



TABLA DE REMUNERACIONES TRABAJADORES CODIGO DEL TRABAJO  
(Plazo Fijo )

| GRADO | JORNAL BASE | AUMENTO<br>ART. 6°<br>DL.1401/76 | AUMENTO<br>ART. 9°<br>DL.1607/76 | ASIG. UNICA<br>TRIBUTABLE<br>LEY 18717 ART.4 | BONO<br>COMPENSATORIO | TOTAL<br>IMPONIBLE | GRADO |
|-------|-------------|----------------------------------|----------------------------------|--|-----------------------|--------------------|-------|
| 15    | 143.723     |                                  |                                  | 39.688                                       | 106.870               | 290.281            | 15    |
| 16    | 133.050     |                                  |                                  | 38.514                                       | 100.745               | 272.309            | 16    |
| 17    | 123.200     |                                  |                                  | 38.514                                       | 98.445                | 260.159            | 17    |
| 18    | 114.078     |                                  |                                  | 38.514                                       | 95.193                | 247.785            | 18    |
| 19    | 106.617     |                                  |                                  | 40.789                                       | 89.242                | 236.648            | 19    |
| 20    | 99.647      |                                  |                                  | 40.789                                       | 82.200                | 222.636            | 20    |
| 21    | 93.119      |                                  |                                  | 40.789                                       | 77.132                | 211.040            | 21    |
| 22    | 87.033      |                                  |                                  | 38.084                                       | 70.489                | 195.606            | 22    |
| 23    | 81.340      |                                  |                                  | 38.084                                       | 59.302                | 178.726            | 23    |
| 24    | 76.013      |                                  |                                  | 38.084                                       | 50.701                | 164.798            | 24    |
| 25    | 74.231      |                                  | 571                              | 36.548                                       | 49.391                | 160.741            | 25    |
| 26    | 66.358      |                                  | 571                              | 36.548                                       | 43.613                | 147.090            | 26    |
| 27    | 62.016      | 447                              | 1.083                            | 36.548                                       | 40.002                | 140.096            | 27    |
| 28    | 57.985      | 1.407                            | 1.526                            | 37.444                                       | 35.896                | 134.258            | 28    |
| 29    | 54.203      | 2.287                            | 1.953                            | 37.444                                       | 33.125                | 129.012            | 29    |
| 30    | 52.845      | 2.882                            | 2.243                            | 37.444                                       | 28.635                | 124.049            | 30    |
| 31    | 51.567      | 3.402                            | 2.349                            | 37.444                                       | 23.657                | 118.419            | 31    |





DETALLE DE OTRAS REMUNERACIONES

| %  | Asignación: Perdida de Caja | Base de Cálculo | Monto | %  | Asignación: de Movilización | Base de Cálculo | Monto  |
|----|-----------------------------|-----------------|-------|----|-----------------------------|-----------------|--------|
| 15 |                             | 51.567          | 7.735 | 40 |                             | 51.567          | 20.627 |
| 10 |                             | 51.567          | 5.157 | 35 |                             | 51.567          | 18.048 |
| 5  |                             | 51.567          | 2.578 | 30 |                             | 51.567          | 15.470 |

| Asig. Famt. Vigencia: 01.07.2005-Art.24 Ley.19.965) | Tramo | Monto   |
|---|-------|---------|
| 1   |       | 122.329 |
|   |       | 122.330 |
|   |       | 239.605 |
|   |       | 239.606 |
|   |       | 373.702 |
|   |       | 373.703 |
|   |       | más     |
|   |       | 0       |

| Remuneración Mínima Mensual por planta a contar del 01.01.2006:                    | 165.971 |
|--|---------|
| Mayordomos, Auxiliares y Chóferos:   | 188.223 |
| Administrativos, Secretarías Ejec. Originales, Acopiados, Técnicos y Supervisores: | 202.458 |

| REGIMEN PREVISION ANTICUO | 60 UF vigente ultimo día mes anterior del devengamiento remuneracional. |
|---------------------------|---|
| REGIMEN PREVISIONAL NUEVO | 60 UF vigente al ultimo día del mes del devengamiento remuneracional.   |

| Año                     | Ingreso Mínimo | Base de Cálculo | 5%    | 10%    | 15%    | 20%    | 25%    |
|-------------------------|----------------|-----------------|-------|--------|--------|--------|--------|
| A contar del 01.07.2005 | 82.889         | 110.784         | 5.539 | 11.078 | 16.618 | 22.157 | 27.696 |
| A contar del 01.07.2006 | 87.697         | 117.210         | 5.861 | 11.721 | 17.582 | 23.442 | 29.303 |

| GRADOS   | Base de Cálculo | Vaticos (Vigencia: 01.12.2005) | 100%   | 50%    | 40%    | 30%    |
|----------|-----------------|--------------------------------|--------|--------|--------|--------|
| A        | 411.676         | 65.868                         | 32.934 | 26.347 | 19.760 | 14.825 |
| B y C    | 411.676         | 61.751                         | 30.876 | 24.700 | 18.525 | 13.922 |
| 1 A AL 4 | 386.715         | 46.406                         | 23.203 | 18.562 | 13.922 | 9.180  |
| 5 AL 10  | 305.997         | 30.600                         | 15.300 | 12.240 | 9.180  | 7.450  |
| 11 AL 21 | 155.211         | 24.834                         | 12.417 | 9.934  | 7.450  | 5.541  |
| 22 AL 31 | 71.042          | 18.471                         | 9.236  | 7.388  | 5.541  |        |

| Bono Escalaridad       | 18.640  | Aguijaldo Navidad 2005                 | 28.837 |
|------------------------|---------|--|--------|
| Marzo                  | 18.640  | Renta líquida igual o inferior 350.000 | 37.835 |
|                        |         | Renta líquida superior a 350.000       | 26.365 |
|                        |         | e inferior a 1.300.000 Bruto           |        |
| Adic. Bono Escalaridad | 15.595* | Aguijaldo Fiestas Patrias 2006         | 37.835 |
| Marzo                  |         | Renta líquida igual o inferior 350.000 | 26.365 |
|                        |         | Renta líquida superior a 350.000       |        |
|                        |         | e inferior a 1.300.000 Bruto           |        |

\* Para Trabajadores con remuneración líquida igual o inferior a 350.000

TABLA DE SUELDOS PROFESIONALES FUNCIONARIOS

| Nº Horas | Sueldo Base | Asignación Reforzamiento | DL 3.501 | Ley 18.566 | Art 10 | Art 11 |
|----------|-------------|--------------------------|----------|------------|--------|--------|
| 44       | 525.529     | 94.595                   | 16.366   | 17.543     | 44.815 | 18.089 |
| 33       | 394.147     | 70.946                   | 12.275   | 13.157     | 33.611 | 13.567 |
| 22       | 262.765     | 47.298                   | 8.183    | 8.772      | 22.408 | 9.045  |
| 11       | 131.382     | 23.649                   | 4.092    | 4.386      | 11.204 | 4.522  |

Asignación de Antigüedad para Profesionales Funcionarios

| Nº Trimestros | Nº Años | % Sueldo | Para 44         | Para 33 | Para 22 | Para 11 |
|---------------|---------|----------|-----------------|---------|---------|---------|
|               |         |          | Horas semanales |         |         |         |
| 0             | 0       | 0,00     | 0               | 0       | 0       | 0       |
| 1             | 3       | 0,34     | 178.680         | 134.010 | 89.340  | 44.670  |
| 2             | 6       | 0,44     | 231.233         | 173.425 | 115.617 | 57.808  |
| 3             | 9       | 0,47     | 246.999         | 185.249 | 123.500 | 61.750  |
| 4             | 12      | 0,50     | 262.765         | 197.074 | 131.383 | 65.691  |
| 5             | 15      | 0,53     | 278.530         | 208.898 | 139.265 | 69.632  |
| 6             | 18      | 0,56     | 294.296         | 220.722 | 147.148 | 73.574  |
| 7             | 21      | 0,59     | 310.062         | 232.547 | 155.031 | 77.515  |
| 8             | 24      | 0,62     | 325.828         | 244.371 | 162.914 | 81.457  |
| 9             | 27      | 0,64     | 336.339         | 252.254 | 168.170 | 84.084  |
| 10            | 30      | 0,66     | 346.849         | 260.137 | 173.425 | 86.712  |
| 11            | 33      | 0,68     | 357.360         | 268.020 | 178.680 | 89.340  |
| 12            | 36      | 0,70     | 367.870         | 275.903 | 183.936 | 91.967  |
| 13            | 39      | 0,72     | 378.381         | 283.786 | 189.191 | 94.595  |

| GRADO | TORIDADES DE GOBIERNO SUPERIORES DE SEY | DIRECTIVOS CON ASIG. PROF. | SIN ASIG. PROF. | PROFESIONALES | TECN. ADMINIST. VAUXILIARES | GRADO |
|-------|---|----------------------------|-----------------|---------------|-----------------------------|-------|
| A     | 984.596                                 |                            |                 |               |                             | A     |
| B     | 966.411                                 |                            |                 |               |                             | B     |
| C     | 963.680                                 |                            |                 |               |                             | C     |
| 1.A   | 719.763                                 |                            |                 |               |                             | 1.A   |
| 1.B   | 706.089                                 |                            |                 |               |                             | 1.B   |
| 1.C   | 692.738                                 | 732.934                    | 457.368         |               |                             | 1.C   |
| 2     | 679.606                                 | 679.313                    | 452.676         |               |                             | 2     |
| 3     | 642.515                                 | 641.929                    | 448.029         |               |                             | 3     |
| 4     | 607.502                                 | 606.618                    | 443.420         |               |                             | 4     |
| 5     | 574.475                                 | 596.786                    | 438.856         | 578.309       |                             | 5     |
| 6     |   | 515.810                    | 409.003         | 524.423       |                             | 6     |
| 7     |   | 473.687                    | 378.443         | 490.586       |                             | 7     |
| 8     |   | 425.695                    | 351.714         | 466.472       |                             | 8     |
| 9     |   | 386.992                    | 327.800         | 421.071       |                             | 9     |
| 10    |   | 352.819                    | 298.648         | 366.558       | 167.844                     | 10    |
| 11    |   | 323.959                    | 272.794         | 353.325       | 165.101                     | 11    |
| 12    |   | 297.486                    | 245.704         | 324.403       | 161.501                     | 12    |
| 13    |   | 276.936                    | 233.309         | 297.865       | 157.995                     | 13    |
| 14    |   | 253.416                    | 223.073         | 276.251       | 154.914                     | 14    |
| 15    |   | 232.751                    | 209.052         | 253.666       | 151.764                     | 15    |
| 16    |   | 213.782                    | 194.915         | 232.938       | 146.558                     | 16    |
| 17    |   | 196.377                    | 182.997         | 213.908       | 139.259                     | 17    |
| 18    |   | 156.425                    | 172.009         | 196.441       | 136.957                     | 18    |
| 19    |   |                            |                 | 196.425       | 133.707                     | 19    |
| 20    |   |                            |                 | 183.162       | 130.031                     | 20    |
| 21    |   |                            |                 | 171.095       | 122.990                     | 21    |
| 22    |   |                            |                 | 159.859       | 117.921                     | 22    |
| 23    |   |                            |                 | 149.398       | 108.572                     | 23    |
| 24    |   |                            |                 | 139.653       | 97.383                      | 24    |
| 25    |   |                            |                 |               | 88.784                      | 25    |
| 26    |   |                            |                 |               | 85.939                      | 26    |
| 27    |   |                            |                 |               | 80.161                      | 27    |
| 28    |   |                            |                 |               | 76.551                      | 28    |
| 29    |   |                            |                 |               | 73.339                      | 29    |
| 30    |   |                            |                 |               | 70.569                      | 30    |
| 31    |   |                            |                 |               | 66.078                      | 31    |
|       |   |                            |                 |               | 61.102                      |       |





TABLA DE REMUNERACIONES TRABAJADORES REGIDOS POR EL CODIGO DEL TRABAJO

| GRADO | JORNAL BASE | AUMENTO<br>ART. 6°<br>DL.1401/75 | AUMENTO<br>ART. 9°<br>DL.1607/76 | ASIG. UNICA<br>TRIBUTABLE<br>LEY.1871/ Art.4 | BONO<br>COMPENSATORIO | TOTAL<br>IMPOSIBLE | GRADO |
|-------|-------------|----------------------------------|----------------------------------|--|-----------------------|--------------------|-------|
| 15    | 151.197     |                                  |                                  | 41.752                                       | 112.427               | 305.376            | 15    |
| 16    | 139.969     |                                  |                                  | 40.517                                       | 105.984               | 286.469            | 16    |
| 17    | 129.606     |                                  |                                  | 40.517                                       | 103.564               | 273.687            | 17    |
| 18    | 120.010     |                                  |                                  | 40.517                                       | 100.143               | 260.670            | 18    |
| 19    | 112.161     |                                  |                                  | 42.910                                       | 93.883                | 248.954            | 19    |
| 20    | 104.829     |                                  |                                  | 42.910                                       | 86.474                | 234.213            | 20    |
| 21    | 97.961      |                                  |                                  | 42.910                                       | 81.143                | 222.014            | 21    |
| 22    | 91.559      |                                  |                                  | 40.064                                       | 74.154                | 205.778            | 22    |
| 23    | 85.570      |                                  |                                  | 40.064                                       | 62.386                | 188.020            | 23    |
| 24    | 79.966      |                                  |                                  | 40.064                                       | 53.337                | 173.367            | 24    |
| 25    | 78.091      |                                  | 601                              | 38.448                                       | 51.959                | 169.100            | 25    |
| 26    | 69.809      |                                  | 601                              | 38.448                                       | 45.881                | 154.739            | 26    |
| 27    | 65.241      | 470                              | 1.139                            | 38.448                                       | 42.082                | 147.381            | 27    |
| 28    | 61.000      | 1.480                            | 1.605                            | 39.391                                       | 37.763                | 141.239            | 28    |
| 29    | 57.022      | 2.406                            | 2.055                            | 39.391                                       | 34.848                | 136.721            | 29    |
| 30    | 55.593      | 3.032                            | 2.360                            | 39.391                                       | 30.124                | 130.500            | 30    |
| 31    | 54.248      | 3.579                            | 2.471                            | 39.391                                       | 24.887                | 124.577            | 31    |



BONIFICACION COMPENSATORIA DE SALUD LEY N° 18.586 ART. 3°

ANEXO N° 4  
VIGENCIA : 01.12.2006

| GR. | AUTORIDADES DE GOBIERNO | JEFFES SUP SERVICIO | DIRECTIVOS PROFESIONAL | DIRECTIVOS NO PROFES. | JEFATURA NO PROFESIONAL | PROF. Y TEG. UNIVERSITARIOS | ADM. Y TEGS. NO PROFES. | GR. |
|-----|-------------------------|---------------------|------------------------|-----------------------|-------------------------|-----------------------------|-------------------------|-----|
| A   | 76.099                  |                     |                        |                       |                         |                             |                         | A   |
| B   | 74.655                  |                     |                        |                       |                         |                             |                         | B   |
| C   | 74.429                  |                     |                        |                       |                         |                             |                         | C   |
| 1-A |                         | 53.254              |                        |                       |                         |                             |                         | 1-A |
| 1-B |                         | 53.882              |                        |                       |                         |                             |                         | 1-B |
| 1-C |                         | 54.494              |                        |                       |                         |                             |                         | 1-C |
| 2   |                         | 55.105              | 54.494                 | 41.217                |                         |                             |                         | 2   |
| 3   |                         | 56.824              | 55.105                 | 40.402                |                         |                             |                         | 3   |
| 4   |                         | 58.440              | 56.824                 | 38.127                |                         |                             |                         | 4   |
| 5   |                         | 62.994              | 58.440                 | 35.958                |                         | 58.440                      | 14.115                  | 5   |
| 6   |                         |                     | 60.820                 | 32.472                |                         | 58.636                      | 13.433                  | 6   |
| 7   |                         |                     | 57.363                 | 30.629                |                         | 55.316                      | 12.531                  | 7   |
| 8   |                         |                     | 48.775                 | 28.230                |                         | 46.983                      | 12.531                  | 8   |
| 9   |                         |                     | 45.151                 | 26.140                |                         | 43.495                      | 11.754                  | 9   |
| 10  |                         |                     |                        |                       | 19.868                  | 40.282                      | 11.031                  | 10  |
| 11  |                         |                     |                        |                       | 18.395                  | 37.294                      | 10.370                  | 11  |
| 12  |                         |                     |                        |                       | 17.039                  | 34.537                      | 9.583                   | 12  |
| 13  |                         |                     |                        |                       | 16.378                  | 31.976                      | 9.483                   | 13  |
| 14  |                         |                     |                        |                       | 15.211                  | 27.084                      | 8.833                   | 14  |
| 15  |                         |                     |                        |                       | 14.521                  | 25.077                      | 7.951                   | 15  |
| 16  |                         |                     |                        |                       | 13.518                  | 23.202                      | 8.049                   | 16  |
| 17  |                         |                     |                        |                       | 12.509                  | 21.490                      | 7.443                   | 17  |
| 18  |                         |                     |                        |                       | 11.546                  | 19.906                      | 6.940                   | 18  |
| 19  |                         |                     |                        |                       | 10.840                  | 13.033                      | 7.180                   | 19  |
| 20  |                         |                     |                        |                       |                         | 12.623                      | 7.395                   | 20  |
| 21  |                         |                     |                        |                       |                         | 11.857                      | 6.857                   | 21  |
| 22  |                         |                     |                        |                       |                         | 11.147                      | 6.489                   | 22  |
| 23  |                         |                     |                        |                       |                         | 10.519                      | 5.067                   | 23  |
| 24  |                         |                     |                        |                       |                         | 9.890                       | 4.799                   | 24  |
| 25  |                         |                     |                        |                       |                         |                             | 4.573                   | 25  |
| 26  |                         |                     |                        |                       |                         |                             | 4.124                   | 26  |
| 27  |                         |                     |                        |                       |                         |                             | 3.925                   | 27  |
| 28  |                         |                     |                        |                       |                         |                             | 3.224                   | 28  |
| 29  |                         |                     |                        |                       |                         |                             | 3.248                   | 29  |
| 30  |                         |                     |                        |                       |                         |                             | 3.128                   | 30  |
| 31  |                         |                     |                        |                       |                         |                             | 2.847                   | 31  |
|     |                         |                     |                        |                       |                         |                             | 2.766                   |     |

