93	10,044.29	1,535.13	7,237.06	7,661.28	8,083.79	8,509.16					
21		II	5,535.85	2,384.67	2,980.84	411.87	822.07	1,235.05	7,920.52	8,332.39	8,742.60	9,155.57	8,516.69	8,928.56	9,338.76	9,751.74	1,490.42	7,026.27	7,438.14	7,848.34	8,261.32					
22		I	5,374.61	2,315.22	2,894.02	399.87	798.13	1,199.08	7,689.83	8,089.70	8,487.96	8,888.90	8,268.63	8,668.50	9,066.76	9,467.71	1,447.01	6,821.62	7,221.49	7,619.75	8,020.70					
23	B	V	5,070.39	2,184.17	2,730.21	377.24	752.95	1,131.20	7,254.55	7,631.79	8,007.51	8,385.76	7,800.60	8,177.83	8,553.55	8,931.80	1,365.10	6,435.49	6,812.73	7,188.44	7,566.69					
24		IV	4,922.71	2,120.55	2,650.69	366.25	731.02	1,098.26	7,043.26	7,409.51	7,774.28	8,141.51	7,573.39	7,939.64	8,304.42	8,671.65	1,325.34	6,248.05	6,614.30	6,979.07	7,346.31					
25		III	4,779.33	2,058.79	2,573.48	355.58	709.73	1,066.27	6,838.11	7,193.69	7,547.84	7,904.38	7,352.81	7,708.39	8,062.54	8,419.08	1,286.74	6,066.07	6,421.65	6,775.80	7,132.34					
26		II	4,640.12	1,998.82	2,498.53	345.23	689.06	1,035.21	6,638.94	6,984.17	7,328.00	7,674.16	7,138.65	7,483.88	7,827.71	8,173.86	1,249.26	5,889.39	6,234.61	6,578.44	6,924.60					
27		I	4,504.97	1,940.60	2,425.75	335.17	668.99	1,005.06	6,445.58	6,780.75	7,114.57	7,450.64	6,930.73	7,265.90	7,599.72	7,935.79	1,212.88	5,717.85	6,053.02	6,386.84	6,722.91					
28	A	V	4,249.97	1,830.76	2,288.45	316.20	631.12	948.17	6,080.73	6,396.93	6,711.85	7,028.90	6,538.42	6,854.62	7,169.54	7,486.59	1,144.22	5,394.20	5,710.40	6,025.32	6,342.37					
29		IV	4,126.19	1,777.44	2,221.79	306.99	612.74	920.55	5,903.62	6,210.61	6,516.36	6,824.18	6,347.98	6,654.97	6,960.72	7,268.54	1,110.90	5,237.09	5,544.07	5,849.83	6,157.64					
30		III	4,006.01	1,725.67	2,157.08	298.05	594.89	893.74	5,731.67	6,029.72	6,326.57	6,625.41	6,163.09	6,461.14	6,757.98	7,056.83	1,078.54	5,084.55	5,382.60	5,679.44	5,978.29					
31		II	3,889.33	1,675.40	2,094.25	289.37	577.57	867.71	5,564.73	5,854.10	6,142.30	6,432.44	5,969.98	6,272.95	6,561.15	6,851.29	1,047.13	4,936.46	5,225.82	5,514.02	5,804.17					
32		I	3,776.05	1,626.61	2,033.26	280.94	560.74	842.44	5,402.65	5,683.59	5,963.40	6,245.09	5,809.30	6,090.24	6,370.05	6,651.74	1,016.63	4,792.68	5,073.61	5,353.42	5,635.11					

TABELAS

Nível Superior															2026						
CLASSE	PADRÃO	VB	GDAEM			NÍVEL GQ			ATIVO				ATIVO				GDAEM	APOSENTADO			
			80 pts.	100 pts.		I	II	III	TOTAL (em R\$) - 80 pts.				TOTAL (em R\$) - 100 pts.				50 pts.	TOTAL (em R\$) - 50 pts.			
