

**UNIVERSIDAD TECNOLÓGICA DE PANAMÁ**  
**DEPARTAMENTO DE PLANIFICACIÓN Y ADMINISTRACIÓN DE RECURSOS HUMANOS**  
**DIRECCIÓN GENERAL DE RECURSOS HUMANOS**  
**SUB-DIRECCIÓN DE CARRERA UNIVERSITARIA**  
**ÍNDICE DE CARGOS ADMINISTRATIVOS**

| No. | Cargo                                               | Grado | Salario      | Ant. Adm. | Bienal   | Mérito Pertinente | Mérito No Pertinente |
|-----|-----------------------------------------------------|-------|--------------|-----------|----------|-------------------|----------------------|
| 1   | ABOGADO                                             | 18    | \$1,600.00   | \$67.00   | \$80.00  | \$80.00           | \$50.00              |
| 2   | ABOGADO AUXILIAR                                    | 14    | \$1,236.00   | \$67.00   | \$61.80  | \$80.00           | \$50.00              |
| 3   | ADMINISTRADOR                                       | 15    | \$1,293.00   | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 4   | ADMINISTRADOR DE ARCHIVO                            | 10    | \$1,044.00   | \$36.00   | \$52.20  | \$60.00           | \$40.00              |
| 5   | ADMINISTRADOR DE BASE DE DATOS                      | 18    | \$1,600.00   | \$67.00   | \$80.00  | \$80.00           | \$50.00              |
| 6   | ADMINISTRADOR DE LABORATORIO DE COMPUTO             | 13    | \$1,178.00   | \$36.00   | \$58.90  | \$60.00           | \$40.00              |
| 7   | ADMINISTRADOR DE LIBRERÍA                           | 14    | \$1,236.00   | \$67.00   | \$61.80  | \$80.00           | \$50.00              |
| 8   | ADMINISTRADOR DE NIC-PANAMA                         | 15    | \$1,293.00   | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 9   | ADMINISTRADOR DE PROYECTO                           | 18    | \$1,600.00   | \$67.00   | \$80.00  | \$80.00           | \$50.00              |
| 10  | ADMINISTRADOR DE RECURSOS INFORMATICOS              | 15    | \$1,293.00   | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 11  | ADMINISTRADOR DE REDES                              | 15    | \$1,293.00   | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 12  | ADMINISTRADOR DE SOPORTE TECNICO                    | 15    | \$1,293.00   | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 13  | ADMINISTRADOR DE TOCUMEN                            | 21    | \$1,850.00   | \$67.00   | \$92.50  | \$80.00           | \$50.00              |
| 14  | ADMINISTRADOR DEL CENTRO ESPECIALIZADO DE LENGUAS   | 16    | \$1,390.00   | \$67.00   | \$69.50  | \$80.00           | \$50.00              |
| 15  | ADMINISTRADOR DEL PROGRAMA DE AVIACION              | 17    | \$1,500.00   | \$67.00   | \$75.00  | \$80.00           | \$50.00              |
| 16  | ADMINISTRADOR WEB                                   | 14    | \$1,236.00   | \$67.00   | \$61.80  | \$80.00           | \$50.00              |
| 17  | ADMNISTRADOR DE HOWARD                              | 19    | \$1,675.00   | \$67.00   | \$83.75  | \$80.00           | \$50.00              |
| 18  | AGENTE DE ATENCION AL PUBLICO                       | 6     | \$860.00     | \$27.00   | \$43.00  | \$60.00           | \$40.00              |
| 19  | AGENTE DE COMPRAS                                   | 13    | \$1,178.00   | \$36.00   | \$58.90  | \$60.00           | \$40.00              |
| 20  | AGENTE DE MERCADEO                                  | 7     | \$895.00     | \$27.00   | \$44.75  | \$60.00           | \$40.00              |
| 21  | AGENTE DE SEGURIDAD                                 | 6     | \$860.00     | \$27.00   | \$43.00  | \$60.00           | \$40.00              |
| 22  | ALBAÑIL                                             | 3     | \$770.00     | \$22.00   | \$38.50  | \$60.00           | \$40.00              |
| 23  | ALMACENISTA                                         | 2     | \$735.00     | \$22.00   | \$36.75  | \$60.00           | \$40.00              |
| 24  | ANALISTA DE BIENESTAR SOCIAL Y RELACIONES LABORALES | 15    | \$1,293.00   | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 25  | ANALISTA DE CREDITOS ACADEMICOS                     | 10    | \$1,044.00   | \$36.00   | \$52.20  | \$60.00           | \$40.00              |
| 26  | ANALISTA DE PRESUPUESTO                             | 16    | \$1,390.00   | \$67.00   | \$69.50  | \$80.00           | \$50.00              |
| 27  | ANALISTA DE RECURSO HUMANO                          | 16    | \$1,390.00   | \$67.00   | \$69.50  | \$80.00           | \$50.00              |
| 28  | ANALISTA DE REGISTROS DOCENTES                      | 11    | \$1,102.00   | \$36.00   | \$55.10  | \$60.00           | \$40.00              |
| 29  | ANALISTA DE SALUD, SEGURIDAD E HIGIENE DEL TRABAJO  | 17    | \$1,500.00   | \$67.00   | \$75.00  | \$80.00           | \$50.00              |
| 30  | ANALISTA DE SEGUROS                                 | 16    | \$1,390.00   | \$67.00   | \$69.50  | \$80.00           | \$50.00              |
| 31  | ANALISTA DE SISTEMAS                                | 18    | \$1,600.00   | \$67.00   | \$80.00  | \$80.00           | \$50.00              |
| 32  | ANALISTA PROGRAMADOR                                | 17    | \$1,500.00   | \$67.00   | \$75.00  | \$80.00           | \$50.00              |
| 33  | ARCHIVERO                                           | 4     | \$790.00     | \$27.00   | \$39.50  | \$60.00           | \$40.00              |
| 34  | ARCHIVISTA DIGITAL                                  | 4     | \$790.00     | \$27.00   | \$39.50  | \$60.00           | \$40.00              |
| 35  | ARQUITECTO                                          | 16    | \$1,390.00   | \$67.00   | \$69.50  | \$80.00           | \$50.00              |
| 36  | ARQUITECTO SENIOR                                   | 18    | \$1,600.00   | \$67.00   | \$80.00  | \$80.00           | \$50.00              |
| 37  | ASISTENTE ADMINISTRATIVO                            | 11    | \$1,102.00   | \$36.00   | \$55.10  | \$60.00           | \$40.00              |
| 38  | ASISTENTE DE ABOGADO                                | 7     | \$895.00     | \$27.00   | \$44.75  | \$60.00           | \$40.00              |
| 39  | ASISTENTE DE ANALISTA DE BIENESTAR SOCIAL           | 7     | \$895.00     | \$27.00   | \$44.75  | \$60.00           | \$40.00              |
| 40  | ASISTENTE DE ARQUITECTO                             | 9     | \$986.00     | \$27.00   | \$49.30  | \$60.00           | \$40.00              |
| 41  | ASISTENTE DE BIBLIOTECOLOGO                         | 4     | \$790.00     | \$27.00   | \$39.50  | \$60.00           | \$40.00              |
| 42  | ASISTENTE DE CAPACITACION                           | 5     | \$825.00     | \$27.00   | \$41.25  | \$60.00           | \$40.00              |
