

Cuantificación del recurso humano requerido para la Unidad Ejecutora Portafolio de Inversiones AyA/ BCIE

2020

Cargo	Cantidad	Homologación Servicio Civil	Nº de anualidades	Salario Base unitario	Salario Base General	Monto por Anualidad	Total por Anualidad	Carrera Profesional	Dedicación Exclusiva	Salario Devengado	salario Escolar	Aguinaldo	Subtotal	Cargas Sociales	Salario total con cargas sociales Mensual	Salario total con cargas sociales x 12 Meses
01- Sub Gerente de Área	1	Subgerente de Área	0	2,110,915.00	2,110,915.00	-	-			2,110,915.00	175,839.22	190,562.85	2,477,317.07	716,440.10	3,193,757.17	38,325,086.02
02- Director Experto	5	Gerente Servicio Civil 3	10	1,508,750.00	7,543,750.00	18,652.00	932,600.00	113,650.00	4,149,062.50	12,739,062.50	1,061,163.91	1,150,018.87	14,950,245.27	4,323,610.93	19,273,856.21	231,286,274.48
03- Director General	9	Gerente Servicio Civil 1	8	1,191,900.00	10,727,100.00	22,867.00	1,646,424.00	204,570.00	5,899,905.00	18,477,999.00	1,539,217.32	1,668,101.36	21,685,317.68	6,271,393.87	27,956,711.55	335,480,538.58
04- Ejecutivo Experto	27	Profesional Jefe Servicio Civil 3	7	974,650.00	26,315,550.00	18,652.00	3,525,228.00	613,710.00	14,473,552.50	44,928,040.50	3,742,505.77	4,055,878.86	52,726,425.13	15,248,482.15	67,974,907.28	815,698,887.33
05- Ejecutivo Especialista	39	Profesional Jefe Servicio Civil 2	6	893,600.00	34,850,400.00	17,080.00	3,996,720.00	886,470.00	19,167,720.00	58,901,310.00	4,906,479.12	5,317,315.76	69,125,104.88	19,990,980.33	89,116,085.22	1,069,393,022.59
06- Ejecutivo Avanzado	19	Profesional Servicio Civil 3	2	765,650.00	14,547,350.00	14,598.00	554,724.00	431,870.00	8,001,042.50	23,534,986.50	1,960,464.38	2,124,620.91	27,620,071.78	7,987,724.76	35,607,796.54	427,293,558.49
07- Ejecutivo General B	22	Profesional Servicio Civil 1 B	2	623,350.00	13,713,700.00	11,837.00	520,828.00	500,060.00	7,542,535.00	22,277,123.00	1,855,684.35	2,011,067.28	26,143,874.62	7,560,808.54	33,704,683.17	404,456,197.99
08- Ejecutivo General A	12	Profesional Servicio Civil 1 A	2	531,750.00	6,381,000.00	10,060.00	241,440.00	272,760.00	638,100.00	7,533,300.00	627,523.89	680,068.66	8,840,892.55	2,556,786.12	11,397,678.67	136,772,144.07
09- Gestor Experto	28	Técnico Servicio Civil 3	3	440,700.00	12,339,600.00	10,859.00	912,156.00			13,251,756.00	1,103,871.27	1,196,302.27	15,551,929.55	4,497,618.03	20,049,547.57	240,594,570.87
10- Jefe Técnico	11	No Homologados	3	486,050.00	5,346,550.00	12,010.00	396,330.00			5,742,880.00	478,381.90	518,438.49	6,739,700.40	1,949,121.35	8,688,821.75	104,265,861.01
11- Técnico	11	No Homologados	2	408,250.00	4,490,750.00	10,034.00	220,748.00			4,711,498.00	392,467.78	425,330.48	5,529,296.27	1,599,072.48	7,128,368.75	85,540,424.94
12- Oficial Experto	1	Trabajador Calificado S. C. 2	2	311,150.00	311,150.00	8,330.00	16,660.00			327,810.00	27,306.57	29,593.05	384,709.62	111,258.02	495,967.64	5,951,611.72
13- Oficial General	11	Trabajador Calificado S. C. 1	1	301,709.00	3,318,799.00	7,328.00	80,608.00			3,399,407.00	283,170.60	306,881.47	3,989,459.07	1,153,751.56	5,143,210.63	61,718,527.60
Total general	196									217,936,087.50	18,154,076.09	19,674,180.30	255,764,343.89	73,967,048.25	329,731,392.14	3,956,776,705.68