DETALLE DE OTRAS REMUNERACIONES

| Asignación Párida de Caja |              | Asignación de Movilización |    |              |        |
|---------------------------|--------------|----------------------------|----|--------------|--------|
| %                         | Base Cálculo | Monto                      | %  | Base Cálculo | Monto  |
| 15                        | 54.248       | 8.137                      | 40 | 54.248       | 21.699 |
| 10                        | 54.248       | 5.425                      | 35 | 54.248       | 18.987 |
| 5                         | 54.248       | 2.712                      | 30 | 54.248       | 16.274 |

| Asig. Fam. (vigencia 01.07.2006-Art.20 Ley 20.079) |         | Asig. Zona Extrema 2007 |            |
|--|---------|-------------------------|------------|
| Tramo  | Monto   | Actual                  | Trimestral |
| 1  | 128.445 | 184.673                 | 46.168     |
|  | 128.446 |                         |            |
|  | 251.585 |                         |            |
|  | 251.586 |                         |            |
|  | 392.387 |                         |            |
|  | 392.388 |                         |            |
|  | más     |                         |            |
|  | 0       |                         |            |

| Remuneración Mínima Mensual por planta, a contar 01.01.2007 (Art. 18 Ley Nº 20.143) | Valor   |
|---|---------|
| Mayor docentes, Auxiliares y Choferes   | 174.601 |
| Administrativos, Secretarías Ejec., Oficiales Administ.                             | 198.011 |
| Técnicos y Supervisores   | 212.986 |

| REGIMEN PREVISIONAL ANTIGUO | Renta Máxima Imponible  |
|-----------------------------|---|
|                             | 60 UF vigente último día mes anterior del devengamiento remuneracional. |
| REGIMEN PREVISIONAL NUEVO   | Renta Máxima Imponible  |
|                             | 60 UF vigente al último día del mes del devengamiento remuneracional.   |

| Año                     | Ingreso Mínimo | Base Cálculo | 100%  | 50%    | 40%    | 30%    | 25%    | 20% | 15% |
|-------------------------|----------------|--------------|-------|--------|--------|--------|--------|-----|-----|
| A contar del 01.07.2006 | 87.697         | 117.210      | 5.861 | 11.721 | 17.582 | 23.442 | 29.303 |     |     |

| Asig. Zonas Externa 2007 |            |
|--------------------------|------------|
| Actual                   | Trimestral |
| 184.673                  | 46.168     |

| GRADOS      | Base de Cálculo | 100%   | 50%    | 40%    | 30%    |
|-------------|-----------------|--------|--------|--------|--------|
| A           | 433.083         | 69.293 | 34.647 | 27.717 | 20.788 |
| B y C       | 433.083         | 64.962 | 32.481 | 25.985 | 19.489 |
| 1-A y A.L.4 | 406.824         | 48.819 | 24.410 | 19.528 | 14.646 |
| 5 AL 10     | 321.909         | 32.191 | 16.096 | 12.876 | 9.657  |
| 11 AL 21    | 163.282         | 26.125 | 13.063 | 10.450 | 7.838  |
| 22 AL 31    | 74.736          | 19.431 | 9.716  | 7.772  | 5.829  |

| Bono Escolaridad | Monto  |
|------------------|--------|
|                  | 39.219 |

| Aguinaldo Navidad 2005   |        |
|--|--------|
| Renta líquida igual o inferior a \$ 368.200                            | Monto  |
| Renta líquida superior a \$ 368.201 e inferior a Rem. Bucle permanente | 16.095 |
| \$ 1.367.600   |        |

| Aguinaldo Fiestas Patrias 2007                                       |        |
|--|--------|
| Renta líquida igual o inferior a \$ 368.200                          | Monto  |
| Renta líquida superior a \$ 368.201 e inferior Rem. Bucle permanente | 27.725 |
| \$ 1.367.600   |        |

| Adic. Bono Escolaridad | Monto  |
|------------------------|--------|
|                        | 16.406 |

\* Para Trabajadores con remuneración líquida igual o inferior a \$ 368.200

TABLA DE SUELDOS PROFESIONALES FUNCIONARIOS

| Nº Horas | Sueldo Base | Asignación Reinicialmente | D.L. 501 | Ley 18.566 | ATE 10 | ATE 11 |
|----------|-------------|---------------------------|----------|------------|--------|--------|
| 44       | 552.857     | 99.514                    | 17.217   | 18.455     | 47.145 | 19.030 |
| 33       | 414.643     | 74.636                    | 12.913   | 13.841     | 35.359 | 14.273 |
| 22       | 276.429     | 49.757                    | 8.609    | 9.228      | 23.573 | 9.515  |
| 11       | 138.215     | 24.879                    | 4.305    | 4.614      | 11.787 | 4.758  |

| Asignación de Antigüedad para Profesionales Funcionarios |         |          |         |         |         |         |                 |   |   |
|--|---------|----------|---------|---------|---------|---------|-----------------|---|---|
| Nº Trimestres  | Nº Años | % Sueldo | Para 44 | Para 33 | Para 22 | Para 11 | Horas semanales |   |   |
| 0  | 0       | 0,00     | 0       | 0       | 0       | 0       | 0               | 0 | 0 |
| 1  | 3       | 0,34     | 187.971 | 140.979 | 93.986  | 46.993  |                 |   |   |
| 2  | 6       | 0,44     | 243.257 | 182.443 | 121.629 | 60.815  |                 |   |   |
| 3  | 9       | 0,47     | 259.843 | 194.882 | 129.922 | 64.961  |                 |   |   |
| 4  | 12      | 0,50     | 276.429 | 207.322 | 138.215 | 69.108  |                 |   |   |
| 5  | 15      | 0,53     | 293.014 | 219.761 | 146.507 | 73.254  |                 |   |   |
| 6  | 18      | 0,56     | 309.600 | 232.200 | 154.800 | 77.400  |                 |   |   |
| 7  | 21      | 0,59     | 326.186 | 244.639 | 163.093 | 81.547  |                 |   |   |
| 8  | 24      | 0,62     | 342.771 | 257.079 | 171.386 | 85.693  |                 |   |   |
| 9  | 27      | 0,64     | 358.828 | 265.372 | 176.915 | 88.458  |                 |   |   |
| 10   | 30      | 0,66     | 364.886 | 273.664 | 182.443 | 91.222  |                 |   |   |
| 11   | 33      | 0,68     | 375.943 | 281.957 | 187.972 | 93.986  |                 |   |   |
| 12   | 36      | 0,70     | 387.000 | 290.260 | 193.500 | 96.751  |                 |   |   |
| 13   | 39      | 0,72     | 398.057 | 298.543 | 199.029 | 99.515  |                 |   |   |

## ASIGNACION SUSTITUTIVA LEY N° 19.185 ART. 17 INC. 2°

| GRADO | AUTORIDADES DE GOBIERNO Y JEFES SUPERIORES SERVICIO | DIRECTIVOS CON ASIG. PROF. | SIN ASIG. PROF. | PROFESIONALES | TECN. ADMINIST. Y AUXILIARES | GRADO |
|-------|---|----------------------------|-----------------|---------------|------------------------------|-------|
| A     | 1.035.795   |                            |                 |               |                              | A     |
| B     | 1.016.664   |                            |                 |               |                              | B     |
| C     | 1.013.791   |                            |                 |               |                              | C     |
| 1-A   | 757.191   |                            |                 |               |                              | 1-A   |
| 1-B   | 742.806   |                            |                 |               |                              | 1-B   |
| 1-C   | 728.760   | 771.047                    | 481.151         |               |                              | 1-C   |
| 2     | 714.946   | 714.637                    | 476.215         |               |                              | 2     |
| 3     | 675.926   | 675.309                    | 471.327         |               |                              | 3     |
| 4     | 639.092   | 638.162                    | 466.478         | 608.381       |                              | 4     |
| 5     | 604.348   | 627.819                    | 461.677         | 551.693       |                              | 5     |
| 6     |   | 542.632                    | 430.271         | 516.096       |                              | 6     |
| 7     |   | 498.319                    | 398.122         | 490.729       |                              | 7     |
| 8     |   | 447.831                    | 370.003         | 442.967       |                              | 8     |
| 9     |   | 406.064                    | 344.846         | 406.659       |                              | 9     |
| 10    |   | 371.166                    | 314.178         | 371.898       |                              | 10    |
| 11    |   | 340.805                    | 286.979         | 341.272       |                              | 11    |
| 12    |   | 312.955                    | 258.481         | 313.354       |                              | 12    |
| 13    |   | 290.285                    | 245.441         | 290.616       |                              | 13    |
| 14    |   | 266.594                    | 234.673         | 266.857       |                              | 14    |
| 15    |   | 244.854                    | 219.923         | 245.051       |                              | 15    |
| 16    |   | 224.899                    | 205.051         | 225.031       |                              | 16    |
| 17    |   | 206.589                    | 192.513         | 206.656       |                              | 17    |
| 18    |   | 205.587                    | 180.953         | 205.587       |                              | 18    |
| 19    |   |                            |                 | 192.686       |                              | 19    |
| 20    |   |                            |                 | 179.992       |                              | 20    |
| 21    |   |                            |                 | 168.172       |                              | 21    |
| 22    |   |                            |                 | 157.167       |                              | 22    |
| 23    |   |                            |                 | 146.915       |                              | 23    |
| 24    |   |                            |                 |               | 93.401                       | 24    |
| 25    |   |                            |                 |               | 90.408                       | 25    |
| 26    |   |                            |                 |               | 84.329                       | 26    |
| 27    |   |                            |                 |               | 80.532                       | 27    |
| 28    |   |                            |                 |               | 77.153                       | 28    |
| 29    |   |                            |                 |               | 74.239                       | 29    |
| 30    |   |                            |                 |               | 69.514                       | 30    |
| 31    |   |                            |                 |               | 64.279                       | 31    |



MOP - D.O.y.F. Superdepartamento Organización y Métodos

REMUNERACIONES PARA EMPLEADOS Y OBREROS CONTRATO INDEFINIDO (DL N° 2497/A)

ANEXO N° 1  
VIGENCIA: 01.12.2007

| GRADO | SUELDO o<br>SUELDO BASE | ASIGNACION<br>PROFESIONAL | ASIGNACION UNICA    |          | ART. 1° | ASIGNACION ESPECIAL- DL 2471 |                  | ASIG<br>RESP<br>SUPERIOR | ASIG<br>ESPECIAL<br>DL 1351 | GRADO |
|-------|-------------------------|---------------------------|---------------------|----------|---------|------------------------------|------------------|--------------------------|-----------------------------|-------|
|       |                         |                           | LEY 18.717<br>PROF. | NO PROF. |         | ART. 11°<br>DL 2879/79       | PROC<br>DE DATOS |                          |                             |       |
| A     | 462.966                 | 370.375                   | 11.994              | 11.994   |         |                              |                  |                          | 1.080.633                   | A     |
| B     | 453.656                 | 362.831                   | 11.994              | 11.994   |         |                              |                  |                          | 1.060.186                   | B     |
| C     | 436.293                 | 349.035                   | 11.994              | 11.994   |         |                              |                  |                          | 1.057.114                   | C     |
| 1-A   | 434.895                 | 347.918                   | 11.994              | 11.994   |         |                              |                  | 86.979                   |                             | 1-A   |
| 1-B   | 428.349                 | 341.082                   | 11.994              | 11.994   |         |                              |                  | 85.270                   |                             | 1-B   |
| 1-C   | 418.009                 | 334.407                   | 11.994              | 11.994   |         |                              |                  | 83.602                   |                             | 1-C   |
| 2     | 409.806                 | 327.845                   | 11.994              | 11.994   |         |                              |                  | 81.961                   |                             | 2     |
| 3     | 386.631                 | 309.307                   | 11.994              | 11.994   |         |                              |                  | 77.326                   |                             | 3     |
| 4     | 364.756                 | 291.803                   | 11.994              | 11.994   |         |                              |                  | 72.951                   |                             | 4     |
| 5     | 344.121                 | 290.857                   | 11.994              | 11.994   |         |                              |                  | 68.824                   |                             | 5     |
| 6     | 324.617                 | 259.691                   | 11.994              | 11.994   |         |                              |                  | 64.923                   |                             | 6     |
| 7     | 299.217                 | 235.960                   | 11.994              | 11.994   |         |                              |                  | 59.843                   |                             | 7     |
| 8     | 277.030                 | 212.525                   | 11.994              | 11.994   |         |                              |                  | 55.406                   |                             | 8     |
| 9     | 256.484                 | 192.326                   | 11.994              | 11.994   |         |                              |                  | 51.297                   |                             | 9     |
| 10    | 237.503                 | 174.049                   | 11.994              | 11.994   |         |                              |                  | 47.601                   |                             | 10    |
| 11    | 219.924                 | 157.513                   | 11.994              | 11.994   |         |                              |                  | 43.985                   |                             | 11    |
| 12    | 203.634                 | 142.544                   | 11.994              | 11.994   |         |                              |                  | 40.727                   |                             | 12    |
| 13    | 188.542                 | 128.022                   | 11.994              | 11.994   |         |                              |                  | 37.708                   |                             | 13    |
| 14    | 174.548                 | 114.922                   | 11.994              | 11.994   |         |                              |                  | 34.910                   |                             | 14    |
| 15    | 161.630                 | 103.160                   | 11.994              | 11.994   |         |                              |                  | 32.326                   |                             | 15    |
| 16    | 149.627                 | 92.604                    | 11.994              | 11.994   |         |                              |                  | 29.925                   |                             | 16    |
| 17    | 138.549                 | 83.129                    | 11.994              | 11.994   |         |                              |                  | 27.710                   |                             | 17    |
| 18    | 128.291                 | 72.626                    | 11.994              | 11.994   |         |                              |                  | 25.658                   |                             | 18    |
| 19    | 119.900                 | 57.640                    | 11.994              | 11.994   |         |                              |                  |                          |                             | 19    |
| 20    | 112.062                 | 45.747                    | 11.994              | 11.994   |         |                              |                  |                          |                             | 20    |
| 21    | 104.720                 | 36.308                    | 11.994              | 11.994   |         |                              |                  |                          |                             | 21    |
| 22    | 97.877                  | 28.813                    | 11.994              | 11.994   |         |                              |                  |                          |                             | 22    |
| 23    | 91.474                  | 22.898                    | 11.994              | 11.994   |         |                              |                  |                          |                             | 23    |
| 24    | 85.484                  |                           | 11.994              | 11.994   |         |                              |                  |                          |                             | 24    |
| 25    | 79.893                  |                           | 11.994              | 11.994   |         |                              |                  |                          |                             | 25    |
| 26    | 74.626                  |                           | 11.994              | 11.994   |         |                              |                  |                          |                             | 26    |
| 27    | 69.743                  |                           | 11.994              | 11.994   |         |                              |                  |                          |                             | 27    |
| 28    | 65.209                  |                           | 11.994              | 11.994   |         |                              |                  |                          |                             | 28    |
| 29    | 60.957                  |                           | 11.994              | 11.994   |         |                              |                  |                          |                             | 29    |
| 30    | 59.429                  |                           | 11.994              | 11.994   |         |                              |                  |                          |                             | 30    |
| 31    | 57.991                  |                           | 11.994              | 11.994   |         |                              |                  |                          |                             | 31    |



MOP - DCyF Subdepartamento Organización y Métodos

ANEXO N° 2  
VIGENCIA : 01.12.2007

TABLA DE REMUNERACIONES TRABAJADORES REGIDOS POR EL CODIGO DEL TRABAJO

| GRADO | JORNAL BASE | AUMENTO ART. 6°<br>DL 140176 | AUMENTO ART. 9°<br>DL 160776 | ASIGNACION TRIBUTABLE<br>LEY 18717 Art. 4 | BONO COMPENSATORIO | TOTAL IMPONIBLE | GRADO |
|-------|-------------|------------------------------|------------------------------|---|--------------------|-----------------|-------|
| 15    | 161.630     |                              |                              | 44.633                                    | 120.184            | 326.447         | 15    |
| 16    | 149.627     |                              |                              | 43.313                                    | 113.297            | 306.236         | 16    |
| 17    | 138.549     |                              |                              | 43.313                                    | 110.710            | 292.571         | 17    |
| 18    | 128.291     |                              |                              | 43.313                                    | 107.053            | 278.656         | 18    |
| 19    | 119.900     |                              |                              | 45.871                                    | 100.361            | 266.132         | 19    |
| 20    | 112.062     |                              |                              | 45.871                                    | 92.441             | 250.374         | 20    |
| 21    | 104.720     |                              |                              | 45.871                                    | 86.742             | 237.333         | 21    |
| 22    | 97.877      |                              |                              | 42.828                                    | 79.271             | 219.976         | 22    |
| 23    | 91.474      |                              |                              | 42.828                                    | 66.691             | 200.993         | 23    |
| 24    | 85.484      |                              |                              | 42.828                                    | 57.017             | 185.329         | 24    |
| 25    | 83.479      |                              | 642                          | 41.101                                    | 55.544             | 180.767         | 25    |
| 26    | 74.626      |                              | 642                          | 41.101                                    | 49.047             | 165.416         | 26    |
| 27    | 69.743      | 502                          | 1.218                        | 41.101                                    | 44.986             | 157.549         | 27    |
| 28    | 65.209      | 1.582                        | 1.716                        | 42.109                                    | 40.369             | 150.984         | 28    |
| 29    | 60.957      | 2.572                        | 2.197                        | 42.109                                    | 37.253             | 145.087         | 29    |
| 30    | 59.429      | 3.241                        | 2.523                        | 42.109                                    | 32.203             | 139.505         | 30    |
| 31    | 57.991      | 3.826                        | 2.641                        | 42.109                                    | 26.604             | 133.172         | 31    |







MOP - D.CyF Subdepartamento Organización y Métodos

BONIFICACION COMPENSATORIA DE SALUD LEY N° 18.566 ART. 3º

ANEXO N° 4  
VIGENCIA : 01.12.2007

| GRADO | AUTORIDADES DE GOBIERNO | JEFES SUP. SERVICIO | DIRECCIONALES PROFESIONAL | DIRECCIONALES NO PROFES. | JEFATURA NO PROFESIONAL | PROF. Y TEC. UNIVERSITARIOS | ADM. Y TEC. NO PROFES. | GRADO |
|-------|-------------------------|---------------------|---------------------------|--------------------------|-------------------------|-----------------------------|------------------------|-------|
| A     | 31.350                  |                     |                           |                          |                         |                             |                        | A     |
| B     | 79.806                  |                     |                           |                          |                         |                             |                        | B     |
| C     | 79.565                  |                     |                           |                          |                         |                             |                        | C     |
| 1-A   |                         | 56.929              |                           |                          |                         |                             |                        | 1-A   |
| 1-B   |                         | 57.600              |                           |                          |                         |                             |                        | 1-B   |
| 1-C   |                         | 58.254              |                           |                          |                         |                             |                        | 1-C   |
| 2     |                         | 58.907              | 59.254                    | 44.064                   |                         |                             |                        | 2     |
| 3     |                         | 60.745              | 59.907                    | 43.190                   |                         |                             |                        | 3     |
| 4     |                         | 60.745              | 60.745                    | 40.758                   |                         |                             |                        | 4     |
| 5     |                         | 62.472              | 62.472                    | 38.439                   |                         | 62.472                      |                        | 5     |
| 6     |                         | 67.341              | 66.017                    | 34.713                   |                         | 62.682                      | 15.089                 | 6     |
| 7     |                         |                     | 61.321                    | 32.742                   |                         | 59.139                      | 14.360                 | 7     |
| 8     |                         |                     | 52.140                    | 30.178                   |                         | 50.225                      | 13.396                 | 8     |
| 9     |                         |                     | 48.266                    | 27.944                   |                         | 48.496                      | 12.565                 | 9     |
| 10    |                         |                     |                           |                          | 21.239                  | 43.064                      | 11.792                 | 10    |
| 11    |                         |                     |                           |                          | 19.684                  | 39.867                      | 11.066                 | 11    |
| 12    |                         |                     |                           |                          | 18.245                  | 38.920                      | 10.244                 | 12    |
| 13    |                         |                     |                           |                          | 17.508                  | 34.182                      | 10.137                 | 13    |
| 14    |                         |                     |                           |                          | 16.261                  | 28.953                      | 9.442                  | 14    |
| 15    |                         |                     |                           |                          | 15.523                  | 26.807                      | 8.500                  | 15    |
| 16    |                         |                     |                           |                          | 14.451                  | 24.803                      | 8.604                  | 16    |
| 17    |                         |                     |                           |                          | 13.372                  | 22.973                      | 7.957                  | 17    |
| 18    |                         |                     |                           |                          | 12.450                  | 21.280                      | 7.419                  | 18    |
| 19    |                         |                     |                           |                          | 11.588                  | 13.932                      | 7.675                  | 19    |
| 20    |                         |                     |                           |                          |                         | 13.494                      | 7.905                  | 20    |
| 21    |                         |                     |                           |                          |                         | 12.675                      | 7.330                  | 21    |
| 22    |                         |                     |                           |                          |                         | 11.916                      | 6.937                  | 22    |
| 23    |                         |                     |                           |                          |                         | 11.245                      | 6.417                  | 23    |
| 24    |                         |                     |                           |                          |                         | 10.572                      | 5.130                  | 24    |
| 25    |                         |                     |                           |                          |                         |                             | 4.889                  | 25    |
| 26    |                         |                     |                           |                          |                         |                             | 4.409                  | 26    |
| 27    |                         |                     |                           |                          |                         |                             | 4.196                  | 27    |
| 28    |                         |                     |                           |                          |                         |                             | 3.445                  | 28    |
| 29    |                         |                     |                           |                          |                         |                             | 3.472                  | 29    |
| 30    |                         |                     |                           |                          |                         |                             | 3.344                  | 30    |
| 31    |                         |                     |                           |                          |                         |                             | 3.043                  | 31    |
|       |                         |                     |                           |                          |                         |                             | 2.957                  | 31    |