			[*]			[**]			Sem GQ	GQ Nível I	GQ Nível II	GQ Nível III	Sem GQ	GQ Nível I	GQ Nível II	GQ Nível III	[***]	Sem GQ	GQ Nível I	GQ Nível II	GQ Nível III
			A	B	C	D	E	F	G=(A+B)	H=(A+B+D)	I=(A+B+E)	J=(A+B+F)	J=(A+C)	K=(A+C+D)	L=(A+C+E)	I=(A+C+F)	M	N=(A+M)	O=(A+D+M)	P=(A+E+M)	I=(A+F+M)
ESPECIAL	V	13,364.63	5,757.07	7,196.34	994.33	1,984.65	2,981.65	19,121.70	20,116.03	21,106.35	22,103.35	20,560.97	21,555.30	22,545.61	23,542.62	3,598.17	16,962.80	17,957.13	18,947.45	19,944.45	
	IV	12,975.37	5,589.39	6,986.74	965.37	1,926.84	2,894.80	18,564.76	19,530.12	20,491.60	21,459.56	19,962.10	20,927.47	21,888.95	22,856.91	3,493.37	16,468.74	17,434.10	18,395.58	19,363.54	
	III	12,597.44	5,426.59	6,783.24	937.25	1,870.72	2,810.49	18,024.04	18,961.29	19,894.76	20,834.53	19,380.68	20,317.93	21,251.40	22,191.17	3,391.62	15,989.06	16,926.31	17,859.78	18,799.55	
	II	12,230.53	5,268.54	6,585.67	909.95	1,816.23	2,728.63	17,499.06	18,409.02	19,315.30	20,227.69	18,816.20	19,726.15	20,632.43	21,544.83	3,292.83	15,523.36	16,433.31	17,339.60	18,251.99	
	I	11,874.30	5,115.08	6,393.85	883.45	1,763.33	2,649.16	16,989.38	17,872.83	18,752.72	19,638.54	18,268.15	19,151.60	20,031.49	20,917.31	3,196.93	15,071.23	15,954.67	16,834.56	17,720.38	
C	V	11,202.17	4,825.55	6,031.94	833.44	1,663.52	2,499.20	16,027.72	16,861.16	17,691.24	18,526.92	17,234.11	18,067.55	18,897.63	19,733.31	3,015.97	14,218.14	15,051.58	15,881.66	16,717.34	
	IV	10,875.89	4,685.00	5,856.25	809.17	1,615.07	2,426.41	15,560.89	16,370.06	17,175.96	17,987.30	16,732.14	17,541.31	18,347.21	19,158.55	2,928.12	13,804.02	14,613.18	15,419.09	16,230.43	
	III	10,559.12	4,548.54	5,685.68	785.60	1,568.03	2,355.74	15,107.66	15,893.26	16,675.69	17,463.40	16,244.80	17,030.40	17,812.83	18,600.54	2,842.84	13,401.96	14,187.56	14,969.99	15,757.70	
	II	10,251.57	4,416.06	5,520.08	762.72	1,522.36	2,287.13	14,667.63	15,430.35	16,189.99	16,954.76	15,771.65	16,534.37	17,294.01	18,058.77	2,760.04	13,011.61	13,774.33	14,533.97	15,298.74	
	I	9,952.98	4,287.44	5,359.30	740.50	1,478.02	2,220.51	14,240.42	14,980.92	15,718.44	16,460.93	15,312.28	16,052.78	16,790.30	17,532.79	2,679.65	12,632.63	13,373.13	14,110.65	14,853.14	
