

ESCALA DE REMUNERACIONES FUNCIONARIOS LEY N° 18.883 VIGENCIA DIC 2024 A MAY 2025

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	859,512	184,795	687,617	2,527,201	134,349	26,661	36,575	295,321	177,838	300,829	120,332	5,173,192	5,351,030	22,281.01	26,737.21	308,095	154,049
4	810,884	174,340	648,701	2,451,937	137,899	26,661	36,575	302,189	182,061	283,809	113,524	4,986,519	5,168,580	21,465.93	25,759.11	308,095	154,049
5	765,012	164,478	646,600	2,107,381	141,507	26,661	36,575	309,087	186,231	267,754	107,102	4,572,157	4,758,388	18,897.32	22,676.79	308,095	154,049
6	721,635	155,152	577,302	1,780,857	131,654	26,660	42,058	345,479	193,747	252,572	101,029	4,134,398	4,328,145	16,463.76	19,756.52	308,095	154,049
7	674,355	144,986	534,040	1,353,950	99,544	27,031	42,639	241,521	136,093	236,024	94,410	3,448,500	3,584,593	13,344.11	16,012.93	308,095	154,049
8	636,117	136,765	488,002	1,059,148	77,382	27,541	43,442	187,693	105,822	222,641	89,056	2,967,787	3,073,609	11,153.06	13,383.67	308,095	154,049
9	588,939	126,622	441,622	813,828	58,985	27,541	43,442	143,098	80,635	206,129	82,452	2,532,658	2,613,293	9,228.73	11,074.48	308,095	154,049
10	545,355	117,251	399,651	615,163	44,115	27,541	43,442	106,944	60,313	190,874	76,350	2,166,686	2,226,999	7,634.99	9,161.98	308,095	154,049
11	504,991	108,573	361,683	464,825	32,838	27,541	43,442	79,709	44,881	176,747	70,699	1,871,048	1,915,929	6,380.37	7,656.44	308,095	154,049
12	467,584	100,531	327,312	343,100	26,229	102,485	71,773	67,414	39,046	163,654	65,462	1,735,544	1,774,590	5,333.45	6,400.14	308,095	154,049

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	636,117	136,765	244,003	1,059,148	77,382	27,541	43,442	187,693	105,822	222,641	89,056	2,723,788	2,829,610	11,153.06	13,383.67	308,095	154,049
9	588,939	126,622	220,809	813,828	58,985	27,541	43,442	143,098	80,635	206,129	82,452	2,311,845	2,392,480	9,228.73	11,074.48	308,095	154,049
10	545,355	117,251	199,826	615,163	44,115	27,541	43,442	106,944	60,313	190,874	76,350	1,966,861	2,027,174	7,634.99	9,161.98	308,095	154,049
11	504,991	108,573	180,840	464,825	32,838	27,541	43,442	79,709	44,881	176,747	70,699	1,690,205	1,735,086	6,380.37	7,656.44	308,095	154,049
12	467,584	100,531	163,656	343,100	26,229	102,485	71,773	67,414	39,046	163,654	65,462	1,571,888	1,610,934	5,333.45	6,400.14	308,095	154,049

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	636,117	136,765		1,059,148	77,382	27,541	43,442	187,693	105,822	222,641	89,056	2,479,785	2,585,607	11,153.06	13,383.67	308,095	154,049
9	588,939	126,622		813,828	58,985	27,541	43,442	143,098	80,635	206,129	82,452	2,091,036	2,171,671	9,228.73	11,074.48	308,095	154,049
10	545,355	117,251		615,163	44,115	27,541	43,442	106,944	60,313	190,874	76,350	1,767,035	1,827,348	7,634.99	9,161.98	308,095	154,049
11	504,991	108,573		464,825	32,838	27,541	43,442	79,709	44,881	176,747	70,699	1,509,365	1,554,246	6,380.37	7,656.44	308,095	154,049
12	467,584	100,531		343,100	26,229	102,485	71,773	67,414	39,046	163,654	65,462	1,408,232	1,447,278	5,333.45	6,400.14	308,095	154,049

