



ESCALA DE REMUNERACIONES MENSUALES GOBIERNO REGIONAL DE ARICA Y PARINACOTA (E.U.S. SEGÚN DL 249/73)

Nº	Estamento	Grado	Unidad Monetaria	Sueldo Base	Incremento DL 3.501 Art. 2º	Asignación Profesional, Ley 19.185 Art. 19º	Asignación Sustitutiva, Ley 19.185 Art. 18º	Asignación Responsabilidad Superior DL 1.770/77	Bonificación Compensatorio Salud Ley 18.566 Art. 3º	Bonificación Compensatorio Previsional Ley 18.675 Art.10º	Asignación Zona	Asignación Dirección Superior	Asignación de Modernización Ley 19.553 Componente Base	Asignación de Modernización Ley 19.553 Componente Institucional	Asignación de Modernización Ley 19.553 Componente Colectivo	Zona extrema	Total Remuneración Bruta Mensualizada	Total Remuneración Líquida Mensualizada
1	Autoridad de Gobierno	1-A	Pesos	655.177	85.501	524.144	1.219.431	262.071	0	185.315	366.899	4.627.900	399.123	79.825	0	79.097	8.484.484	6.745.164
2	Directivo	3	Pesos	671.112	87.580	536.895	1.253.081	268.445	105.443	226.291	375.823	0	409.430	207.445	218.363	79.097	4.439.004	3.529.008
3	Directivo	4	Pesos	633.142	82.625	506.511	1.184.154	253.257	108.438	232.086	354.560	0	386.560	195.857	206.165	79.097	4.222.451	3.356.849
4	Directivo	5	Pesos	608.584	79.420	514.385	1.186.920	0	114.985	245.828	340.807	0	346.483	175.552	184.791	79.097	3.876.853	3.082.098
5	Directivo	6	Pesos	574.091	74.919	459.268	1.025.868	0	108.446	260.323	321.491	0	308.884	156.501	164.738	79.097	3.533.627	2.809.233
6	Directivo	7	Pesos	529.171	69.057	419.067	942.092	0	92.212	223.681	296.336	0	283.550	143.665	151.226	79.097	3.229.154	2.567.177
7	Directivo	8	Pesos	489.934	63.936	375.855	846.642	0	85.360	207.110	274.363	0	256.865	130.145	136.994	79.097	2.946.302	2.342.310
8	Directivo	9	Pesos	453.597	59.194	340.133	767.679	0	76.154	184.702	254.014	0	234.211	118.667	124.913	79.097	2.692.362	2.140.428
9	Profesional	4	Pesos	633.142	82.625	506.511	1.128.892	0	108.438	232.086	354.560	0	340.282	172.409	181.484	79.097	3.819.526	3.036.523
10	Profesional	5	Pesos	608.584	79.420	514.384	1.042.999	0	110.854	249.956	340.807	0	324.895	164.613	173.277	79.097	3.688.887	2.932.666
11	Profesional	6	Pesos	574.091	74.919	459.268	975.700	0	104.574	264.211	321.491	0	301.359	152.688	160.725	79.097	3.468.123	2.757.158
12	Profesional	7	Pesos	529.171	69.057	419.067	927.743	0	88.824	215.468	296.336	0	281.397	142.575	150.078	79.097	3.198.813	2.543.056
13	Profesional	8	Pesos	489.934	63.936	375.855	837.448	0	82.231	199.500	274.363	0	255.486	129.446	136.259	79.097	2.923.555	2.324.226
14	Profesional	9	Pesos	453.597	59.194	340.133	768.805	0	76.154	184.702	254.014	0	234.380	118.753	125.003	79.097	2.693.833	2.141.597
15	Profesional	10	Pesos	420.027	54.814	307.808	702.710	0	70.506	171.037	235.215	0	214.582	108.721	114.444	79.097	2.478.961	1.970.774
16	Profesional	11	Pesos	388.940	50.757	278.565	645.189	0	65.295	158.381	217.806	0	196.904	99.765	105.016	79.097	2.285.715	1.817.143
17	Profesional	12	Pesos	360.127	46.997	252.093	592.407	0	60.450	146.641	201.671	0	180.694	91.552	96.370	79.097	2.108.099	1.675.939