| 43  | ASISTENTE DE CONTABILIDAD                           | 7     | \$895.00     | \$27.00   | \$44.75  | \$60.00           | \$40.00              |
| 44  | ASISTENTE DE INFORMACIÓN Y CONTROL ESTUDIANTEL      | 8     | \$930.00     | \$27.00   | \$46.50  | \$60.00           | \$40.00              |
| 45  | ASISTENTE DE LABORATORIO                            | 4     | \$790.00     | \$27.00   | \$39.50  | \$60.00           | \$40.00              |
| 46  | ASISTENTE DE LABORATORIO DE CENTRO DE INVESTIGACIÓN | 4     | \$790.00     | \$27.00   | \$39.50  | \$60.00           | \$40.00              |
| 47  | ASISTENTE DE LABORATORIO DE INFORMATICA             | 4     | \$790.00     | \$27.00   | \$39.50  | \$60.00           | \$40.00              |
| 48  | ASISTENTE DE LABORATORIO DE SANITARIA               | 13    | \$1,178.00   | \$36.00   | \$58.90  | \$60.00           | \$40.00              |
| 49  | ASISTENTE DE OFICIAL DE PERSONAL                    | 7     | \$895.00     | \$27.00   | \$44.75  | \$60.00           | \$40.00              |
| 50  | ASISTENTE DE OFICIAL DE PLANILLAS                   | 7     | \$895.00     | \$27.00   | \$44.75  | \$60.00           | \$40.00              |
| 51  | ASISTENTE DE OFICIAL DE PROTOCOLO                   | 13    | \$1,178.00   | \$36.00   | \$58.90  | \$60.00           | \$40.00              |
| 52  | ASISTENTE DE PRODUCTOR                              | 7     | \$895.00     | \$27.00   | \$44.75  | \$60.00           | \$40.00              |
| 53  | ASISTENTE DE RECURSOS DE APOYO INFORMATICO          | 13    | \$1,178.00   | \$36.00   | \$58.90  | \$60.00           | \$40.00              |
| 54  | ASISTENTE DE RECURSOS HUMANOS                       | 9     | \$986.00     | \$27.00   | \$49.30  | \$60.00           | \$40.00              |
| 55  | ASISTENTE DE TECNICO AGRICOLA                       | 9     | \$986.00     | \$27.00   | \$49.30  | \$60.00           | \$40.00              |
| 56  | ASISTENTE DE TRABAJADOR SOCIAL                      | 6     | \$860.00     | \$27.00   | \$43.00  | \$60.00           | \$40.00              |
| 57  | ASISTENTE EJECUTIVO                                 | 16    | \$1,390.00   | \$67.00   | \$69.50  | \$80.00           | \$50.00              |
| 58  | ASISTENTE EJECUTIVO DEL RECTOR                      | 25    | \$2,365.00   | \$80.00   | \$118.25 | \$80.00           | \$50.00              |
| 59  | ASISTENTE TECNICO                                   | 8     | \$930.00     | \$27.00   | \$46.50  | \$60.00           | \$40.00              |
| 60  | ASISTENTE TECNICO DE PROYECTOS                      | 8     | \$930.00     | \$27.00   | \$46.50  | \$60.00           | \$40.00              |
| 61  | AUDITOR                                             | 14    | \$1,236.00   | \$67.00   | \$61.80  | \$80.00           | \$50.00              |
| 62  | AUXILIAR DE ARCHIVO                                 | 1     | \$700.00     | \$22.00   | \$35.00  | \$60.00           | \$40.00              |
| 63  | AUXILIAR DE BIBLIOTECA                              | 2     | \$735.00     | \$22.00   | \$36.75  | \$60.00           | \$40.00              |
| 64  | AUXILIAR DE COCINA                                  | 1     | \$700.00     | \$22.00   | \$35.00  | \$60.00           | \$40.00              |
| 65  | AUXILIAR DE LABORATORIO                             | 1     | \$700.00     | \$22.00   | \$35.00  | \$60.00           | \$40.00              |
| 66  | AUXILIAR DE OFICIAL DE PROTOCOLO                    | 3     | \$770.00     | \$22.00   | \$38.50  | \$60.00           | \$40.00              |
| 67  | AUXILIAR DE ORGANIZACIÓN DE EVENTOS                 | 3     | \$770.00     | \$22.00   | \$38.50  | \$60.00           | \$40.00              |
| 68  | AYUDANTE ACADÉMICO ESTUDIANTEL                      | 1     | \$700.00 (*) | \$22.00   | \$35.00  | \$60.00           | \$40.00              |
| 69  | AYUDANTE DE ALBAÑIL                                 | 2     | \$735.00     | \$22.00   | \$36.75  | \$60.00           | \$40.00              |
| 70  | AYUDANTE DE ALMACENISTA                             | 1     | \$700.00     | \$22.00   | \$35.00  | \$60.00           | \$40.00              |
| 71  | AYUDANTE DE CHAPISTERO                              | 2     | \$735.00     | \$22.00   | \$36.75  | \$60.00           | \$40.00              |
| 72  | AYUDANTE DE FONTANERO                               | 2     | \$735.00     | \$22.00   | \$36.75  | \$60.00           | \$40.00              |
| 73  | AYUDANTE DE MECANICA                                | 2     | \$735.00     | \$22.00   | \$36.75  | \$60.00           | \$40.00              |
| 74  | AYUDANTE DE MECANICO DE REFRIGERACION               | 2     | \$735.00     | \$22.00   | \$36.75  | \$60.00           | \$40.00              |
| 75  | AYUDANTE GENERAL                                    | 2     | \$735.00     | \$22.00   | \$36.75  | \$60.00           | \$40.00              |
| 76  | AYUDANTE TECNICO                                    | 7     | \$895.00     | \$27.00   | \$44.75  | \$60.00           | \$40.00              |

| No. | Cargo                                                   | Grado | Salario    | Ant. Adm. | Bienal   | Mérito Pertinente | Mérito No Pertinente |
|-----|---------------------------------------------------------|-------|------------|-----------|----------|-------------------|----------------------|
| 77  | BIBLIOTECOLOGO                                          | 10    | \$1,044.00 | \$36.00   | \$52.20  | \$60.00           | \$40.00              |
| 78  | BIOLOGO                                                 | 15    | \$1,293.00 | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 79  | CAJERO                                                  | 9     | \$986.00   | \$27.00   | \$49.30  | \$60.00           | \$40.00              |
| 80  | CAJERO DE CAFETERIA                                     | 9     | \$986.00   | \$27.00   | \$49.30  | \$60.00           | \$40.00              |
| 81  | CAMARÓGRAFO                                             | 12    | \$1,131.00 | \$36.00   | \$56.55  | \$60.00           | \$40.00              |
| 82  | CARPINTERO                                              | 3     | \$770.00   | \$22.00   | \$38.50  | \$60.00           | \$40.00              |
| 83  | CHAPISTERO                                              | 3     | \$770.00   | \$22.00   | \$38.50  | \$60.00           | \$40.00              |
| 84  | COCINERO                                                | 4     | \$790.00   | \$27.00   | \$39.50  | \$60.00           | \$40.00              |
| 85  | COCINERO JEFE                                           | 6     | \$860.00   | \$27.00   | \$43.00  | \$60.00           | \$40.00              |
| 86  | COMUNICADOR PEDAGOGICO                                  | 14    | \$1,236.00 | \$67.00   | \$61.80  | \$80.00           | \$50.00              |