DETALLE DE OTRAS REMUNERACIONES

ANEXO Nº 5  
VIGENCIA: 01.12.2007



| Asignación Pérdida de Caja |              | Asignación de Movilización |              |
|----------------------------|--------------|----------------------------|--------------|
| %                          | Base Cálculo | %                          | Base Cálculo |
| 15                         | 57.991       | 40                         | 57.991       |
| 10                         | 57.991       | 35                         | 57.991       |
| 5                          | 57.991       | 30                         | 57.991       |
|                            |              |                            | 23.196       |
|                            |              |                            | 20.297       |
|                            |              |                            | 17.397       |

|   |        |         |
|---|--------|---------|
| Remuneración Mínima Mensual por planilla accionar 01.01.2008 (art. 8 Ley 20.233)            | Valor: | 136.650 |
| Mayordomos, Auxiliares y Choferes   |        | 214.674 |
| Administrativos, Secretarías Ejecutivas, Oficiales Administrativos, Técnicos y Supervisores |        | 227.693 |

|                             |  |
|-----------------------------|--|
| Regimen Previsional Antigua | 60 UF vigente último día mes anterior del devengamiento remuneracional |
| Regimen Previsional Nueva   | 60 UF vigente al último día del mes del devengamiento remuneracional   |

| Temp.   | Monto   |
|---------|---------|
| 1       | 144.448 |
| 1       | 282.929 |
| 441.274 | 1.470   |
| 441.275 | más     |

| Año                         | Ingreso Mínimo | Base Cálculo | 5%    | 10%    | 15%    | 20%    | 25%    |
|-----------------------------|----------------|--------------|-------|--------|--------|--------|--------|
| Año anterior del 01.07.2007 | 92.897         | 124.158      | 6.206 | 12.416 | 18.624 | 24.832 | 31.040 |

| GRADOS    | Base de Cálculo | 100%   | 50%    | 40%    | 30%    |
|-----------|-----------------|--------|--------|--------|--------|
| A         | 462.966         | 74.075 | 37.038 | 29.630 | 22.223 |
| B y C     | 462.966         | 69.445 | 34.723 | 27.378 | 20.834 |
| 1-A y 1-C | 434.895         | 52.187 | 26.094 | 20.875 | 15.656 |
| 2-A y 2-C | 344.121         | 34.412 | 17.206 | 13.765 | 10.324 |
| 3-A y 3-C | 174.548         | 27.926 | 13.964 | 11.171 | 8.378  |
| 2-A y 2-C | 79.893          | 20.772 | 10.385 | 8.309  | 6.232  |

| Asig. Zonas Externas 2008 (Art. 13 Ley 20.212) | 11 mensual |
|--|------------|
| Región   | 109.701    |
| Y y XII Región                                 |            |
| Provincia de Palena                            |            |
| Isla de Pascua                                 |            |
| Comuna de Juan Fernández                       | 190.113    |
| Provincia de Chiloé                            | 54.000     |

|                               |        |
|-------------------------------|--------|
| Bono Escorialidad             | 41.926 |
| 2 cuotas de :                 | 20.963 |
| Pagadas en Marzo y Junio 2008 |        |

|  |        |
|--|--------|
| Aguinaldo Navidad 2007                     | 32.429 |
| Renta líquida igual o inferior a 435.000 e | 17.206 |
| inferior a 1.461.964                       |        |

|  |        |
|--|--------|
| Aguinaldo Fiestas Patrias 2008             | 42.549 |
| Renta líquida igual o inferior a 435.000 e | 29.636 |
| inferior a 1.461.964                       |        |

|  |         |
|--|---------|
| Bono Especial Tributario                   | 160.000 |
| Renta líquida igual o inferior a 435.000 e | 90.000  |
| inferior a 1.461.964                       |         |

|                                    |         |
|------------------------------------|---------|
| Bono Especial Tributario           | 160.000 |
| Renta líquida superior a 435.000 e | 90.000  |
| inferior a 1.461.964               |         |

|  |        |
|--|--------|
| Bono No Imponible no Tributario                      | 50.000 |
| Diciembre 2007                                       | 60.000 |
| Enero 2008   | 60.000 |
| Para Trabajadores con derecho a Aguinaldo de Navidad |        |

\* Para Trabajadores con remuneración líquida igual o inferior a \$435.001



TABLA DE SUELDOS PROFESIONALES FUNCIONARIOS

| N° Horas | Sueldo Base | Asignación Reincentivo | DL 3501 | Lev 48 566 | Art 10 | Lev 13475 | Art 11 |
|----------|-------------|------------------------|---------|------------|--------|-----------|--------|
| 44       | 591.004     | 106.380                | 18.405  | 19.728     | 50.998 | 20.343    |        |
| 33       | 443.253     | 79.785                 | 13.804  | 14.796     | 37.799 | 15.257    |        |
| 22       | 295.502     | 53.190                 | 9.203   | 9.854      | 25.139 | 10.172    |        |
| 11       | 147.751     | 26.595                 | 4.601   | 4.932      | 12.600 | 5.086     |        |

| Asignación de Antigüedad para Profesionales Funcionarios |         |          |                |   |         |   |         |   |         |  |
|--|---------|----------|----------------|---|---------|---|---------|---|---------|--|
| N° Tramos  | N° Años | % Sueldo | Días señalados |   |         |   |         |   |         |  |
|  |         |          | 44             | 0 | 33      | 0 | 22      | 0 | 11      |  |
| 0  | 0       | 0,00     |                |   |         |   |         |   |         |  |
| 1  | 3       | 0,34     | 200.941        |   | 150.705 |   | 100.471 |   | 50.235  |  |
| 2  | 5       | 0,44     | 260.042        |   | 195.034 |   | 130.021 |   | 65.010  |  |
| 3  | 9       | 0,47     | 277.772        |   | 208.329 |   | 138.886 |   | 69.443  |  |
| 4  | 12      | 0,50     | 295.502        |   | 221.627 |   | 147.751 |   | 73.876  |  |
| 5  | 15      | 0,53     | 313.232        |   | 234.924 |   | 156.616 |   | 78.308  |  |
| 6  | 18      | 0,56     | 330.962        |   | 248.222 |   | 165.481 |   | 82.744  |  |
| 7  | 21      | 0,59     | 348.692        |   | 261.519 |   | 174.346 |   | 87.179  |  |
| 8  | 24      | 0,62     | 366.422        |   | 274.817 |   | 183.211 |   | 91.605  |  |
| 9  | 27      | 0,64     | 378.243        |   | 283.682 |   | 189.121 |   | 94.561  |  |
| 10   | 30      | 0,65     | 390.063        |   | 292.547 |   | 195.031 |   | 97.516  |  |
| 11   | 33      | 0,68     | 404.883        |   | 304.412 |   | 200.941 |   | 100.471 |  |
| 12   | 36      | 0,70     | 413.703        |   | 310.277 |   | 206.851 |   | 103.426 |  |
| 13   | 39      | 0,72     | 425.523        |   | 319.142 |   | 212.761 |   | 106.381 |  |

ASIGNACION SUSTITUTIVA LEY N° 19.185 ART. 17 INC. 2°

| GRADO | AUTORIDADES DE GOBIERNO Y JEFESES SUPERIORES SERVICIO | DIRECTIVOS CON ASIG. PROF. | SIN ASIG. PROF. | PROFESIONALES | TECN. ADMINIST. Y AUXILIARES | GRADO |
|-------|---|----------------------------|-----------------|---------------|------------------------------|-------|
| A     | 1.107.265   |                            |                 |               |                              | A     |
| B     | 1.086.814   |                            |                 |               |                              | B     |
| C     | 1.083.743   |                            |                 |               |                              | C     |
| 1-A   | 809.437   |                            |                 |               |                              | 1-A   |
| 1-B   | 794.050   |                            |                 |               |                              | 1-B   |
| 1-C   | 779.044   | 824.249                    | 514.350         |               |                              | 1-C   |
| 2     | 764.277   | 763.947                    | 509.074         |               |                              | 2     |
| 3     | 722.565   | 721.965                    | 503.849         |               |                              | 3     |
| 4     | 683.489   | 682.495                    | 498.665         | 650.359       |                              | 4     |
| 5     | 646.048   | 637.139                    | 493.533         | 589.760       |                              | 5     |
| 6     |   | 590.074                    | 459.960         | 551.797       |                              | 6     |
| 7     |   | 552.703                    | 425.592         | 524.599       |                              | 7     |
| 8     |   | 478.731                    | 385.533         | 473.532       |                              | 8     |
| 9     |   | 434.082                    | 368.640         | 434.718       |                              | 9     |
| 10    |   | 395.776                    | 335.856         | 397.345       | 183.670                      | 10    |
| 11    |   | 354.321                    | 305.781         | 364.820       | 181.622                      | 11    |
| 12    |   | 334.549                    | 276.316         | 334.975       | 177.680                      | 12    |
| 13    |   | 310.315                    | 262.376         | 310.659       | 174.215                      | 13    |
| 14    |   | 284.989                    | 250.865         | 285.270       | 170.672                      | 14    |
| 15    |   | 261.749                    | 235.098         | 261.960       | 164.817                      | 15    |
| 16    |   | 240.417                    | 219.200         | 240.568       | 156.609                      | 16    |
| 17    |   | 220.844                    | 205.796         | 220.915       | 154.026                      | 17    |
| 18    |   | 219.773                    | 193.439         | 219.773       | 150.366                      | 18    |
| 19    |   |                            |                 | 205.981       | 146.232                      | 19    |
| 20    |   |                            |                 | 192.411       | 138.313                      | 20    |
| 21    |   |                            |                 | 179.776       | 132.613                      | 21    |
| 22    |   |                            |                 | 168.012       | 122.099                      | 22    |
| 23    |   |                            |                 | 157.052       | 109.516                      | 23    |
| 24    |   |                            |                 |               | 99.846                       | 24    |
| 25    |   |                            |                 |               | 96.848                       | 25    |
| 26    |   |                            |                 |               | 90.148                       | 26    |
| 27    |   |                            |                 |               | 86.089                       | 27    |
| 28    |   |                            |                 |               | 82.477                       | 28    |
| 29    |   |                            |                 |               | 79.361                       | 29    |
| 30    |   |                            |                 |               | 74.310                       | 30    |
| 31    |   |                            |                 |               | 68.714                       | 31    |

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REMUNERACIONES PARA EMPLEADOS Y TRABAJADORES CONTRATO INDEFINIDO. (DL N° 2497/A) (\*)  
 VIGENCIA: 01.12.2008

| Grupos | Salario Base | Salario Fijo | Salario Variable | Salario Total | Salario Base | Salario Fijo | Salario Variable | Salario Total | Salario Base | Salario Fijo | Salario Variable | Salario Total |
|--------|--------------|--------------|------------------|---------------|--------------|--------------|------------------|---------------|--------------|--------------|------------------|---------------|
| A      | 509.233      | 407.413      | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 1.188.896     |
| B      | 499.890      | 399.114      | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 1.168.205     |
| C      | 479.922      | 383.830      | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 1.162.825     |
| 1-A    | 478.385      | 382.710      | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 95.677        |
| 1-B    | 468.984      | 375.190      | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 93.797        |
| 1-C    | 459.810      | 367.848      | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 91.982        |
| 2      | 450.707      | 360.630      | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 90.157        |
| 3      | 425.294      | 340.238      | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 85.059        |
| 4      | 401.232      | 320.963      | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 80.246        |
| 5      | 378.533      | 319.943      | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 75.707        |
| 6      | 357.079      | 285.680      | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 71.416        |
| 7      | 328.139      | 260.656      | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 65.828        |
| 8      | 304.733      | 233.778      | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 60.947        |
| 9      | 282.132      | 211.559      | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 56.426        |
| 10     | 261.283      | 191.454      | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 52.251        |
| 11     | 241.916      | 173.284      | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 48.383        |
| 12     | 223.987      | 156.798      | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 44.799        |
| 13     | 207.396      | 140.824      | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 41.479        |
| 14     | 192.003      | 126.414      | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 38.401        |
| 15     | 177.793      | 113.476      | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 35.559        |
| 16     | 164.590      | 101.884      | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 32.918        |
| 17     | 152.404      | 91.442       | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 30.481        |
| 18     | 141.120      | 79.889       | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 28.224        |
| 19     | 131.890      | 68.404       | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 26.275        |
| 20     | 123.286      | 58.322       | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 24.541        |
| 21     | 115.192      | 39.939       | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 23.017        |
| 22     | 107.685      | 31.694       | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 21.740        |
| 23     | 100.621      | 25.165       | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 20.375        |
| 24     | 94.032       |              | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 19.173        |
| 25     | 87.892       |              | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 17.740        |
| 26     | 82.089       |              | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 16.541        |
| 27     | 76.717       |              | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 15.577        |
| 28     | 71.736       |              | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 14.389        |
| 29     | 67.053       |              | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 13.430        |
| 30     | 62.372       |              | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 12.703        |
| 31     | 58.780       |              | 13.193           | 13.193        | 13.193       |              |                  |               |              |              |                  | 11.752        |

(\*) Los Chiricos Permanentes del MOP, pasaron a denominarse Trabajadores Contrato Indefinido (DL N° 2497/A) por el Decreto MOP N° 603, (D.O. 10.12.2004)

TABLA DE REMUNERACIONES TRABAJADORES REGIDOS POR EL CODIGO DEL TRABAJO

| GRADO | JORNAL BASE | AUMENTO<br>ART. 8°<br>DL 1401/76 | AUMENTO<br>ART. 9°<br>DL 1607/76 | ASIG. UNICA<br>TRIBUTABLE<br>LEY 1921/74 | BONO<br>COMPENSATORIO | TOTAL IMPONIBLE |
|-------|-------------|----------------------------------|----------------------------------|--|-----------------------|-----------------|
| 15    | 177.793     |                                  |                                  | 49.096                                   | 132.202               | 359.092         |
| 16    | 164.580     |                                  |                                  | 47.644                                   | 124.827               | 336.861         |
| 17    | 152.404     |                                  |                                  | 47.644                                   | 121.781               | 321.829         |
| 18    | 141.120     |                                  |                                  | 47.644                                   | 117.758               | 306.523         |
| 19    | 131.890     |                                  |                                  | 50.458                                   | 110.397               | 292.745         |
| 20    | 123.268     |                                  |                                  | 50.458                                   | 101.685               | 275.411         |
| 21    | 115.192     |                                  |                                  | 50.458                                   | 95.416                | 261.066         |
| 22    | 107.665     |                                  |                                  | 47.111                                   | 87.198                | 241.974         |
| 23    | 100.621     |                                  |                                  | 47.111                                   | 73.360                | 221.092         |
| 24    | 94.032      |                                  |                                  | 47.111                                   | 62.719                | 203.862         |
| 25    | 91.827      |                                  | 706                              | 45.211                                   | 61.098                | 198.843         |
| 26    | 82.089      |                                  | 706                              | 45.211                                   | 53.952                | 181.958         |
| 27    | 76.717      | 552                              |                                  | 45.211                                   | 49.485                | 173.305         |
| 28    | 71.730      | 1.740                            |                                  | 46.320                                   | 44.406                | 166.084         |
| 29    | 67.053      | 2.829                            |                                  | 46.320                                   | 40.978                | 159.597         |
| 30    | 65.372      | 3.565                            |                                  | 46.320                                   | 35.423                | 153.456         |
| 31    | 63.790      | 4.209                            | 2.905                            | 46.320                                   | 29.264                | 146.488         |







MOP

BONIFICACION COMPENSATORIA DE SALUD LEY N° 18.566 ART. 3°

ANEXO N° 4  
VIGENCIA: 01.12.2008

| GRADO | AUTORIDADES DE GOBIERNO | JEES SUP SERVICIO | DIRECTIVOS PROFESIONAL | DIRECTIVOS NO PROFES. | JEFATURA NO PROFESIONAL | PROF Y TEC. UNIVERSITARIOS | ADM. Y TEC. NO PROFES. |
|-------|-------------------------|-------------------|------------------------|-----------------------|-------------------------|----------------------------|------------------------|
| A     | 89.485                  |                   |                        |                       |                         |                            |                        |
| B     | 87.787                  |                   |                        |                       |                         |                            |                        |
| C     | 87.522                  |                   |                        |                       |                         |                            |                        |
| 1-A   |                         | 62.622            |                        |                       |                         |                            |                        |
| 1-B   |                         | 63.360            |                        |                       |                         |                            |                        |
| 1-C   |                         | 64.079            | 64.079                 | 48.467                |                         |                            |                        |
| 2     |                         | 64.798            | 64.798                 | 47.509                |                         |                            |                        |
| 3     |                         | 66.820            | 66.820                 | 44.834                |                         |                            |                        |
| 4     |                         | 68.719            | 68.719                 | 42.283                |                         | 68.719                     |                        |
| 5     |                         | 74.075            | 71.519                 | 38.184                |                         | 68.950                     | 16.598                 |
| 6     |                         |                   | 67.453                 | 36.016                |                         | 65.046                     | 15.796                 |
| 7     |                         |                   | 57.354                 | 33.196                |                         | 55.246                     | 14.736                 |
| 8     |                         |                   | 53.093                 | 30.738                |                         | 51.146                     | 13.822                 |
| 9     |                         |                   |                        |                       | 23.363                  | 47.367                     | 12.971                 |
| 10    |                         |                   |                        |                       | 21.630                  | 43.854                     | 12.195                 |
| 11    |                         |                   |                        |                       | 20.037                  | 40.612                     | 11.288                 |
| 12    |                         |                   |                        |                       | 19.259                  | 37.600                     | 11.151                 |
| 13    |                         |                   |                        |                       | 17.887                  | 31.848                     | 10.385                 |
| 14    |                         |                   |                        |                       | 17.075                  | 29.488                     | 9.350                  |
| 15    |                         |                   |                        |                       | 15.896                  | 27.283                     | 9.464                  |
| 16    |                         |                   |                        |                       | 14.709                  | 25.270                     | 8.753                  |
| 17    |                         |                   |                        |                       | 13.695                  | 23.408                     | 8.161                  |
| 18    |                         |                   |                        |                       | 12.747                  | 16.325                     | 8.443                  |
| 19    |                         |                   |                        |                       |                         | 14.843                     | 8.696                  |
| 20    |                         |                   |                        |                       |                         | 13.943                     | 8.063                  |
| 21    |                         |                   |                        |                       |                         | 13.109                     | 7.631                  |
| 22    |                         |                   |                        |                       |                         | 12.370                     | 5.959                  |
| 23    |                         |                   |                        |                       |                         | 11.629                     | 5.643                  |
| 24    |                         |                   |                        |                       |                         |                            | 5.379                  |
| 25    |                         |                   |                        |                       |                         |                            | 4.850                  |
| 26    |                         |                   |                        |                       |                         |                            | 4.616                  |
| 27    |                         |                   |                        |                       |                         |                            | 3.793                  |
| 28    |                         |                   |                        |                       |                         |                            | 3.819                  |
| 29    |                         |                   |                        |                       |                         |                            | 3.678                  |
| 30    |                         |                   |                        |                       |                         |                            | 3.347                  |
| 31    |                         |                   |                        |                       |                         |                            | 3.253                  |