18	Profesional	13	Pesos	333.440	43.514	226.409	549.423	0	51.205	124.197	186.726	0	166.391	84.305	88.742	79.097	1.933.449	1.537.092
19	Profesional	14	Pesos	308.692	40.284	203.242	504.507	0	47.406	114.987	172.868	0	152.466	77.250	81.315	79.097	1.782.114	1.416.781
20	Profesional	15	Pesos	285.846	37.303	182.437	463.282	0	43.863	106.473	160.074	0	139.735	70.799	74.525	79.097	1.643.434	1.306.530
21	Profesional	16	Pesos	264.620	34.533	163.771	425.432	0	40.627	98.570	148.187	0	128.073	64.891	68.306	79.097	1.516.107	1.205.305
22	Profesional	17	Pesos	245.026	31.976	147.015	390.693	0	37.631	91.275	137.215	0	117.410	59.488	62.619	79.097	1.399.444	1.112.558
23	Profesional	18	Pesos	226.883	29.608	128.441	388.671	0	24.639	61.684	127.054	0	111.599	56.544	59.520	79.097	1.293.771	1.028.524
24	Tecnico	10	Pesos	420.027	54.814	0	328.363	0	19.606	47.515	235.215	0	112.259	56.878	59.871	79.097	1.413.644	1.123.847
25	Tecnico	11	Pesos	388.940	50.757	0	321.201	0	18.115	43.941	217.806	0	106.521	53.971	56.811	79.097	1.337.161	1.063.043
26	Tecnico	12	Pesos	360.127	46.997	0	314.229	0	17.925	45.419	201.671	0	101.153	51.251	53.948	79.097	1.271.818	1.011.095
27	Tecnico	13	Pesos	333.440	43.514	0	308.103	0	16.697	42.469	186.726	0	96.231	48.757	51.323	79.097	1.206.359	959.055
28	Tecnico	14	Pesos	308.692	40.284	0	301.834	0	15.032	38.435	172.868	0	91.579	46.400	48.842	79.097	1.143.063	908.735
29	Tecnico	15	Pesos	285.846	37.303	0	291.480	0	15.215	38.882	160.074	0	86.599	43.877	46.186	79.097	1.084.559	862.224
30	Tecnico	16	Pesos	264.620	34.533	0	276.964	0	14.072	36.082	148.187	0	81.238	41.160	43.327	79.097	1.019.280	810.328
31	Tecnico	17	Pesos	245.026	31.976	0	272.387	0	13.120	33.775	137.215	0	77.612	39.323	41.393	79.097	970.924	771.885
32	Tecnico	18	Pesos	226.883	29.608	0	265.926	0	13.577	34.873	127.054	0	73.921	37.453	39.425	79.097	927.819	737.616
33	Tecnico	19	Pesos	212.046	27.672	0	258.615	0	13.981	35.644	118.746	0	70.599	35.770	37.653	79.097	889.823	707.410
34	Tecnico	20	Pesos	198.183	25.863	0	244.608	0	12.964	33.204	110.982	0	66.419	33.652	35.423	79.097	840.396	668.115
35	Tecnico	21	Pesos	185.200	24.169	0	234.527	0	12.268	31.502	103.712	0	62.959	31.899	33.578	79.097	798.911	635.135
36	Tecnico	22	Pesos	173.098	22.589	0	215.934	0	9.581	24.489	96.935	0	58.355	29.566	31.123	79.097	740.767	588.910
37	Administrativo	12	Pesos	360.127	46.997	0	314.229	0	17.925	45.419	201.671	0	101.153	51.251	53.948	79.097	1.271.818	1.011.095
38	Administrativo	13	Pesos	333.440	43.514	0	308.103	0	16.697	42.469	186.726	0	96.231	48.757	51.323	79.097	1.206.359	959.055
39	Administrativo	14	Pesos	308.692	40.284	0	301.834	0	15.032	38.435	172.868	0	91.579	46.400	48.842	79.097	1.143.063	908.735
40	Administrativo	15	Pesos	285.846	37.303	0	291.480	0	15.215	38.882	160.074	0	86.599	43.877	46.186	79.097	1.084.559	862.224
41	Administrativo	16	Pesos	264.620	34.533	0	276.964	0	14.072	36.082	148.187	0	81.238	41.160	43.327	79.097	1.019.280	810.328
42	Administrativo	17	Pesos	245.026	31.976	0	272.387	0	13.120	33.775	137.215	0	77.612	39.323	41.393	79.097	970.924	771.885