| 87  | CONDUCTOR DE VEHICULO                                   | 3     | \$770.00   | \$22.00   | \$38.50  | \$60.00           | \$40.00              |
| 88  | CONDUCTOR DE VEHICULO DE EJECUTIVO                      | 6     | \$860.00   | \$27.00   | \$43.00  | \$60.00           | \$40.00              |
| 89  | CONDUCTOR DE VEHICULO PESADO                            | 5     | \$825.00   | \$27.00   | \$41.25  | \$60.00           | \$40.00              |
| 90  | CONSERJE                                                | 2     | \$735.00   | \$22.00   | \$36.75  | \$60.00           | \$40.00              |
| 91  | CONTADOR                                                | 14    | \$1,236.00 | \$67.00   | \$61.80  | \$80.00           | \$50.00              |
| 92  | COORDINADOR ADMINISTRATIVO DE CENTRO DE INVESTIGACION   | 18    | \$1,600.00 | \$67.00   | \$80.00  | \$80.00           | \$50.00              |
| 93  | COORDINADOR ARTISTICO                                   | 8     | \$930.00   | \$27.00   | \$46.50  | \$60.00           | \$40.00              |
| 94  | COORDINADOR DE ACTIVIDADES DEPORTIVAS                   | 10    | \$1,044.00 | \$36.00   | \$52.20  | \$60.00           | \$40.00              |
| 95  | COORDINADOR DE ACTIVIDADES DEPORTIVAS Y CULTURALES      | 10    | \$1,044.00 | \$36.00   | \$52.20  | \$60.00           | \$40.00              |
| 96  | COORDINADOR DE ACTIVIDADES FOLKLORICAS                  | 9     | \$986.00   | \$27.00   | \$49.30  | \$60.00           | \$40.00              |
| 97  | COORDINADOR DE ACTIVIDADES RECREATIVAS Y CULTURALES     | 9     | \$986.00   | \$27.00   | \$49.30  | \$60.00           | \$40.00              |
| 98  | COORDINADOR DE BANDA MUSICAL                            | 17    | \$1,500.00 | \$67.00   | \$75.00  | \$80.00           | \$50.00              |
| 99  | COORDINADOR DE COOPERACION INTERNACIONAL                | 15    | \$1,293.00 | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 100 | COORDINADOR DE DIFUSION CULTURAL                        | 16    | \$1,390.00 | \$67.00   | \$69.50  | \$80.00           | \$50.00              |
| 101 | COORDINADOR DE MANTENIMIENTO DE CENTRO REGIONAL         | 8     | \$930.00   | \$27.00   | \$46.50  | \$60.00           | \$40.00              |
| 102 | COORDINADOR DE MOVILIDAD                                | 15    | \$1,293.00 | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 103 | COORDINADOR DE OFICINA DE METAS                         | 24    | \$2,211.00 | \$80.00   | \$110.55 | \$80.00           | \$50.00              |
| 104 | COORDINADOR DE PROYECTO                                 | 24    | \$2,211.00 | \$80.00   | \$110.55 | \$80.00           | \$50.00              |
| 105 | COORDINADOR DE TEATRO                                   | 9     | \$986.00   | \$27.00   | \$49.30  | \$60.00           | \$40.00              |
| 106 | COORDINADOR DEL SISTEMA DE INGRESO UNIVERSITARIO        | 11    | \$1,102.00 | \$36.00   | \$55.10  | \$60.00           | \$40.00              |
| 107 | COREOGRAFO                                              | 1     | \$700.00   | \$22.00   | \$35.00  | \$60.00           | \$40.00              |
| 108 | CORRECTOR LINGUISTICO                                   | 14    | \$1,236.00 | \$67.00   | \$61.80  | \$80.00           | \$50.00              |
| 109 | DIBUJANTE                                               | 10    | \$1,044.00 | \$36.00   | \$52.20  | \$60.00           | \$40.00              |
| 110 | DIBUJANTE CALCULISTA                                    | 12    | \$1,131.00 | \$36.00   | \$56.55  | \$60.00           | \$40.00              |
| 111 | DIRECTOR ADMINISTRATIVO                                 | 27    | \$2,684.00 | \$80.00   | \$134.20 | \$80.00           | \$50.00              |
| 112 | DIRECTOR GENERAL DE ASESORÍA LEGAL                      | 30    | \$3,443.00 | \$80.00   | \$172.15 | \$80.00           | \$50.00              |
| 113 | DIRECTOR DE AUDITORIA INTERNA Y TRANSPARENCIA           | 26    | \$2,530.00 | \$80.00   | \$126.50 | \$80.00           | \$50.00              |
| 114 | DIRECTOR DE BIBLIOTECA                                  | 22    | \$1,926.40 | \$80.00   | \$96.32  | \$80.00           | \$50.00              |
| 115 | DIRECTOR DE BIENESTAR ESTUDIANTIL                       | 22    | \$1,926.40 | \$80.00   | \$96.32  | \$80.00           | \$50.00              |
| 116 | DIRECTOR DE CENTRO DE DISTRIBUCIÓN Y LIBRERÍAS          | 24    | \$2,211.00 | \$80.00   | \$110.55 | \$80.00           | \$50.00              |
| 117 | DIRECTOR DE COMUNICACION ESTRATEGICA                    | 22    | \$1,926.40 | \$80.00   | \$96.32  | \$80.00           | \$50.00              |
| 118 | DIRECTOR DE EDITORIAL UNIVERSITARIA                     | 24    | \$2,211.00 | \$80.00   | \$110.55 | \$80.00           | \$50.00              |
| 119 | DIRECTOR DE FINANZAS                                    | 27    | \$2,684.00 | \$80.00   | \$134.20 | \$80.00           | \$50.00              |
| 120 | DIRECTOR DE EQUIPARACIÓN DE OPORTUNIDADES               | 24    | \$2,211.00 | \$80.00   | \$110.55 | \$80.00           | \$50.00              |
| 121 | DIRECTOR NACIONAL DEL CENTRO ESPECIALIZADO EN LENGUAS   | 26    | \$2,530.00 | \$80.00   | \$126.50 | \$80.00           | \$50.00              |
| 122 | DIRECTOR DE ORIENTACION PSICOLOGICA                     | 22    | \$1,926.40 | \$80.00   | \$96.32  | \$80.00           | \$50.00              |
| 123 | DIRECTOR GENERAL DE PLANIFICACION UNIVERSITARIA         | 30    | \$3,443.00 | \$80.00   | \$172.15 | \$80.00           | \$50.00              |
| 124 | DIRECTOR DE PRESUPUESTO                                 | 27    | \$2,684.00 | \$80.00   | \$134.20 | \$80.00           | \$50.00              |
| 125 | DIRECTOR DE PROVEEDURIA Y COMPRAS                       | 27    | \$2,684.00 | \$80.00   | \$134.20 | \$80.00           | \$50.00              |
| 126 | DIRECTOR DE RELACIONES INTERNACIONALES                  | 27    | \$2,684.00 | \$80.00   | \$134.20 | \$80.00           | \$50.00              |
| 127 | DIRECTOR DE TECNOLOGIA DE LA INFORMACION Y COMUNICACION | 30    | \$3,443.00 | \$80.00   | \$172.15 | \$80.00           | \$50.00              |
| 128 | DIRECTOR DEL CENTRO DE INNOVACIÓN Y TRANSF. TECNOLÓGICA | 27    | \$2,684.00 | \$80.00   | \$134.20 | \$80.00           | \$50.00              |
| 129 | DIRECTOR DEL SERVICIO SOCIAL UNIVERSITARIO              | 24    | \$2,211.00 | \$80.00   | \$110.55 | \$80.00           | \$50.00              |
| 130 | DIRECTOR DEL SISTEMA DE INGRESO UNIVERSITARIO           | 22    | \$1,926.40 | \$80.00   | \$96.32  | \$80.00           | \$50.00              |
