



JUNTA DE GOBIERNO
UNIVERSIDAD DE PUERTO RICO

CERTIFICACIÓN NÚMERO 37
2015-2016

Yo, Gloria Butrón Castelli, Secretaria de la Junta de Gobierno de la Universidad de Puerto Rico, CERTIFICO QUE:

La Junta de Gobierno, en su reunión ordinaria celebrada el 9 de noviembre de 2015, previa recomendación del Presidente de la Universidad y de su Comité de Apelaciones y Ley y Reglamento, acordó:

Autorizar la modificación de la Escala de Retribución para el Personal No Docente de la Universidad de Puerto Rico, efectivo al 1 de enero de 2016. Esta modificación tiene el propósito de enmendar el formato y composición de la Escala Extendida para que los niveles intermedios que componen la escala básica sean representados en estricto orden numérico y alfabético como parte de la Implementación del Sistema de Información para Recursos Humanos y Nóminas Oracle HRMS. La nueva Escala de Retribución se acompaña como Anejo a esta Certificación.

Y PARA QUE ASÍ CONSTE, expido la presente Certificación, en San Juan, Puerto Rico, hoy 10 de noviembre de 2015.



Gloria Butrón Castelli
Secretaria

UNIVERSIDAD DE PUERTO RICO
ADMINISTRACION CENTRAL
OFICINA DE RECURSOS HUMANOS

ESCALA DE RETRIBUCIÓN DE PERSONAL NO DOCENTE

AÑO FISCAL 2015-2016

ESCALA BÁSICA
NIVELES INTERMEDIOS

CAT.	MIN.	1	2	3	4	5	6	7	* 8	9	10	11	NIVELES
K													
	A	B	C	D	E	F	G	H	I	J	K	L	
1	\$1,125	1,145	1,165	1,185	1,205	1,225	1,245	1,265	1,290	1,315	1,340	\$1,365	(20 - 25)
S x H	6.92	7.05	7.17	7.29	7.42	7.54	7.66	7.78	7.94	8.09	8.25	8.40	
M	1,145	1,165	1,185	1,205	1,225	1,245	1,265	1,285	1,310	1,335	1,360	1,385	1er. Q
S x H	7.05	7.17	7.29	7.42	7.54	7.66	7.78	7.91	8.06	8.22	8.37	8.52	
M	1,170	1,190	1,210	1,230	1,250	1,270	1,290	1,310	1,335	1,360	1,385	1,410	2do. Q
S x H	7.20	7.32	7.45	7.57	7.69	7.82	7.94	8.06	8.22	8.37	8.52	8.68	
M	1,200	1,220	1,240	1,260	1,280	1,300	1,320	1,340	1,365	1,390	1,415	1,440	3er. Q
S x H	7.38	7.51	7.63	7.75	7.88	8.00	8.12	8.25	8.40	8.55	8.71	8.86	
M	1,235	1,255	1,275	1,295	1,315	1,335	1,355	1,375	1,400	1,425	1,450	1,475	4to. Q
S x H	7.60	7.72	7.85	7.97	8.09	8.22	8.34	8.46	8.62	8.77	8.92	9.08	
M	1,275	1,295	1,315	1,335	1,355	1,375	1,395	1,415	1,440	1,465	1,490	1,515	5to. Q
S x H	7.85	7.97	8.09	8.22	8.34	8.46	8.58	8.71	8.86	9.02	9.17	9.32	
M	1,320	1,340	1,360	1,380	1,400	1,420	1,440	1,460	1,485	1,510	1,535	1,560	6to. Q
S x H	8.12	8.25	8.37	8.49	8.62	8.74	8.86	8.98	9.14	9.29	9.45	9.60	
2	\$1,150	1,175	1,200	1,225	1,250	1,275	1,300	1,325	1,355	1,385	1,415	\$1,445	(25 - 30)
S x H	7.08	7.23	7.38	7.54	7.69	7.85	8.00	8.15	8.34	8.52	8.71	8.89	
M	1,170	1,195	1,220	1,245	1,270	1,295	1,320	1,345	1,375	1,405	1,435	1,465	1er. Q
S x H	7.20	7.35	7.51	7.66	7.82	7.97	8.12	8.28	8.46	8.65	8.83	9.02	
M	1,195	1,220	1,245	1,270	1,295	1,320	1,345	1,370	1,400	1,430	1,460	1,490	2do. Q
S x H	7.35	7.51	7.66	7.82	7.97	8.12	8.28	8.43	8.62	8.80	8.98	9.17	
M	1,225	1,250	1,275	1,300	1,325	1,350	1,375	1,400	1,430	1,460	1,490	1,520	3er. Q
S x H	7.54	7.69	7.85	8.00	8.15	8.31	8.46	8.62	8.80	8.98	9.17	9.35	
M	1,260	1,285	1,310	1,335	1,360	1,385	1,410	1,435	1,465	1,495	1,525	1,555	4to. Q
S x H	7.75	7.91	8.06	8.22	8.37	8.52	8.68	8.83	9.02	9.20	9.38	9.57	
M	1,300	1,325	1,350	1,375	1,400	1,425	1,450	1,475	1,505	1,535	1,565	1,595	5to. Q
S x H	8.00	8.15	8.31	8.46	8.62	8.77	8.92	9.08	9.26	9.45	9.63	9.82	
M	1,345	1,370	1,395	1,420	1,445	1,470	1,495	1,520	1,550	1,580	1,610	1,640	6to. Q
S x H	8.28	8.43	8.58	8.74	8.89	9.05	9.20	9.35	9.54	9.72	9.91	10.09	

