

ESCALA DE SALARIOS DE PUESTOS ADMINISTRATIVOS

No.	Nombre del Puesto	Salario Inicial	Bono por Servicios	Bono 8%	Bono 10%	Bono 10.5%	Bono Ajuste al Salario Mínimo	Reajuste escalonado 8%	Reajuste escalonado 10%	Reajuste escalonado 12%	Bono de Riesgo	Complemento Personal	Gastos de Representación	Bono Acuerdo Gubernativo 66-2000	Bono Profesional	Bono Reajuste Salarial 2019	Bono Reajuste Salarial 2020	Bono Reajuste Salarial 2023	Bono Mensual 2025	Sueldo Nominal
1	MINISTRO	Q 17,500.00	Q 6,000.00	Q -	Q -	Q -	Q -	Q 1,400.00	Q 1,750.00	Q 2,100.00	Q -	Q 6,000.00	Q 12,000.00	Q 250.00	Q 375.00	Q 3,512.50	Q 1,931.88	Q 1,037.08	Q -	Q 53,856.46
2	VICEMINISTRO	Q 12,773.00	Q 5,000.00	Q -	Q -	Q -	Q -	Q 1,021.84	Q 1,277.30	Q 1,532.76	Q -	Q 5,000.00	Q 12,000.00	Q 250.00	Q 375.00	Q 2,697.99	Q 1,483.89	Q 784.85	Q -	Q 44,196.63
3	Director Ejecutivo V Administrativo	Q 22,000.00	Q -	Q -	Q -	Q 2,310.00	Q -	Q 1,760.00	Q 2,200.00	Q 2,640.00	Q -	Q -	Q -	Q 250.00	Q 375.00	Q 3,128.50	Q 1,720.68	Q 1,084.03	Q -	Q 37,468.21
4	Director Ejecutivo IV (Administrativo)	Q 20,000.00	Q -	Q -	Q -	Q 2,100.00	Q -	Q 1,600.00	Q 2,000.00	Q 2,400.00	Q -	Q -	Q -	Q 250.00	Q 375.00	Q 2,847.50	Q 1,566.13	Q 986.66	Q -	Q 34,125.29
5	Director Ejecutivo IV (Departamentales)	Q 18,000.00	Q -	Q -	Q -	Q 1,890.00	Q -	Q 1,440.00	Q 1,800.00	Q 2,160.00	Q -	Q -	Q -	Q 250.00	Q 375.00	Q 2,566.50	Q 1,411.58	Q 889.29	Q -	Q 30,782.37
6	Director Ejecutivo IV (Departamentales)	Q 17,000.00	Q -	Q -	Q -	Q 1,785.00	Q -	Q 1,360.00	Q 1,700.00	Q 2,040.00	Q -	Q -	Q -	Q 250.00	Q 375.00	Q 2,426.00	Q 1,334.30	Q 840.61	Q -	Q 29,110.91
7	Director Ejecutivo III (Administrativo)(Departamental)	Q 16,000.00	Q -	Q -	Q -	Q 1,680.00	Q -	Q 1,280.00	Q 1,600.00	Q 1,920.00	Q -	Q -	Q -	Q 250.00	Q 375.00	Q 2,285.50	Q 1,257.03	Q 791.93	Q -	Q 27,439.46
8	Subdirector Ejecutivo IV (Departamental)	Q 18,000.00	Q -	Q -	Q -	Q 1,890.00	Q -	Q 1,440.00	Q 1,800.00	Q 2,160.00	Q -	Q -	Q -	Q 250.00	Q 375.00	Q 2,566.50	Q 1,411.58	Q 889.29	Q -	Q 30,782.37
9	Subdirector Ejecutivo IV (Administrativo)	Q 16,000.00	Q -	Q -	Q -	Q 1,680.00	Q -	Q 1,280.00	Q 1,600.00	Q 1,920.00	Q -	Q -	Q -	Q 250.00	Q 375.00	Q 2,285.50	Q 1,257.03	Q 791.93	Q -	Q 27,439.46