| 131 | DIRECTOR EJECUTIVO DE CULTURA                           | 24    | \$2,211.00 | \$80.00   | \$110.55 | \$80.00           | \$50.00              |
| 132 | DIRECTOR EJECUTIVO DE DEPORTES                          | 24    | \$2,211.00 | \$80.00   | \$110.55 | \$80.00           | \$50.00              |
| 133 | DIRECTOR GENERAL DE INGENIERIA Y ARQUITECTURA           | 30    | \$3,443.00 | \$80.00   | \$172.15 | \$80.00           | \$50.00              |
| 134 | DIRECTOR GENERAL DE RECURSOS HUMANOS                    | 30    | \$3,443.00 | \$80.00   | \$172.15 | \$80.00           | \$50.00              |
| 135 | DISEÑADOR GRAFICO                                       | 10    | \$1,044.00 | \$36.00   | \$52.20  | \$60.00           | \$40.00              |
| 136 | DISEÑADOR MULTIMEDIA                                    | 14    | \$1,236.00 | \$67.00   | \$61.80  | \$80.00           | \$50.00              |
| 137 | DISEÑADOR VISUAL                                        | 14    | \$1,236.00 | \$67.00   | \$61.80  | \$80.00           | \$50.00              |
| 138 | DISEÑADOR WEB                                           | 13    | \$1,178.00 | \$36.00   | \$58.90  | \$60.00           | \$40.00              |
| 139 | EBANISTA                                                | 3     | \$770.00   | \$22.00   | \$38.50  | \$60.00           | \$40.00              |
| 140 | EDITOR AUDIOVISUAL                                      | 10    | \$1,044.00 | \$36.00   | \$52.20  | \$60.00           | \$40.00              |
| 141 | ELECTRICISTA                                            | 5     | \$825.00   | \$27.00   | \$41.25  | \$60.00           | \$40.00              |
| 142 | ENCUADERNADOR                                           | 2     | \$735.00   | \$22.00   | \$36.75  | \$60.00           | \$40.00              |
| 143 | ENFERMERO                                               | 11    | \$1,102.00 | \$36.00   | \$55.10  | \$60.00           | \$40.00              |
| 144 | ENTRENADOR DEPORTIVO                                    | 6     | \$860.00   | \$27.00   | \$43.00  | \$60.00           | \$40.00              |
| 145 | ESCENÓGRAFO                                             | 8     | \$930.00   | \$27.00   | \$46.50  | \$60.00           | \$40.00              |
| 146 | ESTADISTICO                                             | 14    | \$1,236.00 | \$67.00   | \$61.80  | \$80.00           | \$50.00              |
| 147 | EVALUADOR DE PROYECTO                                   | 16    | \$1,390.00 | \$67.00   | \$69.50  | \$80.00           | \$50.00              |
| 148 | EVALUADOR PRESUPUESTARIO                                | 15    | \$1,293.00 | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 149 | FONTANERO                                               | 3     | \$770.00   | \$22.00   | \$38.50  | \$60.00           | \$40.00              |
| 150 | FORMULADOR DE PROYECTO                                  | 15    | \$1,293.00 | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 151 | FOTOGRAFO                                               | 6     | \$860.00   | \$27.00   | \$43.00  | \$60.00           | \$40.00              |
| 152 | GEOGRAFO                                                | 15    | \$1,293.00 | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 153 | INGENIERO II                                            | 21    | \$1,850.00 | \$67.00   | \$92.50  | \$80.00           | \$50.00              |
| 154 | INGENIERO AGROQUIMICO                                   | 18    | \$1,600.00 | \$67.00   | \$80.00  | \$80.00           | \$50.00              |
| 155 | INGENIERO AMBIENTAL                                     | 18    | \$1,600.00 | \$67.00   | \$80.00  | \$80.00           | \$50.00              |
| 156 | INGENIERO CIVIL                                         | 18    | \$1,600.00 | \$67.00   | \$80.00  | \$80.00           | \$50.00              |
| 157 | INGENIERO DE SISTEMAS COMPUTACIONALES                   | 18    | \$1,600.00 | \$67.00   | \$80.00  | \$80.00           | \$50.00              |
| 158 | INGENIERO ELECTRICO                                     | 18    | \$1,600.00 | \$67.00   | \$80.00  | \$80.00           | \$50.00              |
| 159 | INGENIERO ELECTRICO-ELECTRONICO                         | 18    | \$1,600.00 | \$67.00   | \$80.00  | \$80.00           | \$50.00              |
| 160 | INGENIERO ELECTROMECHANICO                              | 18    | \$1,600.00 | \$67.00   | \$80.00  | \$80.00           | \$50.00              |

| No. | Cargo                                                        | Grado | Salario    | Ant. Adm. | Bienal   | Mérito Pertinente | Mérito No Pertinente |
|-----|--------------------------------------------------------------|-------|------------|-----------|----------|-------------------|----------------------|
| 161 | INGENIERO EN ELECTRONICA Y TELECOMUNICACIONES                | 18    | \$1,600.00 | \$67.00   | \$80.00  | \$80.00           | \$50.00              |
| 162 | INGENIERO ESPECIALIZADO                                      | 29    | \$3,190.00 | \$80.00   | \$159.50 | \$80.00           | \$50.00              |
| 163 | INGENIERO GEOMÁTICO                                          | 18    | \$1,600.00 | \$67.00   | \$80.00  | \$80.00           | \$50.00              |
| 164 | INGENIERO INDUSTRIAL                                         | 18    | \$1,600.00 | \$67.00   | \$80.00  | \$80.00           | \$50.00              |
| 165 | INGENIERO MECANICO                                           | 18    | \$1,600.00 | \$67.00   | \$80.00  | \$80.00           | \$50.00              |
| 166 | INGENIERO MECANICO INDUSTRIAL                                | 18    | \$1,600.00 | \$67.00   | \$80.00  | \$80.00           | \$50.00              |
| 167 | INSTRUCTOR DE CAPACITACION                                   | 15    | \$1,293.00 | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 168 | JARDINERO                                                    | 1     | \$700.00   | \$22.00   | \$35.00  | \$60.00           | \$40.00              |
| 169 | JEFE DE DEPARTAMENTO DE ALMACEN                              | 20    | \$1,750.00 | \$67.00   | \$87.50  | \$80.00           | \$50.00              |
| 170 | JEFE DE DEPARTAMENTO DE ARCHIVOS GENERALES                   | 19    | \$1,675.00 | \$67.00   | \$83.75  | \$80.00           | \$50.00              |
| 171 | JEFE DE DEPARTAMENTO DE AUDITORIA INTERNA                    | 21    | \$1,850.00 | \$67.00   | \$92.50  | \$80.00           | \$50.00              |
| 172 | JEFE DE DEPARTAMENTO DE BIENES PATRIMONIALES                 | 20    | \$1,750.00 | \$67.00   | \$87.50  | \$80.00           | \$50.00              |
| 173 | JEFE DE DEPARTAMENTO DE BIENESTAR Y RELACIONES LABORALES     | 20    | \$1,750.00 | \$67.00   | \$87.50  | \$80.00           | \$50.00              |