43	Administrativo	18	Pesos	226.883	29.608	0	265.926	0	13.577	34.873	127.054	0	73.921	37.453	39.425	79.097	927.819	737.616
44	Administrativo	19	Pesos	212.046	27.672	0	258.615	0	13.981	35.644	118.746	0	70.599	35.770	37.653	79.097	889.823	707.410
45	Administrativo	20	Pesos	198.183	25.863	0	244.608	0	12.964	33.204	110.982	0	66.419	33.652	35.423	79.097	840.396	668.115
46	Administrativo	21	Pesos	185.200	24.169	0	234.527	0	12.268	31.502	103.712	0	62.959	31.899	33.578	79.097	798.911	635.135
47	Administrativo	22	Pesos	173.098	22.589	0	215.934	0	9.581	24.489	96.935	0	58.355	29.566	31.123	79.097	740.767	588.910
48	Administrativo	23	Pesos	161.772	21.111	0	193.682	0	9.075	23.305	90.592	0	53.318	27.015	28.436	79.097	687.404	546.486
49	Administrativo	24	Pesos	151.177	19.729	0	176.580	0	8.646	22.255	84.659	0	49.164	24.910	26.221	79.097	642.437	510.737
50	Auxiliar	19	Pesos	212.046	27.672	0	258.615	0	13.981	35.644	118.746	0	70.599	35.770	37.653	79.097	889.823	707.410
51	Auxiliar	20	Pesos	198.183	25.863	0	244.608	0	12.964	33.204	110.982	0	66.419	33.652	35.423	79.097	840.396	668.115
52	Auxiliar	21	Pesos	185.200	24.169	0	234.527	0	12.268	31.502	103.712	0	62.959	31.899	33.578	79.097	798.911	635.135
53	Auxiliar	22	Pesos	173.098	22.589	0	215.934	0	9.581	24.489	96.935	0	58.355	29.566	31.123	79.097	740.767	588.910
54	Auxiliar	23	Pesos	161.772	21.111	0	193.682	0	9.075	23.305	90.592	0	53.318	27.015	28.436	79.097	687.404	546.486
55	Auxiliar	24	Pesos	151.177	19.729	0	176.580	0	8.646	22.255	84.659	0	49.164	24.910	26.221	79.097	642.437	510.737
56	Auxiliar	25	Pesos	141.293	18.439	0	170.920	0	7.798	19.916	79.124	0	46.832	23.728	24.977	79.097	612.124	486.639
57	Auxiliar	26	Pesos	131.978	17.223	0	159.428	0	7.422	19.034	73.908	0	43.711	22.147	23.312	79.097	577.260	458.922

NOTAS:

1	No se contemplan las contraprestaciones eventuales y accidentales y las afectas a fines determinados, tales como: la asignación familiar, los aguinaldos y las horas extraordinarias, cuando no tienen el carácter de permanentes, y ciertos derechos estatutarios que constituyen beneficios indemnizatorios, como son los viáticos y el
2	Asimismo, no se consignan aquellas contraprestaciones que correspondan en atención a la situación personal de cada funcionario, tales como los bienes (antigüedad).
3	Para las asignaciones que no son pagadas mensualmente, se ha calculado un promedio mensual para cada grado (Zona Extrema).
4	Los bonos de modernización se presentan mensualizados, considerando el 15% del Componente Base; el 7,6% del Bono por Desempeño Institucional, considerando que se cumple el 100% de las metas institucionales (PMG); y el 8% de Desempeño Colectivo, considerando que se logran las metas de los convenios por equipos
5	Cabe indicar que las personas que ingresan por primera vez a la institución, no les corresponde percibir Bono por Desempeño Colectivo, y que al año siguiente les corresponde en proporción a los días transcurridos desde su fecha de ingreso.