DETALLE DE OTRAS REMUNERACIONES

ANEXO N° 5  
VIGENCIA: 01.12.2008

| Asignación Pérdida de Caja |              | Asignación de Movilización |              |
|----------------------------|--------------|----------------------------|--------------|
| %                          | Base Cálculo | %                          | Base Cálculo |
| 15                         | 63.790       | 40                         | 63.790       |
| 10                         | 63.790       | 35                         | 63.790       |
| 5                          | 63.790       | 30                         | 63.790       |

| Asignación  | Monto   | Valor |
|---|---------|-------|
| Remuneración Mensual  | 205.315 |       |
| Mayordomos, Auxiliares y Choferes   | 232.841 |       |
| Administrativos, Secretarías Ejecutivas, Oficiales Administrativos, Tecnicos y Superiores | 230.451 |       |

| Regimen                | Regimen Provisional Antigüed  | Regimen Provisional Nuevo   |
|------------------------|---|---|
| Renta Máxima Imponible | 60 UF vigente último día mes anterior del devengamiento remuneracional. | 60 UF vigente al último día del mes del devengamiento remuneracional. |

| Alig. Fin. Vigencia | Alig. Fin. Vigencia | Alig. Fin. Vigencia |
|---------------------|---------------------|---------------------|
| 1                   | 144.448             | 5.765               |
| 144.449             | 282.929             | 4.514               |
| 282.930             | 441.274             | 1.470               |
| 441.275             | mas                 | 0                   |

| Alig. Fin. Vigencia | Ingreso Mínimo | Base Cálculo | Alig. Fin. Vigencia | Alig. Fin. Vigencia | Alig. Fin. Vigencia | Alig. Fin. Vigencia |
|---------------------|----------------|--------------|---------------------|---------------------|---------------------|---------------------|
| 01.07.2008          | 102.558        | 137.073      | 6.854               | 13.707              | 20.561              | 27.415              |
|                     |                |              | 34.268              |                     |                     |                     |

| GRADOS | Base de Cálculo | 100%   | 30%    | 40%    | 40%    | 40% | Alig. Fin. Vigencia      | Alig. Fin. Vigencia | Alig. Fin. Vigencia |
|--------|-----------------|--------|--------|--------|--------|-----|--------------------------|---------------------|---------------------|
| A      | 509.263         | 81.482 | 40.741 | 32.593 | 24.445 |     | desde el 01.07.2009      | 136.938             | 136.938             |
| B y C  | 509.263         | 76.389 | 38.195 | 30.556 | 22.917 |     | XI y XII Región          |                     |                     |
| D      | 478.385         | 57.405 | 28.703 | 22.962 | 17.222 |     | Provincia de Palena      |                     |                     |
| E      | 378.533         | 37.853 | 18.927 | 15.141 | 9.216  |     | Isla de Pascua           |                     | 213.532             |
| F      | 192.003         | 30.720 | 15.360 | 12.288 | 9.216  |     | Comuna de Juan Fernández |                     |                     |
| G      | 87.892          | 22.849 | 11.425 | 9.140  | 6.855  |     | Provincia de Chilo       |                     | 72.000              |

| Boño Escolaridad              | Monto  | Renta líquida igual o inferior a 476.325 | Renta líquida superior a 476.325 e inferior a \$1600.851 bruta carácter permanente |
|-------------------------------|--------|--|--|
| 2 cuotas de :                 | 46.119 | 35.672                                   | 18.927   |
| Pagadas en Marzo y Junio 2009 | 23.060 |  |  |

| Aguiñado Navidad 2008 | Renta líquida igual o inferior a 476.325 | Renta líquida superior a 476.325 e inferior a \$1600.851 bruta carácter permanente |
|-----------------------|--|--|
|                       | 35.672                                   | 18.927   |

| Aguiñado Fiestas Patrias 2009 | Renta líquida igual o inferior a 476.325 | Renta líquida superior a 476.325 e inferior a \$1600.851 bruta carácter permanente |
|-------------------------------|--|--|
|                               | 46.804                                   | 32.602   |

| Boño Especial | Monto  | Renta bruta igual o inferior a 1.000.000 | Renta bruta superior a 1.000.000 e inferior a \$2.000.000 a noviembre 08 |
|---------------|--------|--|--|
|               | 19.290 | 200.000                                  | 100.000  |

| Para Trabajadores con remuneración igual o inferior a \$476.325 | Renta bruta igual o inferior a \$476.325 |
|---|--|
|   | 100.000                                  |

TABLA DE SUELDOS PROFESIONALES FUNCIONARIOS

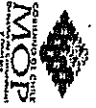
| N° Horas | Sueldo Base | Asignación Reajustamiento | D.L. 3501 | Ley 18.586 | Art. 10. Ley 18.575 | Art. 11. Ley 18.575 |
|----------|-------------|---------------------------|-----------|------------|---------------------|---------------------|
| 44       | 650.104     | 117.018                   | 20.246    | 21.701     | 55.439              | 22.377              |
| 33       | 487.578     | 87.764                    | 15.184    | 16.276     | 41.578              | 16.783              |
| 22       | 325.052     | 58.509                    | 10.123    | 10.850     | 27.719              | 11.189              |
| 11       | 162.526     | 29.255                    | 5.061     | 5.425      | 13.859              | 5.594               |

| Asignación de Antigüedad para Profesionales Funcionarios |         |          |         |         |                 |         |   |   |   |
|--|---------|----------|---------|---------|-----------------|---------|---|---|---|
| N° Trimestres  | N° Años | % Sueldo | 44      | 33      | 22              | 11      | 0 | 0 | 0 |
|  |         |          |         |         | Horas semanales |         |   |   |   |
| 0  | 0       | 0,00     | 0       | 0       | 0               | 0       | 0 | 0 | 0 |
| 1  | 3       | 0,34     | 221.035 | 165.777 | 110.518         | 55.259  | 0 | 0 | 0 |
| 2  | 6       | 0,44     | 286.046 | 214.534 | 143.023         | 71.511  | 0 | 0 | 0 |
| 3  | 9       | 0,47     | 305.549 | 229.162 | 152.775         | 76.387  | 0 | 0 | 0 |
| 4  | 12      | 0,50     | 326.052 | 243.789 | 162.526         | 81.263  | 0 | 0 | 0 |
| 5  | 15      | 0,53     | 344.555 | 258.416 | 172.278         | 86.139  | 0 | 0 | 0 |
| 6  | 18      | 0,56     | 364.058 | 273.044 | 182.029         | 91.015  | 0 | 0 | 0 |
| 7  | 21      | 0,59     | 383.562 | 287.671 | 191.781         | 95.890  | 0 | 0 | 0 |
| 8  | 24      | 0,62     | 366.422 | 274.817 | 183.211         | 91.606  | 0 | 0 | 0 |
| 9  | 27      | 0,64     | 416.067 | 312.050 | 208.033         | 104.017 | 0 | 0 | 0 |
| 10   | 30      | 0,66     | 429.069 | 321.802 | 214.534         | 107.267 | 0 | 0 | 0 |
| 11   | 33      | 0,68     | 442.071 | 331.553 | 221.035         | 110.518 | 0 | 0 | 0 |
| 12   | 36      | 0,70     | 455.073 | 341.305 | 227.537         | 113.768 | 0 | 0 | 0 |
| 13   | 39      | 0,72     | 468.075 | 351.056 | 234.038         | 117.019 | 0 | 0 | 0 |

ASIGNACION SUSTITUTIVA LEY N° 19.185 ART. 17 INC. 2°

ANEXO N° 7  
VIGENCIA: 01.12.2008

| GRADO | AUTORIDADES DE GOBIERNO Y JEFEES SUPERIORES SERVICIO | DIRECTIVOS CON ASIG. PROF. | SIN ASIG. PROF. | PROFESIONALES | TECN. ADMINISTR. AUXILIARES |
|-------|--|----------------------------|-----------------|---------------|-----------------------------|
| A     | 1.217.992  |                            |                 |               |                             |
| B     | 1.195.495  |                            |                 |               |                             |
| C     | 1.192.117  |                            |                 |               |                             |
| 1-A   | 890.381  |                            |                 |               |                             |
| 1-B   | 873.466  |                            |                 |               |                             |
| 1-C   | 856.948  | 906.674                    | 566.785         |               |                             |
| 2     | 840.705  | 840.342                    | 559.901         |               |                             |
| 3     | 794.822  | 794.096                    | 554.234         |               |                             |
| 4     | 751.508  | 750.415                    | 548.532         | 715.395       |                             |
| 5     | 710.653  | 738.263                    | 542.886         | 648.736       |                             |
| 6     |  | 638.081                    | 505.955         | 606.878       |                             |
| 7     |  | 585.973                    | 468.151         | 577.048       |                             |
| 8     |  | 526.604                    | 435.086         | 520.885       |                             |
| 9     |  | 477.490                    | 405.504         | 478.190       | 207.631                     |
| 10    |  | 435.454                    | 369.442         | 437.080       | 204.237                     |
| 11    |  | 400.753                    | 337.459         | 401.302       | 199.784                     |
| 12    |  | 368.004                    | 303.948         | 368.473       | 195.448                     |
| 13    |  | 341.347                    | 288.614         | 341.735       | 191.637                     |
| 14    |  | 313.488                    | 275.952         | 313.797       | 187.739                     |
| 15    |  | 287.924                    | 258.608         | 288.156       | 181.299                     |
| 16    |  | 264.459                    | 241.120         | 264.614       | 172.270                     |
| 17    |  | 242.928                    | 226.376         | 243.007       | 169.422                     |
| 18    |  | 241.750                    | 212.783         | 241.750       | 165.403                     |
| 19    |  |                            |                 | 226.579       | 160.855                     |
| 20    |  |                            |                 | 211.652       | 152.144                     |
| 21    |  |                            |                 | 197.754       | 145.874                     |
| 22    |  |                            |                 | 184.813       | 134.309                     |
| 23    |  |                            |                 | 172.757       | 120.468                     |
| 24    |  |                            |                 |               | 109.831                     |
| 25    |  |                            |                 |               | 106.311                     |
| 26    |  |                            |                 |               | 99.163                      |
| 27    |  |                            |                 |               | 94.698                      |
| 28    |  |                            |                 |               | 90.725                      |
| 29    |  |                            |                 |               | 87.297                      |
| 30    |  |                            |                 |               | 81.741                      |
| 31    |  |                            |                 |               | 75.686                      |



REMUNERACIONES PARA EMPLEADOS Y TRABAJADORES CONTRATO INDEFINIDO

ANEXO N° 1  
VIGENCIA: 01.12.2009

| Grado | Sueldo Base | Asignación Profesional | Asignación por Experiencia | Asignación por Antigüedad | Asignación por Esfuerzo | Asignación por Responsabilidad | Asignación por Riesgo | Asignación Especial |
|-------|-------------|------------------------|----------------------------|---------------------------|-------------------------|--------------------------------|-----------------------|---------------------|
| A     | 532.180     | 425.747                | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| B     | 521.340     | 417.074                | 13.787                     | 13.787                    | 13.787                  |                                |                       | 1.242.187           |
| C     | 501.518     | 401.216                | 13.787                     | 13.787                    | 13.787                  |                                |                       | 1.218.664           |
| 1-A   | 499.912     | 399.992                | 13.787                     | 13.787                    | 13.787                  |                                |                       | 1.215.182           |
| 1-B   | 490.088     | 392.074                | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| 1-C   | 480.501     | 384.401                | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| 2     | 471.072     | 376.858                | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| 3     | 444.432     | 365.649                | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| 4     | 419.287     | 335.427                | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| 5     | 395.667     | 334.340                | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| 6     | 373.148     | 298.515                | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| 7     | 343.950     | 272.386                | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| 8     | 318.446     | 244.298                | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| 9     | 294.828     | 221.079                | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| 10    | 273.009     | 200.069                | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| 11    | 252.802     | 181.061                | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| 12    | 234.077     | 163.854                | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| 13    | 216.728     | 147.161                | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| 14    | 200.643     | 132.103                | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| 15    | 185.794     | 118.582                | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| 16    | 171.997     | 106.448                | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| 17    | 159.282     | 95.657                 | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| 18    | 147.470     | 83.484                 | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| 19    | 137.825     | 66.267                 | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| 20    | 128.815     | 52.586                 | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| 21    | 120.376     | 41.735                 | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| 22    | 112.510     | 33.120                 | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| 23    | 105.149     | 26.287                 | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| 24    | 98.263      |                        | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| 25    | 91.837      |                        | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| 26    | 85.783      |                        | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| 27    | 80.169      |                        | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| 28    | 74.958      |                        | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| 29    | 70.070      |                        | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| 30    | 68.314      |                        | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |
| 31    | 66.651      |                        | 13.787                     | 13.787                    | 13.787                  |                                |                       |                     |

(\*) Los Obreros Permanentes del MOP, pasaron a denominarse Trabajadores Contrato Indefinido (D.L. N° 24974) por el Decreto MOP N° 603, (D.O. 10.12.2004)

TABLA DE REMUNERACIONES TRABAJADORES REGIDOS POR EL CODIGO DEL TRABAJO

ANEXO Nº 2  
 VIGENCIA: 01.12.2009

| GRADO | LIQUIDACION | AUMENTO<br>ART. 5º<br>DL 1401/66 | AUMENTO<br>ART. 3º<br>DL 1600/76 | ASIGNACION<br>TRIBUTABLE<br>LEY 17.334 | BONOS<br>COMPENSATORIO | TOTAL IMPONIBLE |
|-------|-------------|----------------------------------|----------------------------------|--|------------------------|-----------------|
| 15    | 185.794     |                                  |                                  | 51.305                                 | 138.151                | 375.250         |
| 16    | 171.997     |                                  |                                  | 49.788                                 | 130.235                | 352.020         |
| 17    | 159.262     |                                  |                                  | 49.788                                 | 127.261                | 336.311         |
| 18    | 147.470     |                                  |                                  | 49.788                                 | 123.057                | 320.315         |
| 19    | 137.825     |                                  |                                  | 52.729                                 | 115.365                | 305.919         |
| 20    | 128.815     |                                  |                                  | 52.729                                 | 106.261                | 287.805         |
| 21    | 120.376     |                                  |                                  | 49.231                                 | 99.710                 | 272.814         |
| 22    | 112.510     |                                  |                                  | 49.231                                 | 91.122                 | 252.863         |
| 23    | 105.149     |                                  |                                  | 49.231                                 | 76.651                 | 231.041         |
| 24    | 98.263      |                                  |                                  | 47.245                                 | 65.541                 | 213.035         |
| 25    | 95.959      |                                  |                                  | 47.245                                 | 63.847                 | 207.789         |
| 26    | 85.783      |                                  |                                  | 47.245                                 | 56.380                 | 190.146         |
| 27    | 80.169      | 577                              |                                  | 47.245                                 | 51.712                 | 181.103         |
| 28    | 74.958      | 1.818                            |                                  | 48.404                                 | 46.404                 | 173.557         |
| 29    | 70.070      | 2.956                            |                                  | 48.404                                 | 42.822                 | 166.778         |
| 30    | 68.314      | 3.725                            |                                  | 48.404                                 | 37.017                 | 160.360         |
| 31    | 66.661      | 4.398                            | 3.036                            | 48.404                                 | 30.581                 | 153.080         |



BONIFICACION MAYOR IMPONIBILIDAD PREVISIONAL LEY N° 18.675 Art. 10° y 11°

ANEXO N° 3  
VIGENCIA : 01.12.2009

| GRUPO LABORAL | MONTO DE LA BONIFICACION | MONTO DE LA IMPONIBILIDAD PREVISIONAL | MONTO DEL PAGO | MONTO DE LA BONIFICACION | MONTO DE LA IMPONIBILIDAD PREVISIONAL | MONTO DEL PAGO | MONTO DE LA BONIFICACION | MONTO DE LA IMPONIBILIDAD PREVISIONAL | MONTO DEL PAGO | MONTO DE LA BONIFICACION | MONTO DE LA IMPONIBILIDAD PREVISIONAL | MONTO DEL PAGO | MONTO DE LA BONIFICACION | MONTO DE LA IMPONIBILIDAD PREVISIONAL | MONTO DEL PAGO | MONTO DE LA BONIFICACION | MONTO DE LA IMPONIBILIDAD PREVISIONAL | MONTO DEL PAGO |  |
|---------------|--------------------------|---------------------------------------|----------------|--------------------------|---------------------------------------|----------------|--------------------------|---------------------------------------|----------------|--------------------------|---------------------------------------|----------------|--------------------------|---------------------------------------|----------------|--------------------------|---------------------------------------|----------------|--|
| A             | 136.488                  | 57.385                                |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |  |
| B             | 138.121                  | 58.057                                |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |  |
| C             | 141.143                  | 59.301                                |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |  |
| 1-A           | 141.398                  | 57.920                                |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |  |
| 1-B           |                          |                                       | 142.893        | 58.531                   |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |  |
| 1-C           |                          |                                       | 144.352        | 59.133                   | 144.352                               | 59.133         |                          |                                       |                |                          |                                       | 122.832        | 46.238                   |                                       |                |                          |                                       |                |  |
| 2             |                          |                                       | 145.795        | 59.713                   | 145.795                               | 59.713         |                          |                                       |                |                          |                                       | 120.421        | 45.392                   |                                       |                |                          |                                       |                |  |
| 3             |                          |                                       | 149.856        | 61.390                   | 149.856                               | 61.390         |                          |                                       |                |                          |                                       | 113.619        | 42.803                   |                                       |                |                          |                                       |                |  |
| 4             |                          |                                       | 153.695        | 62.965                   | 153.695                               | 62.965         |                          |                                       |                |                          |                                       | 107.776        | 40.397                   |                                       |                |                          |                                       |                |  |
| 5             |                          |                                       | 157.318        | 64.440                   | 157.318                               | 64.440         |                          |                                       |                |                          |                                       |                |                          | 153.695                               | 62.964         |                          |                                       |                |  |
| 6             |                          |                                       |                |                          | 169.205                               | 65.348         | 169.205                  | 65.348                                |                |                          |                                       |                |                          | 162.466                               | 64.140         | 42.082                   | 15.854                                |                |  |
| 7             |                          |                                       |                |                          | 146.388                               | 64.782         | 146.388                  | 64.782                                |                |                          |                                       |                |                          | 171.732                               | 65.184         | 40.035                   | 16.088                                |                |  |
| 8             |                          |                                       |                |                          | 134.617                               | 50.227         | 134.617                  | 50.227                                |                |                          |                                       |                |                          | 140.050                               | 52.769         | 37.369                   | 14.073                                |                |  |
| 9             |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          | 129.671                               | 48.861         | 35.041                   | 13.211                                |                |  |
| 10            |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          | 120.052                               | 45.247         | 32.883                   | 12.380                                |                |  |
| 11            |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          | 111.170                               | 41.894         | 30.894                   | 11.652                                |                |  |
| 12            |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          | 102.944                               | 38.791         | 28.561                   | 10.772                                |                |  |
| 13            |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          | 95.314                                | 35.922         | 29.520                   | 11.118                                |                |  |
| 14            |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          | 80.728                                | 30.424         | 27.604                   | 10.385                                |                |  |
| 15            |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          | 74.739                                | 28.169         | 24.982                   | 9.423                                 |                |  |
| 16            |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          | 69.204                                | 26.073         | 25.273                   | 9.524                                 |                |  |
| 17            |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          | 64.069                                | 24.148         | 23.453                   | 8.830                                 |                |  |
| 18            |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          | 59.326                                | 22.365         | 21.952                   | 8.274                                 |                |  |
| 19            |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          | 55.119                                | 22.657         | 21.562                   | 8.550                                 |                |  |
| 20            |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          | 40.092                                | 15.119         | 22.657                   | 8.550                                 |                |  |
| 21            |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          | 38.872                                | 14.656         | 23.167                   | 8.733                                 |                |  |
| 22            |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          | 36.613                                | 13.795         | 21.592                   | 8.140                                 |                |  |
| 23            |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          | 34.475                                | 12.898         | 20.477                   | 7.713                                 |                |  |
| 24            |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          | 32.614                                | 12.206         | 19.918                   | 6.005                                 |                |  |
| 25            |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          | 30.762                                | 11.591         | 19.149                   | 5.709                                 |                |  |
| 26            |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                | 14.465                   | 5.451                                 |                |  |
| 27            |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                | 12.944                   | 4.864                                 |                |  |
| 28            |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                | 12.370                   | 4.667                                 |                |  |
| 29            |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                | 10.223                   | 3.844                                 |                |  |
| 30            |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                | 10.237                   | 3.867                                 |                |  |
| 31            |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                | 9.890                    | 3.736                                 |                |  |
|               |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                | 9.067                    | 3.417                                 |                |  |
|               |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                |                          |                                       |                | 8.830                    | 3.329                                 |                |  |