| 174 | JEFE DE DEPARTAMENTO DE CAFETERIA                            | 21    | \$1,850.00 | \$67.00   | \$92.50  | \$80.00           | \$50.00              |
| 175 | JEFE DE DEPARTAMENTO DE CAPACITACIÓN CONTINUA EN TIC'S       | 19    | \$1,675.00 | \$67.00   | \$83.75  | \$80.00           | \$50.00              |
| 176 | JEFE DE DEPARTAMENTO DE CAPACITACION Y DESARROLLO            | 20    | \$1,750.00 | \$67.00   | \$87.50  | \$80.00           | \$50.00              |
| 177 | JEFE DE DEPARTAMENTO DE COMPRAS MENORES, SEGUIMIENTO Y CONTR | 20    | \$1,750.00 | \$67.00   | \$87.50  | \$80.00           | \$50.00              |
| 178 | JEFE DE DEPARTAMENTO DE COMUNICACION E IMAGEN                | 19    | \$1,675.00 | \$67.00   | \$83.75  | \$80.00           | \$50.00              |
| 179 | JEFE DE DEPARTAMENTO DE COMUNICACIÓN GRÁFICA                 | 19    | \$1,675.00 | \$67.00   | \$83.75  | \$80.00           | \$50.00              |
| 180 | JEFE DE DEPARTAMENTO DE CONSULTORÍA JURÍDICA Y TRÁMITES ADM. | 21    | \$1,850.00 | \$67.00   | \$92.50  | \$80.00           | \$50.00              |
| 181 | JEFE DE DEPARTAMENTO DE CONTABILIDAD                         | 21    | \$1,850.00 | \$67.00   | \$92.50  | \$80.00           | \$50.00              |
| 182 | JEFE DE DEPARTAMENTO DE CONTRATOS, CONVENIOS Y OTROS         | 21    | \$1,850.00 | \$67.00   | \$92.50  | \$80.00           | \$50.00              |
| 183 | JEFE DE DEPARTAMENTO DE DESARROLLO DE SIST. DE INFORMACIÓN   | 20    | \$1,750.00 | \$67.00   | \$87.50  | \$80.00           | \$50.00              |
| 184 | JEFE DE DEPARTAMENTO DE DISEÑO Y DESARROLLO DE PROYECTOS     | 19    | \$1,675.00 | \$67.00   | \$83.75  | \$80.00           | \$50.00              |
| 185 | JEFE DE DEPARTAMENTO DE ESTADISTICA E INDICADORES            | 20    | \$1,750.00 | \$67.00   | \$87.50  | \$80.00           | \$50.00              |
| 186 | JEFE DE DEPARTAMENTO DE ÉTICA, TRANSPARENCIA Y VALORES       | 21    | \$1,850.00 | \$67.00   | \$92.50  | \$80.00           | \$50.00              |
| 187 | JEFE DE DEPARTAMENTO DE EVALUACIÓN DEL DESEMPEÑO E INCENTIVO | 20    | \$1,750.00 | \$67.00   | \$87.50  | \$80.00           | \$50.00              |
| 188 | JEFE DE DEPARTAMENTO DE EVALUACION Y CALIDAD                 | 20    | \$1,750.00 | \$67.00   | \$87.50  | \$80.00           | \$50.00              |
| 189 | JEFE DE DEPARTAMENTO DE INFORMACIÓN Y CONTROL ADMINISTRATIVO | 21    | \$1,850.00 | \$67.00   | \$92.50  | \$80.00           | \$50.00              |
| 190 | JEFE DE DEPARTAMENTO DE JURISDICCIÓN ORDINARIA Y ADM.        | 21    | \$1,850.00 | \$67.00   | \$92.50  | \$80.00           | \$50.00              |
| 191 | JEFE DE DEPARTAMENTO DE LICITACIONES                         | 21    | \$1,850.00 | \$67.00   | \$92.50  | \$80.00           | \$50.00              |
| 192 | JEFE DE DEPARTAMENTO DE PLANIFICACION Y ADM. DE REC. HUMANOS | 21    | \$1,850.00 | \$67.00   | \$92.50  | \$80.00           | \$50.00              |
| 193 | JEFE DE DEPARTAMENTO DE PLANIFICACION Y PROYECTOS ESPECIALES | 20    | \$1,750.00 | \$67.00   | \$87.50  | \$80.00           | \$50.00              |
| 194 | JEFE DE DEPARTAMENTO DE PLANILLAS Y DESCUENTOS               | 21    | \$1,850.00 | \$67.00   | \$92.50  | \$80.00           | \$50.00              |
| 195 | JEFE DE DEPARTAMENTO DE PROGRAM. Y EVALUACIÓN PRESUPUESTARIA | 21    | \$1,850.00 | \$67.00   | \$92.50  | \$80.00           | \$50.00              |
| 196 | JEFE DE DEPARTAMENTO DE PROGRAMACION PRESUPUESTARIA Y DESARR | 20    | \$1,750.00 | \$67.00   | \$87.50  | \$80.00           | \$50.00              |
| 197 | JEFE DE DEPARTAMENTO DE PROTOCOLO, CEREMONIAL Y ORG. DE EVEN | 19    | \$1,675.00 | \$67.00   | \$83.75  | \$80.00           | \$50.00              |
| 198 | JEFE DE DEPARTAMENTO DE REDES Y TELECOMUNICACIONES           | 20    | \$1,750.00 | \$67.00   | \$87.50  | \$80.00           | \$50.00              |
| 199 | JEFE DE DEPARTAMENTO DE REGISTROS E HISTORIAL ACADEMICOS     | 20    | \$1,750.00 | \$67.00   | \$87.50  | \$80.00           | \$50.00              |
| 200 | JEFE DE DEPARTAMENTO DE SEGURIDAD INSTITUCIONAL              | 21    | \$1,850.00 | \$67.00   | \$92.50  | \$80.00           | \$50.00              |
| 201 | JEFE DE DEPARTAMENTO DE SERVICIO AL PÚBLICO                  | 19    | \$1,675.00 | \$67.00   | \$83.75  | \$80.00           | \$50.00              |
| 202 | JEFE DE DEPARTAMENTO DE SERVICIOS ADM. GENERALES             | 21    | \$1,850.00 | \$67.00   | \$92.50  | \$80.00           | \$50.00              |
| 203 | JEFE DE DEPARTAMENTO DE SOPORTE TECNICO                      | 19    | \$1,675.00 | \$67.00   | \$83.75  | \$80.00           | \$50.00              |
| 204 | JEFE DE DEPARTAMENTO DE TECNOLOGÍA WEB Y MULTIMEDIA          | 19    | \$1,675.00 | \$67.00   | \$83.75  | \$80.00           | \$50.00              |
| 205 | JEFE DE DEPARTAMENTO DE TESORERIA                            | 21    | \$1,850.00 | \$67.00   | \$92.50  | \$80.00           | \$50.00              |
| 206 | JEFE DE DEPARTAMENTO DE TRANSPORTE                           | 21    | \$1,850.00 | \$67.00   | \$92.50  | \$80.00           | \$50.00              |
| 207 | JEFE DE LABORATORIO DE ANALISIS IND. Y CIENCIAS AMBIENTALES  | 21    | \$1,850.00 | \$67.00   | \$92.50  | \$80.00           | \$50.00              |
| 208 | JEFE DE LABORATORIO DE SUELOS                                | 21    | \$1,850.00 | \$67.00   | \$92.50  | \$80.00           | \$50.00              |
| 209 | JEFE DE SECCIÓN DE ABASTECIMIENTO Y ALMACEN                  | 15    | \$1,293.00 | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 210 | JEFE DE SECCION DE ACCIONES DE PERSONAL                      | 17    | \$1,500.00 | \$67.00   | \$75.00  | \$80.00           | \$50.00              |
| 211 | JEFE DE SECCIÓN DE ALMACEN DE EQUIP., HERRAM. Y MAT. DE CONS | 18    | \$1,600.00 | \$67.00   | \$80.00  | \$80.00           | \$50.00              |
| 212 | JEFE DE SECCIÓN DE ALMACEN DE MAT. Y SUMINISTROS DE OFICINA  | 17    | \$1,500.00 | \$67.00   | \$75.00  | \$80.00           | \$50.00              |
| 213 | JEFE DE SECCION DE ANAL. Y PREPARACION DE INFOR. FINANCIERA  | 17    | \$1,500.00 | \$67.00   | \$75.00  | \$80.00           | \$50.00              |
| 214 | JEFE DE SECCIÓN DE ARCHIVOS ACADÉMICOS Y DE INVESTIGACIÓN    | 15    | \$1,293.00 | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 215 | JEFE DE SECCIÓN DE ARCHIVOS ADMINISTRATIVOS                  | 15    | \$1,293.00 | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 216 | JEFE DE SECCIÓN DE ÁREAS VERDES                              | 15    | \$1,293.00 | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 217 | JEFE DE SECCION DE ASISTENCIA                                | 16    | \$1,390.00 | \$67.00   | \$69.50  | \$80.00           | \$50.00              |