10	Subdirector Ejecutivo III (Despacho Ministerial)	Q 14,000.00	Q -	Q -	Q -	Q 1,470.00	Q -	Q 1,120.00	Q 1,400.00	Q 1,680.00	Q -	Q -	Q -	Q 250.00	Q 375.00	Q 2,004.50	Q 1,102.48	Q 694.56	Q -	Q 24,096.54
11	Subdirector Ejecutivo III (Departamental)	Q 12,000.00	Q -	Q -	Q -	Q 1,260.00	Q -	Q 960.00	Q 1,200.00	Q 1,440.00	Q -	Q -	Q -	Q 250.00	Q 375.00	Q 1,723.50	Q 947.93	Q 597.19	Q -	Q 20,753.62
12	Subdirector Ejecutivo II (Administrativo)	Q 12,000.00	Q -	Q -	Q -	Q 1,260.00	Q -	Q 960.00	Q 1,200.00	Q 1,440.00	Q -	Q -	Q -	Q 250.00	Q 375.00	Q 1,723.50	Q 947.93	Q 597.19	Q -	Q 20,753.62
13	Subdirector Ejecutivo I (Administrativo)	Q 11,300.00	Q -	Q -	Q -	Q 1,186.50	Q -	Q 904.00	Q 1,130.00	Q 1,356.00	Q -	Q -	Q -	Q 250.00	Q 375.00	Q 1,625.15	Q 893.83	Q 563.11	Q -	Q 19,583.59
14	Director Técnico III	Q 10,949.00	Q 4,000.00	Q 591.00	Q 1,094.90	Q 1,149.65	Q -	Q 875.92	Q 1,094.90	Q 1,313.88	Q -	Q -	Q -	Q 250.00	Q 375.00	Q 2,144.43	Q 1,179.43	Q 743.04	Q 400.00	Q 26,161.15
15	Director Técnico II	Q 10,261.00	Q 4,000.00	Q -	Q 1,026.10	Q 1,077.41	Q -	Q 820.88	Q 1,026.10	Q 1,231.32	Q -	Q -	Q -	Q 250.00	Q 375.00	Q 1,981.78	Q 1,089.98	Q 686.69	Q 400.00	Q 24,226.26
16	Director Técnico I	Q 9,581.00	Q 4,000.00	Q 517.00	Q 958.10	Q 1,006.01	Q -	Q 766.48	Q 958.10	Q 1,149.72	Q -	Q -	Q -	Q 250.00	Q 375.00	Q 1,931.14	Q 1,062.13	Q 669.14	Q 400.00	Q 23,623.82
17	Director Técnico I (7 horas)	Q 8,383.38	Q 3,500.00	Q 452.00	Q 838.34	Q 880.25	Q -	Q 670.67	Q 838.34	Q 1,006.01	Q -	Q -	Q -	Q 218.75	Q 328.13	Q 1,689.71	Q 929.34	Q 585.49	Q 400.00	Q 20,720.41
18	Subdirector Técnico III	Q 8,996.00	Q 4,000.00	Q 485.00	Q 899.60	Q 944.58	Q -	Q 719.68	Q 899.60	Q 1,079.52	Q -	Q -	Q -	Q 250.00	Q 375.00	Q 1,839.90	Q 1,011.94	Q 637.52	Q 400.00	Q 22,538.34
19	Asesor Profesional Especializado IV (Jefe)	Q 6,759.00	Q 3,459.00	Q 541.00	Q 675.90	Q 709.70	Q -	Q 540.72	Q 675.90	Q 811.08	Q -	Q -	Q -	Q 250.00	Q 375.00	Q 1,454.73	Q 800.10	Q 504.06	Q 400.00	Q 17,956.19
20	Asesor Profesional Especializado IV	Q 6,759.00	Q 2,000.00	Q 541.00	Q 675.90	Q 709.70	Q -	Q 540.72	Q 675.90	Q 811.08	Q -	Q -	Q -	Q 250.00	Q 375.00	Q 1,308.83	Q 719.86	Q 453.51	Q 400.00	Q 16,220.50
21	Asesor Profesional Especializado IV (7 horas)	Q 5,914.09	Q 1,750.00	Q 473.00	Q 591.41	Q 620.98	Q -	Q 473.13	Q 591.41	Q 709.69	Q -	Q -	Q -	Q 218.75	Q 328.13	Q 1,145.18	Q 629.85	Q 396.81	Q 350.00	Q 14,192.43