6	Total Bruto Mensualizado: Corresponde a la suma de todos los conceptos que se devenguen mensualmente. No corresponde al Total Bruto que persive efectivamente el funcionario.
7	Total Líquido Mensualizado: Corresponde al Total Bruto Mensualizado menos un 20,5% estimado como descuento legal.



Gobierno Regional de Arica y Parinacota
 Ipto. de Gestión y Desarrollo de las Personas
 Unidad de Remuneraciones

ESCALA DE BIENIOS GOBIERNO REGIONAL DE ARICA Y PARINACOTA (E.U.S. SEGÚN DL 249/73)

Estamento	Grado	Unidad Monetaria	Sueldo Base	1 Bienio (2%)	2 Bienio (4%)	3 Bienio (6%)	4 Bienio (8%)	5 Bienio (10%)	6 Bienio (12%)	7 Bienio (14%)	8 Bienio (16%)	9 Bienio (18%)	10 Bienio (20%)	11 Bienio (22%)	12 Bienio (24%)	13 Bienio (26%)	14 Bienio (28%)	15 Bienio (30%)
Autoridad de Gobierno	1-A	Pesos	655.177	13.104	26.207	39.311	52.414	65.518	78.621	91.725	104.828	117.932	131.035	144.139	157.242	170.346	183.450	196.553
Directivo	3	Pesos	671.112	13.422	26.844	40.267	53.689	67.111	80.533	93.956	107.378	120.800	134.222	147.645	161.067	174.489	187.911	201.334
Directivo	4	Pesos	633.142	12.663	25.326	37.989	50.651	63.314	75.977	88.640	101.303	113.966	126.628	139.291	151.954	164.617	177.280	189.943
Directivo	5	Pesos	608.584	12.172	24.343	36.515	48.687	60.858	73.030	85.202	97.373	109.545	121.717	133.888	146.060	158.232	170.404	182.575
Directivo	6	Pesos	574.091	11.482	22.964	34.445	45.927	57.409	68.891	80.373	91.855	103.336	114.818	126.300	137.782	149.264	160.745	172.227
Directivo	7	Pesos	529.171	10.583	21.167	31.750	42.334	52.917	63.501	74.084	84.667	95.251	105.834	116.418	127.001	137.584	148.168	158.751
Directivo	8	Pesos	489.934	9.799	19.597	29.396	39.195	48.993	58.792	68.591	78.389	88.188	97.987	107.785	117.584	127.383	137.182	146.980
Directivo	9	Pesos	453.597	9.072	18.144	27.216	36.288	45.360	54.432	63.504	72.576	81.647	90.719	99.791	108.863	117.935	127.007	136.079
Profesional	4	Pesos	633.142	12.663	25.326	37.989	50.651	63.314	75.977	88.640	101.303	113.966	126.628	139.291	151.954	164.617	177.280	189.943
Profesional	5	Pesos	608.584	12.172	24.343	36.515	48.687	60.858	73.030	85.202	97.373	109.545	121.717	133.888	146.060	158.232	170.404	182.575
Profesional	6	Pesos	574.091	11.482	22.964	34.445	45.927	57.409	68.891	80.373	91.855	103.336	114.818	126.300	137.782	149.264	160.745	172.227
Profesional	7	Pesos	529.171	10.583	21.167	31.750	42.334	52.917	63.501	74.084	84.667	95.251	105.834	116.418	127.001	137.584	148.168	158.751
Profesional	8	Pesos	489.934	9.799	19.597	29.396	39.195	48.993	58.792	68.591	78.389	88.188	97.987	107.785	117.584	127.383	137.182	146.980
Profesional	9	Pesos	453.597	9.072	18.144	27.216	36.288	45.360	54.432	63.504	72.576	81.647	90.719	99.791	108.863	117.935	127.007	136.079
Profesional	10	Pesos	420.027	8.401	16.801	25.202	33.602	42.003	50.403	58.804	67.204	75.605	84.005	92.406	100.806	109.207	117.608	126.008