| 218 | JEFE DE SECCIÓN DE ATENCIÓN DE ACTOS PÚBLICOS                | 18    | \$1,600.00 | \$67.00   | \$80.00  | \$80.00           | \$50.00              |
| 219 | JEFE DE SECCIÓN DE ATENCIÓN DE EVENTOS                       | 15    | \$1,293.00 | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 220 | JEFE DE SECCIÓN DE COCINA                                    | 17    | \$1,500.00 | \$67.00   | \$75.00  | \$80.00           | \$50.00              |
| 221 | JEFE DE SECCIÓN DE COMPRAS MENORES                           | 17    | \$1,500.00 | \$67.00   | \$75.00  | \$80.00           | \$50.00              |
| 222 | JEFE DE SECCIÓN DE CONFEC. DE PLIEGO DE CARG. Y ASES. TÉCN.  | 18    | \$1,600.00 | \$67.00   | \$80.00  | \$80.00           | \$50.00              |
| 223 | JEFE DE SECCIÓN DE CONTROL                                   | 16    | \$1,390.00 | \$67.00   | \$69.50  | \$80.00           | \$50.00              |
| 224 | JEFE DE SECCIÓN DE EDUCACIÓN Y CAPACITACIÓN VIRTUAL          | 18    | \$1,600.00 | \$67.00   | \$80.00  | \$80.00           | \$50.00              |
| 225 | JEFE DE SECCIÓN DE GESTIÓN DE COBROS                         | 17    | \$1,500.00 | \$67.00   | \$75.00  | \$80.00           | \$50.00              |
| 226 | JEFE DE SECCION DE HISTORIAL ACADEMICO DE ESTUDIANTES        | 17    | \$1,500.00 | \$67.00   | \$75.00  | \$80.00           | \$50.00              |
| 227 | JEFE DE SECCION DE IMPRENTA                                  | 17    | \$1,500.00 | \$67.00   | \$75.00  | \$80.00           | \$50.00              |
| 228 | JEFE DE SECCIÓN DE INFOR. Y RELAC. PÚBLICAS                  | 17    | \$1,500.00 | \$67.00   | \$75.00  | \$80.00           | \$50.00              |
| 229 | JEFE DE SECCION DE INGRESOS                                  | 17    | \$1,500.00 | \$67.00   | \$75.00  | \$80.00           | \$50.00              |
| 230 | JEFE DE SECCIÓN DE MANTENIMIENTO VEHICULAR                   | 17    | \$1,500.00 | \$67.00   | \$75.00  | \$80.00           | \$50.00              |
| 231 | JEFE DE SECCIÓN DE OPERACIONES DE SEGURIDAD                  | 17    | \$1,500.00 | \$67.00   | \$75.00  | \$80.00           | \$50.00              |
| 232 | JEFE DE SECCIÓN DE ORNATO Y ASEO                             | 15    | \$1,293.00 | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 233 | JEFE DE SECCION DE PAGOS                                     | 17    | \$1,500.00 | \$67.00   | \$75.00  | \$80.00           | \$50.00              |
| 234 | JEFE DE SECCION DE PLANILLAS                                 | 17    | \$1,500.00 | \$67.00   | \$75.00  | \$80.00           | \$50.00              |
| 235 | JEFE DE SECCIÓN DE PRODUCCIÓN AUDIOVISUAL                    | 17    | \$1,500.00 | \$67.00   | \$75.00  | \$80.00           | \$50.00              |
| 236 | JEFE DE SECCION DE PRODUCCION GRAFICA                        | 15    | \$1,293.00 | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 237 | JEFE DE SECCIÓN DE PROTECCIÓN Y SEGURIDAD UNIVERSITARIA      | 16    | \$1,390.00 | \$67.00   | \$69.50  | \$80.00           | \$50.00              |
| 238 | JEFE DE SECCIÓN DE PUBLICIDAD Y MERCADEO                     | 17    | \$1,500.00 | \$67.00   | \$75.00  | \$80.00           | \$50.00              |
| 239 | JEFE DE SECCIÓN DE REGISTRO                                  | 16    | \$1,390.00 | \$67.00   | \$69.50  | \$80.00           | \$50.00              |
| 240 | JEFE DE SECCIÓN DE REVISIÓN FINAL DE CRÉDITOS                | 17    | \$1,500.00 | \$67.00   | \$75.00  | \$80.00           | \$50.00              |
| 241 | JEFE DE SECCIÓN DE SEGUIMIENTO Y CONTROL                     | 16    | \$1,390.00 | \$67.00   | \$69.50  | \$80.00           | \$50.00              |
| 242 | JEFE DE SECCION DE SEGUIMIENTO Y CONTROL DE REGI. CONTABLES  | 17    | \$1,500.00 | \$67.00   | \$75.00  | \$80.00           | \$50.00              |
| 243 | JEFE DE SECCIÓN DE SERVICIOS ADMINISTRATIVOS                 | 15    | \$1,293.00 | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 244 | JEFE DE SECCIÓN DE TRAMITACIÓN DE DOC. Y SERV. AL PÚBLICO    | 15    | \$1,293.00 | \$67.00   | \$64.65  | \$80.00           | \$50.00              |

| No. | Cargo                                                        | Grado | Salario    | Ant. Adm. | Bienal   | Mérito Pertinente | Mérito No Pertinente |
|-----|--------------------------------------------------------------|-------|------------|-----------|----------|-------------------|----------------------|
| 245 | JEFE DE SECCIÓN DE TRANSPORTE DE PERS., VAL. Y CONT. DE COMB | 15    | \$1,293.00 | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 246 | JEFE DE SECCIÓN DE VENTAS Y SERVICIOS                        | 16    | \$1,390.00 | \$67.00   | \$69.50  | \$80.00           | \$50.00              |
| 247 | JEFE DE SECCIÓN DE VIDEOVIGILANCIA E INVESTIGACIÓN DEL DELIT | 15    | \$1,293.00 | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 248 | LUMINOTÉCNICO                                                | 10    | \$1,044.00 | \$36.00   | \$52.20  | \$60.00           | \$40.00              |
| 249 | MECANICO AUTOMOTRIZ                                          | 5     | \$825.00   | \$27.00   | \$41.25  | \$60.00           | \$40.00              |
| 250 | MECANICO DE REFRIGERACION                                    | 5     | \$825.00   | \$27.00   | \$41.25  | \$60.00           | \$40.00              |
| 251 | MECANICO ELECTRONICO                                         | 12    | \$1,131.00 | \$36.00   | \$56.55  | \$60.00           | \$40.00              |
| 252 | MEDICO GENERAL                                               | 18    | \$1,600.00 | \$67.00   | \$80.00  | \$80.00           | \$50.00              |
| 253 | MENSAJERO                                                    | 1     | \$700.00   | \$22.00   | \$35.00  | \$60.00           | \$40.00              |
| 254 | MUSICO                                                       | 15    | \$1,293.00 | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 255 | MUSICO FOLKLORISTA                                           | 4     | \$790.00   | \$27.00   | \$39.50  | \$60.00           | \$40.00              |
| 256 | NUTRICIONISTA                                                | 13    | \$1,178.00 | \$36.00   | \$58.90  | \$60.00           | \$40.00              |
| 257 | OFICIAL CENTRAL DE REGISTROS DOCENTES                        | 6     | \$860.00   | \$27.00   | \$43.00  | \$60.00           | \$40.00              |
| 258 | OFICIAL DE ASISTENCIA                                        | 12    | \$1,131.00 | \$36.00   | \$56.55  | \$60.00           | \$40.00              |
| 259 | OFICIAL DE ASISTENCIA DOCENTE                                | 12    | \$1,131.00 | \$36.00   | \$56.55  | \$60.00           | \$40.00              |
