

ESCALA DE REMUNERACIONES FUNCIONARIOS LEY N° 18.883 VIGENTE A JUNIO 2026

ESTAMENTO DIRECTIVOS-PROFESIONALES-JEFATURAS														Valor Horas Extra		Trimestre	
GRADO	Sueldo Base	Incremento D.L. 3501	Asig. Profesional	Asignación Municipal	Bonificación Ley. 18.566	Asig. Unica Ley 18.717	Asignación Ley 19.529	Bonificación Ley 18.675 Art-10	Bonificación Ley 18.675 Art-11	Asig. Zona	Complemento Zona	Remuneración Bruta cotizantes AFP	Remuneración Bruta cotizantes IPS	25%	50%	Bonif. Zonas extremas	Adicional Zonas Extremas
3	894,665	192,353	715,740	2,630,562	139,844	27,752	38,071	307,399	185,112	313,133	125,253	5,384,772	5,569,884	23,192.28	27,830.74	320,696	160,348
4	844,049	181,471	675,233	2,552,220	143,540	27,752	38,071	314,548	189,507	295,417	118,167	5,190,468	5,379,975	22,343.88	26,812.65	320,696	160,348
5	796,300	171,205	673,046	2,193,571	147,295	27,752	38,071	321,728	193,847	278,705	111,482	4,759,155	4,953,002	19,670.20	23,604.24	320,696	160,348
6	751,149	161,497	600,914	1,853,692	137,039	27,751	43,778	359,609	201,671	262,902	105,161	4,303,492	4,505,163	17,137.11	20,564.53	320,696	160,348
7	701,935	150,916	555,882	1,409,325	103,616	28,136	44,383	251,399	141,659	245,677	98,271	3,589,540	3,731,199	13,889.87	16,667.84	320,696	160,348
8	662,134	142,359	507,961	1,102,467	80,547	28,667	45,218	195,369	110,150	231,747	92,699	3,089,168	3,199,318	11,609.22	13,931.06	320,696	160,348
9	613,026	131,801	459,684	847,113	61,398	28,667	45,218	148,951	83,933	214,559	85,824	2,636,241	2,720,174	9,606.18	11,527.41	320,696	160,348
10	567,660	122,047	415,997	640,323	45,919	28,667	45,218	111,318	62,780	198,681	79,472	2,255,302	2,318,082	7,947.26	9,536.71	320,696	160,348
11	525,644	113,013	376,476	483,836	34,181	28,667	45,218	82,969	46,716	183,975	73,590	1,947,569	1,994,285	6,641.32	7,969.58	320,696	160,348
12	486,709	104,642	340,699	357,133	27,302	106,677	74,708	70,171	40,643	170,348	68,139	1,806,528	1,847,171	5,551.59	6,661.91	320,696	160,348

ESTAMENTO JEFATURAS ART. 11 TRANSIT. LEY 20.922														Valor Horas Extra		Trimestre	
GRADO	Sueldo Base	Incremento D.L. 3501	Asig. Directivo-Jefaturas	Asignación Municipal	Bonificación Ley. 18.566	Asig. Unica Ley 18.717	Asignación Ley 19.529	Bonificación Ley 18.675 Art-10	Bonificación Ley 18.675 Art-11	Asig. Zona	Complemento Zona	Remuneración Bruta cotizantes AFP	Remuneración Bruta cotizantes IPS	25%	50%	Bonif. Zonas extremas	Adicional Zonas Extremas
8	662,134	142,359	253,983	1,102,467	80,547	28,667	45,218	195,369	110,150	231,747	92,699	2,835,190	2,945,340	11,609.22	13,931.06	320,696	160,348
9	613,026	131,801	229,839	847,113	61,398	28,667	45,218	148,951	83,933	214,559	85,824	2,406,396	2,490,329	9,606.18	11,527.41	320,696	160,348
10	567,660	122,047	207,999	640,323	45,919	28,667	45,218	111,318	62,780	198,681	79,472	2,047,304	2,110,084	7,947.26	9,536.71	320,696	160,348
11	525,644	113,013	188,236	483,836	34,181	28,667	45,218	82,969	46,716	183,975	73,590	1,759,329	1,806,045	6,641.32	7,969.58	320,696	160,348
12	486,709	104,642	170,349	357,133	27,302	106,677	74,708	70,171	40,643	170,348	68,139	1,636,178	1,676,821	5,551.59	6,661.91	320,696	160,348

