

TABULADOR 2024

Categoría	Percepciones Ordinarias		Percepciones Extraordinarias		Bruto		Deducciones Fiscales y de Seguridad Social		Neto	
	Mínimo	Máximo	Mínimo	Máximo	Mínimo	Máximo	Mínimo	Máximo	Mínimo	Máximo
Confianza Mandos Medios y Superiores										
Consejera/o Presidente	143,705.10	165,260.87	0.00	0.00	143,705.10	165,260.87	41,389.01	51,736.26	102,316.09	113,524.61
Consejero/a Electoral	106,195.50	122,124.83	0.00	0.00	106,195.50	122,124.83	29,018.35	36,272.94	77,177.15	85,851.89
Secretaria/o Ejecutivo	100,703.40	115,808.91	0.00	0.00	100,703.40	115,808.91	27,260.89	34,076.11	73,442.51	81,732.80
Coordinador/a de Administración	80,558.40	92,642.16	0.00	0.00	80,558.40	92,642.16	21,083.17	26,353.96	59,475.23	66,288.20
Coordinadora de Educación Cívica	68,899.50	79,234.43	0.00	0.00	68,899.50	79,234.43	17,585.51	21,981.89	51,313.99	57,252.54
Coordinador de Organización	68,899.50	79,234.43	0.00	0.00	68,899.50	79,234.43	17,585.51	21,981.89	51,313.99	57,252.54
Coordinador de Capacitación Electoral	68,899.50	79,234.43	0.00	0.00	68,899.50	79,234.43	17,585.51	21,981.89	51,313.99	57,252.54
Coordinador/a de Perrogativas y Partidos Políticos	68,899.50	79,234.43	0.00	0.00	68,899.50	79,234.43	17,585.51	21,981.89	51,313.99	57,252.54
Titular del Órgano Interno de Control	68,899.50	79,234.43	0.00	0.00	68,899.50	79,234.43	17,585.51	21,981.89	51,313.99	57,252.54
Jefe/a Presidencia	53,313.00	61,309.95	0.00	0.00	53,313.00	61,309.95	12,231.93	15,289.91	41,081.07	46,020.04
Titular de la Unidad Técnica Vinculación INE y SPEN	53,313.00	61,309.95	0.00	0.00	53,313.00	61,309.95	12,231.93	15,289.91	41,081.07	46,020.04
Jefe/a de la Unidad de Transparencia	53,313.00	61,309.95	0.00	0.00	53,313.00	61,309.95	12,231.93	15,289.91	41,081.07	46,020.04
Jefe/a de Participación Ciudadana	53,313.00	61,309.95	0.00	0.00	53,313.00	61,309.95	12,231.93	15,289.91	41,081.07	46,020.04
Jefe/a de Comunicación	53,313.00	61,309.95	0.00	0.00	53,313.00	61,309.95	12,231.93	15,289.91	41,081.07	46,020.04
Jefe/a del Área Coordinadora de Archivo	53,313.00	61,309.95	0.00	0.00	53,313.00	61,309.95	12,231.93	15,289.91	41,081.07	46,020.04
Jefe/a Administrativo de Zona	53,313.00	61,309.95	0.00	0.00	53,313.00	61,309.95	12,231.93	15,289.91	41,081.07	46,020.04
Jefe/a del Área de Sistemas Informáticos	53,313.00	61,309.95	0.00	0.00	53,313.00	61,309.95	12,231.93	15,289.91	41,081.07	46,020.04
Titular de la Unidad Técnica de lo Contencioso	53,313.00	61,309.95	0.00	0.00	53,313.00	61,309.95	12,231.93	15,289.91	41,081.07	46,020.04
Confianza										
Analista "A"	49,168.20	56,543.43	0.00	0.00	49,168.20	56,543.43	10,851.86	13,564.83	38,316.34	42,978.60
Analista "B"	43,292.40	49,786.26	0.00	0.00	43,292.40	49,786.26	9,270.24	11,587.80	34,022.16	38,198.46
Analista	37,416.90	43,029.44	0.00	0.00	37,416.90	43,029.44	7,690.48	9,615.10	29,726.42	33,413.34
Asistente Técnico	28,856.70	33,185.21	0.00	0.00	28,856.70	33,185.21	5,437.67	6,797.09	23,419.03	26,388.12
Coordinadora de Educación Cívica del SPEN	31,670.70	38,371.31	0.00	0.00	31,670.70	38,371.31	6,141.93	7,677.41	25,528.77	30,693.90
Coordinadora de Participación Ciudadana del SPEN	31,670.70	38,371.31	0.00	0.00	31,670.70	38,371.31	6,141.93	7,677.41	25,528.77	30,693.90
Coordinadora de Organización Electoral del SPEN	31,670.70	38,371.31	0.00	0.00	31,670.70	38,371.31	6,141.93	7,677.41	25,528.77	30,693.90
Coordinadora de Perrogativas y P.P. del SPEN	31,670.70	38,371.31	0.00	0.00	31,670.70	38,371.31	6,141.93	7,677.41	25,528.77	30,693.90