2021

Cargo	Cantidad	Homologación Servicio Civil	Nº de anualidades	Salario Base unitario	Salario Base General	Monto por Anualidad	Total por Anualidad	Carrera Profesional	Dedicación Exclusiva	Salario Devengado	salario Escolar	Aguinaldo	Subtotal	Cargas Sociales	Salario total con cargas sociales Mensual	Salario total con cargas sociales x 12 Meses
01- Sub Gerente de Área	1	Subgerente de Área	0	2,110,915.00	2,110,915.00	-	-			2,110,915.00	175,839.22	190,562.85	2,477,317.07	716,440.10	3,193,757.17	38,325,086.02
02- Director Experto	5	Gerente Servicio Civil 3	11	1,514,450.00	7,572,250.00	18,652.00	1,025,860.00	113,650.00	4,164,737.50	12,876,497.50	1,072,612.24	1,162,425.81	15,111,535.55	4,370,256.08	19,481,791.64	233,781,499.63
03- Director General	10	Gerente Servicio Civil 1	9	1,197,600.00	11,976,000.00	22,867.00	2,058,030.00	227,300.00	6,586,800.00	20,848,130.00	1,882,064.94	2,466,844.23	24,466,844.16	7,075,811.33	31,542,655.50	378,511,959.63
04- Ejecutivo Experto	31	Profesional Jefe Servicio Civil 3	8	980,350.00	30,390,850.00	18,652.00	4,625,696.00	704,630.00	16,714,967.50	52,436,143.50	4,367,930.75	4,733,672.85	61,537,747.11	17,796,716.46	79,334,463.57	952,013,562.86
05- Ejecutivo Especialista	41	Profesional Jefe Servicio Civil 2	7	899,300.00	36,871,300.00	17,080.00	4,901,960.00	931,930.00	20,279,215.00	62,984,405.00	5,246,900.94	5,685,917.16	73,916,923.10	21,376,774.16	95,293,697.26	1,143,524,361.90
06- Ejecutivo Avanzado	17	Profesional Servicio Civil 3	3	771,350.00	13,112,950.00	14,598.00	744,498.00	386,410.00	7,212,122.50	21,455,982.50	1,787,283.18	1,936,938.64	25,180,202.32	7,282,114.51	32,462,316.82	389,547,801.90
07- Ejecutivo General B	32	Profesional Servicio Civil 1 B	3	629,050.00	20,129,600.00	11,837.00	1,136,352.00	727,360.00	11,071,280.00	33,064,592.00	2,754,280.51	2,984,906.04	38,803,778.56	11,222,052.76	50,025,831.31	600,309,975.78
08- Ejecutivo General A	12	Profesional Servicio Civil 1 A	3	537,450.00	6,449,400.00	10,060.00	362,160.00	272,760.00	644,940.00	7,729,260.00	643,847.36	697,758.95	9,070,866.30	2,623,294.54	11,694,160.84	140,329,930.08
09- Gestor Experto	28	Técnico Servicio Civil 3	4	446,400.00	12,499,200.00	10,859.00	1,216,208.00			13,715,408.00	1,142,493.49	1,238,158.46	16,096,059.94	4,654,980.54	20,751,040.48	249,012,485.75
10- Jefe Técnico	11	No Homologados	4	491,750.00	5,409,250.00	12,010.00	528,440.00			5,937,690.00	494,609.58	536,024.96	6,968,324.54	2,015,239.46	8,983,564.00	107,802,767.99
11- Técnico	11	No Homologados	3	413,950.00	4,553,450.00	10,034.00	331,122.00			4,884,572.00	331,122.00	406,884.85	440,954.74	7,390,225.02	8,682,700.18	104,265,861.01
12- Oficial Experto	1	Trabajador Calificado S. C. 2	3	316,850.00	316,850.00	8,330.00	24,990.00			341,840.00	28,475.27	30,859.61	401,174.88	116,019.77	517,194.65	6,206,335.83
13- Oficial General	11	Trabajador Calificado S. C. 1	2	307,409.00	3,381,499.00	7,328.00	161,216.00			3,542,715.00	295,108.16	319,818.60	4,157,641.76	1,202,390.00	5,360,031.75	64,320,381.02
Total general	211									241,928,148.50	20,152,614.77	21,840,063.61	283,920,826.88	82,109,903.13	366,030,730.01	4,392,368,760.10