BONIFICACION COMPENSATORIA DE SALUD LEY N° 18.565 ART. 3º

ANEXO N° 4  
VIGENCIA : 01.12.2009

| ESTADO | AUTORIDADES DE GOBIERNO | EFECTOS SUPERVIVENCIA SERVIDOR | DIRECCIONES PROFESIONALES | DIRECCIONES NO PROFESIONALES | DEPARTAMENTOS PROFESIONALES | PROFESIONES UNIVERSITARIAS | COMUNICACION PROFESIONALES |
|--------|-------------------------|--------------------------------|---------------------------|------------------------------|-----------------------------|----------------------------|----------------------------|
| A      | 93.512                  |                                |                           |                              |                             |                            |                            |
| B      | 91.737                  |                                |                           |                              |                             |                            |                            |
| C      | 91.480                  |                                |                           |                              |                             |                            |                            |
| 1-A    |                         | 65.440                         |                           |                              |                             |                            |                            |
| 1-B    |                         | 66.211                         |                           |                              |                             |                            |                            |
| 1-C    |                         | 66.963                         |                           |                              |                             |                            |                            |
| 2      |                         | 67.714                         | 66.963                    |                              | 50.648                      |                            |                            |
| 3      |                         | 68.827                         | 67.714                    |                              | 49.647                      |                            |                            |
| 4      |                         | 71.811                         | 68.827                    |                              | 46.862                      |                            |                            |
| 5      |                         | 77.408                         | 71.811                    |                              | 44.186                      |                            |                            |
| 6      |                         |                                | 74.737                    |                              | 39.902                      |                            |                            |
| 7      |                         |                                | 70.488                    |                              | 37.637                      |                            |                            |
| 8      |                         |                                | 59.935                    |                              | 34.630                      |                            |                            |
| 9      |                         |                                | 55.482                    |                              | 32.121                      |                            |                            |
| 10     |                         |                                |                           |                              |                             | 24.414                     |                            |
| 11     |                         |                                |                           |                              |                             | 22.803                     |                            |
| 12     |                         |                                |                           |                              |                             | 20.939                     |                            |
| 13     |                         |                                |                           |                              |                             | 20.126                     |                            |
| 14     |                         |                                |                           |                              |                             | 18.692                     |                            |
| 15     |                         |                                |                           |                              |                             | 17.843                     |                            |
| 16     |                         |                                |                           |                              |                             | 16.611                     |                            |
| 17     |                         |                                |                           |                              |                             | 15.371                     |                            |
| 18     |                         |                                |                           |                              |                             | 14.311                     |                            |
| 19     |                         |                                |                           |                              |                             | 13.321                     |                            |
| 20     |                         |                                |                           |                              |                             | 15.511                     |                            |
| 21     |                         |                                |                           |                              |                             | 14.570                     |                            |
| 22     |                         |                                |                           |                              |                             | 13.698                     |                            |
| 23     |                         |                                |                           |                              |                             | 12.927                     |                            |
| 24     |                         |                                |                           |                              |                             | 12.152                     |                            |
| 25     |                         |                                |                           |                              |                             | 5.897                      |                            |
| 26     |                         |                                |                           |                              |                             | 5.620                      |                            |
| 27     |                         |                                |                           |                              |                             | 5.068                      |                            |
| 28     |                         |                                |                           |                              |                             | 4.824                      |                            |
| 29     |                         |                                |                           |                              |                             | 3.964                      |                            |
| 30     |                         |                                |                           |                              |                             | 3.991                      |                            |
| 31     |                         |                                |                           |                              |                             | 3.844                      |                            |
|        |                         |                                |                           |                              |                             | 3.498                      |                            |
|        |                         |                                |                           |                              |                             | 3.399                      |                            |





DETALLE DE OTRAS REMUNERACIONES

ANEXO Nº 5  
VIGENCIA: 01.12.2009

| Clase | Base Cálculo | Porcentaje | Importe | Valor  |
|-------|--------------|------------|---------|--------|
| 15    | 66.661       | 9,999      | 40      | 66.661 |
| 10    | 66.661       | 6,666      | 35      | 66.661 |
| 5     | 66.661       | 3,333      | 30      | 66.661 |

|   |                |
|---|----------------|
| Mayoritarios, Auxiliares y Choleros   | 214.554        |
| Administrativos, Secretarías Ejecutivas, Oficiales Administrativos, Técnicos y Supervisores | 243.319        |
| <b>Total</b>  | <b>261.721</b> |

Regimenes de Previsión Social (Régimen 60 UF vigente último día del mes del devengamiento remuneracional, Régimen de Previsión Social (Régimen 60 UF vigente al último día del mes del devengamiento remuneracional).

|         |         |       |
|---------|---------|-------|
| 1       | 170.000 | 6.500 |
| 170.001 | 293.624 | 4.830 |
| 293.625 | 457.954 | 1.526 |
| 457.955 | más     | 0     |

|         |         |       |        |        |        |        |
|---------|---------|-------|--------|--------|--------|--------|
| 106.435 | 142.255 | 7.113 | 14.225 | 21.338 | 28.451 | 35.564 |
|---------|---------|-------|--------|--------|--------|--------|

| GRUPOS | Porcentaje | Base Cálculo | Importe | Valor  | Importe | Valor |
|--------|------------|--------------|---------|--------|---------|-------|
| 16%    | 532.180    | 85.149       | 42.576  | 34.060 | 25.545  |       |
| 15%    | 332.180    | 78.827       | 39.914  | 31.931 | 23.948  |       |
| 12%    | 499.912    | 59.988       | 29.995  | 23.996 | 17.997  |       |
| 10%    | 395.567    | 39.557       | 19.779  | 15.823 | 11.867  |       |
| 16%    | 200.643    | 32.103       | 16.052  | 12.841 | 9.631   |       |
| 26%    | 91.837     | 23.878       | 11.939  | 9.551  | 7.163   |       |

|                          |         |
|--------------------------|---------|
| 165.000                  | 165.000 |
| Provincia de Palena      | 243.000 |
| Isla de Pascua           | 243.000 |
| Comuna de Juan Fernández | 243.000 |
| Provincia de Chile       | 90.000  |

|                               |        |
|-------------------------------|--------|
| Monto                         | 48.194 |
| 2 cuotas de:                  | 24.097 |
| Pagadas en Marzo y Junio 2010 |        |

|   |        |
|---|--------|
| Renta líquida igual o inferior a 497.760                  | 37.277 |
| Renta líquida superior a 497.760 e inferior a \$1.672.889 | 19.779 |

|   |        |
|---|--------|
| Renta líquida igual o inferior a 497.760                  | 48.910 |
| Renta líquida superior a 497.760 e inferior a \$1.672.889 | 34.059 |

|  |        |
|--|--------|
| Monto  | 20.156 |
| Para Trabajadores con remuneración líquida igual o inferior a \$497.760 en el mes que se pague el bono escolaridad |        |

|  |         |
|--|---------|
| Renta bruta igual o inferior a 497.760                           | 125.000 |
| Renta bruta superior a 497.760 e inferior a \$1.672.889 (Nov/09) | 75.000  |

|  |         |
|--|---------|
| Renta bruta igual o inferior a 497.760                           | 125.000 |
| Renta bruta superior a 497.760 e inferior a \$1.672.889 (Dic/09) | 75.000  |

TABLA DE SUELDOS PROFESIONALES FUNCIONARIOS

ANEXO Nº 6  
VIGENCIA: 01.12.2009

| Nº de Clasificación | Sueldo Base | Asignación por Zona | Asignación por Nivel | Dieta  | Leve   | Atención | Almuerzo | Transporte |
|---------------------|-------------|---------------------|----------------------|--------|--------|----------|----------|------------|
| 44                  | 679,359     | 122,284             | 21,157               | 22,578 | 57,933 | 23,384   |          |            |
| 33                  | 509,519     | 91,713              | 15,867               | 17,008 | 43,449 | 17,638   |          |            |
| 22                  | 339,679     | 61,142              | 10,579               | 11,338 | 28,966 | 11,693   |          |            |
| 11                  | 169,840     | 30,571              | 5,289                | 5,670  | 14,483 | 5,846    |          |            |

| Asignación de Antigüedad para Funcionarios Funcionarios |             |        |         |         |          |          |            |       |               |
|---|-------------|--------|---------|---------|----------|----------|------------|-------|---------------|
| Antigüedad  | Nº de Meses | Sueldo | Dieta   | Leve    | Atención | Almuerzo | Transporte | Total | Gratificación |
| 0   | 0           | 0,00   | 0       | 0       | 0        | 0        | 0          | 0     | 0             |
| 1   | 3           | 0,34   | 230,982 | 173,237 | 115,491  | 57,746   |            |       |               |
| 2   | 6           | 0,44   | 298,918 | 224,189 | 149,459  | 74,730   |            |       |               |
| 3   | 9           | 0,47   | 319,299 | 239,474 | 159,649  | 79,825   |            |       |               |
| 4   | 12          | 0,50   | 339,680 | 254,760 | 169,840  | 84,920   |            |       |               |
| 5   | 15          | 0,53   | 360,060 | 270,045 | 180,030  | 90,015   |            |       |               |
| 6   | 18          | 0,56   | 380,441 | 285,331 | 190,221  | 95,110   |            |       |               |
| 7   | 21          | 0,59   | 400,822 | 300,616 | 200,411  | 100,205  |            |       |               |
| 8   | 24          | 0,62   | 421,203 | 315,902 | 210,601  | 105,301  |            |       |               |
| 9   | 27          | 0,64   | 434,790 | 326,092 | 217,395  | 108,697  |            |       |               |
| 10  | 30          | 0,66   | 448,377 | 336,283 | 224,189  | 112,094  |            |       |               |
| 11  | 33          | 0,68   | 461,964 | 346,473 | 230,982  | 115,491  |            |       |               |
| 12  | 36          | 0,70   | 475,551 | 356,664 | 237,776  | 118,888  |            |       |               |
| 13  | 39          | 0,72   | 489,139 | 366,854 | 244,569  | 122,285  |            |       |               |





REMUNERACIONES PARA EMPLEADOS Y TRABAJADORES CONTRATO INDEFINIDO (\*)

ANEXO N° 1  
VIGENCIA: 01.12.2010

| GRUPO | SUELDO o<br>JORNAL BASE | ASIGNACION<br>PROFESIONALES | ASIGNACION UNICA<br>LEY 10717 | NO PROF. | ANT. 11 | ASIGNACION ESPECIAL DE DATOS<br>ART. 41-<br>DL 28179 | PROF. DE DATOS | ANT. 30 | ASIG. ESPECIAL<br>SUERENTON | ASIG. ESPECIAL<br>DL 25511 |
|-------|-------------------------|-----------------------------|-------------------------------|----------|---------|--|----------------|---------|-----------------------------|----------------------------|
| A     | 554,532                 | 445,620                     | 14,366                        | 14,366   |         |  |                |         |                             | 1,294,359                  |
| B     | 543,235                 | 434,591                     | 14,366                        | 14,366   |         |  |                |         |                             | 1,269,866                  |
| C     | 522,582                 | 418,067                     | 14,366                        | 14,366   |         |  |                |         |                             | 1,256,188                  |
| 1-A   | 620,908                 | 416,729                     | 14,366                        | 14,366   |         |  |                | 104,181 | 208,363                     |                            |
| 1-B   | 510,672                 | 408,644                     | 14,366                        | 14,366   |         |  |                | 102,135 | 204,269                     |                            |
| 1-C   | 500,602                 | 400,546                     | 14,366                        | 14,366   |         |  |                | 100,135 | 200,273                     |                            |
| 2     | 490,857                 | 392,606                     | 14,366                        | 14,366   |         |  |                | 98,171  | 196,343                     |                            |
| 3     | 463,098                 | 370,482                     | 14,366                        | 14,366   |         |  |                | 92,619  | 185,239                     |                            |
| 4     | 436,897                 | 349,515                     | 14,366                        | 14,366   |         |  |                | 87,379  | 174,769                     |                            |
| 5     | 412,101                 | 348,382                     | 14,366                        | 14,366   |         | 22,698   |                | 82,436  |                             |                            |
| 6     | 388,820                 | 311,053                     | 14,366                        | 14,366   |         | 22,698   |                | 77,764  |                             |                            |
| 7     | 398,396                 | 283,826                     | 14,366                        | 14,366   |         | 22,698   |                | 71,579  |                             |                            |
| 8     | 331,821                 | 284,559                     | 14,366                        | 14,366   |         | 22,698   |                | 68,384  |                             |                            |
| 9     | 307,211                 | 230,384                     | 14,366                        | 14,366   |         | 22,698   |                | 61,443  |                             |                            |
| 10    | 284,475                 | 208,472                     | 14,366                        | 14,366   |         | 22,698   |                | 58,895  |                             |                            |
| 11    | 263,420                 | 188,686                     | 14,366                        | 14,366   |         | 20,877   |                | 52,884  |                             |                            |
| 12    | 243,908                 | 170,736                     | 14,366                        | 14,366   |         | 19,317   |                | 48,781  |                             |                            |
| 13    | 225,032                 | 153,342                     | 14,366                        | 14,366   |         | 18,011   |                | 45,167  |                             |                            |
| 14    | 209,079                 | 137,851                     | 14,366                        | 14,366   |         | 16,705   |                | 41,814  |                             |                            |
| 15    | 193,597                 | 123,682                     | 14,366                        | 14,366   |         | 15,395   |                | 38,720  |                             |                            |
| 16    | 179,221                 | 110,819                     | 14,366                        | 14,366   |         | 14,351   |                | 35,844  |                             |                            |
| 17    | 165,951                 | 99,670                      | 14,366                        | 14,366   |         | 13,048   |                | 33,190  |                             |                            |
| 18    | 153,654                 | 86,980                      | 14,366                        | 14,366   |         | 11,844   |                | 30,733  |                             |                            |
| 19    | 143,614                 | 76,940                      | 14,366                        | 14,366   |         | 10,611   |                |         |                             |                            |
| 20    | 134,225                 | 64,795                      | 14,366                        | 14,366   |         | 9,317  |                |         |                             |                            |
| 21    | 125,432                 | 43,489                      | 14,366                        | 14,366   |         | 8,011  |                |         |                             |                            |
| 22    | 117,235                 | 34,511                      | 14,366                        | 14,366   |         | 6,682  |                |         |                             |                            |
| 23    | 109,665                 | 27,391                      | 14,366                        | 14,366   |         | 5,366  |                |         |                             |                            |
| 24    | 102,390                 |                             | 14,366                        | 14,366   |         | 4,054  |                |         |                             |                            |
| 25    | 95,694                  |                             | 14,366                        | 14,366   |         | 2,742  |                |         |                             |                            |
| 26    | 89,386                  |                             | 14,366                        | 14,366   |         | 1,430  |                |         |                             |                            |
| 27    | 83,536                  |                             | 14,366                        | 14,366   |         | 1,118  |                |         |                             |                            |
| 28    | 78,106                  |                             | 14,366                        | 14,366   |         | 987  |                |         |                             |                            |
| 29    | 73,013                  |                             | 14,366                        | 14,366   |         | 873  |                |         |                             |                            |
| 30    | 71,183                  |                             | 14,366                        | 14,366   |         | 763  |                |         |                             |                            |
| 31    | 69,461                  |                             | 14,366                        | 14,366   |         | 648  |                |         |                             |                            |

(\*) Los Obreros Permanentes del MOP, pasaron a denominarse Trabajadores Contrato Indefinido por el Decreto MOP N° 603, (D. O. 10.12.2004) (regido por (DL N° 24974)



REMUNERACIONES PARA TRABAJADORES REGIDOS POR EL CODIGO DEL TRABAJO

ANEXO Nº 2  
VIGENCIA : 01/12/2010

| GRADO | EDUCACIONAL BASE | AUMENTO ART. 9º D.L. 1601/76 | AUMENTO ART. 8º D.L. 609/76 | ASIGNACION INDUCIBLE LEY 18712/72 | BONO COMPENSATORIO | TOTAL IMPONIBLE |
|-------|------------------|------------------------------|-----------------------------|-----------------------------------|--------------------|-----------------|
| 15    | 193.597          |                              |                             | 53.460                            | 143.953            | 391.010         |
| 16    | 179.221          |                              |                             | 51.879                            | 136.705            | 366.805         |
| 17    | 165.951          |                              |                             | 51.879                            | 132.606            | 350.436         |
| 18    | 153.664          |                              |                             | 51.879                            | 128.225            | 333.768         |
| 19    | 143.614          |                              |                             | 54.944                            | 120.210            | 318.768         |
| 20    | 134.225          |                              |                             | 54.944                            | 110.724            | 299.893         |
| 21    | 125.432          |                              |                             | 54.944                            | 103.898            | 284.274         |
| 22    | 117.235          |                              |                             | 51.299                            | 94.949             | 263.483         |
| 23    | 109.585          |                              |                             | 51.299                            | 79.891             | 240.745         |
| 24    | 102.390          |                              |                             | 51.299                            | 68.294             | 221.983         |
| 25    | 95.694           |                              | 769                         | 49.229                            | 66.529             | 212.221         |
| 26    | 89.386           |                              | 769                         | 49.229                            | 58.748             | 198.132         |
| 27    | 83.536           | 601                          | 1.459                       | 49.229                            | 53.884             | 188.709         |
| 28    | 78.106           | 1.894                        | 2.058                       | 50.437                            | 48.353             | 180.846         |
| 29    | 73.013           | 3.080                        | 2.832                       | 50.437                            | 44.821             | 173.783         |
| 30    | 71.183           | 3.881                        | 3.022                       | 50.437                            | 38.572             | 167.095         |
| 31    | 69.461           | 4.583                        | 3.163                       | 50.437                            | 31.865             | 159.509         |