B	V	9,389.61	4,044.75	5,055.94	698.59	1,394.36	2,094.82	13,434.36	14,132.95	14,828.72	15,529.18	14,445.55	15,144.13	15,839.90	16,540.37	2,527.97	11,917.58	12,616.16	13,311.93	14,012.40	
	IV	9,116.12	3,926.95	4,908.68	678.24	1,353.74	2,033.81	13,043.07	13,721.31	14,396.81	15,076.87	14,024.80	14,703.04	15,378.55	16,058.61	2,454.34	11,570.46	12,248.70	12,924.21	13,604.27	
	III	8,850.60	3,812.57	4,765.71	658.48	1,314.31	1,974.57	12,663.17	13,321.66	13,977.49	14,637.74	13,616.31	14,274.80	14,930.63	15,590.88	2,382.85	11,233.46	11,891.94	12,547.77	13,208.03	
	II	8,592.82	3,701.52	4,626.90	639.31	1,276.03	1,917.06	12,294.34	12,933.65	13,570.38	14,211.40	13,219.72	13,859.03	14,495.76	15,136.78	2,313.45	10,906.27	11,545.58	12,182.30	12,823.33	
	I	8,342.54	3,593.71	4,492.14	620.69	1,238.87	1,861.22	11,936.25	12,556.94	13,175.12	13,797.48	12,834.68	13,455.37	14,073.55	14,695.90	2,246.07	10,588.61	11,209.30	11,827.48	12,449.83	
A	V	7,870.32	3,390.29	4,237.87	585.55	1,168.74	1,755.87	11,260.62	11,846.17	12,429.36	13,016.49	12,108.19	12,693.74	13,276.93	13,864.06	2,118.93	9,989.26	10,574.81	11,158.00	11,745.13	
	IV	7,641.09	3,291.55	4,114.43	568.50	1,134.70	1,704.73	10,932.64	11,501.14	12,067.34	12,637.37	11,755.52	12,324.02	12,890.23	13,460.25	2,057.22	9,698.31	10,266.81	10,833.01	11,403.04	
	III	7,418.54	3,195.68	3,994.60	551.94	1,101.65	1,655.08	10,614.21	11,166.15	11,715.86	12,269.29	11,413.13	11,965.07	12,514.78	13,068.21	1,997.30	9,415.83	9,967.77	10,517.49	11,070.91	
	II	7,202.46	3,102.60	3,878.25	535.86	1,069.57	1,606.87	10,305.06	10,840.92	11,374.63	11,911.93	11,080.71	11,616.57	12,150.28	12,687.58	1,939.12	9,141.59	9,677.45	10,211.15	10,748.45	
	I	6,992.68	3,012.23	3,765.29	520.26	1,038.41	1,560.07	10,004.91	10,525.17	11,043.33	11,564.98	10,757.97	11,278.23	11,796.38	12,318.04	1,882.64	8,875.33	9,395.58	9,913.74	10,435.39	

TABELAS

Nível Intermediário																2026				
CLASSE	PADRÃO	VB	GDAEM		NÍVEL GQ			ATIVO				ATIVO				GDAEM	APOSENTADO			
			80 pts.	100 pts.	GQ Nível I	GQ Nível II	GQ Nível III	TOTAL (em R\$) - 80 pts.				TOTAL (em R\$) - 100 pts.				50 pts.	TOTAL (em R\$) - 50 pts.			