2022

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01- Sub Gerente de Área	1	Subgerente de Área	0	2,110,915.00	2,110,915.00	-	-			2,110,915.00	175,839.22	190,562.85	2,477,317.07	716,440.10	3,193,757.17	38,325,086.02
02- Director Experto	5	Gerente Servicio Civil 3	12	1,520,150.00	7,600,750.00	18,652.00	1,119,120.00	113,650.00	4,180,412.50	13,013,932.50	1,174,832.76	1,174,832.76	15,272,825.83	4,416,901.23	19,689,727.06	236,276,724.78
03- Director General	10	Gerente Servicio Civil 1	10	1,203,300.00	12,033,000.00	22,867.00	2,286,700.00	227,300.00	6,618,150.00	21,165,150.00	1,763,057.00	1,910,683.92	24,838,890.91	7,183,407.25	32,022,298.16	384,267,577.95
04- Ejecutivo Experto	30	Profesional Jefe Servicio Civil 3	9	986,050.00	29,581,500.00	18,652.00	5,036,040.00	681,900.00	16,269,825.00	51,569,265.00	4,295,719.77	4,655,415.40	60,520,400.17	17,502,499.73	78,022,899.90	936,274,798.83
05- Ejecutivo Especialista	36	Profesional Jefe Servicio Civil 2	8	905,000.00	32,580,000.00	17,080.00	4,919,040.00	818,280.00	17,919,000.00	56,236,320.00	4,684,485.46	5,076,733.79	65,997,539.24	19,086,488.35	85,084,027.59	1,021,008,331.12
06- Ejecutivo Avanzado	17	Profesional Servicio Civil 3	4	777,050.00	13,209,850.00	14,598.00	992,664.00	386,410.00	7,265,417.50	21,854,341.50	1,820,466.65	1,972,900.68	25,647,708.83	7,417,317.39	33,065,026.22	396,780,314.62
07- Ejecutivo General B	32	Profesional Servicio Civil 1 B	4	634,750.00	20,312,000.00	11,837.00	1,515,136.00	727,360.00	11,171,600.00	33,726,096.00	3,044,623.32	3,044,623.32	39,580,103.11	11,446,565.82	51,026,668.93	612,320,027.20
08- Ejecutivo General A	12	Profesional Servicio Civil 1 A	4	543,150.00	6,517,800.00	10,060.00	482,880.00	272,760.00	651,780.00	7,925,220.00	660,170.83	715,449.24	9,300,840.06	2,689,802.95	11,990,643.01	143,887,716.09
09- Gestor Experto	28	Técnico Servicio Civil 3	5	452,100.00	12,658,800.00	10,859.00	1,520,260.00			14,179,060.00	1,181,115.70	1,280,014.64	16,640,190.34	4,812,343.05	21,452,533.39	257,430,400.63
10- Jefe Técnico	11	No Homologados	5	497,450.00	5,471,950.00	12,010.00	660,550.00			6,132,500.00	510,837.25	553,611.44	7,196,948.69	2,081,357.56	9,278,306.25	111,339,674.98
11- Técnico	11	No Homologados	4	419,650.00	4,616,150.00	10,034.00	441,496.00			5,057,646.00	421,301.91	456,578.99	5,935,526.90	1,716,554.38	7,652,081.29	91,824,975.42
12- Oficial Experto	1	Trabajador Calificado S. C. 2	4	322,550.00	322,550.00	8,330.00	33,320.00			355,870.00	29,643.97	32,126.16	417,640.14	120,781.53	538,421.66	6,461,059.95
13- Oficial General	11	Trabajador Calificado S. C. 1	3	313,109.00	3,444,199.00	7,328.00	241,824.00			3,686,023.00	307,045.72	332,755.73	4,325,824.44	1,251,028.43	5,576,852.87	66,922,234.45
Total general	205									237,012,339.00	19,743,127.84	21,396,288.90	278,151,755.74	80,441,487.76	358,593,243.50	4,303,118,922.03