DETALLE DE OTRAS REMUNERACIONES

ANEXO Nº 5  
VIGENCIA: 01.07.2011

| Asignación Pérdida de Caja |              | Asignación de Movilización |              |
|----------------------------|--------------|----------------------------|--------------|
| %                          | Base Cálculo | %                          | Base Cálculo |
| 15%                        | 69.460       | 40%                        | 69.460       |
| 10%                        | 69.460       | 35%                        | 69.460       |
| 5%                         | 69.460       | 30%                        | 69.460       |
|                            |              |                            | 20.336       |

|   |       |         |
|---|-------|---------|
| Remuneración Mínima Mensual por planta, a contar 01.01.2011 - Art. 18 Ley 20.486            | Valor | 223.565 |
| Mayordomos, Auxiliares y Chóferos   |       | 253.538 |
| Administrativos, Secretarías Ejecutivas, Oficiales Administrativos, Técnicos y Supervisores |       | 272.713 |

|                             |                        |   |
|-----------------------------|------------------------|---|
| Regimen Previsional Antiguo | Renta Máxima Imponible | 60,0 UF vigente último día mes anterior del devengamiento remuneracional. |
| Regimen Previsional Nuevo   |                        | 64,7 UF vigente al último día del mes del devengamiento remuneracional.   |

|   |       |
|---|-------|
| Asig. Fam. (vigencia 01.07.2011 - Art. 2º Ley 20.524) |       |
| Tarifa  | Monto |
| 1   | 7.376 |
| 167.816   | 5.061 |
| 307.864   | 1.600 |
| 480.163   | 0     |

|                         |  |              |       |        |        |        |        |
|-------------------------|--|--------------|-------|--------|--------|--------|--------|
| Año                     | Beneficiario de Mayor Imponibilidad (Art. 19 Ley 15.380) | Base Cálculo | 5%    | 10%    | 15%    | 20%    | 25%    |
| A contar del 01.07.2011 | Ingreso Mínimo   | 166.911      | 7.346 | 16.691 | 23.537 | 31.382 | 39.228 |

| GRADOS   | Base de Cálculo | 100%   | 50%    | 40%    | 30%    |
|----------|-----------------|--------|--------|--------|--------|
| A        | 594.532         | 86.726 | 44.363 | 35.490 | 26.678 |
| B y C    | 594.532         | 83.180 | 41.590 | 33.272 | 24.954 |
| 1-A AL 4 | 520.308         | 62.509 | 31.255 | 25.004 | 10.753 |
| 5 AL 10  | 412.181         | 41.218 | 20.609 | 16.407 | 12.365 |
| 11 AL 21 | 209.070         | 33.451 | 16.726 | 13.380 | 10.035 |
| 22 AL 31 | 95.894          | 24.880 | 12.440 | 9.952  | 7.464  |

|                               |       |        |
|-------------------------------|-------|--------|
| Bono Escolaridad              | Monto | 50.218 |
| 2 cuotas de:                  |       | 25.109 |
| Pagadas en Marzo y Junio 2011 |       |        |

|  |       |        |
|--|-------|--------|
| Adic. Bono Escolaridad*  | Monto | 21.005 |
| Para Trabajadores con remuneración líquida igual o inferior a \$325.000 que se pague el bono escolaridad |       |        |

|   |       |         |
|---|-------|---------|
| Bono Especial no Imponible - Art. 32 Ley 20.486 (pago en Diciembre 2010)                            | Monto | 215.000 |
| Renta bruta igual o inferior a \$25.000 e inferior a \$1.743.150 bruta carácter permanente (Nov/10) |       | 107.500 |

|   |       |        |
|---|-------|--------|
| Aguiñalío Navidad 2010 - Art. 2 y 19 Ley 20.486   | Monto | 40.000 |
| Renta líquida igual o inferior a \$25.000 e inferior a \$1.743.150 bruta carácter permanente (Nov/10) |       | 21.224 |

|   |       |        |
|---|-------|--------|
| Aguiñalío Fiesta Patria 2011 - Art. 8 y 19 Ley 20.486   | Monto | 51.500 |
| Renta líquida superior a \$25.000 e inferior a \$1.743.150 bruta carácter permanente (Ago/11) |       | 35.875 |

|  |       |         |
|--|-------|---------|
| Asig. Zonas Extremas (Art. 13º Ley 20.212) - docente el 01.01.2010 | Monto | 165.000 |
| XI y XII Región  |       |         |
| Provincia de Palena  |       |         |
| Isla de Pascua   |       |         |
| Comuna de Juan Fernández   |       | 243.080 |
| Provincia de Chiloé  |       | 90.000  |





SUELDOS PROFESIONALES FUNCIONARIOS - LEY N° 19.664

ANEXO N° 6  
VIGENCIA: 01.12.2010

| N° Hojas | Salario Base | Asignación | PL 3.501 | LEY 18.586 | ART 30 | ART 31 |
|----------|--------------|------------|----------|------------|--------|--------|
| 44       | 707.892      | 127.420    | 22.046   | 23.630     | 60.366 | 24.366 |
| 33       | 630.919      | 96.606     | 16.683   | 17.722     | 46.274 | 18.275 |
| 22       | 363.946      | 63.710     | 11.023   | 11.814     | 30.193 | 12.186 |
| 11       | 176.973      | 31.855     | 5.511    | 5.908      | 15.091 | 6.092  |

Asignación de Antigüedad para Profesionales Funcionarios

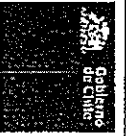
| N° Trilios | N° Años | Salario | PL 3.501 | LEY 18.586 | ART 30  | ART 31  |
|------------|---------|---------|----------|------------|---------|---------|
| 0          | 0       | 0,00    | 0        | 0          | 0       | 0       |
| 1          | 3       | 0,34    | 240.683  | 180.513    | 120.342 | 60.171  |
| 2          | 6       | 0,44    | 311.473  | 233.606    | 165.736 | 77.869  |
| 3          | 9       | 0,47    | 332.710  | 249.632    | 166.364 | 83.170  |
| 4          | 12      | 0,50    | 353.947  | 265.460    | 176.973 | 88.487  |
| 5          | 15      | 0,53    | 375.183  | 281.387    | 187.591 | 93.796  |
| 6          | 18      | 0,56    | 396.420  | 297.315    | 198.210 | 99.105  |
| 7          | 21      | 0,59    | 417.657  | 313.242    | 208.828 | 104.414 |
| 8          | 24      | 0,62    | 438.894  | 329.170    | 219.446 | 109.724 |
| 9          | 27      | 0,64    | 453.061  | 339.708    | 226.626 | 113.262 |
| 10         | 30      | 0,66    | 467.209  | 350.407    | 233.805 | 116.802 |
| 11         | 33      | 0,68    | 481.366  | 361.025    | 240.683 | 120.342 |
| 12         | 36      | 0,70    | 495.524  | 371.644    | 247.763 | 123.881 |
| 13         | 39      | 0,72    | 509.683  | 382.262    | 254.041 | 127.421 |



ASIGNACION SUSTITUTIVA LEY N° 19,169 Art. 17° INC. 2°

ANEXO N° 7  
MIGRENCIA: 01.12.2010

| GRADO | AUTORIDADES DE GOBIERNO Y JEFES SUPERIORES SERVICIO | DIRECTIVOS CON ASIG. PROF. | SIN ASIG. PROF. | PROFESIONALES | TECN. ADMINIST. Y AUXILIARES |
|-------|---|----------------------------|-----------------|---------------|------------------------------|
| A     | 1.326.260   |                            |                 |               |                              |
| B     | 1.301.762   |                            |                 |               |                              |
| C     | 1.298.084   |                            |                 |               |                              |
| 1-A   | 969.627   |                            |                 |               |                              |
| 1-B   | 951.108   |                            |                 |               |                              |
| 1-C   | 933.122   |                            |                 |               |                              |
| 2     | 915.436   | 907.268                    | 618.077         |               |                              |
| 3     |   | 915.000                    | 609.768         |               |                              |
| 4     | 885.474   | 884.693                    | 603.606         |               |                              |
| 5     | 818.310   | 817.120                    | 697.291         | 778.987       |                              |
| 6     | 773.823   | 803.876                    | 681.143         | 706.402       |                              |
| 7     |   | 694.800                    | 550.930         | 680.824       |                              |
| 8     |   | 638.060                    | 509.766         | 628.342       |                              |
| 9     |   | 673.414                    | 473.761         | 567.187       |                              |
| 10    |   | 619.934                    | 441.660         | 520.697       | 226.097                      |
| 11    |   | 475.260                    | 402.202         | 475.932       | 222.392                      |
| 12    |   | 436.376                    | 367.466         | 436.974       | 217.643                      |
| 13    |   | 400.716                    | 330.966         | 401.226       | 212.821                      |
| 14    |   | 371.600                    | 314.269         | 372.113       | 208.672                      |
| 15    |   | 341.364                    | 300.482         | 341.691       | 204.427                      |
| 16    |   | 313.618                    | 281.665         | 313.770       | 197.414                      |
| 17    |   | 287.967                    | 262.593         | 288.136       | 187.683                      |
| 18    |   | 264.489                    | 246.489         | 264.608       | 184.482                      |
| 19    |   | 254.522                    | 240.489         | 253.239       | 180.106                      |
| 20    |   | 263.239                    | 231.697         | 246.720       | 175.153                      |
| 21    |   |                            |                 | 230.466       | 165.668                      |
| 22    |   |                            |                 | 216.332       | 150.840                      |
| 23    |   |                            |                 | 201.241       | 146.246                      |
| 24    |   |                            |                 | 188.113       | 131.176                      |
| 25    |   |                            |                 |               | 119.683                      |
| 26    |   |                            |                 |               | 116.761                      |
| 27    |   |                            |                 |               | 107.977                      |
| 28    |   |                            |                 |               | 103.115                      |
| 29    |   |                            |                 |               | 98.790                       |
| 30    |   |                            |                 |               | 95.056                       |
| 31    |   |                            |                 |               | 82.303                       |

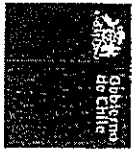


REMUNERACIONES PARA EMPLEADOS Y TRABAJADORES CONTRATO INDEFINIDO

ANEXO N° 1  
VIGENCIA: 01.12.2011  
Ley 20.559

| GRADO | GRUPO | ESTRUC. DE PUESTOS | PROFESION | ASIGNACION UNICA | ART. 11 DE LA LEY 20178 | ASIGNACION ESPECIAL (D.L. N° 24974) | ART. 14 DE LA LEY 20178 | PROG. DE DATOS | ART. 15 DE LA LEY 20178 | ASIG. SUPERIOR | ASIG. ESPECIAL (D.L. N° 24974) |
|-------|-------|--------------------|-----------|------------------|-------------------------|-------------------------------------|-------------------------|----------------|-------------------------|----------------|--------------------------------|
| A     |       | 582.259            | 465.809   | 15.084           | 15.084                  |                                     |                         |                |                         |                | 1.350.077                      |
| B     |       | 570.398            | 456.321   | 15.084           | 15.084                  |                                     |                         |                |                         |                | 1.333.362                      |
| C     |       | 548.711            | 438.970   | 15.084           | 15.084                  |                                     |                         |                |                         |                | 1.328.497                      |
| 1-A   |       | 548.953            | 437.565   | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 1-B   |       | 538.206            | 428.988   | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 1-C   |       | 525.716            | 420.573   | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 2     |       | 515.400            | 412.320   | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 3     |       | 486.253            | 389.006   | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 4     |       | 458.742            | 366.991   | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 5     |       | 432.780            | 366.801   | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 6     |       | 408.261            | 326.805   | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 7     |       | 376.316            | 298.017   | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 8     |       | 348.412            | 287.287   | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 9     |       | 322.572            | 241.882   | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 10    |       | 298.689            | 218.896   | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 11    |       | 276.591            | 198.099   | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 12    |       | 266.103            | 179.273   | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 13    |       | 237.124            | 161.009   | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 14    |       | 219.524            | 144.534   | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 15    |       | 203.277            | 129.740   | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 16    |       | 188.182            | 118.465   | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 17    |       | 174.249            | 104.549   | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 18    |       | 161.347            | 91.340    | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 19    |       | 150.795            | 72.492    | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 20    |       | 140.938            | 57.535    | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 21    |       | 131.704            | 45.663    | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 22    |       | 123.097            | 36.237    | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 23    |       | 115.043            | 26.791    | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 24    |       | 107.510            |           | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 25    |       | 100.479            |           | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 26    |       | 93.655             |           | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 27    |       | 87.713             |           | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 28    |       | 82.011             |           | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 29    |       | 76.684             |           | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 30    |       | 74.742             |           | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |
| 31    |       | 72.934             |           | 15.084           | 15.084                  |                                     |                         |                |                         |                |                                |

(\*) Los Ombros Permanentes del MOP, pasaran a denominarse Trabajadores Contrato Indefinido (D.L. N° 24974) por el Decreto MOP N° 603, (D.O. 10.12.2004)



ANEXO Nº 2  
 VIGENCIA : 01.12.2011  
 Ley 20.559

TABLA DE REMUNERACIONES TRABAJADORES REGIDOS POR EL CODIGO DEL TRABAJO

| GRADO | JORNAL BASE | AUMENTO ART. 9º D. 140/76 | AUMENTO ART. 9º D. 160/76 | ASIGNACION TRIENAL TRIENAL LEY 17.711/79 | BONIFICACION | TOTAL IMPONIBLE |
|-------|-------------|---------------------------|---------------------------|--|--------------|-----------------|
| 15    | 203.277     |                           |                           | 58.133                                   | 151.151      | 410.561         |
| 16    | 188.182     |                           |                           | 54.473                                   | 142.480      | 385.145         |
| 17    | 174.249     |                           |                           | 54.473                                   | 139.236      | 367.958         |
| 18    | 161.347     |                           |                           | 54.473                                   | 134.636      | 350.456         |
| 19    | 150.796     |                           |                           | 57.691                                   | 126.221      | 334.707         |
| 20    | 140.936     |                           |                           | 57.691                                   | 118.280      | 314.887         |
| 21    | 131.704     |                           |                           | 57.691                                   | 109.093      | 298.488         |
| 22    | 123.097     |                           |                           | 53.884                                   | 99.696       | 276.657         |
| 23    | 115.043     |                           |                           | 53.884                                   | 83.875       | 252.782         |
| 24    | 107.510     |                           |                           | 53.864                                   | 71.709       | 233.083         |
| 25    | 100.479     |                           | 807                       | 51.690                                   | 61.685       | 222.831         |
| 26    | 93.865      |                           | 807                       | 51.690                                   | 61.685       | 208.037         |
| 27    | 87.713      | 631                       | 807                       | 51.690                                   | 61.685       | 198.144         |
| 28    | 82.011      | 1.989                     | 1.532                     | 52.959                                   | 50.771       | 189.889         |
| 29    | 76.864      | 3.234                     | 2.159                     | 52.959                                   | 46.852       | 182.473         |
| 30    | 74.742      | 4.076                     | 2.764                     | 52.959                                   | 40.501       | 176.450         |
| 31    | 72.934      | 4.812                     | 3.322                     | 52.959                                   | 33.458       | 167.485         |



ANEXO Nº 3  
VIGENCIA: 01.12.2011  
Ley 20.559

|     | ART. 10 | ART. 11 | ART. 12 | ART. 13 | ART. 14 | ART. 15 | ART. 16 | ART. 17 | ART. 18 | ART. 19 | ART. 20 | ART. 21 | ART. 22 | ART. 23 | ART. 24 | ART. 25 | ART. 26 | ART. 27 | ART. 28 | ART. 29 | ART. 30 | ART. 31 |  |
|-----|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|--|
| A   | 149.310 | 62.766  |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |  |
| B   | 151.178 | 63.520  |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |  |
| C   | 154.424 | 64.882  |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |  |
| 1-A | 154.703 | 63.371  |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |  |
| 1-B |         |         | 156.340 | 64.040  |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |  |
| 1-C |         |         | 157.936 | 64.696  | 157.936 | 64.696  |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |  |
| 2   |         |         | 159.514 | 65.352  | 159.514 | 65.352  |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |  |
| 3   |         |         | 163.958 | 67.166  | 163.958 | 67.166  |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |  |
| 4   |         |         | 166.158 | 68.891  | 166.158 | 68.891  |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |  |
| 5   |         |         | 172.122 | 70.503  | 172.122 | 70.503  |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |  |
| 6   |         |         |         |         | 185.128 | 71.498  | 185.128 | 71.498  |         |         |         |         |         |         |         |         |         |         |         |         |         |         |  |
| 7   |         |         |         |         | 159.089 | 59.937  | 159.089 | 59.937  |         |         |         |         |         |         |         |         |         |         |         |         |         |         |  |
| 8   |         |         |         |         | 147.285 | 55.501  | 147.285 | 55.501  |         |         |         |         |         |         |         |         |         |         |         |         |         |         |  |
| 9   |         |         |         |         |         |         |         |         | 117.261 | 44.199  | 105.893 | 39.909  |         |         |         |         |         |         |         |         |         |         |  |
| 10  |         |         |         |         |         |         |         |         | 124.311 | 46.830  | 105.893 | 39.909  | 105.893 | 39.909  |         |         |         |         |         |         |         |         |  |
| 11  |         |         |         |         |         |         |         |         | 134.391 | 50.656  | 99.894  | 37.650  | 99.894  | 37.650  |         |         |         |         |         |         |         |         |  |
| 12  |         |         |         |         |         |         |         |         | 131.753 | 49.652  | 92.073  | 34.701  | 92.073  | 34.701  |         |         |         |         |         |         |         |         |  |
| 13  |         |         |         |         |         |         |         |         | 117.261 | 44.199  | 85.254  | 32.132  | 85.254  | 32.132  |         |         |         |         |         |         |         |         |  |
| 14  |         |         |         |         |         |         |         |         | 105.893 | 39.909  | 85.254  | 32.132  | 85.254  | 32.132  |         |         |         |         |         |         |         |         |  |
| 15  |         |         |         |         |         |         |         |         | 99.894  | 37.650  | 85.254  | 32.132  | 85.254  | 32.132  |         |         |         |         |         |         |         |         |  |
| 16  |         |         |         |         |         |         |         |         | 92.073  | 34.701  | 85.254  | 32.132  | 85.254  | 32.132  |         |         |         |         |         |         |         |         |  |
| 17  |         |         |         |         |         |         |         |         | 85.254  | 32.132  | 85.254  | 32.132  | 85.254  | 32.132  |         |         |         |         |         |         |         |         |  |
| 18  |         |         |         |         |         |         |         |         | 85.254  | 32.132  | 85.254  | 32.132  | 85.254  | 32.132  |         |         |         |         |         |         |         |         |  |
| 19  |         |         |         |         |         |         |         |         | 85.254  | 32.132  | 85.254  | 32.132  | 85.254  | 32.132  |         |         |         |         |         |         |         |         |  |
| 20  |         |         |         |         |         |         |         |         | 85.254  | 32.132  | 85.254  | 32.132  | 85.254  | 32.132  |         |         |         |         |         |         |         |         |  |
| 21  |         |         |         |         |         |         |         |         | 85.254  | 32.132  | 85.254  | 32.132  | 85.254  | 32.132  |         |         |         |         |         |         |         |         |  |
| 22  |         |         |         |         |         |         |         |         | 85.254  | 32.132  | 85.254  | 32.132  | 85.254  | 32.132  |         |         |         |         |         |         |         |         |  |
| 23  |         |         |         |         |         |         |         |         | 85.254  | 32.132  | 85.254  | 32.132  | 85.254  | 32.132  |         |         |         |         |         |         |         |         |  |
| 24  |         |         |         |         |         |         |         |         | 85.254  | 32.132  | 85.254  | 32.132  | 85.254  | 32.132  |         |         |         |         |         |         |         |         |  |
| 25  |         |         |         |         |         |         |         |         | 85.254  | 32.132  | 85.254  | 32.132  | 85.254  | 32.132  |         |         |         |         |         |         |         |         |  |
| 26  |         |         |         |         |         |         |         |         | 85.254  | 32.132  | 85.254  | 32.132  | 85.254  | 32.132  |         |         |         |         |         |         |         |         |  |
| 27  |         |         |         |         |         |         |         |         | 85.254  | 32.132  | 85.254  | 32.132  | 85.254  | 32.132  |         |         |         |         |         |         |         |         |  |
| 28  |         |         |         |         |         |         |         |         | 85.254  | 32.132  | 85.254  | 32.132  | 85.254  | 32.132  |         |         |         |         |         |         |         |         |  |
| 29  |         |         |         |         |         |         |         |         | 85.254  | 32.132  | 85.254  | 32.132  | 85.254  | 32.132  |         |         |         |         |         |         |         |         |  |
| 30  |         |         |         |         |         |         |         |         | 85.254  | 32.132  | 85.254  | 32.132  | 85.254  | 32.132  |         |         |         |         |         |         |         |         |  |
| 31  |         |         |         |         |         |         |         |         | 85.254  | 32.132  | 85.254  | 32.132  | 85.254  | 32.132  |         |         |         |         |         |         |         |         |  |