			(*)		(**)			Sem GQ	GQ Nível I	GQ Nível II	GQ Nível III	Sem GQ	GQ Nível I	GQ Nível II	GQ Nível III	(***)	Sem GQ	GQ Nível I	GQ Nível II	GQ Nível III
A		B	C	D	E	F	G=(A+B)	H=(A+B+D)	I=(A+B+E)	I=(A+B+F)	J=(A+C)	K=(A+C+D)	L=(A+C+E)	I=(A+C+F)	M	N=(A+M)	O=(A+D+M)	P=(A+E+M)	I=(A+F+M)	
ESPECIAL	V	7.216.90	3.108.82	3.886.02	536.94	1.071.71	1.610.09	10,325.72	10,862.66	11,397.43	11,935.81	11,102.92	11,639.86	12,174.63	12,713.01	1,943.01	9,159.91	9,696.85	10,231.62	10,770.00
	IV	7.006.70	3.018.27	3.772.84	521.30	1.040.49	1.563.19	10,024.97	10,546.27	11,065.46	11,588.16	10,779.54	11,300.83	11,820.03	12,342.73	1,886.42	8,893.12	9,414.42	9,933.61	10,456.31
	III	6.802.62	2.930.36	3.662.95	506.11	1.010.19	1.517.66	9,732.98	10,239.09	10,743.17	11,250.64	10,465.57	10,971.68	11,475.76	11,983.23	1,831.47	8,634.09	9,140.21	9,644.28	10,151.76
	II	6.604.49	2.845.01	3.556.26	491.37	980.77	1.473.46	9,449.49	9,940.87	10,430.26	10,922.96	10,160.75	10,652.12	11,141.51	11,634.21	1,778.13	8,382.62	8,873.99	9,363.38	9,856.08
	I	6.412.12	2.762.14	3.452.68	477.06	952.20	1.430.54	9,174.27	9,651.33	10,126.47	10,604.81	9,864.80	10,341.86	10,817.00	11,295.35	1,726.34	8,138.46	8,615.52	9,090.66	9,569.01
C	V	6.049.17	2.605.80	3.257.25	450.06	898.30	1.349.57	8,654.97	9,105.03	9,553.27	10,004.54	9,306.42	9,756.48	10,204.72	10,655.99	1,628.62	7,677.79	8,127.85	8,576.10	9,027.36
	IV	5.872.98	2.529.90	3.162.37	436.95	872.14	1.310.26	8,402.88	8,839.83	9,275.02	9,713.14	9,035.36	9,472.31	9,907.49	10,345.62	1,581.19	7,454.17	7,891.12	8,326.31	8,764.43
	III	5.701.92	2.456.21	3.070.27	424.22	846.74	1.272.10	8,158.14	8,582.36	9,004.87	9,430.24	8,772.19	9,196.41	9,618.93	10,044.29	1,535.13	7,237.06	7,661.28	8,083.79	8,509.16
	II	5.535.85	2.384.67	2.980.84	411.87	822.07	1.235.05	7,920.52	8,332.39	8,742.60	9,155.57	8,516.69	8,928.56	9,338.76	9,751.74	1,490.42	7,026.27	7,438.14	7,848.34	8,261.32
	I	5.374.61	2.315.22	2.894.02	399.87	798.13	1.199.08	7,689.83	8,089.70	8,487.96	8,888.90	8,268.63	8,668.50	9,066.76	9,467.71	1,447.01	6,821.62	7,221.49	7,619.75	8,020.70
B	V	5.070.39	2.184.17	2.730.21	377.24	752.95	1.131.20	7,254.55	7,631.79	8,007.51	8,385.76	7,800.60	8,177.83	8,553.55	8,931.80	1,365.10	6,435.49	6,812.73	7,188.44	7,566.69
	IV	4.922.71	2.120.55	2.650.69	366.25	731.02	1.098.26	7,043.26	7,409.51	7,774.28	8,141.51	7,573.39	7,939.64	8,304.42	8,671.65	1,325.34	6,248.05	6,614.30	6,979.07	7,346.31