Cuantificación del recurso humano requerido para la Unidad Ejecutora Portafolio de Inversiones AyA/ BCIE

2023

Cargo	Cantidad	Homologación Servicio Civil	Nº de anualidades	Salario Base unitario	Salario Base General	Monto por Anualidad	Total por Anualidad	Carrera Profesional	Dedicación Exclusiva	Salario Devengado	salario Escolar	Aguinaldo	Subtotal	Cargas Sociales	Salario total con cargas sociales Mensual	Salario total con cargas sociales x 12 Meses
01- Sub Gerente de Área	1	Subgerente de Área	0	2,110,915.00	2,110,915.00		-			2,110,915.00	175,839.22	190,562.85	2,477,317.07	716,440.10	3,193,757.17	38,325,086.02
02- Director Experto	5	Gerente Servicio Civil 3	13	1,525,850.00	7,629,250.00	18,652.00	1,212,380.00	113,650.00	4,196,087.50	13,151,367.50	1,095,508.91	1,187,239.70	15,434,116.11	4,463,546.38	19,897,662.49	238,771,949.93
03- Director General	10	Gerente Servicio Civil 1	11	1,209,000.00	12,090,000.00	22,867.00	2,515,370.00	227,300.00	6,649,500.00	21,482,170.00	1,789,464.76	1,939,302.90	25,210,937.66	7,291,003.17	32,501,940.83	390,023,289.94
04- Ejecutivo Experto	25	Profesional Jefe Servicio Civil 3	10	991,750.00	24,793,750.00	18,652.00	4,663,000.00	568,250.00	13,636,562.50	43,661,562.50	3,637,008.16	3,941,547.55	51,240,118.21	14,818,642.19	66,058,760.40	792,705,124.77
05- Ejecutivo Especialista	33	Profesional Jefe Servicio Civil 2	9	910,700.00	30,053,100.00	17,080.00	5,072,760.00	750,090.00	16,529,205.00	52,405,155.00	4,365,349.41	4,730,875.37	61,501,379.78	17,786,199.03	79,287,578.81	951,450,945.73
06- Ejecutivo Avanzado	17	Profesional Servicio Civil 3	5	782,750.00	13,306,750.00	14,598.00	1,240,830.00	386,410.00	7,318,712.50	22,252,702.50	1,853,650.12	2,008,862.72	26,115,215.34	7,552,520.28	33,667,735.61	404,012,827.34
07- Ejecutivo General B	26	Profesional Servicio Civil 1 B	5	640,450.00	16,651,700.00	11,837.00	1,538,810.00	590,980.00	9,158,435.00	27,939,925.00	2,327,395.75	2,522,276.73	32,789,597.48	9,482,751.59	42,272,349.07	507,268,188.88
08- Ejecutivo General A	12	Profesional Servicio Civil 1 A	5	548,850.00	6,586,200.00	10,060.00	603,600.00	272,760.00	658,620.00	8,121,180.00	676,494.29	733,139.52	9,530,813.82	2,756,311.36	12,287,125.17	147,445,502.10
09- Gestor Experto	26	Técnico Servicio Civil 3	6	457,800.00	11,902,800.00	10,859.00	1,694,004.00			13,596,804.00	1,132,613.77	1,227,451.48	15,956,869.25	4,614,726.59	20,571,595.84	246,859,150.11
10- Jefe Técnico	11	No Homologados	6	503,150.00	5,534,650.00	12,010.00	792,660.00			6,327,310.00	527,064.92	571,197.91	7,425,572.83	2,147,475.66	9,573,048.50	114,876,581.96
11- Técnico	11	No Homologados	5	425,350.00	4,678,850.00	10,034.00	551,870.00			5,230,720.00	435,718.98	472,203.25	6,138,642.22	1,775,295.33	7,913,937.56	94,967,250.66
12- Oficial Experto	1	Trabajador Calificado S. C. 2	5	328,250.00	328,250.00	8,330.00	41,650.00			369,900.00	30,812.67	33,392.72	434,105.39	125,543.28	559,648.67	6,715,784.06
13- Oficial General	11	Trabajador Calificado S. C. 1	4	318,809.00	3,506,899.00	7,328.00	322,432.00			3,829,331.00	318,983.27	345,692.86	4,494,007.13	1,299,666.86	5,793,673.99	69,524,087.88
Total general	189									220,479,042.50	18,365,904.24	19,903,745.56	258,748,692.30	74,830,121.81	333,578,814.12	4,002,945,769.39