ESTAMENTO JEFATURAS-TÉCNICOS														Valor Horas Extra		Trimestre	
GRADO	Sueldo Base	Incremento D.L. 3501		Asignación Municipal	Bonificación Ley. 18.566	Asig. Unica Ley 18.717	Asignación Ley 19.529	Bonificación Ley 18.675 Art-10	Bonificación Ley 18.675 Art-11	Asig. Zona	Complemento Zona	Remuneración Bruta cotizantes AFP	Remuneración Bruta cotizantes IPS	25%	50%	Bonif. Zonas extremas	Adicional Zonas Extremas
8	662,134	142,359		1,102,467	80,547	28,667	45,218	195,369	110,150	231,747	92,699	2,581,207	2,691,357	11,609.22	13,931.06	320,696	160,348
9	613,026	131,801		847,113	61,398	28,667	45,218	148,951	83,933	214,559	85,824	2,176,557	2,260,490	9,606.18	11,527.41	320,696	160,348
10	567,660	122,047		640,323	45,919	28,667	45,218	111,318	62,780	198,681	79,472	1,839,305	1,902,085	7,947.26	9,536.71	320,696	160,348
11	525,644	113,013		483,836	34,181	28,667	45,218	82,969	46,716	183,975	73,590	1,571,093	1,617,809	6,641.32	7,969.58	320,696	160,348
12	486,709	104,642		357,133	27,302	106,677	74,708	70,171	40,643	170,348	68,139	1,465,829	1,506,472	5,551.59	6,661.91	320,696	160,348

ESTAMENTO TÉCNICOS-ADMINISTRATIVOS														Valor Horas Extra		Trimestre	
GRADO	Sueldo Base	Incremento D.L. 3501		Asignación Municipal	Bonificación Ley. 18.566	Asig. Unica Ley 18.717	Asignación Ley 19.529	Bonificación Ley 18.675 Art-10	Bonificación Ley 18.675 Art-11	Asig. Zona	Complemento Zona	Remuneración Bruta cotizantes AFP	Remuneración Bruta cotizantes IPS	25%	50%	Bonif. Zonas extremas	Adicional Zonas Extremas
9	613,026	131,801		847,113	61,398	28,667	45,218	148,951	83,933	214,559	85,824	2,176,557	2,260,490	9,606.18	11,527.41	320,696	160,348
10	567,660	122,047		640,323	45,919	28,667	45,218	111,318	62,780	198,681	79,472	1,839,305	1,902,085	7,947.26	9,536.71	320,696	160,348
11	525,644	113,013		483,836	34,181	28,667	45,218	82,969	46,716	183,975	73,590	1,571,093	1,617,809	6,641.32	7,969.58	320,696	160,348
12	486,709	104,642		357,133	27,302	106,677	74,708	70,171	40,643	170,348	68,139	1,465,829	1,506,472	5,551.59	6,661.91	320,696	160,348
13	450,639	96,887		265,759	19,701	103,524	74,708	51,807	27,428	157,724	63,090	1,283,839	1,311,267	4,713.14	5,655.77	320,696	160,348
14	417,190	89,696		200,750	14,566	102,696	74,708	39,061	20,388	146,017	58,407	1,143,091	1,163,479	4,065.39	4,878.47	320,696	160,348
15	386,315	83,058		161,244	11,396	88,436	74,708	30,292	15,925	135,210	54,084	1,024,743	1,040,668	3,602.36	4,322.83	320,696	160,348
16	357,633	76,891		158,361	11,071	93,172	74,708	29,501	15,482	125,172	50,069	976,578	992,060	3,394.70	4,073.64	320,696	160,348
17	331,148	71,197		122,439	7,937	86,680	74,708	21,262	11,113	115,902	46,361	877,634	888,747	2,984.13	3,580.95	320,696	160,348

ESTAMENTO AUXILIARES														Valor Horas Extra		Trimestre	
GRADO	Sueldo Base	Incremento D.L. 3501		Asignación Municipal	Bonificación Ley. 18.566	Asig. Unica Ley 18.717	Asignación Ley 19.529	Bonificación Ley 18.675 Art-10	Bonificación Ley 18.675 Art-11	Asig. Zona	Complemento Zona	Remuneración Bruta cotizantes AFP	Remuneración Bruta cotizantes IPS	25%	50%	Bonif. Zonas extremas	Adicional Zonas Extremas
13	450,639	90,128		265,759	19,701	103,524	74,708	51,807	27,428	157,724	63,090	1,277,080	1,304,508	4,713.14	5,655.77	320,696	160,348
14	417,190	83,438		200,750	14,566	102,696	74,708	39,061	20,388	146,017	58,407	1,136,833	1,157,221	4,065.39	4,878.47	320,696	160,348
15	386,315	77,263		161,244	11,396	88,436	74,708	30,292	15,925	135,210	54,084	1,018,948	1,034,873	3,602.36	4,322.83	320,696	160,348
16	357,633	71,527		158,361	11,071	93,172	74,708	29,501	15,482	125,172	50,069	971,214	986,696	3,394.70	4,073.64	320,696	160,348
17	331,148	66,230		122,439	7,937	86,680	74,708	21,262	11,113	115,902	46,361	872,667	883,780	2,984.13	3,580.95	320,696	160,348