| 260 | OFICIAL DE BIENES PATRIMONIALES                              | 5     | \$825.00   | \$27.00   | \$41.25  | \$60.00           | \$40.00              |
| 261 | OFICIAL DE COMPRAS                                           | 10    | \$1,044.00 | \$36.00   | \$52.20  | \$60.00           | \$40.00              |
| 262 | OFICIAL DE CONTABILIDAD                                      | 10    | \$1,044.00 | \$36.00   | \$52.20  | \$60.00           | \$40.00              |
| 263 | OFICIAL DE CONTROL DE SUMINISTROS                            | 3     | \$770.00   | \$22.00   | \$38.50  | \$60.00           | \$40.00              |
| 264 | OFICIAL DE DESCUENTOS                                        | 13    | \$1,178.00 | \$36.00   | \$58.90  | \$60.00           | \$40.00              |
| 265 | OFICIAL DE ORGANIZACION DE EVENTOS                           | 16    | \$1,390.00 | \$67.00   | \$69.50  | \$80.00           | \$50.00              |
| 266 | OFICIAL DE PERSONAL                                          | 14    | \$1,236.00 | \$67.00   | \$61.80  | \$80.00           | \$50.00              |
| 267 | OFICIAL DE PLANILLAS                                         | 14    | \$1,236.00 | \$67.00   | \$61.80  | \$80.00           | \$50.00              |
| 268 | OFICIAL DE PROTOCOLO                                         | 16    | \$1,390.00 | \$67.00   | \$69.50  | \$80.00           | \$50.00              |
| 269 | OFICIAL DE PUBLICIDAD Y PROMOCIÓN                            | 14    | \$1,236.00 | \$67.00   | \$61.80  | \$80.00           | \$50.00              |
| 270 | OFICIAL DE REGISTRO Y CONTROL DE PAGOS                       | 9     | \$986.00   | \$27.00   | \$49.30  | \$60.00           | \$40.00              |
| 271 | OFICIAL DE REGISTROS DOCENTES                                | 5     | \$825.00   | \$27.00   | \$41.25  | \$60.00           | \$40.00              |
| 272 | OFICIAL DE SEGURIDAD INFORMATICA                             | 18    | \$1,600.00 | \$67.00   | \$80.00  | \$80.00           | \$50.00              |
| 273 | OFICIAL DE VENTAS                                            | 4     | \$790.00   | \$27.00   | \$39.50  | \$60.00           | \$40.00              |
| 274 | OFICINISTA                                                   | 2     | \$735.00   | \$22.00   | \$36.75  | \$60.00           | \$40.00              |
| 275 | OFICINISTA AUXILIAR                                          | 1     | \$700.00   | \$22.00   | \$35.00  | \$60.00           | \$40.00              |
| 276 | OFICINISTA DE COBROS                                         | 4     | \$790.00   | \$27.00   | \$39.50  | \$60.00           | \$40.00              |
| 277 | OPERADOR DE CENTRAL TELEFONICA                               | 1     | \$700.00   | \$22.00   | \$35.00  | \$60.00           | \$40.00              |
| 278 | OPERADOR DE EQUIPO AUDIOVISUAL                               | 5     | \$825.00   | \$27.00   | \$41.25  | \$60.00           | \$40.00              |
| 279 | OPERADOR DE MAQUINA REPRODUCTORA                             | 1     | \$700.00   | \$22.00   | \$35.00  | \$60.00           | \$40.00              |
| 280 | OPERADOR DE PRENSA                                           | 4     | \$790.00   | \$27.00   | \$39.50  | \$60.00           | \$40.00              |
| 281 | OPERADOR DE RETROEXCAVADORA                                  | 14    | \$1,236.00 | \$67.00   | \$61.80  | \$80.00           | \$50.00              |
| 282 | OPERADOR DEL CENTRO DE VIDEOVIGILANCIA                       | 9     | \$986.00   | \$27.00   | \$49.30  | \$60.00           | \$40.00              |
| 283 | PERFORADOR DE POZOS                                          | 6     | \$860.00   | \$27.00   | \$43.00  | \$60.00           | \$40.00              |
| 284 | PERIODISTA                                                   | 14    | \$1,236.00 | \$67.00   | \$61.80  | \$80.00           | \$50.00              |
| 285 | PINTOR                                                       | 2     | \$735.00   | \$22.00   | \$36.75  | \$60.00           | \$40.00              |
| 286 | PLANIFICADOR                                                 | 16    | \$1,390.00 | \$67.00   | \$69.50  | \$80.00           | \$50.00              |
| 287 | PLANIFICADOR CURRICULAR                                      | 16    | \$1,390.00 | \$67.00   | \$69.50  | \$80.00           | \$50.00              |
| 288 | PRODUCTOR                                                    | 15    | \$1,293.00 | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 289 | PROGRAMADOR DE COMPUTADORA                                   | 16    | \$1,390.00 | \$67.00   | \$69.50  | \$80.00           | \$50.00              |
| 290 | PROGRAMADOR WEB                                              | 13    | \$1,178.00 | \$36.00   | \$58.90  | \$60.00           | \$40.00              |
| 291 | PROMOTOR DE LA OFERTA ACADEMICA DEL SIU                      | 5     | \$825.00   | \$27.00   | \$41.25  | \$60.00           | \$40.00              |
| 292 | PSICOLOGO                                                    | 15    | \$1,293.00 | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 293 | QUIMICO                                                      | 15    | \$1,293.00 | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 294 | RECEPCIONISTA                                                | 1     | \$700.00   | \$22.00   | \$35.00  | \$60.00           | \$40.00              |
| 295 | RELACIONISTA PUBLICO                                         | 11    | \$1,102.00 | \$36.00   | \$55.10  | \$60.00           | \$40.00              |
| 296 | SECRETARIA                                                   | 4     | \$790.00   | \$27.00   | \$39.50  | \$60.00           | \$40.00              |
| 297 | SECRETARIA EJECUTIVA                                         | 8     | \$930.00   | \$27.00   | \$46.50  | \$60.00           | \$40.00              |
| 298 | SECRETARIA PARLAMENTARIA                                     | 14    | \$1,236.00 | \$67.00   | \$61.80  | \$80.00           | \$50.00              |
| 299 | SECRETARIA PARLAMENTARIA BILINGUE                            | 15    | \$1,293.00 | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 300 | SECRETARIO ACADEMICO                                         | 16    | \$1,390.00 | \$67.00   | \$69.50  | \$80.00           | \$50.00              |
| 301 | SECRETARIO ADMINISTRATIVO                                    | 16    | \$1,390.00 | \$67.00   | \$69.50  | \$80.00           | \$50.00              |
| 302 | SOLDADOR                                                     | 3     | \$770.00   | \$22.00   | \$38.50  | \$60.00           | \$40.00              |