Supervisora	24,381.00	28,038.15	0.00	0.00	24,381.00	28,038.15	4,329.58	5,411.98	20,051.42	22,626.17
Técnico de Educación Cívica del SPEN	26,758.20	32,071.93	0.00	0.00	26,758.20	32,071.93	4,913.34	6,145.43	21,844.86	25,926.51
Técnico de Participación Ciudadana del SPEN	26,758.20	32,071.93	0.00	0.00	26,758.20	32,071.93	4,913.34	6,145.43	21,844.86	25,926.51
Técnico de Organización Electoral del SPEN	26,758.20	32,071.93	0.00	0.00	26,758.20	32,071.93	4,913.34	6,145.43	21,844.86	25,926.51
Técnico de Perrogativas y P.P. del SPEN	26,758.20	32,071.93	0.00	0.00	26,758.20	32,071.93	4,913.34	6,145.43	21,844.86	25,926.51
Auxiliar "A"	20,134.80	23,165.02	0.00	0.00	20,134.80	23,165.02	3,278.33	4,097.91	16,856.47	19,057.11
Auxiliar	18,384.00	21,141.60	0.00	0.00	18,384.00	21,141.60	2,844.88	3,556.10	15,539.12	17,585.50
Auxiliar Técnico	11,614.20	13,356.33	0.00	0.00	11,614.20	13,356.33	1,327.44	1,659.30	10,286.76	11,697.03
Auxiliar de Servicios	7,751.70	8,914.46	0.00	0.00	7,751.70	8,914.46	556.64	695.80	7,195.06	8,218.66
Honorarios										
Coordinador de Sistemas	9,500.00	10,925.00	0.00	0.00	9,500.00	10,925.00	720.66	900.83	8,779.34	10,024.17
Capturista Auxiliar	7,569.60	8,705.04	0.00	0.00	7,569.60	8,705.04	510.62	638.28	7,058.98	8,066.77
Consejero/a Presidente	28,981.14	33,328.31	0.00	0.00	28,981.14	33,328.31	4,544.26	5,680.33	24,436.88	27,647.99
Consejero/a Electoral	7,973.72	9,169.78	0.00	0.00	7,973.72	9,169.78	554.58	693.23	7,419.14	8,476.55
Secretario/a	20,916.08	24,053.49	0.00	0.00	20,916.08	24,053.49	2,821.54	3,526.93	18,094.54	20,526.57
Coordinador/a Administrativo/a	11,592.46	13,331.33	0.00	0.00	11,592.46	13,331.33	979.72	1,224.65	10,612.74	12,106.68
Coordinador/a Electoral de Organización	11,592.46	13,331.33	0.00	0.00	11,592.46	13,331.33	979.72	1,224.65	10,612.74	12,106.68
Coordinador/a Electoral de Capacitación	11,592.46	13,331.33	0.00	0.00	11,592.46	13,331.33	979.72	1,224.65	10,612.74	12,106.68
Auxiliar Electoral	7,569.60	8,705.04	0.00	0.00	7,569.60	8,705.04	510.62	638.28	7,058.98	8,066.77
Auxiliar Electoral (Capturista)	7,569.60	8,705.04	0.00	0.00	7,569.60	8,705.04	510.62	638.28	7,058.98	8,066.77
Auxiliar Electoral de Apoyo	7,569.60	8,705.04	0.00	0.00	7,569.60	8,705.04	510.62	638.28	7,058.98	8,066.77
Secretario/a Escribiente	7,569.60	8,705.04	0.00	0.00	7,569.60	8,705.04	510.62	638.28	7,058.98	8,066.77
Intendente	7,569.60	8,705.04	0.00	0.00	7,569.60	8,705.04	510.62	638.28	7,058.98	8,066.77
Velador/a	7,569.60	8,705.04	0.00	0.00	7,569.60	8,705.04	510.62	638.28	7,058.98	8,066.77
Supervisora Electoral	12,400.00	24,010.00	0.00	0.00	12,400.00	24,010.00	1,108.94	3,460.54	11,291.06	20,549.46
Capacitador/a Asistente Electoral	9,900.00	27,070.00	0.00	0.00	9,900.00	27,070.00	764.16	4,114.16	9,135.84	22,955.84
Consejero/a Suplente	7,973.72	9,169.78	0.00	0.00	7,973.72	9,169.78	554.48	693.10	7,419.24	8,476.68

- DE CONFORMIDAD CON EL PROGRAMA ANUAL DE INCENTIVOS DE LOS MIEMBROS DEL SERVICIO PROFESIONAL ELECTORAL NACIONAL DEL SISTEMA OPLE:

- * INCENTIVO POR RENDIMIENTO DE 1 MES DE SALARIO BRUTO A 2 MIEMBROS DEL SERVICIO PROFESIONAL ELECTORAL NACIONAL DEL SISTEMA OPLE (ANUAL).
- * INCENTIVO POR OBTENCIÓN DE GRADO ACADÉMICO DE 1 MES DE SALARIO BRUTO A 1 MIEMBRO DEL SERVICIO PROFESIONAL ELECTORAL NACIONAL DEL SISTEMA OPLE (ANUAL).
- * ESTÍMULO POR OBTENCIÓN DE TITULARIDAD DE 1 MES DE SALARIO BRUTO A 5 MIEMBROS DEL SERVICIO PROFESIONAL ELECTORAL NACIONAL DEL SISTEMA OPLE (ANUAL).