

|                  |       |                              | REMUNERACIONES    |                     |             |                     |               |          |                                 | SEGUROS      |              |                                                              |                                                               | ECONOMICAS                                                |                                                         |                                                 |                                                       |                         | INHERENTES AL PUESTO                                                         |                 |                                            |                  |          |    |
|------------------|-------|------------------------------|-------------------|---------------------|-------------|---------------------|---------------|----------|---------------------------------|--------------|--------------|--------------------------------------------------------------|---------------------------------------------------------------|-----------------------------------------------------------|---------------------------------------------------------|-------------------------------------------------|-------------------------------------------------------|-------------------------|------------------------------------------------------------------------------|-----------------|--------------------------------------------|------------------|----------|----|
| CODIGO DE PUESTO | NIVEL | DESCRIPCION DEL PUESTO       | SUELDO BASE (P07) | AYUDA PARA DESPENSA | PRE/ SOCIAL | AYUDA DE TRANSPORTE | APOYO DES CAP | I.S.P.T. | COMPENSASIO N GARANTIZADA (P06) | TOTAL BRUTO  | TOTAL NETO   | SEGURO DE SEPARACION INDIVIDUALIZADO (2,4,5 Y 10 % OPCIONAL) | SEGURO COLECTIVO DE RETIRO (DE \$12,000.00 HASTA \$25,000.00) | SEGURO DE GASTOS MEDICOS MAYORES (salario minimo mensual) | SEGURO INSTITUCIONAL (VIDA) (meses de sueldo integrado) | PRIMA VACACIONAL POR CADA PERIODO (sueldo base) | PRIMA QUINQUENAL DE ACUERDO CON LOS AÑOS DE SERVICIOS | AGUINALDO (sueldo base) | PAGOS POR DEFUNCIÓN DE ACUERDO CON LA COMPROBACIÓN DE FACTURAS (sueldo base) | VACACIONES      | EQUIPO DE COMUNICACIÓN (telefonía celular) | GASOLINA MENSUAL | VEHICULO |    |
| CF 51022         | KC1   | TITULAR DE OIC               | \$17,629.88       | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$135,853.48                    | \$153,483.36 | \$100,606.96 | 10%                                                          | SI                                                            | 1000 S.M.                                                 | 91 S.M.                                                 | \$2,938.31                                      | \$0.00                                                | \$23,506.52             | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | SI                                         |                  | NO       | NO |
| CF 51033         | MC1   | TITULAR DE AREA              | \$11,552.22       | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$54,118.98                     | \$65,671.20  | \$46,969.32  | 10%                                                          | SI                                                            | 185 S.M.                                                  | 40 S.M.                                                 | \$1,925.37                                      | \$0.00                                                | \$15,414.94             | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 51033         | MC1   | TITULAR DE AREA              | \$11,552.22       | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$54,118.98                     | \$65,671.20  | \$46,969.32  | 10%                                                          | SI                                                            | 185 S.M.                                                  | 40 S.M.                                                 | \$1,925.37                                      | \$82.00                                               | \$15,414.94             | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 51033         | MB1   | TITULAR DE AREA              | \$9,863.82        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$46,265.42                     | \$56,129.24  | \$40,702.32  | 10%                                                          | SI                                                            | 185 S.M.                                                  | 108 S.M.                                                | \$1,643.97                                      | \$46.00                                               | \$13,151.76             | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 52317         | NC2   | DIRECTOR DE AREA             | \$8,157.13        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$31,751.97                     | \$39,909.10  | \$31,601.84  | 10%                                                          | SI                                                            | 148 S.M.                                                  | 40 S.M.                                                 | \$1,359.52                                      | \$82.00                                               | \$10,876.17             | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 52317         | NC2   | DIRECTOR DE AREA             | \$8,157.13        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$31,751.97                     | \$39,909.10  | \$31,601.84  | 10%                                                          | SI                                                            | 295 S.M.                                                  | 91 S.M.                                                 | \$1,359.52                                      | \$55.00                                               | \$10,876.17             | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 01012         | NB1   | SUBDIRECTOR DE AREA          | \$7,957.06        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$20,707.10                     | \$28,664.16  | \$22,364.22  | 10%                                                          | SI                                                            | 148 S.M.                                                  | 40 S.M.                                                 | \$958.93                                        | \$55.00                                               | \$10,208.46             | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 01012         | NB1   | SUBDIRECTOR DE AREA          | \$7,957.06        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$20,707.10                     | \$28,664.16  | \$22,364.22  | 10%                                                          | SI                                                            | 148 S.M.                                                  | 108 S.M.                                                | \$958.93                                        | \$109.00                                              | \$10,208.46             | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 01012         | NB1   | SUBDIRECTOR DE AREA          | \$7,957.06        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$20,707.10                     | \$28,664.16  | \$22,364.22  | 10%                                                          | SI                                                            | 148 S.M.                                                  | 108 S.M.                                                | \$958.93                                        | \$46.00                                               | \$10,208.46             | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 01012         | NA1   | SUBDIRECTOR DE AREA          | \$7,666.10        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$17,588.66                     | \$25,254.76  | \$19,797.14  | 10%                                                          | SI                                                            | 185 S.M.                                                  | 108 S.M.                                                | \$860.98                                        | \$46.00                                               | \$10,221.47             | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 01012         | NA1   | SUBDIRECTOR DE AREA          | \$7,666.10        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$17,588.66                     | \$25,254.76  | \$19,797.14  | 10%                                                          | SI                                                            | 148 S.M.                                                  | 108 S.M.                                                | \$860.98                                        | \$46.00                                               | \$10,221.47             | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 01012         | NA1   | SUBDIRECTOR DE AREA          | \$7,666.10        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$17,588.66                     | \$25,254.76  | \$19,797.14  | 10%                                                          | SI                                                            | 148 S.M.                                                  | 40 S.M.                                                 | \$860.98                                        | \$55.00                                               | \$10,221.47             | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 53060         | NA1   | SUBDIRECTOR DE AREA          | \$7,666.10        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$17,588.66                     | \$25,254.76  | \$19,797.14  | 10%                                                          | SI                                                            | 295 S.M.                                                  | 40 S.M.                                                 | \$762.68                                        | \$0.00                                                | \$10,221.47             | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 01059         | OB1   | JEFE DE DEPARTAMENTO         | \$4,921.76        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$14,510.98                     | \$19,432.74  | \$15,799.06  | 10%                                                          | SI                                                            | 111 S.M.                                                  | 91 S.M.                                                 | \$762.68                                        | \$109.00                                              | \$6,562.35              | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 01059         | OA1   | JEFE DE DEPARTAMENTO         | \$6,855.50        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$10,190.76                     | \$17,046.26  | \$13,710.26  | 10%                                                          | SI                                                            | 111 S.M.                                                  | 91 S.M.                                                 | \$762.68                                        | \$0.00                                                | \$9,140.67              | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 01059         | OA1   | JEFE DE DEPARTAMENTO         | \$6,855.50        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$10,190.76                     | \$17,046.26  | \$13,710.26  | 2%                                                           | SI                                                            | 222 S.M.                                                  | 40 S.M.                                                 | \$762.68                                        | \$46.00                                               | \$9,140.67              | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 01059         | OA1   | JEFE DE DEPARTAMENTO         | \$6,855.50        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$10,190.76                     | \$17,046.26  | \$13,710.26  | 10%                                                          | SI                                                            | 111 S.M.                                                  | 40 S.M.                                                 | \$762.68                                        | \$109.00                                              | \$9,140.67              | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 01059         | OA1   | JEFE DE DEPARTAMENTO         | \$6,855.50        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$10,190.76                     | \$17,046.26  | \$13,710.26  | 10%                                                          | SI                                                            | 111 S.M.                                                  | 91 S.M.                                                 | \$762.68                                        | \$55.00                                               | \$9,140.67              | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 01059         | OA1   | JEFE DE DEPARTAMENTO         | \$6,855.50        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$10,190.76                     | \$17,046.26  | \$13,710.26  | 10%                                                          | SI                                                            | 222 S.M.                                                  | 91 S.M.                                                 | \$762.68                                        | \$55.00                                               | \$9,140.67              | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 01059         | OA1   | JEFE DE DEPARTAMENTO         | \$6,855.50        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$10,190.76                     | \$17,046.26  | \$13,710.26  | 10%                                                          | SI                                                            | 111 S.M.                                                  | 40 S.M.                                                 | \$762.68                                        | \$55.00                                               | \$9,140.67              | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 01059         | OA1   | JEFE DE DEPARTAMENTO         | \$6,855.50        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$10,190.76                     | \$17,046.26  | \$13,710.26  | 10%                                                          | SI                                                            | 259 S.M.G.M.                                              | 40 S.M.                                                 | \$762.68                                        | \$46.00                                               | \$9,140.67              | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 01059         | OA1   | JEFE DE DEPARTAMENTO         | \$6,855.50        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$10,190.76                     | \$17,046.26  | \$13,710.26  | 10%                                                          | SI                                                            | 185 S.M.                                                  | 108 S.M.                                                | \$762.68                                        | \$109.00                                              | \$9,140.67              | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 21900         | PC1   | PROF. EJEC. D/SERV. ESPECIAL | \$6,604.82        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$9,523.77                      | \$16,128.59  | \$13,310.21  | 5%                                                           | SI                                                            | 333 S.M.                                                  | 108 S.M.                                                | \$1,100.80                                      | \$46.00                                               | \$8,806.43              | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 21864         | PQ3   | PROF. EJEC. D/SERV. ESPECIAL | \$5,906.46        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$4,670.76                      | \$10,577.22  | \$8,918.18   | NO                                                           | SI                                                            | 74 S.M.                                                   | 40 S.M.                                                 | \$984.41                                        | \$136.00                                              | \$7,875.28              | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 21864         | PQ3   | PROF. EJEC. D/SERV. ESPECIAL | \$5,906.46        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$4,670.76                      | \$10,577.22  | \$8,918.18   | 5%                                                           | SI                                                            | 74%                                                       | 108 S.M.                                                | \$984.41                                        | \$46.00                                               | \$7,875.28              | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 21864         | PQ3   | PROF. EJEC. D/SERV. ESPECIAL | \$5,906.46        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$4,670.76                      | \$10,577.22  | \$8,918.18   | 10%                                                          | SI                                                            | 74 SMGM                                                   | 108 S.M.                                                | \$984.41                                        | \$54.50                                               | \$7,875.28              | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 21864         | PQ3   | PROF. EJEC. D/SERV. ESPECIAL | \$5,906.46        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$4,670.76                      | \$10,577.22  | \$8,918.18   | 5%                                                           | SI                                                            | 74 S.M.G.M.                                               | 108 S.M.                                                | \$984.41                                        | \$136.00                                              | \$7,875.28              | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 21866         | PQ3   | PROF. EJEC. D/SERV. ESPECIAL | \$5,906.46        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$4,670.76                      | \$10,577.22  | \$8,918.18   | 4%                                                           | SI                                                            | 74 S.M.                                                   | 108 S.M.                                                | \$984.41                                        | \$0.00                                                | \$7,875.28              | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 21866         | PQ3   | PROF. EJEC. D/SERV. ESPECIAL | \$5,906.46        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$4,670.76                      | \$10,577.22  | \$8,918.18   | 4%                                                           | SI                                                            | 74 S.M.G.M.                                               | 40 S.M.                                                 | \$984.41                                        | \$46.00                                               | \$7,875.28              | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 21866         | PQ3   | PROF. EJEC. D/SERV. ESPECIAL | \$5,906.46        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$4,670.76                      | \$10,577.22  | \$8,918.18   | 5%                                                           | SI                                                            | 74 S.M.                                                   | 40 S.M.                                                 | \$984.41                                        | \$46.00                                               | \$7,875.28              | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 21866         | PQ3   | PROF. EJEC. D/SERV. ESPECIAL | \$5,906.46        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$4,670.76                      | \$10,577.22  | \$8,918.18   | 5%                                                           | SI                                                            | 74 S.M.                                                   | 108 S.M.                                                | \$984.41                                        | \$46.00                                               | \$7,875.28              | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 21866         | PQ3   | PROF. EJEC. D/SERV. ESPECIAL | \$5,906.46        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$4,670.76                      | \$10,577.22  | \$8,918.18   | 5%                                                           | SI                                                            | 74 S.M.                                                   | 108 S.M.                                                | \$984.41                                        | \$46.00                                               | \$7,875.28              | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 21866         | PQ3   | PROF. EJEC. D/SERV. ESPECIAL | \$5,906.46        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$4,670.76                      | \$10,577.22  | \$8,918.18   | 5%                                                           | SI                                                            | 74 S.M.                                                   | 108 S.M.                                                | \$984.41                                        | \$46.00                                               | \$7,875.28              | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 21866         | PQ3   | PROF. EJEC. D/SERV. ESPECIAL | \$5,906.46        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$4,670.76                      | \$10,577.22  | \$8,918.18   | 10%                                                          | SI                                                            | 74 S.M.G.M.                                               | 108 S.M.                                                | \$984.41                                        | \$55.00                                               | \$7,875.28              | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 21866         | PQ3   | PROF. EJEC. D/SERV. ESPECIAL | \$5,906.46        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$4,670.76                      | \$10,577.22  | \$8,918.18   | 10%                                                          | SI                                                            | 74 S.M.                                                   | 108 S.M.                                                | \$984.41                                        | \$46.00                                               | \$7,875.28              | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 21866         | PQ3   | PROF. EJEC. D/SERV. ESPECIAL | \$5,906.46        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$4,670.76                      | \$10,577.22  | \$8,918.18   | 10%                                                          | SI                                                            | 74 S.M.                                                   | 108 S.M.                                                | \$984.41                                        | \$46.00                                               | \$7,875.28              | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 21866         | PQ3   | PROF. EJEC. D/SERV. ESPECIAL | \$5,906.46        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$4,670.76                      | \$10,577.22  | \$8,918.18   | 10%                                                          | SI                                                            | 74 S.M.                                                   | 108 S.M.                                                | \$984.41                                        | \$46.00                                               | \$7,875.28              | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 21866         | PQ3   | PROF. EJEC. D/SERV. ESPECIAL | \$5,906.46        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$4,670.76                      | \$10,577.22  | \$8,918.18   | 10%                                                          | SI                                                            | 74 S.M.G.M.                                               | 108 S.M.                                                | \$984.41                                        | \$109.00                                              | \$7,875.28              | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 21866         | PQ3   | PROF. EJEC. D/SERV. ESPECIAL | \$5,906.46        | \$77.00             | NO APLICA   | NO APLICA           | NO APLICA     |          | \$4,670.76                      | \$10,577.22  | \$8,918.18   | 10%                                                          | SI                                                            | 74%                                                       | 108 S.M.                                                | \$984.41                                        | \$46.00                                               | \$7,875.28              | HASTA 4 MESES DE S.B.                                                        | 20 DIAS ANUALES | NO                                         |                  | NO       | NO |
| CF 21866         | PQ3   | PROF.                        |                   |                     |             |                     |               |          |                                 |              |              |                                                              |                                                               |                                                           |                                                         |                                                 |                                                       |                         |                                                                              |                 |                                            |                  |          |    |