| 303 | SONIDISTA                                                    | 10    | \$1,044.00 | \$36.00   | \$52.20  | \$60.00           | \$40.00              |
| 304 | SUB DIRECTOR DE TECNOLOGIA DE LA INFORMACION Y COMUNICACION  | 27    | \$2,684.00 | \$80.00   | \$134.20 | \$80.00           | \$50.00              |
| 305 | SUB JEFE DEL DEPARTAMENTO DE TRANSPORTE                      | 15    | \$1,293.00 | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 306 | SUB-DIRECTOR ADMINISTRATIVO                                  | 24    | \$2,211.00 | \$80.00   | \$110.55 | \$80.00           | \$50.00              |
| 307 | SUB-DIRECTOR DE BIENESTAR ESTUDIANTEL                        | 21    | \$1,850.00 | \$67.00   | \$92.50  | \$80.00           | \$50.00              |
| 308 | SUB-DIRECTOR DE CARRERA UNIVERSITARIA                        | 27    | \$2,684.00 | \$80.00   | \$134.20 | \$80.00           | \$50.00              |
| 309 | SUB-DIRECTOR DE EDITORIAL UNIVERSITARIA                      | 22    | \$1,926.40 | \$80.00   | \$96.32  | \$80.00           | \$50.00              |
| 310 | SUB-DIRECTOR DE INFRAESTRUCTURA Y DESARROLLO FISICO          | 27    | \$2,684.00 | \$80.00   | \$134.20 | \$80.00           | \$50.00              |
| 311 | SUB-DIRECTOR DE PERSONAL                                     | 27    | \$2,684.00 | \$80.00   | \$134.20 | \$80.00           | \$50.00              |
| 312 | SUB-DIRECTOR DE PLANIFICACIÓN UNIVERSITARIA                  | 27    | \$2,684.00 | \$80.00   | \$134.20 | \$80.00           | \$50.00              |
| 313 | SUB-DIRECTOR DE PROVEEDURIA Y COMPRAS                        | 24    | \$2,211.00 | \$80.00   | \$110.55 | \$80.00           | \$50.00              |
| 314 | SUB-DIRECTOR DE PROYECTOS                                    | 27    | \$2,684.00 | \$80.00   | \$134.20 | \$80.00           | \$50.00              |
| 315 | SUB-JEFE DE DEPARTAMENTO DE CAFETERÍA                        | 15    | \$1,293.00 | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 316 | SUB-JEFE DE DEPARTAMENTO DE SEGURIDAD INSTITUCIONAL          | 15    | \$1,293.00 | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 317 | SUB-JEFE DE DEPARTAMENTO DE SERVICIOS ADM. GENERALES         | 15    | \$1,293.00 | \$67.00   | \$64.65  | \$80.00           | \$50.00              |
| 318 | SUPERVISOR DE ANALISTA DE PRESUPUESTO                        | 18    | \$1,600.00 | \$67.00   | \$80.00  | \$80.00           | \$50.00              |
| 319 | SUPERVISOR DE AREAS VERDES                                   | 5     | \$825.00   | \$27.00   | \$41.25  | \$60.00           | \$40.00              |
| 320 | SUPERVISOR DE ASEO                                           | 5     | \$825.00   | \$27.00   | \$41.25  | \$60.00           | \$40.00              |
| 321 | SUPERVISOR DE ASEO URBANO                                    | 5     | \$825.00   | \$27.00   | \$41.25  | \$60.00           | \$40.00              |
| 322 | SUPERVISOR DE BODEGA                                         | 7     | \$895.00   | \$27.00   | \$44.75  | \$60.00           | \$40.00              |
| 323 | SUPERVISOR DE CAFETERIA                                      | 11    | \$1,102.00 | \$36.00   | \$55.10  | \$60.00           | \$40.00              |
| 324 | SUPERVISOR DE CAJEROS                                        | 13    | \$1,178.00 | \$36.00   | \$58.90  | \$60.00           | \$40.00              |
| 325 | SUPERVISOR DE CARPINTERO                                     | 5     | \$825.00   | \$27.00   | \$41.25  | \$60.00           | \$40.00              |
| 326 | SUPERVISOR DE EBANISTA                                       | 5     | \$825.00   | \$27.00   | \$41.25  | \$60.00           | \$40.00              |
| 327 | SUPERVISOR DE EQUIPOS Y TALLERES                             | 9     | \$986.00   | \$27.00   | \$49.30  | \$60.00           | \$40.00              |
| 328 | SUPERVISOR DE LABORATORIO                                    | 10    | \$1,044.00 | \$36.00   | \$52.20  | \$60.00           | \$40.00              |

| No. | Cargo                                      | Grado | Salario    | Ant. Adm. | Bienal  | Mérito Pertinente | Mérito No Pertinente |
|-----|--------------------------------------------|-------|------------|-----------|---------|-------------------|----------------------|
| 329 | SUPERVISOR DE MANTENIMIENTO                | 8     | \$930.00   | \$27.00   | \$46.50 | \$60.00           | \$40.00              |
| 330 | SUPERVISOR DE MECANICA                     | 5     | \$825.00   | \$27.00   | \$41.25 | \$60.00           | \$40.00              |
| 331 | SUPERVISOR DE ORGANIZACIÓN DE EVENTOS      | 5     | \$825.00   | \$27.00   | \$41.25 | \$60.00           | \$40.00              |
| 332 | SUPERVISOR DE SERVICIOS ADMINISTRATIVOS    | 5     | \$825.00   | \$27.00   | \$41.25 | \$60.00           | \$40.00              |
| 333 | SUPERVISOR DEL CENTRO DE VIDEOVIGILANCIA   | 14    | \$1,236.00 | \$67.00   | \$61.80 | \$80.00           | \$50.00              |
| 334 | TECNICO ADMINISTRATIVO                     | 8     | \$930.00   | \$27.00   | \$46.50 | \$60.00           | \$40.00              |
| 335 | TECNICO EN EDIFICACIONES                   | 10    | \$1,044.00 | \$36.00   | \$52.20 | \$60.00           | \$40.00              |
| 336 | TECNICO EN INGENIERIA                      | 10    | \$1,044.00 | \$36.00   | \$52.20 | \$60.00           | \$40.00              |
| 337 | TECNICO EN RECURSOS DE INFORMATICA         | 4     | \$790.00   | \$27.00   | \$39.50 | \$60.00           | \$40.00              |
| 338 | TECNICO EN SOPORTE DE EQUIPOS INFORMATICOS | 12    | \$1,131.00 | \$36.00   | \$56.55 | \$60.00           | \$40.00              |
| 339 | TECNICO METROLOGO                          | 14    | \$1,236.00 | \$67.00   | \$61.80 | \$80.00           | \$50.00              |
| 340 | TRABAJADOR DE ASEO URBANO                  | 1     | \$700.00   | \$22.00   | \$35.00 | \$60.00           | \$40.00              |
| 341 | TRABAJADOR MANUAL                          | 1     | \$700.00   | \$22.00   | \$35.00 | \$60.00           | \$40.00              |
| 342 | TRABAJADOR MANUAL DE CAFETERIA             | 1     | \$700.00   | \$22.00   | \$35.00 | \$60.00           | \$40.00              |
| 343 | TRABAJADOR SOCIAL                          | 15    | \$1,293.00 | \$67.00   | \$64.65 | \$80.00           | \$50.00              |
| 344 | TRAMOYISTA                                 | 4     | \$790.00   | \$27.00   | \$39.50 | \$60.00           | \$40.00              |
| 345 | TOPOGRAFO                                  | 14    | \$1,236.00 | \$67.00   | \$61.80 | \$80.00           | \$50.00              |

(\*) Para el caso del Ayudante Académico Estudiantil se tiene establecido que deben laborar como mínimo 20 horas semanales; por lo tanto, corresponde una asignación salarial de B/.350.00