ANEXO Nº 3  
VIGENCIA: 01.12.2011  
Ley 20.559





DETALLE DE OTRAS REMUNERACIONES

ANEXO Nº 5  
VICENCIA: 01.12.2011  
Ley 20.559

| Asignación | Pérdida de Gratificación | Base Cálculo | Monito | Asignación de Movilización | Base Cálculo | Monito |
|------------|--------------------------|--------------|--------|----------------------------|--------------|--------|
| 15%        |                          | 10.940       | 40%    | 72.933                     | 29.173       |        |
| 10%        |                          | 7.293        | 35%    | 72.933                     | 25.827       |        |
| 5%         |                          | 3.647        | 30%    | 72.933                     | 21.880       |        |

|  |                    |         |
|--|--------------------|---------|
| Remuneración Mensual por planilla a contar de 01.01.2012           | Art. 91 Ley 20.559 | 234.743 |
| Mayordomos, Auxiliares y Choferes                                  |                    | 266.216 |
| Administrativos, Secretarías Ejecutivas, Oficiales Administrativos |                    | 286.349 |

|                             |                        |  |
|-----------------------------|------------------------|--|
| Regimen Previsional Antiguo | Renta Máxima Imponible | 60 UF vigente último día mes devengamiento remuneracional.     |
| Regimen Previsional Nuevo   | Renta Máxima Imponible | 69 UF vigente último día mes devengamiento remuneracional. (1) |

|                                  |                    |        |
|----------------------------------|--------------------|--------|
| Asignación (vigencia 01.07.2011) | Art. 22 Ley 20.524 | Monito |
| Tramo 1                          | 187.515            | 7.170  |
| Tramo 107.516                    | 307.863            | 5.084  |
| Tramo 307.864                    | 480.162            | 1.600  |
| Tramo 480.163                    | mas                | 0      |

|     |                |              |    |       |     |        |     |        |     |        |     |        |
|-----|----------------|--------------|----|-------|-----|--------|-----|--------|-----|--------|-----|--------|
| Año | Ingreso Mínimo | Base Cálculo | 5% | 7.346 | 10% | 15.091 | 15% | 23.537 | 20% | 31.382 | 25% | 39.228 |
|-----|----------------|--------------|----|-------|-----|--------|-----|--------|-----|--------|-----|--------|

| GRADOS   | Base de Cálculo | 100%   | 50%    | 40%    | 30%    |
|----------|-----------------|--------|--------|--------|--------|
| A        | 592.259         | 93.181 | 46.581 | 37.284 | 27.948 |
| BY C     | 582.259         | 87.339 | 43.670 | 34.936 | 26.202 |
| 1-A AL 4 | 546.953         | 85.834 | 32.817 | 26.254 | 19.890 |
| 5 AL 10  | 432.790         | 43.279 | 21.840 | 17.312 | 12.984 |
| 11 AL 21 | 219.524         | 35.124 | 17.562 | 14.050 | 10.537 |
| 22 AL 31 | 109.762         | 26.126 | 13.063 | 10.450 | 7.838  |

|                                  |                    |            |
|----------------------------------|--------------------|------------|
| Asignación (vigencia 01.01.2012) | Art. 27 Ley 20.559 | Trimestral |
| I y II Región                    |                    | 180.527    |
| XI y XII Región                  |                    | 265.806    |
| Isla de Pascua                   |                    | 265.806    |
| Comuna de Juan Fernández         |                    | 98.349     |
| Provincia de Chilo               |                    | 98.349     |

|                               |         |
|-------------------------------|---------|
| Monio                         | 572.310 |
| 2 cuotas de:                  | 286.155 |
| Pagadas en Marzo y Junio 2012 |         |

|   |        |
|---|--------|
| Renta líquida igual o inferior a \$51.250                 | 42.000 |
| Rente líquida superior a 661.250 e                        | 42.000 |
| inferior a \$1.830.308 bruta carácter permanente (Nov/11) |        |

|   |        |
|---|--------|
| Art. 10 Ley 20.559  | 22.055 |
| Monio   | 22.055 |
| * Para Trabajadores con remuneración igual o inferior a \$ 551.250 en el mes que se pague el bono escolaridad |        |

|  |         |
|--|---------|
| Renta bruta igual o inferior a 600.000   | 200.000 |
| Renta bruta superior a 600.000 e inferior a \$1.830.308 bruta carácter permanente (Nov/11) | 200.000 |

|   |        |
|---|--------|
| Renta líquida superior a 661.250 e inferior a \$1.830.308 bruta carácter permanente (Agosto 2012) | 37.869 |
|---|--------|

|         |        |                     |
|---------|--------|---------------------|
| Tipos   | Monio  | Adicional por carga |
| Navidad | 16.100 | 9.200               |

|                 |        |                     |
|-----------------|--------|---------------------|
| Tipos           | Monio  | Adicional por carga |
| Fiestas Patrias | 14.700 | 7.560               |
| Navidad         | 13.905 | 9.555               |



TABLA DE SUELDOS PROFESIONALES FUNCIONARIOS

ANEXO Nº 6  
 VIGENCIA: 01.12.2011  
 Ley 20.559

| Nº Horas | Sueldo Base | Asignación Responsabilidad | DI 3.601 | Ley 18.566 | Art. 10 | Ley 18.675 |
|----------|-------------|----------------------------|----------|------------|---------|------------|
| 44       | 743.287     | 431.107                    | 23.147   | 24.812     | 63.384  | 25.585     |
| 33       | 557.465     | 211.837                    | 16.533   | 18.608     | 47.538  | 19.189     |
| 22       | 371.643     | 141.225                    | 11.574   | 12.405     | 31.892  | 12.793     |
| 11       | 185.822     | 70.613                     | 5.787    | 6.204      | 15.846  | 6.395      |

Asignación de Antigüedad para Profesionales Funcionarios

| Nº Años | Nº Años | % Sueldo | Art. 14 | Art. 13 | Art. 14 | Art. 13 |
|---------|---------|----------|---------|---------|---------|---------|
| 0       | 0       | 0,00     | 0       | 0       | 0       | 0       |
| 1       | 3       | 0,34     | 262.718 | 189.538 | 126.359 | 63.179  |
| 2       | 6       | 0,44     | 327.046 | 245.285 | 163.523 | 81.762  |
| 3       | 9       | 0,47     | 349.345 | 262.009 | 174.672 | 87.336  |
| 4       | 12      | 0,50     | 371.643 | 278.733 | 185.822 | 92.911  |
| 5       | 15      | 0,53     | 383.942 | 295.456 | 196.971 | 98.485  |
| 6       | 18      | 0,56     | 416.241 | 312.180 | 208.120 | 104.060 |
| 7       | 21      | 0,59     | 438.539 | 328.904 | 219.270 | 109.635 |
| 8       | 24      | 0,62     | 460.838 | 345.628 | 230.419 | 115.209 |
| 9       | 27      | 0,64     | 475.704 | 356.778 | 237.852 | 118.926 |
| 10      | 30      | 0,66     | 490.569 | 367.927 | 245.285 | 122.642 |
| 11      | 33      | 0,68     | 505.435 | 379.076 | 252.718 | 126.359 |
| 12      | 36      | 0,70     | 520.301 | 390.226 | 260.150 | 130.075 |
| 13      | 39      | 0,72     | 535.166 | 401.375 | 267.583 | 133.792 |





ASIGNACION SUSTITUTIVA LEY N° 19,185 ART. 17 INC. 2°

ANEXO N° 7  
 VIGENCIA: 01.12.2011  
 Ley 20,559

| GRADO | AUTORIDADES DE GOBIERNO Y JEFES SUPERIORES SERVICIO | DIRECTIVOS<br>CON ASIG. PROF. | PROFESIONALES | TECN. ADMINIST.<br>Y AUXILIARES |
|-------|---|-------------------------------|---------------|---------------------------------|
| A     | 1,392,573   |                               |               |                                 |
| B     | 1,366,850   |                               |               |                                 |
| C     | 1,362,908   |                               |               |                                 |
| 1-A   | 1,018,003   |                               |               |                                 |
| 1-B   | 998,663   |                               |               |                                 |
| 1-G   | 979,778   | 1,036,631                     | 646,831       |                                 |
| 2     | 961,208   | 960,792                       | 640,246       |                                 |
| 3     | 908,748   | 907,917                       | 633,675       |                                 |
| 4     | 859,226   | 857,976                       | 627,156       |                                 |
| 5     | 812,514   | 844,070                       | 620,700       |                                 |
| 6     |   | 729,540                       | 578,477       |                                 |
| 7     |   | 669,963                       | 535,253       |                                 |
| 8     |   | 602,085                       | 497,449       |                                 |
| 9     |   | 545,931                       | 463,628       |                                 |
| 10    |   | 489,013                       | 422,366       |                                 |
| 11    |   | 458,195                       | 385,829       |                                 |
| 12    |   | 420,762                       | 347,514       |                                 |
| 13    |   | 390,276                       | 329,982       |                                 |
| 14    |   | 358,422                       | 315,506       |                                 |
| 15    |   | 329,194                       | 295,675       |                                 |
| 16    |   | 302,385                       | 275,881       |                                 |
| 17    |   | 277,748                       | 258,824       |                                 |
| 18    |   | 276,401                       | 243,282       |                                 |
| 19    |   |                               |               |                                 |
| 20    |   |                               |               |                                 |
| 21    |   |                               |               |                                 |
| 22    |   |                               |               |                                 |
| 23    |   |                               |               |                                 |
| 24    |   |                               |               |                                 |
| 25    |   |                               |               |                                 |
| 26    |   |                               |               |                                 |
| 27    |   |                               |               |                                 |
| 28    |   |                               |               |                                 |
| 29    |   |                               |               |                                 |
| 30    |   |                               |               |                                 |
| 31    |   |                               |               |                                 |



REMUNERACIONES PARA EMPLEADOS Y TRABAJADORES CONTRATO INDEFINIDO

ANEXO N° 1  
VIGENCIA: 01.12.2012  
Ley 20.542

| GRADO | SUELDO o JOURNAL BASE | ASIGNACION PROFESIONAL | ASIGNACION UNICA LEY 18.717 |          | ASIGNACION ESPECIAL DL 2.411 |                      |                | ABIG. RESP. SUPERIOR | ASIG. ESPECIAL DL 3.551 |
|-------|-----------------------|------------------------|-----------------------------|----------|------------------------------|----------------------|----------------|----------------------|-------------------------|
|       |                       |                        | PROF.                       | NO PROF. | ART. 1° DL 2.411/79          | ART. 11° DL 2.411/79 | PROG. DE DATOS |                      |                         |
| A     | 611.372               | 489.099                | 15.838                      | 15.838   |                              |                      |                |                      | 1.427.031               |
| B     | 598.918               | 479.137                | 15.838                      | 15.838   |                              |                      |                |                      | 1.400.030               |
| C     | 576.147               | 460.919                | 15.838                      | 15.838   |                              |                      |                |                      | 1.395.972               |
| 1-A   | 574.301               | 459.443                | 15.838                      | 15.838   |                              |                      |                |                      |                         |
| 1-B   | 563.016               | 450.416                | 15.838                      | 15.838   |                              |                      |                |                      |                         |
| 1-C   | 552.002               | 441.602                | 15.838                      | 15.838   |                              |                      |                |                      |                         |
| 2     | 541.170               | 432.836                | 15.838                      | 15.838   |                              |                      |                |                      |                         |
| 3     | 510.566               | 408.456                | 15.838                      | 15.838   |                              |                      |                |                      |                         |
| 4     | 481.679               | 385.341                | 15.838                      | 15.838   |                              |                      |                |                      |                         |
| 5     | 454.430               | 384.091                | 15.838                      | 15.838   |                              |                      |                |                      |                         |
| 6     | 428.674               | 342.936                | 15.838                      | 15.838   |                              |                      |                |                      |                         |
| 7     | 395.132               | 312.918                | 15.838                      | 15.838   |                              |                      |                |                      |                         |
| 8     | 366.833               | 280.651                | 15.838                      | 15.838   |                              |                      |                |                      |                         |
| 9     | 338.701               | 263.976                | 15.838                      | 15.838   |                              |                      |                |                      |                         |
| 10    | 313.634               | 229.841                | 15.838                      | 15.838   |                              |                      |                |                      |                         |
| 11    | 290.421               | 208.004                | 15.838                      | 15.838   |                              |                      |                |                      |                         |
| 12    | 266.908               | 188.237                | 15.838                      | 45.312   |                              |                      |                |                      |                         |
| 13    | 248.980               | 169.059                | 15.838                      | 51.483   |                              |                      |                |                      |                         |
| 14    | 230.500               | 151.761                | 15.838                      | 58.940   |                              |                      |                |                      |                         |
| 15    | 213.441               | 136.227                | 15.838                      | 68.940   |                              |                      |                |                      |                         |
| 16    | 197.691               | 122.288                | 15.838                      | 81.974   |                              |                      |                |                      |                         |
| 17    | 182.961               | 109.770                | 15.838                      | 97.197   |                              |                      |                |                      |                         |
| 18    | 169.414               | 95.907                 | 15.838                      | 114.385  |                              |                      |                |                      |                         |
| 19    | 156.335               | 83.177                 | 15.838                      | 133.882  |                              |                      |                |                      |                         |
| 20    | 147.983               | 72.412                 | 15.838                      | 155.460  |                              |                      |                |                      |                         |
| 21    | 138.269               | 63.049                 | 15.838                      | 179.558  |                              |                      |                |                      |                         |
| 22    | 129.252               | 55.004                 | 15.838                      | 202.801  |                              |                      |                |                      |                         |
| 23    | 120.795               | 48.199                 | 15.838                      | 234.226  |                              |                      |                |                      |                         |
| 24    | 112.886               |                        | 15.838                      | 274.972  |                              |                      |                |                      |                         |
| 25    | 105.503               |                        | 15.838                      | 325.144  |                              |                      |                |                      |                         |
| 26    | 98.548                |                        | 15.838                      | 385.857  |                              |                      |                |                      |                         |
| 27    | 92.099                |                        | 15.838                      | 458.112  |                              |                      |                |                      |                         |
| 28    | 86.112                |                        | 15.838                      | 543.004  |                              |                      |                |                      |                         |
| 29    | 80.497                |                        | 15.838                      | 641.539  |                              |                      |                |                      |                         |
| 30    | 76.479                |                        | 15.838                      | 754.726  |                              |                      |                |                      |                         |
| 31    | 76.581                |                        | 15.838                      | 883.669  |                              |                      |                |                      |                         |

(\*) Los Chevros Permanentes del MOP, pasaran a denominarse Trabajadores Contrato Indefinido (DL N° 2.917/74) por el Decreto MOP N° 603, (D.O. 10.12.2004)

Subdepto. Organización y Métodos - DCyf

60576 REMUNERACIONES

60959 NANCY

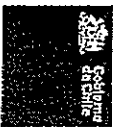


ANEXO N° 2  
 VIGENCIA : 01.12.2012  
 Ley 20.642

REMUNERACIONES TRABAJADORES REGIDOS POR EL CODIGO DEL TRABAJO

| GRADO | JORNAL BASE | AUMENTO<br>ART. 6°<br>DL 1.407/76 | AUMENTO<br>ART. 9°<br>DL 1.607/76 | ASIG JURICA<br>TRIBUTABLE<br>LEY 18.717 ART 4 | BOHO COMPENSATORIO | TOTAL IMPONIBLE |
|-------|-------------|-----------------------------------|-----------------------------------|---|--------------------|-----------------|
| 15    | 213.441     |                                   |                                   | 58.940  | 158.709            | 431.099         |
| 16    | 197.591     |                                   |                                   | 57.197  | 149.615            | 404.402         |
| 17    | 182.961     |                                   |                                   | 57.197  | 146.198            | 386.356         |
| 18    | 169.414     |                                   |                                   | 57.197  | 141.368            | 367.979         |
| 19    | 158.335     |                                   |                                   | 60.576  | 132.532            | 351.442         |
| 20    | 147.983     |                                   |                                   | 60.576  | 122.073            | 330.631         |
| 21    | 138.289     |                                   |                                   | 60.576  | 114.548            | 313.412         |
| 22    | 129.252     |                                   |                                   | 56.557  | 104.681            | 290.490         |
| 23    | 120.795     |                                   |                                   | 56.557  | 88.069             | 265.421         |
| 24    | 112.886     |                                   |                                   | 56.557  | 75.294             | 244.737         |
| 25    | 105.503     |                                   |                                   | 54.275  | 73.348             | 233.973         |
| 26    | 98.548      |                                   |                                   | 54.275  | 64.769             | 218.439         |
| 27    | 92.099      | 663                               | 847                               | 54.275  | 59.407             | 208.052         |
| 28    | 86.112      | 2.088                             | 2.267                             | 55.807  | 53.310             | 199.383         |
| 29    | 80.497      | 3.396                             | 2.902                             | 55.807  | 49.195             | 191.596         |
| 30    | 78.479      | 4.279                             | 3.332                             | 55.807  | 42.526             | 184.222         |
| 31    | 76.581      | 5.053                             | 3.483                             | 55.807  | 35.131             | 175.859         |