	III	4.779.33	2.058.79	2.573.48	355.58	709.73	1.066.27	6,838.11	7,193.69	7,547.84	7,904.38	7,352.81	7,708.39	8,062.54	8,419.08	1,286.74	6,066.07	6,421.65	6,775.80	7,132.34
	II	4.640.12	1.998.82	2.498.53	345.23	689.06	1.035.21	6,638.94	6,984.17	7,328.00	7,674.16	7,138.65	7,483.88	7,827.71	8,173.86	1,249.26	5,889.39	6,234.61	6,578.44	6,924.60
	I	4.504.97	1.940.60	2.425.75	335.17	668.99	1.005.06	6,445.58	6,780.75	7,114.57	7,450.64	6,930.73	7,265.90	7,599.72	7,935.79	1,212.88	5,717.85	6,053.02	6,386.84	6,722.91
A	V	4.249.97	1.830.76	2.288.45	316.20	631.12	948.17	6,080.73	6,396.93	6,711.85	7,028.90	6,538.42	6,854.62	7,169.54	7,486.59	1,144.22	5,394.20	5,710.40	6,025.32	6,342.37
	IV	4.126.19	1.777.44	2.221.79	306.99	612.74	920.55	5,903.62	6,210.61	6,516.36	6,824.18	6,347.98	6,654.97	6,960.72	7,268.54	1,110.90	5,237.09	5,544.07	5,849.83	6,157.64
	III	4.006.01	1.725.67	2.157.08	298.05	594.89	893.74	5,731.67	6,029.72	6,326.57	6,625.41	6,163.09	6,461.14	6,757.98	7,056.83	1,078.54	5,084.55	5,382.60	5,679.44	5,978.29
	II	3.889.33	1.675.40	2.094.25	289.37	577.57	867.71	5,564.73	5,854.10	6,142.30	6,432.44	5,983.58	6,272.95	6,561.15	6,851.29	1,047.13	4,936.46	5,225.82	5,514.02	5,804.17
	I	3.776.05	1.626.61	2.033.26	280.94	560.74	842.44	5,402.65	5,683.59	5,963.40	6,245.09	5,809.30	6,090.24	6,370.05	6,651.74	1,016.63	4,792.68	5,073.61	5,353.42	5,635.11

TABELAS

Nível Auxiliar																			2026		
CLASSE	PADRÃO	VB	GDAEM			NÍVEL GQ			ATIVO				ATIVO				GDAEM	APOSENTADO			
			80 pts.	100 pts.		GQ Nível I	GQ Nível II	GQ Nível III	TOTAL (em R\$) - 80 pts.				TOTAL (em R\$) - 100 pts.				50 pts.	TOTAL (em R\$) - 50 pts.			
			[*]			[**]			Sem GQ	GQ Nível I	GQ Nível II	GQ Nível III	Sem GQ	GQ Nível I	GQ Nível II	GQ Nível III	[***]	Sem GQ	GQ Nível I	GQ Nível II	GQ Nível III
	A	B	C	D	E	F	G=(A+B)	H=(A+B+D)	I=(A+B+E)	I=(A+B+F)	J=(A+C)	K=(A+C+D)	L=(A+C+E)	I=(A+C+F)	M	N=(A+M)	O=(A+D+M)	P=(A+E+M)	I=(A+F+M)		
ESPECIAL	V	3.897.13	1.678.76	2.098.45	289.95	578.72	869.45	5,575.89	5,865.83	6,154.61	6,445.34	5,995.58	6,285.52	6,574.30	6,865.03	1,049.23	4,946.35	5,236.30	5,525.08	5,815.80	
	IV	3.783.62	1.629.87	2.037.33	281.50	561.87	844.13	5,413.48	5,694.98	5,975.35	6,257.61	5,820.95	6,102.45	6,382.82	6,665.07	1,018.67	4,802.28	5,083.78	5,364.15	5,646.41	
	III	3.673.41	1.582.39	1.977.99	273.30	545.50	819.54	5,255.81	5,529.11	5,801.31	6,075.35	5,651.41	5,924.71	6,196.91	6,470.95	989.00	4,662.41	4,935.71	5,207.91	5,481.95	