2024

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01- Sub Gerente de Área	1	Subgerente de Área	0	2,110,915.00	2,110,915.00		-			2,110,915.00	175,839.22	190,562.85	2,477,317.07	716,440.10	3,193,757.17	38,325,086.02
02- Director Experto	5	Gerente Servicio Civil 3	14	1,531,550.00	7,657,750.00	18,652.00	1,305,640.00	113,650.00	4,211,762.50	13,288,802.50	1,106,957.25	1,199,646.65	15,595,406.39	4,510,191.53	20,105,597.92	241,267,175.08
03- Director General	9	Gerente Servicio Civil 1	12	1,214,700.00	10,932,300.00	22,867.00	2,469,636.00	204,570.00	6,012,765.00	19,619,271.00	1,634,285.27	1,771,129.69	23,024,685.96	6,658,739.18	29,683,425.14	356,201,101.73
04- Ejecutivo Experto	21	Profesional Jefe Servicio Civil 3	11	997,450.00	20,946,450.00	18,652.00	4,308,612.00	477,330.00	11,520,547.50	37,252,939.50	3,103,169.86	3,363,009.11	43,719,118.47	12,643,569.06	56,362,687.54	676,352,250.44
05- Ejecutivo Especialista	25	Profesional Jefe Servicio Civil 2	10	916,400.00	22,910,650.00	17,080.00	4,270,000.00	568,250.00	12,600,500.00	40,348,750.00	3,364,483.41	3,642,483.41	47,352,284.28	13,694,280.61	61,046,564.90	732,558,778.74
06- Ejecutivo Avanzado	17	Profesional Servicio Civil 3	6	788,450.00	13,403,650.00	14,598.00	1,488,996.00	386,410.00	7,372,007.50	22,651,063.50	1,886,833.59	2,044,824.76	26,582,721.85	7,687,723.16	34,270,445.01	411,245,340.06
07- Ejecutivo General B	18	Profesional Servicio Civil 1 B	6	646,150.00	11,630,700.00	11,837.00	1,278,396.00	409,140.00	6,396,885.00	19,715,121.00	1,642,269.58	1,779,782.55	23,137,173.13	6,691,270.47	29,828,443.60	357,941,323.15
08- Ejecutivo General A	12	Profesional Servicio Civil 1 A	6	554,550.00	6,654,600.00	10,060.00	724,320.00	272,760.00	665,460.00	8,317,140.00	692,817.76	750,829.81	9,760,787.58	2,822,819.77	12,583,607.34	151,003,288.11
09- Gestor Experto	25	Técnico Servicio Civil 3	7	463,500.00	11,587,500.00	10,859.00	1,900,325.00			13,487,825.00	1,123,535.82	1,217,613.40	15,828,974.22	4,577,739.35	20,406,713.57	244,880,562.84
10- Jefe Técnico	11	No Homologados	7	508,850.00	5,597,350.00	12,010.00	924,770.00			6,522,120.00	543,292.60	588,784.38	7,654,196.98	2,213,593.77	9,867,790.75	118,413,488.94
11- Técnico	11	No Homologados	6	431,050.00	4,741,550.00	10,034.00	662,244.00			5,403,794.00	450,136.04	487,827.50	6,341,757.54	1,834,036.28	8,175,793.83	98,109,525.90
12- Oficial Experto	1	Trabajador Calificado S. C. 2	6	333,950.00	333,950.00	8,330.00	49,980.00			383,930.00	31,981.37	34,659.28	450,570.65	130,305.03	580,875.68	6,970,508.18
13- Oficial General	11	Trabajador Calificado S. C. 1	5	324,509.00	3,569,599.00	7,328.00	403,040.00			3,972,639.00	330,920.83	358,629.99	4,662,189.81	1,348,305.29	6,010,495.11	72,125,941.31
Total general	167									193,074,310.50	16,083,090.06	17,429,783.38	226,587,183.95	65,529,013.60	292,116,197.54	3,505,394,370.50