Subdepta. Organización y Métodos - DCyF



BOLETA DE CALIFICACION MAYOR IMPONIBILIDAD PREVISIONAL LEY N° 18.575 ART. 10° Y 11°

ANEXO N° 3  
VIGENCIA: 01.12.2012  
Ley 20.642

| GRADO | AUTORIDADES DE GOBIERNO |        | JEFE SUPER. SERVICIO |        | DIRECT. SUP. CON ASIG. PROFES. |        | DIRECTIVOS CON ASIG. PROFES. |        | DIRECT. SUP. SIN ASIG. PROF. |        | DIRECTIVOS SIN ASIG. PROF. |        | JEFATURAS |        | PROF. Y TECHICOS UNIVERS. |        | TECHICOS Y ADM. NO PROF. |        |
|-------|-------------------------|--------|----------------------|--------|--------------------------------|--------|------------------------------|--------|------------------------------|--------|----------------------------|--------|-----------|--------|---------------------------|--------|--------------------------|--------|
|       | ART 10                  | ART 11 | ART 10               | ART 11 | ART 10                         | ART 11 | ART 10                       | ART 11 | ART 10                       | ART 11 | ART 10                     | ART 11 | ART 10    | ART 11 | ART 10                    | ART 11 | ART 10                   | ART 11 |
| A     | 156776                  | 65924  |                      |        |                                |        |                              |        |                              |        |                            |        |           |        |                           |        |                          |        |
| B     | 158674                  | 66696  |                      |        |                                |        |                              |        |                              |        |                            |        |           |        |                           |        |                          |        |
| C     | 162146                  | 66126  |                      |        |                                |        |                              |        |                              |        |                            |        |           |        |                           |        |                          |        |
| 1-A   | 162439                  | 66540  |                      |        |                                |        |                              |        |                              |        |                            |        |           |        |                           |        |                          |        |
| 1-B   |                         |        | 164157               | 67240  |                                |        |                              |        |                              |        |                            |        |           |        |                           |        |                          |        |
| 1-C   |                         |        | 166833               | 67933  | 166833                         | 67933  |                              |        | 141111                       | 53188  |                            |        |           |        |                           |        |                          |        |
| 2     |                         |        | 167490               | 68599  | 167490                         | 68599  |                              |        | 138341                       | 52135  |                            |        |           |        |                           |        |                          |        |
| 3     |                         |        | 172156               | 70524  | 172156                         | 70524  |                              |        | 139527                       | 49173  |                            |        |           |        |                           |        |                          |        |
| 4     |                         |        | 176506               | 72306  | 176506                         | 72306  |                              |        | 123124                       | 46409  |                            |        |           |        |                           |        |                          |        |
| 5     |                         |        | 180727               | 74028  | 183560                         | 73866  |                              |        | 111188                       | 41804  |                            |        |           |        |                           |        |                          |        |
| 6     |                         |        |                      |        | 194384                         | 75073  |                              |        | 104889                       | 39533  |                            |        |           |        |                           |        |                          |        |
| 7     |                         |        |                      |        | 167022                         | 62934  |                              |        | 96679                        | 36436  |                            |        |           |        |                           |        |                          |        |
| 8     |                         |        |                      |        | 154049                         | 58276  |                              |        | 89517                        | 33739  |                            |        |           |        |                           |        |                          |        |
| 9     |                         |        |                      |        |                                |        |                              |        |                              |        |                            |        |           |        |                           |        |                          |        |
| 10    |                         |        |                      |        |                                |        |                              |        |                              |        |                            |        |           |        |                           |        |                          |        |
| 11    |                         |        |                      |        |                                |        |                              |        |                              |        |                            |        |           |        |                           |        |                          |        |
| 12    |                         |        |                      |        |                                |        |                              |        |                              |        |                            |        |           |        |                           |        |                          |        |
| 13    |                         |        |                      |        |                                |        |                              |        |                              |        |                            |        |           |        |                           |        |                          |        |
| 14    |                         |        |                      |        |                                |        |                              |        |                              |        |                            |        |           |        |                           |        |                          |        |
| 15    |                         |        |                      |        |                                |        |                              |        |                              |        |                            |        |           |        |                           |        |                          |        |
| 16    |                         |        |                      |        |                                |        |                              |        |                              |        |                            |        |           |        |                           |        |                          |        |
| 17    |                         |        |                      |        |                                |        |                              |        |                              |        |                            |        |           |        |                           |        |                          |        |
| 18    |                         |        |                      |        |                                |        |                              |        |                              |        |                            |        |           |        |                           |        |                          |        |
| 19    |                         |        |                      |        |                                |        |                              |        |                              |        |                            |        |           |        |                           |        |                          |        |
| 20    |                         |        |                      |        |                                |        |                              |        |                              |        |                            |        |           |        |                           |        |                          |        |
| 21    |                         |        |                      |        |                                |        |                              |        |                              |        |                            |        |           |        |                           |        |                          |        |
| 22    |                         |        |                      |        |                                |        |                              |        |                              |        |                            |        |           |        |                           |        |                          |        |
| 23    |                         |        |                      |        |                                |        |                              |        |                              |        |                            |        |           |        |                           |        |                          |        |
| 24    |                         |        |                      |        |                                |        |                              |        |                              |        |                            |        |           |        |                           |        |                          |        |
| 25    |                         |        |                      |        |                                |        |                              |        |                              |        |                            |        |           |        |                           |        |                          |        |
| 26    |                         |        |                      |        |                                |        |                              |        |                              |        |                            |        |           |        |                           |        |                          |        |
| 27    |                         |        |                      |        |                                |        |                              |        |                              |        |                            |        |           |        |                           |        |                          |        |
| 28    |                         |        |                      |        |                                |        |                              |        |                              |        |                            |        |           |        |                           |        |                          |        |
| 29    |                         |        |                      |        |                                |        |                              |        |                              |        |                            |        |           |        |                           |        |                          |        |
| 30    |                         |        |                      |        |                                |        |                              |        |                              |        |                            |        |           |        |                           |        |                          |        |
| 31    |                         |        |                      |        |                                |        |                              |        |                              |        |                            |        |           |        |                           |        |                          |        |



BONIFICACION COMPENSATORIA DE SALUD LEY Nº 18.566 ART. 3º

ANEXO Nº 4  
 VIGENCIA : 01.12.2012  
 Ley 20.642

| GRADO | AUTORIDADES DE GOBIERNO | JEFFES SUP. SERVICIO | DIRECTIVOS PROFESIONAL | DIRECTIVOS NO PROFES. | JEFATURA NO PROFESIONAL | PROF. Y TEC. UNIVERSITARIOS. | ADM. Y TEC. NO PROFES. |
|-------|-------------------------|----------------------|------------------------|-----------------------|-------------------------|------------------------------|------------------------|
| A     | 107.428                 |                      |                        |                       |                         |                              |                        |
| B     | 105.389                 |                      |                        |                       |                         |                              |                        |
| C     | 105.089                 |                      |                        |                       |                         |                              |                        |
| 1-A   |                         | 75.177               |                        |                       |                         |                              |                        |
| 1-B   |                         | 76.064               |                        |                       |                         |                              |                        |
| 1-C   |                         | 76.927               | 76.927                 | 58.185                |                         |                              |                        |
| 2     |                         | 77.790               | 77.790                 | 57.035                |                         |                              |                        |
| 3     |                         | 80.218               | 80.218                 | 53.824                |                         |                              |                        |
| 4     |                         | 82.496               | 82.496                 | 50.761                |                         | 82.496                       |                        |
| 5     |                         | 85.859               | 85.859                 | 45.840                |                         | 82.775                       | 19.926                 |
| 6     |                         | 88.927               | 80.976                 | 43.238                |                         | 78.087                       | 18.963                 |
| 7     |                         |                      | 68.854                 | 39.852                |                         | 66.325                       | 17.690                 |
| 8     |                         |                      | 63.738                 | 36.901                |                         | 61.402                       | 16.594                 |
| 9     |                         |                      |                        |                       | 28.047                  | 56.865                       | 15.572                 |
| 10    |                         |                      |                        |                       | 25.967                  | 52.647                       | 14.640                 |
| 11    |                         |                      |                        |                       | 24.054                  | 48.755                       | 13.528                 |
| 12    |                         |                      |                        |                       | 23.121                  | 45.138                       | 13.386                 |
| 13    |                         |                      |                        |                       | 21.474                  | 38.234                       | 12.468                 |
| 14    |                         |                      |                        |                       | 20.499                  | 35.400                       | 11.225                 |
| 15    |                         |                      |                        |                       | 19.083                  | 32.753                       | 11.361                 |
| 16    |                         |                      |                        |                       | 17.059                  | 30.337                       | 10.508                 |
| 17    |                         |                      |                        |                       | 16.441                  | 28.100                       | 9.797                  |
| 18    |                         |                      |                        |                       | 15.303                  | 18.398                       | 10.137                 |
| 19    |                         |                      |                        |                       |                         | 17.819                       | 10.439                 |
| 20    |                         |                      |                        |                       |                         | 16.738                       | 9.680                  |
| 21    |                         |                      |                        |                       |                         | 15.736                       | 9.160                  |
| 22    |                         |                      |                        |                       |                         | 14.851                       | 7.154                  |
| 23    |                         |                      |                        |                       |                         | 13.960                       | 6.775                  |
| 24    |                         |                      |                        |                       |                         |                              | 6.456                  |
| 25    |                         |                      |                        |                       |                         |                              | 5.822                  |
| 26    |                         |                      |                        |                       |                         |                              | 5.542                  |
| 27    |                         |                      |                        |                       |                         |                              | 4.551                  |
| 28    |                         |                      |                        |                       |                         |                              | 4.585                  |
| 29    |                         |                      |                        |                       |                         |                              | 4.415                  |
| 30    |                         |                      |                        |                       |                         |                              | 4.018                  |
| 31    |                         |                      |                        |                       |                         |                              | 3.905                  |

Subdepto. Organización y Métodos - D.CyF



DETALLE DE OTRAS REMUNERACIONES

ANEXO N° 5  
VIGENCIA: 01.12.2012  
Ley 20.642

| Asignación Perdida de Caja |              | Asignación de Movilización |              |
|----------------------------|--------------|----------------------------|--------------|
| %                          | Base Cálculo | %                          | Base Cálculo |
| 15                         | 76.581       | 40                         | 76.581       |
| 10                         | 76.581       | 35                         | 76.581       |
| 5                          | 76.581       | 30                         | 76.581       |

| Asig. Fam. (vigencia 01.07.2012 - Art. 20° Ley 20.614) |         |
|--|---------|
| Tarifa   | Monto   |
| 1  | 202.516 |
| 202.517  | 317.407 |
| 317.407  | 495.047 |
| 495.048  | más     |

| Remuneración Mínima Mensual, por planta, a contar 01.01.2012 - Art. 18° Ley 20.642 |  | Valor   |
|--|--|---------|
| Mayoritarios, Auxiliares y Choleros  |  | 247.104 |
| Administrativos, Secretarías Ejecutivas, Oficiales Administrativos                 |  | 280.324 |
| Técnicos y Supervisores  |  | 301.526 |

| Ingreso Mínimo mensual (IMM)                        |         |
|---|---------|
| Vigencia a contar 01.07.2012 - Art 1° Ley N° 20.614 |         |
| IMM   | 193.000 |
| IMM 18 a 55 años                                    | 144.079 |
| IMM NO REMUNERACIONAL                               | 124.497 |

| Régimen Previsional Antiquo   |  | Renta Máxima Imponible   |
|---|--|--|
|   |  | 60 UF vigente último día mes anterior del devengamiento remuneracional.  |
| Régimen Previsional Nuevo   |  | 66 UF vigente el último día del mes del devengamiento remuneracional (1) |
| (1) A PARTIR DE ENERO DE 2011: Según Res. (E) N° 27 de 06.01.11, de la Superintendencia de Pensiones, de acuerdo a lo previsto del Artículo 16 del DL N° 3.500/1990, sustituido por letra a) del R. Artículo 91 Ley N° 20.255 |  |  |

| Bonificación de Mayor Imponibilidad (Art. 19 Ley 15.385) |                |              |       |
|--|----------------|--------------|-------|
| Año  | Ingreso Mínimo | Base Cálculo | 5%    |
| A contar del 01.07.2011                                  | 124.497        | 168.398      | 8.320 |
|  |                |              | 10%   |
|  |                |              | 15%   |
|  |                |              | 20%   |
|  |                |              | 25%   |

| GRADOS   | Base de Cálculo | Valores (vigencia 01.12.2012) |         |        |        |        |       |
|----------|-----------------|-------------------------------|---------|--------|--------|--------|-------|
| A        | 16%             | 611.372                       | 100%    | 50%    | 40%    | 30%    |       |
| B y C    | 15%             | 611.372                       | 97.819  | 48.910 | 39.128 | 29.345 |       |
| 5 AL 10  | 12%             | 574.301                       | 91.705  | 45.853 | 36.682 | 27.512 |       |
| 11 AL 21 | 10%             | 454.430                       | 68.916  | 34.458 | 27.566 | 20.674 |       |
| 22 AL 31 | 8%              | 230.500                       | 36.880  | 18.440 | 14.752 | 11.064 |       |
|          |                 |                               | 105.503 | 27.431 | 13.715 | 10.972 | 8.229 |

| Asig. Zonas Externas (Art. 13° Ley 20.212) |  | Tiempo  |
|--|--|---------|
| desde el 01.01.2013 (Art. 27° Ley 20.599)  |  | 189.853 |
| XI y XII Región                            |  |         |
| Provincia de Palena                        |  |         |
| Isla de Pascua                             |  |         |
| Comuna de Juan Fernández                   |  |         |
| Provincia de Chile                         |  | 279.159 |
|  |  | 103.392 |

| Bono Escorialidad 2013 - Art. 19 Ley 20.642 |        |
|---|--------|
| Monto                                       | 55.526 |
| 2 cuotas de:                                | 27.763 |
| Pagadas en Marzo y Junio 2013               |        |

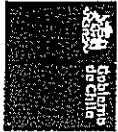
| Aguinaldo Fiestas Patrias 2013 - Art. 8°, 11° y 12° - Ley 20.614 |           |
|--|-----------|
| Renta líquida igual o inferior a \$80.466                        | 44.220    |
| Renta líquida superior a \$80.466 e inferior a \$1.927.314       | 23.466    |
| Renta líquida superior a \$1.927.314                             | no aplica |

| Bono Escorialidad 2012*  |        |
|--|--------|
| Art. 14 - Ley 20.542   | 23.224 |
| * Para Trabajadores con remuneración líquida igual o inferior a \$ 580.466 en el mes que se pague el bono escorialidad |        |

| Bono Especial - Art. 25 - Ley 20.642 (pago Diferido)       |           |
|--|-----------|
| Rta bruta Nov/12 igual o inferior a \$31.800               | 185.000   |
| Renta líquida superior a \$31.800 e inferior a \$1.927.314 | 92.500    |
| Renta líquida superior a \$1.927.314                       | no aplica |

| Aguinaldo Pensionados año 2012 - Art. 21 - Ley 20.642 |        |
|---|--------|
| Tipo  | Monto  |
| Fiestas Patrias                                       | 15.400 |
| Adicional por cargo                                   | 7.900  |
| Total   | 23.300 |

Subdirector, Organización y Métodos - DCGP



SUELDOS PROFESIONALES FUNCIONARIOS

ANEXO Nº 6  
VIGENCIA: 01.12.2012

| Nº Horas | Sueldo Base | Asignación Responsabilidad | DL 3.501 | Ley 18.586 | Ley 18.675 |
|----------|-------------|----------------------------|----------|------------|------------|
| 11       | 195.113     | 74.144                     | 6.076    | 6.514      | Art. 10    |
| 22       | 390.226     | 148.288                    | 12.153   | 13.025     | Art. 11    |
| 33       | 585.338     | 222.429                    | 18.228   | 19.538     |            |
| 44       | 780.451     | 452.652                    | 24.305   | 26.052     |            |

| Nº Trámites | Nº Años | % Sueldo | Horas semanales |         |         |         |
|-------------|---------|----------|-----------------|---------|---------|---------|
|             |         |          | 44              | 33      | 22      | 11      |
| 0           | 0       | 0,00     | 0               | 0       | 0       | 0       |
| 1           | 3       | 0,34     | 265.354         | 199.015 | 132.677 | 66.338  |
| 2           | 6       | 0,44     | 343.398         | 257.549 | 171.699 | 85.850  |
| 3           | 9       | 0,47     | 366.812         | 275.109 | 183.406 | 91.703  |
| 4           | 12      | 0,50     | 390.225         | 292.670 | 195.113 | 97.557  |
| 5           | 15      | 0,53     | 413.639         | 310.229 | 206.820 | 103.409 |
| 6           | 18      | 0,56     | 437.053         | 327.789 | 218.526 | 109.263 |
| 7           | 21      | 0,59     | 460.466         | 345.349 | 230.234 | 115.117 |
| 8           | 24      | 0,62     | 483.880         | 362.909 | 241.940 | 120.969 |
| 9           | 27      | 0,64     | 499.489         | 374.617 | 249.745 | 124.872 |
| 10          | 30      | 0,66     | 515.097         | 386.323 | 257.549 | 128.774 |
| 11          | 33      | 0,68     | 530.707         | 398.030 | 265.354 | 132.677 |
| 12          | 36      | 0,70     | 546.316         | 409.737 | 273.158 | 136.579 |
| 13          | 39      | 0,72     | 561.924         | 421.444 | 280.962 | 140.482 |

Asignación de Antigüedad para Profesionales Funcionarios

Subdepto. Organización y Métodos - DCCyF



ASIGNACION SUSTITUTIVA LEY Nº 19.185 ART. 17 INC. 2º

ANEXO Nº 7  
 VIENENCIA: 01.12.2012  
 Ley 20.642

| GRADO | AUTORIDADES DE GOBIERNO Y JEFES SUPERIORES SERVICIO | DIRECTIVOS      |                 | PROFESIONALES | TECH. ADMINIST. Y AUXILIARES |
|-------|---|-----------------|-----------------|---------------|------------------------------|
|       |   | CON ASIG. PROF. | SIN ASIG. PROF. |               |                              |
| A     | 1.462.202   |                 |                 |               |                              |
| B     | 1.435.193   |                 |                 |               |                              |
| C     | 1.431.137   |                 |                 |               |                              |
| 1-A   | 1.068.903   |                 |                 |               |                              |
| 1-B   | 1.048.596   |                 |                 |               |                              |
| 1-C   | 1.028.767   | 1.088.463       | 679.225         |               |                              |
| 2     | 1.009.268   | 1.008.832       | 672.258         |               |                              |
| 3     | 964.185   | 953.313         | 665.359         |               |                              |
| 4     | 902.187   | 900.875         | 658.514         | 858.833       |                              |
| 5     | 853.140   | 886.274         | 651.735         | 778.808       |                              |
| 6     |   | 766.017         | 607.401         | 728.558       |                              |
| 7     |   | 703.461         | 562.016         | 692.747       |                              |
| 8     |   | 632.189         | 522.321         | 625.323       |                              |
| 9     |   | 573.228         | 486.809         | 574.069       | 249.261                      |
| 10    |   | 523.964         | 443.516         | 524.715       | 245.188                      |
| 11    |   | 481.105         | 405.120         | 481.764       | 239.841                      |
| 12    |   | 441.790         | 364.890         | 442.351       | 234.635                      |
| 13    |   | 409.789         | 346.481         | 410.255       | 230.061                      |
| 14    |   | 376.343         | 331.281         | 376.715       | 225.380                      |
| 15    |   | 345.654         | 310.459         | 345.932       | 217.649                      |
| 16    |   | 317.483         | 289.485         | 317.670       | 206.810                      |
| 17    |   | 291.635         | 271.765         | 291.730       | 203.391                      |
| 18    |   | 280.221         | 255.446         | 290.221       | 198.567                      |
| 19    |   |                 |                 | 272.009       | 193.107                      |
| 20    |   |                 |                 | 254.087       | 182.649                      |
| 21    |   |                 |                 | 237.404       | 175.121                      |
| 22    |   |                 |                 | 221.868       | 161.238                      |
| 23    |   |                 |                 | 207.395       | 144.622                      |
| 24    |   |                 |                 |               | 131.862                      |
| 25    |   |                 |                 |               | 127.626                      |
| 26    |   |                 |                 |               | 119.045                      |
| 27    |   |                 |                 |               | 113.685                      |
| 28    |   |                 |                 |               | 108.917                      |
| 29    |   |                 |                 |               | 104.799                      |
| 30    |   |                 |                 |               | 98.130                       |
| 31    |   |                 |                 |               | 90.739                       |

Subdeple. Organización y Métodos - DOP