22	Asesor Profesional Especializado III	Q 6,297.00	Q 2,000.00	Q 504.00	Q 629.70	Q 661.19	Q -	Q 503.76	Q 629.70	Q 755.64	Q -	Q -	Q -	Q 250.00	Q 375.00	Q 1,235.60	Q 679.58	Q 428.14	Q 400.00	Q 15,349.31
23	Asesor Profesional Especializado III (7 Horas)	Q 5,509.84	Q 1,750.00	Q 441.00	Q 550.98	Q 578.53	Q -	Q 440.79	Q 550.98	Q 661.18	Q -	Q -	Q -	Q 218.75	Q 328.13	Q 1,081.14	Q 594.63	Q 374.62	Q 350.00	Q 13,430.57
24	Asesor Profesional Especializado II	Q 5,835.00	Q 2,000.00	Q 467.00	Q 583.50	Q 612.68	Q -	Q 466.80	Q 583.50	Q 700.20	Q -	Q -	Q -	Q 250.00	Q 375.00	Q 1,162.37	Q 639.30	Q 402.76	Q 400.00	Q 14,478.11
25	Asesor Profesional Especializado II (7 horas)	Q 5,105.59	Q 1,750.00	Q 408.00	Q 510.56	Q 536.09	Q -	Q 408.45	Q 510.56	Q 612.67	Q -	Q -	Q -	Q 218.75	Q 328.13	Q 1,017.01	Q 559.35	Q 352.39	Q 350.00	Q 12,667.55
26	Asesor Profesional Especializado II (6 horas)	Q 4,376.22	Q 1,500.00	Q 350.00	Q 437.62	Q 459.50	Q -	Q 350.10	Q 437.62	Q 525.15	Q -	Q -	Q -	Q 187.50	Q 281.25	Q 871.75	Q 479.46	Q 302.06	Q 300.00	Q 10,858.23
27	Asesor Profesional Especializado I	Q 5,373.00	Q 2,000.00	Q 430.00	Q 537.30	Q 564.17	Q -	Q 429.84	Q 537.30	Q 644.76	Q -	Q -	Q -	Q 250.00	Q 375.00	Q 1,089.14	Q 599.03	Q 377.39	Q 400.00	Q 13,606.93
28	Asesor Profesional Especializado I (7 horas)	Q 4,701.34	Q 1,750.00	Q 376.00	Q 470.13	Q 493.64	Q -	Q 376.11	Q 470.13	Q 564.16	Q -	Q -	Q -	Q 218.75	Q 328.13	Q 952.96	Q 524.13	Q 330.20	Q 350.00	Q 11,905.68
29	Profesional Jefe III	Q 4,449.00	Q 1,800.00	Q 356.00	Q 444.90	Q 467.15	Q -	Q 355.92	Q 444.90	Q 533.88	Q -	Q -	Q -	Q 250.00	Q 375.00	Q 922.68	Q 507.47	Q 319.71	Q 400.00	Q 11,626.61
30	Profesional Jefe II	Q 4,219.00	Q 1,800.00	Q 338.00	Q 421.90	Q 443.00	Q -	Q 337.52	Q 421.90	Q 506.28	Q -	Q -	Q -	Q 250.00	Q 375.00	Q 886.26	Q 487.44	Q 307.09	Q 400.00	Q 11,193.39
31	Profesional Jefe I	Q 3,987.00	Q 1,800.00	Q 319.00	Q 398.70	Q 418.64	Q -	Q 318.96	Q 398.70	Q 478.44	Q -	Q -	Q -	Q 250.00	Q 375.00	Q 849.44	Q 467.19	Q 294.33	Q 400.00	Q 10,755.40
32	Profesional III	Q 3,757.00	Q 1,800.00	Q 301.00	Q 375.70	Q 394.49	Q -	Q 300.56	Q 375.70	Q 450.84	Q -	Q -	Q -	Q 250.00	Q 375.00	Q 813.03	Q 447.17	Q 281.71	Q 400.00	Q 10,322.20