	II	3.566.42	1.536.30	1.920.38	265.34	529.61	795.67	5,102.73	5,368.07	5,632.34	5,898.40	5,486.80	5,752.15	6,016.42	6,282.47	960.19	4,526.61	4,791.95	5,056.23	5,322.28	
	I	3.462.55	1.491.56	1.864.45	257.61	514.19	772.49	4,954.10	5,211.72	5,468.29	5,726.60	5,326.99	5,584.61	5,841.18	6,099.49	932.22	4,394.77	4,652.38	4,908.96	5,167.26	
C	V	3.266.55	1.407.13	1.758.91	243.03	485.08	728.77	4,673.68	4,916.71	5,158.77	5,402.45	5,025.47	5,268.50	5,510.55	5,754.23	879.46	4,146.01	4,389.04	4,631.09	4,874.78	
	IV	3.171.41	1.366.15	1.707.68	235.95	470.95	707.54	4,537.56	4,773.51	5,008.51	5,245.10	4,879.09	5,115.05	5,350.05	5,586.63	853.84	4,025.25	4,261.20	4,496.21	4,732.79	
	III	3.079.04	1.326.36	1.657.94	229.08	457.24	686.93	4,405.39	4,634.47	4,862.63	5,092.33	4,736.98	4,966.06	5,194.22	5,423.92	828.97	3,908.01	4,137.09	4,365.25	4,594.94	
	II	2.989.36	1.287.72	1.609.65	222.41	443.92	666.93	4,277.08	4,499.49	4,721.00	4,944.01	4,599.01	4,821.42	5,042.93	5,265.94	804.83	3,794.19	4,016.59	4,238.11	4,461.11	
	I	2.902.29	1.250.22	1.562.77	215.93	430.99	647.50	4,152.51	4,368.44	4,583.50	4,800.01	4,465.06	4,680.99	4,896.05	5,112.56	781.39	3,683.68	3,899.61	4,114.67	4,331.18	
B	V	2.738.01	1.179.45	1.474.31	203.71	406.59	610.85	3,917.46	4,121.17	4,324.05	4,528.31	4,212.32	4,416.03	4,618.92	4,823.17	737.16	3,475.17	3,678.87	3,881.76	4,086.02	
	IV	2.658.26	1.145.10	1.431.37	197.77	394.75	593.06	3,803.36	4,001.13	4,198.11	4,396.42	4,089.63	4,287.41	4,484.38	4,682.69	715.69	3,373.95	3,571.72	3,768.70	3,967.01	
	III	2.580.84	1.111.74	1.389.68	192.01	383.25	575.78	3,692.58	3,884.60	4,075.84	4,268.37	3,970.52	4,162.53	4,353.77	4,546.30	694.84	3,275.68	3,467.69	3,658.93	3,851.46	
	II	2.505.67	1,079.36	1,349.20	186.42	372.09	559.01	3,585.03	3,771.45	3,957.12	4,144.04	3,854.87	4,041.29	4,226.96	4,413.89	674.60	3,180.27	3,366.69	3,552.36	3,739.28	
	I	2,432.69	1,047.93	1,309.91	180.99	361.25	542.73	3,480.61	3,661.60	3,841.87	4,023.34	3,742.59	3,923.59	4,103.85	4,285.33	654.95	3,087.64	3,268.63	3,448.89	3,630.37	
A	V	2,294.99	988.61	1,235.76	170.75	340.81	512.01	3,283.60	3,454.34	3,624.40	3,795.61	3,530.75	3,701.50	3,871.55	4,042.76	617.88	2,912.87	3,083.61	3,253.67	3,424.88	
	IV	2,228.14	959.82	1,199.77	165.77	330.88	497.10	3,187.96	3,353.73	3,518.84	3,685.06	3,427.91	3,593.68	3,758.79	3,925.01	599.88	2,828.03	2,993.80	3,158.91	3,325.13	