Profesional	11	Pesos	388.940	7.779	15.558	23.336	31.115	38.894	46.673	54.452	62.230	70.009	77.788	85.567	93.346	101.124	108.903	116.682
Profesional	12	Pesos	360.127	7.203	14.405	21.608	28.810	36.013	43.215	50.418	57.620	64.823	72.025	79.228	86.430	93.633	100.836	108.038
Profesional	13	Pesos	333.440	6.669	13.338	20.006	26.675	33.344	40.013	46.682	53.350	60.019	66.688	73.357	80.026	86.694	93.363	100.032
Profesional	14	Pesos	308.692	6.174	12.348	18.522	24.695	30.869	37.043	43.217	49.391	55.565	61.738	67.912	74.086	80.260	86.434	92.608
Profesional	15	Pesos	285.846	5.717	11.434	17.151	22.868	28.585	34.302	40.018	45.735	51.452	57.169	62.886	68.603	74.320	80.037	85.754
Profesional	16	Pesos	264.620	5.292	10.585	15.877	21.170	26.462	31.754	37.047	42.339	47.632	52.924	58.216	63.509	68.801	74.094	79.386
Profesional	17	Pesos	245.026	4.901	9.801	14.702	19.602	24.503	29.403	34.304	39.204	44.105	49.005	53.906	58.806	63.707	68.607	73.508
Profesional	18	Pesos	226.883	4.538	9.075	13.613	18.151	22.688	27.226	31.764	36.301	40.839	45.377	49.914	54.452	58.990	63.527	68.065
Tecnico	10	Pesos	420.027	8.401	16.801	25.202	33.602	42.003	50.403	58.804	67.204	75.605	84.005	92.406	100.806	109.207	117.608	126.008
Tecnico	11	Pesos	388.940	7.779	15.558	23.336	31.115	38.894	46.673	54.452	62.230	70.009	77.788	85.567	93.346	101.124	108.903	116.682
Tecnico	12	Pesos	360.127	7.203	14.405	21.608	28.810	36.013	43.215	50.418	57.620	64.823	72.025	79.228	86.430	93.633	100.836	108.038
Tecnico	13	Pesos	333.440	6.669	13.338	20.006	26.675	33.344	40.013	46.682	53.350	60.019	66.688	73.357	80.026	86.694	93.363	100.032
Tecnico	14	Pesos	308.692	6.174	12.348	18.522	24.695	30.869	37.043	43.217	49.391	55.565	61.738	67.912	74.086	80.260	86.434	92.608
Tecnico	15	Pesos	285.846	5.717	11.434	17.151	22.868	28.585	34.302	40.018	45.735	51.452	57.169	62.886	68.603	74.320	80.037	85.754
Tecnico	16	Pesos	264.620	5.292	10.585	15.877	21.170	26.462	31.754	37.047	42.339	47.632	52.924	58.216	63.509	68.801	74.094	79.386
Tecnico	17	Pesos	245.026	4.901	9.801	14.702	19.602	24.503	29.403	34.304	39.204	44.105	49.005	53.906	58.806	63.707	68.607	73.508
Tecnico	18	Pesos	226.883	4.538	9.075	13.613	18.151	22.688	27.226	31.764	36.301	40.839	45.377	49.914	54.452	58.990	63.527	68.065
Tecnico	19	Pesos	212.046	4.241	8.482	12.723	16.964	21.205	25.446	29.686	33.927	38.168	42.409	46.650	50.891	55.132	59.373	63.614
Tecnico	20	Pesos	198.183	3.964	7.927	11.891	15.855	19.818	23.782	27.746	31.709	35.673	39.637	43.600	47.564	51.528	55.491	59.455
Tecnico	21	Pesos	185.200	3.704	7.408	11.112	14.816	18.520	22.224	25.928	29.632	33.336	37.040	40.744	44.448	48.152	51.856	55.560
Tecnico	22	Pesos	173.098	3.462	6.924	10.386	13.848	17.310	20.772	24.234	27.696	31.158	34.620	38.082	41.544	45.005	48.467	51.929