33	Profesional II	Q 3,525.00	Q 1,800.00	Q 282.00	Q 352.50	Q 370.13	Q -	Q 282.00	Q 352.50	Q 423.00	Q -	Q -	Q -	Q 250.00	Q 375.00	Q 776.21	Q 426.92	Q 268.96	Q 400.00	Q 9,884.22
34	Profesional I	Q 3,295.00	Q 1,800.00	Q 264.00	Q 329.50	Q 345.98	Q -	Q 263.60	Q 329.50	Q 395.40	Q -	Q -	Q -	Q 250.00	Q 375.00	Q 739.80	Q 406.89	Q 256.34	Q 400.00	Q 9,451.01
35	Asistente Profesional Jefe	Q 2,604.00	Q 1,000.00	Q 208.00	Q 260.40	Q 273.42	Q -	Q 208.32	Q 260.40	Q 312.48	Q -	Q -	Q -	Q 250.00	Q -	Q 512.70	Q 281.99	Q 177.65	Q 400.00	Q 6,749.36
36	Asistente Profesional IV	Q 2,441.00	Q 1,000.00	Q 195.00	Q 244.10	Q 256.31	Q -	Q 195.28	Q 244.10	Q 292.92	Q -	Q -	Q -	Q 250.00	Q -	Q 486.87	Q 267.78	Q 168.70	Q 400.00	Q 6,442.06
37	Asistente Profesional III	Q 2,281.00	Q 1,000.00	Q 182.00	Q 228.10	Q 239.51	Q -	Q 182.48	Q 228.10	Q 273.72	Q -	Q -	Q -	Q 250.00	Q -	Q 461.49	Q 253.82	Q 159.91	Q 400.00	Q 6,140.13
38	Asistente Profesional II	Q 2,120.00	Q 1,000.00	Q 170.00	Q 212.00	Q 222.60	Q -	Q 169.60	Q 212.00	Q 254.40	Q -	Q -	Q -	Q 250.00	Q -	Q 436.06	Q 239.83	Q 151.09	Q 400.00	Q 5,837.58
39	Asistente Profesional I	Q 1,960.00	Q 1,000.00	Q 157.00	Q 196.00	Q 205.80	Q -	Q 156.80	Q 196.00	Q 235.20	Q -	Q -	Q -	Q 250.00	Q -	Q 410.68	Q 225.87	Q 142.30	Q 400.00	Q 5,535.65
40	Jefe Técnico Profesional III	Q 2,315.00	Q 700.00	Q 185.00	Q 231.50	Q 243.08	Q -	Q 185.20	Q 231.50	Q 277.80	Q -	Q -	Q -	Q 250.00	Q -	Q 436.91	Q 240.30	Q 151.39	Q 400.00	Q 5,847.68
41	Jefe Técnico Profesional II	Q 2,152.00	Q 700.00	Q 172.00	Q 215.20	Q 225.96	Q -	Q 172.16	Q 215.20	Q 258.24	Q -	Q -	Q -	Q 250.00	Q -	Q 411.08	Q 226.09	Q 142.44	Q 400.00	Q 5,540.37
42	Jefe Técnico Profesional I	Q 1,991.00	Q 700.00	Q 159.00	Q 199.10	Q 209.06	Q -	Q 159.28	Q 199.10	Q 238.92	Q -	Q -	Q -	Q 250.00	Q -	Q 385.55	Q 212.05	Q 133.59	Q 400.00	Q 5,236.65
43	Técnico Profesional III	Q 1,831.00	Q 700.00	Q 146.00	Q 183.10	Q 192.26	Q -	Q 146.48	Q 183.10	Q 219.72	Q -	Q -	Q -	Q 250.00	Q -	Q 360.17	Q 198.09	Q 124.80	Q 400.00	Q 4,934.72
44	Técnico Profesional II	Q 1,701.00	Q 700.00	Q 136.00	Q 170.10	Q 178.61	Q -	Q 136.08	Q 170.10	Q 204.12	Q -	Q -	Q -	Q 250.00	Q -	Q 339.60	Q 186.78	Q 117.67	Q 400.00	Q 4,690.06