	III	2,163.24	931.86	1,164.82	160.95	321.24	482.62	3,095.10	3,256.05	3,416.35	3,577.72	3,328.07	3,489.01	3,649.31	3,810.69	582.41	2,745.66	2,906.60	3,066.90	3,228.28	
	II	2,100.24	904.72	1,130.90	156.26	311.89	468.56	3,004.96	3,161.21	3,316.84	3,473.52	3,231.13	3,387.39	3,543.02	3,699.70	565.45	2,665.69	2,821.94	2,977.57	3,134.25	
	I	2,039.07	878.37	1,097.96	151.71	302.80	454.92	2,917.43	3,069.14	3,220.23	3,372.35	3,137.02	3,288.73	3,439.83	3,591.94	548.98	2,588.04	2,739.75	2,890.85	3,042.96	

IMPACTO ORÇAMENTÁRIO

IMPACTO ORÇAMENTÁRIO (TABELA ATUAL) EM 2024				IMPACTO ORÇAMENTÁRIO (NOVA PROPOSTA) EM 2025 (60%)			
Quadro Geral (MMA, Ibama e ICMbio)	Ativo	Aposentado e Inst. de Pensão	TOTAL ANUAL	Quadro Geral (MMA, Ibama e ICMbio)	Ativo	Aposentado e Inst. de Pensão	TOTAL ANUAL
CEMA Nível Superior	R\$ 618,005,556.11	R\$ 237,700,692.63	R\$ 855,706,248.74	CEMA Nível Superior	R\$ 763,172,828.40	R\$ 292,985,267.31	R\$ 1,056,158,095.71
CEMA Nível Intermediário	R\$ 148,474,810.68	R\$ 172,922,471.91	R\$ 321,397,282.59	CEMA Nível Intermediário	R\$ 209,338,897.26	R\$ 246,063,027.98	R\$ 455,401,925.24
CEMA Nível Auxiliar	R\$ 2,307,555.77	R\$ 3,132,516.94	R\$ 5,440,072.71	CEMA Nível Auxiliar	R\$ 3,128,843.45	R\$ 4,340,382.43	R\$ 7,469,225.88
TOTAL	R\$ 768,787,922.56	R\$ 413,755,681.48	R\$ 1,182,543,604.04	TOTAL	R\$ 975,640,569.11	R\$ 543,388,677.73	R\$ 1,519,029,246.84

IMPACTO ORÇAMENTÁRIO (NOVA PROPOSTA) EM 2026				IMPACTO ORÇAMENTÁRIO (NOVA PROPOSTA) EM 2026 a partir de Maio			
Quadro Geral (MMA, Ibama e ICMbio)	Ativo	Aposentado e Inst. de Pensão	TOTAL ANUAL	Quadro Geral (MMA, Ibama e ICMbio)	Ativo	Aposentado e Inst. de Pensão	TOTAL ANUAL
CEMA Nível Superior	R\$ 859,951,009.93	R\$ 329,841,650.43	R\$ 1,189,792,660.36	CEMA Nível Superior	R\$ 827,694,842.03	R\$ 317,557,417.94	R\$ 1,145,252,259.96
CEMA Nível Intermediário	R\$ 249,914,954.98	R\$ 294,823,398.70	R\$ 544,738,353.68	CEMA Nível Intermediário	R\$ 236,390,954.94	R\$ 278,571,567.14	R\$ 514,962,522.08
CEMA Nível Auxiliar	R\$ 3,676,368.57	R\$ 5,145,626.10	R\$ 8,821,994.67	CEMA Nível Auxiliar	R\$ 3,493,878.45	R\$ 4,877,238.38	R\$ 8,371,116.83
TOTAL	R\$ 1,113,542,333.48	R\$ 629,810,675.22	R\$ 1,743,353,008.71	TOTAL	R\$ 1,067,579,675.42	R\$ 601,006,223.46	R\$ 1,668,585,898.88

- 2025: 60% de 2026, a partir de janeiro **R\$ 336 milhões**
- 2026: se a partir de janeiro R\$ 561 milhões, se a partir de maio **R\$ 486 milhões**