Administrativo	12	Pesos	360.127	7.203	14.405	21.608	28.810	36.013	43.215	50.418	57.620	64.823	72.025	79.228	86.430	93.633	100.836	108.038
Administrativo	13	Pesos	333.440	6.669	13.338	20.006	26.675	33.344	40.013	46.682	53.350	60.019	66.688	73.357	80.026	86.694	93.363	100.032
Administrativo	14	Pesos	308.692	6.174	12.348	18.522	24.695	30.869	37.043	43.217	49.391	55.565	61.738	67.912	74.086	80.260	86.434	92.608
Administrativo	15	Pesos	285.846	5.717	11.434	17.151	22.868	28.585	34.302	40.018	45.735	51.452	57.169	62.886	68.603	74.320	80.037	85.754
Administrativo	16	Pesos	264.620	5.292	10.585	15.877	21.170	26.462	31.754	37.047	42.339	47.632	52.924	58.216	63.509	68.801	74.094	79.386
Administrativo	17	Pesos	245.026	4.901	9.801	14.702	19.602	24.503	29.403	34.304	39.204	44.105	49.005	53.906	58.806	63.707	68.607	73.508
Administrativo	18	Pesos	226.883	4.538	9.075	13.613	18.151	22.688	27.226	31.764	36.301	40.839	45.377	49.914	54.452	58.990	63.527	68.065
Administrativo	19	Pesos	212.046	4.241	8.482	12.723	16.964	21.205	25.446	29.686	33.927	38.168	42.409	46.650	50.891	55.132	59.373	63.614
Administrativo	20	Pesos	198.183	3.964	7.927	11.891	15.855	19.818	23.782	27.746	31.709	35.673	39.637	43.600	47.564	51.528	55.491	59.455
Administrativo	21	Pesos	185.200	3.704	7.408	11.112	14.816	18.520	22.224	25.928	29.632	33.336	37.040	40.744	44.448	48.152	51.856	55.560
Administrativo	22	Pesos	173.098	3.462	6.924	10.386	13.848	17.310	20.772	24.234	27.696	31.158	34.620	38.082	41.544	45.005	48.467	51.929
Administrativo	23	Pesos	161.772	3.235	6.471	9.706	12.942	16.177	19.413	22.648	25.884	29.119	32.354	35.590	38.825	42.061	45.296	48.532
Administrativo	24	Pesos	151.177	3.024	6.047	9.071	12.094	15.118	18.141	21.165	24.188	27.212	30.235	33.259	36.282	39.306	42.330	45.353
Auxiliar	19	Pesos	212.046	4.241	8.482	12.723	16.964	21.205	25.446	29.686	33.927	38.168	42.409	46.650	50.891	55.132	59.373	63.614
Auxiliar	20	Pesos	198.183	3.964	7.927	11.891	15.855	19.818	23.782	27.746	31.709	35.673	39.637	43.600	47.564	51.528	55.491	59.455
Auxiliar	21	Pesos	185.200	3.704	7.408	11.112	14.816	18.520	22.224	25.928	29.632	33.336	37.040	40.744	44.448	48.152	51.856	55.560
Auxiliar	22	Pesos	173.098	3.462	6.924	10.386	13.848	17.310	20.772	24.234	27.696	31.158	34.620	38.082	41.544	45.005	48.467	51.929
Auxiliar	23	Pesos	161.772	3.235	6.471	9.706	12.942	16.177	19.413	22.648	25.884	29.119	32.354	35.590	38.825	42.061	45.296	48.532
Auxiliar	24	Pesos	151.177	3.024	6.047	9.071	12.094	15.118	18.141	21.165	24.188	27.212	30.235	33.259	36.282	39.306	42.330	45.353
Auxiliar	25	Pesos	141.293	2.826	5.652	8.478	11.303	14.129	16.955	19.781	22.607	25.433	28.259	31.084	33.910	36.736	39.562	42.388
Auxiliar	26	Pesos	131.978	2.640	5.279	7.919	10.558	13.198	15.837	18.477	21.116	23.756	26.396	29.035	31.675	34.314	36.954	39.593