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	588,939	126,622		813,828	58,985	27,541	43,442	143,098	80,635	206,129	82,452	2,091,036	2,171,671	9,228.73	11,074.48	308,095	154,049
10	545,355	117,251		615,163	44,115	27,541	43,442	106,944	60,313	190,874	76,350	1,767,035	1,827,348	7,634.99	9,161.98	308,095	154,049
11	504,991	108,573		464,825	32,838	27,541	43,442	79,709	44,881	176,747	70,699	1,509,365	1,554,246	6,380.37	7,656.44	308,095	154,049
12	467,584	100,531		343,100	26,229	102,485	71,773	67,414	39,046	163,654	65,462	1,408,232	1,447,278	5,333.45	6,400.14	308,095	154,049
13	432,932	93,080		255,317	18,927	99,456	71,773	49,771	26,350	151,526	60,610	1,233,392	1,259,742	4,527.95	5,433.54	308,095	154,049
14	400,798	86,172		192,862	13,993	98,661	71,773	37,527	19,588	140,279	56,112	1,098,177	1,117,765	3,905.66	4,686.79	308,095	154,049
15	371,136	79,794		154,909	10,949	84,961	71,773	29,102	15,299	129,898	51,959	984,481	999,780	3,460.82	4,152.99	308,095	154,049
16	343,580	73,870		152,139	10,636	89,511	71,773	28,343	14,874	120,253	48,101	938,206	953,080	3,261.31	3,913.57	308,095	154,049
17	318,137	68,399		117,628	7,625	83,274	71,773	20,426	10,677	111,348	44,539	843,149	853,826	2,866.88	3,440.25	308,095	154,049

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	432,932	86,586		255,317	18,927	99,456	71,773	49,771	26,350	151,526	60,610	1,226,898	1,253,248	4,527.95	5,433.54	308,095	154,049
14	400,798	80,160		192,862	13,993	98,661	71,773	37,527	19,588	140,279	56,112	1,092,165	1,111,753	3,905.66	4,686.79	308,095	154,049
15	371,136	74,227		154,909	10,949	84,961	71,773	29,102	15,299	129,898	51,959	978,914	994,213	3,460.82	4,152.99	308,095	154,049
16	343,580	68,716		152,139	10,636	89,511	71,773	28,343	14,874	120,253	48,101	933,052	947,926	3,261.31	3,913.57	308,095	154,049
17	318,137	63,627		117,628	7,625	83,274	71,773	20,426	10,677	111,348	44,539	838,377	849,054	2,866.88	3,440.25	308,095	154,049

Dirección de Personal
 Depto. Remuneraciones

ASIGNACIÓN DE MEJORAMIENTO DE GESTIÓN

GRADO	Sueldo Base	Asignación Municipal	Asig. Unica L. 18.717	Asignación L-19.529	BASE DE CALCULO	Componente Base 15%	Gestión Institucional 7,60%	Desempeño Colectivo 8%	Total PMG 30,6%	Monto Trimestral			Total trimestre
										Base	Institucional	Colectivo	
3	859,512	2,527,201	26,661		3,413,374	512,006	259,416	273,070	1,044,492	1,536,018	778,248	819,210	3,133,476
4	810,884	2,451,937	26,661	36,575	3,326,057	498,909	252,780	266,085	1,017,774	1,496,727	758,340	798,255	3,053,322
5	765,012	2,107,381	26,661	36,575	2,935,629	440,344	223,108	234,850	898,302	1,321,032	669,324	704,550	2,694,906
6	721,635	1,780,857	26,660	42,058	2,571,210	385,682	195,412	205,697	786,791	1,157,046	586,236	617,091	2,360,373
7	674,355	1,353,950	27,031	42,639	2,097,975	314,696	159,446	167,838	641,980	944,088	478,338	503,514	1,925,940
8	636,117	1,059,148	27,541	43,442	1,766,248	264,937	134,235	141,300	540,472	794,811	402,705	423,900	1,621,416
9	588,939	813,828	27,541	43,442	1,473,750	221,063	112,005	117,900	450,968	663,189	336,015	353,700	1,352,904
10	545,355	615,163	27,541	43,442	1,231,501	184,725	93,594	98,520	376,839	554,175	280,782	295,560	1,130,517
11	504,991	464,825	27,541	43,442	1,040,799	156,120	79,101	83,264	318,485	468,360	237,303	249,792	955,455
12	467,584	343,100	102,485	71,773	984,942	147,741	74,856	78,795	301,392	443,223	224,568	236,385	904,176
13	432,932	255,317	99,456	71,773	859,478	128,922	65,320	68,758	263,000	386,766	195,960	206,274	789,000
14	400,798	192,862	98,661	71,773	764,094	114,614	58,071	61,128	233,813	343,842	174,213	183,384	701,439
15	371,136	154,909	84,961	71,773	682,779	102,417	51,891	54,622	208,930	307,251	155,673	163,866	626,790
16	343,580	152,139	89,511	71,773	657,003	98,550	49,932	52,560	201,042	295,650	149,796	157,680	603,126
17	318,137	117,628	83,274	71,773	590,812	88,622	44,902	47,265	180,789	265,866	134,706	141,795	542,367