45	Técnico Profesional I	Q 1,575.00	Q 700.00	Q 126.00	Q 157.50	Q 165.38	Q -	Q 126.00	Q 157.50	Q 189.00	Q -	Q -	Q -	Q 250.00	Q -	Q 319.64	Q 175.80	Q 110.75	Q 400.00	Q 4,452.57
46	Jefe Técnico II	Q 1,649.00	Q 600.00	Q 132.00	Q 164.90	Q 173.15	Q -	Q 131.92	Q 164.90	Q 197.88	Q -	Q -	Q -	Q 250.00	Q -	Q 321.38	Q 176.76	Q 111.36	Q 400.00	Q 4,473.25
47	Jefe Técnico I	Q 1,555.00	Q 600.00	Q 124.00	Q 155.50	Q 163.28	Q -	Q 124.40	Q 155.50	Q 186.60	Q -	Q -	Q -	Q 250.00	Q -	Q 306.43	Q 168.54	Q 106.18	Q 400.00	Q 4,295.43
48	Técnico III	Q 1,460.00	Q 600.00	Q 117.00	Q 146.00	Q 153.30	Q -	Q 116.80	Q 146.00	Q 175.20	Q -	Q -	Q -	Q 250.00	Q -	Q 291.43	Q 160.29	Q 100.98	Q 400.00	Q 4,117.00
49	Técnico II	Q 1,381.00	Q 600.00	Q 110.00	Q 138.10	Q 145														

ESCALA DE SALARIOS DE PUESTOS ADMINISTRATIVOS

No.	Nombre del Puesto	Salario Inicial	Bono por Servicios	Bono 8%	Bono 10%	Bono 10.5%	Bono Ajuste al Salario Mínimo	Reajuste escalonado 8%	Reajuste escalonado 10%	Reajuste escalonado 12%	Bono de Riesgo	Complemento Personal	Gastos de Representación	Bono Acuerdo Gubernativo 66-2000	Bono Profesional	Bono Reajuste Salarial 2019	Bono Reajuste Salarial 2020	Bono Reajuste Salarial 2023	Bono Mensual 2025	Sueldo Nominal
64	Trabajador Especializado I	Q 1,105.00	Q 580.00	Q 88.00	Q 110.50	Q 116.03	Q 422.01	Q 88.40	Q 110.50	Q 132.60	Q -	Q -	Q -	Q 250.00	Q -	Q 275.30	Q 151.42	Q 95.39	Q 400.00	Q 3,925.15
65	Secretario Ejecutivo V	Q 1,682.00	Q 600.00	Q 135.00	Q 168.20	Q 176.61	Q -	Q 134.56	Q 168.20	Q 201.84	Q -	Q -	Q -	Q 250.00	Q -	Q 326.64	Q 179.65	Q 113.18	Q 400.00	Q 4,535.88
66	Secretario Ejecutivo IV	Q 1,555.00	Q 600.00	Q 124.00	Q 155.50	Q 163.28	Q -	Q 124.40	Q 155.50	Q 186.60	Q -	Q -	Q -	Q 250.00	Q -	Q 306.43	Q 168.54	Q 106.18	Q 400.00	Q 4,295.43
67	Secretario Ejecutivo III	Q 1,460.00	Q 600.00	Q 117.00	Q 146.00	Q 153.30	Q -	Q 116.80	Q 146.00	Q 175.20	Q -	Q -	Q -	Q 250.00	Q -	Q 291.43	Q 160.29	Q 100.98	Q 400.00	Q 4,117.00
68	Secretario Ejecutivo II	Q 1,381.00	Q 600.00	Q 110.00	Q 138.10	Q 145.01	Q -	Q 110.48	Q 138.10	Q 165.72	Q -	Q -	Q -	Q 250.00	Q -	Q 278.84	Q 153.36	Q 96.62	Q 400.00	Q 3,967.23
69	Secretario Ejecutivo I	Q 1,286.00	Q 600.00	Q 103.00	Q 128.60	Q 135.03	Q 146.18	Q 102.88	Q 128.60	Q 154.32	Q -	Q -	Q -	Q 250.00	Q -	Q 278.46	Q 153.15	Q 96.49	Q 400.00	Q 3,962.71
70	Secretario Oficinista	Q 1,192.00	Q 600.00	Q 95.00	Q 119.20	Q 125.16	Q 338.19	Q 95.36	Q 119.20	Q 143.04	Q -	Q -	Q -	Q 250.00	Q -	Q 282.72	Q 155.49	Q 97.96	Q 400.00	Q 4,013.32
71	Oficinista IV	Q 1,253.00	Q 600.00	Q 100.00	Q 125.30	Q 131.57	Q 246.18	Q 100.24	Q 125.30	Q 150.36	Q -	Q -	Q -	Q 250.00	Q -	Q 283.20	Q 155.76	Q 98.13	Q 400.00	Q 4,019.04
72	Oficinista III	Q 1,192.00	Q 600.00	Q 95.00	Q 119.20	Q 125.16	Q 338.19	Q 95.36	Q 119.20	Q 143.04	Q -	Q -	Q -	Q 250.00	Q -	Q 282.72	Q 155.49	Q 97.96	Q 400.00	Q 4,013.32
73	Oficinista II	Q 1,159.00	Q 600.00	Q 93.00	Q 115.90	Q 121.70	Q 338.19	Q 92.72	Q 115.90	Q 139.08	Q -	Q -	Q -	Q 250.00	Q -	Q 277.55	Q 152.65	Q 96.17	Q 400.00	Q 3,951.86
74	Oficinista I	Q 1,128.00	Q 600.00	Q 90.00	Q 112.80	Q 118.44	Q 370.46	Q 90.24	Q 112.80	Q 135.36	Q -	Q -	Q -	Q 250.00	Q -	Q 275.81	Q 151.70	Q 95.57	Q 400.00	Q 3,931.18
75	Trabajador Operativo Jefe II (Conduc. Vehículos)	Q 1,168.00	Q 580.00	Q 93.00	Q 116.80	Q 122.64	Q 92.01	Q 93.44	Q 116.80	Q 140.16	Q 1,500.00	Q -	Q -	Q 250.00	Q -	Q 402.29	Q 221.26	Q 139.39	Q 400.00	Q 5,435.79
76	Trabajador Operativo Jefe I	Q 1,135.00	Q 580.00	Q 91.00	Q 113.50	Q 119.18	Q 380.46	Q 90.80	Q 113.50	Q 136.20	Q -	Q -	Q -	Q 250.00	Q -	Q 275.96	Q 151.78	Q 95.62	Q 400.00	Q 3,933.00
77	Trabajador Operativo IV	Q 1,105.00	Q 580.00	Q 88.00	Q 110.50	Q 116.03	Q 422.01	Q 88.40	Q 110.50	Q 132.60	Q -	Q -	Q -	Q 250.00	Q -	Q 275.30	Q 151.42	Q 95.39	Q 400.00	Q 3,925.15
78	Trabajador Operativo IV (Conduc. Vehículos)	Q 1,105.00	Q 580.00	Q 88.00	Q 110.50	Q 116.03	Q 175.83	Q 88.40	Q 110.50	Q 132.60	Q 1,500.00	Q -	Q -	Q 250.00	Q -	Q 400.69	Q 220.38	Q 138.84	Q 400.00	Q 5,416.77
79	Trabajador Operativo IV (Conduc. Vehículos)	Q 1,105.00	Q 580.00	Q 88.00	Q 110.50	Q 116.03	Q 175.83	Q 88.40	Q 110.50	Q 132.60	Q 1,000.00	Q -	Q -	Q 250.00	Q -	Q 350.69	Q 192.88	Q 121.51	Q 400.00	Q 4,821.94
80	Trabajador Operativo III	Q 1,074.00	Q 580.00	Q 86.00	Q 107.40	Q 112.77	Q 465.04	Q 85.92	Q 107.40	Q 128.88	Q -	Q -	Q -	Q 250.00	Q -	Q 274.74	Q 151.11	Q 95.20	Q 400.00	Q 3,918.46
81	Trabajador Operativo II	Q 1,039.00	Q 580.00	Q 83.00	Q 103.90	Q 109.10	Q 516.52	Q 83.12	Q 103.90	Q 124.68	Q -	Q -	Q -	Q 250.00	Q -	Q 274.32	Q 150.88	Q 95.05	Q 400.00	Q 3,913.47