ESCALA EXTENDIDA
NIVELES INTERMEDIOS SOBRE EL MÁXIMO

12	13	14	15	16	17	18	*19	20	21	NIVELES
M										
M	N	O	P	Q	R	S	T	U	V	
\$1,390	1,415	1,440	1,465	1,490	1,515	1,540	1,570	1,600	1,630	(25 - 30)
8.55	8.71	8.86	9.02	9.17	9.32	9.48	9.66	9.85	10.03	
1,410	1,435	1,460	1,485	1,510	1,535	1,560	1,590	1,620	1,650	1er. Q
8.68	8.83	8.98	9.14	9.29	9.45	9.60	9.78	9.97	10.15	
1,435	1,460	1,485	1,510	1,535	1,560	1,585	1,615	1,645	1,675	2do. Q
8.83	8.98	9.14	9.29	9.45	9.60	9.75	9.94	10.12	10.31	
1,465	1,490	1,515	1,540	1,565	1,590	1,615	1,645	1,675	1,705	3er. Q
9.02	9.17	9.32	9.48	9.63	9.78	9.94	10.12	10.31	10.49	
1,500	1,525	1,550	1,575	1,600	1,625	1,650	1,680	1,710	1,740	4to. Q
9.23	9.38	9.54	9.69	9.85	10.00	10.15	10.34	10.52	10.71	
1,540	1,565	1,590	1,615	1,640	1,665	1,690	1,720	1,750	1,780	5to. Q
9.48	9.63	9.78	9.94	10.09	10.25	10.40	10.58	10.77	10.95	
1,585	1,610	1,635	1,660	1,685	1,710	1,735	1,765	1,795	1,825	6to. Q
9.75	9.91	10.06	10.22	10.37	10.52	10.68	10.86	11.05	11.23	
\$1,475	1,505	1,535	1,565	1,595	1,625	1,655	1,690	1,725	1,760	(30 - 35)
9.08	9.26	9.45	9.63	9.82	10.00	10.18	10.40	10.62	10.83	
1,495	1,525	1,555	1,585	1,615	1,645	1,675	1,710	1,745	1,780	1er. Q
9.20	9.38	9.57	9.75	9.94	10.12	10.31	10.52	10.74	10.95	
1,520	1,550	1,580	1,610	1,640	1,670	1,700	1,735	1,770	1,805	2do. Q
9.35	9.54	9.72	9.91	10.09	10.28	10.46	10.68	10.89	11.11	
1,550	1,580	1,610	1,640	1,670	1,700	1,730	1,765	1,800	1,835	3er. Q
9.54	9.72	9.91	10.09	10.28	10.46	10.65	10.86	11.08	11.29	
1,585	1,615	1,645	1,675	1,705	1,735	1,765	1,800	1,835	1,870	4to. Q
9.75	9.94	10.12	10.31	10.49	10.68	10.86	11.08	11.29	11.51	
1,625	1,655	1,685	1,715	1,745	1,775	1,805	1,840	1,875	1,910	5to. Q
10.00	10.18	10.37	10.55	10.74	10.92	11.11	11.32	11.54	11.75	
1,670	1,700	1,730	1,760	1,790	1,820	1,850	1,885	1,920	1,955	6to. Q
10.28	10.46	10.65	10.83	11.02	11.20	11.38	11.60	11.82	12.03	

UNIVERSIDAD DE PUERTO RICO
ADMINISTRACION CENTRAL
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ESCALA DE RETRIBUCIÓN DE PERSONAL NO DOCENTE

AÑO FISCAL 2015-2016

ESCALA BÁSICA
NIVELES INTERMEDIOS

CAT.	MIN.	1	2	3	4	5	6	7	* 8	9	10	11	NIVELES
K													
	A	B	C	D	E	F	G	H	I	J	K	L	
3	\$1,180	1,205	1,230	1,255	1,280	1,305	1,330	1,355	1,385	1,415	1,445	\$1,475	(25 - 30)
S x H	7.26	7.42	7.57	7.72	7.88	8.03	8.18	8.34	8.52	8.71	8.89	9.08	
M	1,200	1,225	1,250	1,275	1,300	1,325	1,350	1,375	1,405	1,435	1,465	1,495	1er. Q
S x H	7.38	7.54	7.69	7.85	8.00	8.15	8.31	8.46	8.65	8.83	9.02	9.20	
M	1,225	1,250	1,275	1,300	1,325	1,350	1,375	1,400	1,430	1,460	1,490	1,520	2do. Q
S x H	7.54	7.69	7.85	8.00	8.15	8.31	8.46	8.62	8.80	8.98	9.17	9.35	
M	1,255	1,280	1,305	1,330	1,355	1,380	1,405	1,430	1,460	1,490	1,520	1,550	3er. Q
S x H	7.72	7.88	8.03	8.18	8.34	8.49	8.65	8.80	8.98	9.17	9.35	9.54	
M	1,290	1,315	1,340	1,365	1,390	1,415	1,440	1,465	1,495	1,525	1,555	1,585	4to. Q
S x H	7.94	8.09	8.25	8.40	8.55	8.71	8.86	9.02	9.20	9.38	9.57	9.75	
M	1,330	1,355	1,380	1,405	1,430	1,455	1,480	1,505	1,535	1,565	1,595	1,625	5to. Q
S x H	8.18	8.34	8.49	8.65	8.80	8.95	9.11	9.26	9.45	9.63	9.82	10.00	
M	1,375	1,400	1,425	1,450	1,475	1,500	1,525	1,550	1,580	1,610	1,640	1,670	6to. Q
S x H	8.46	8.62	8.77	8.92	9.08	9.23	9.38	9.54	9.72	9.91	10.09	10.28	
4	\$1,210	1,235	1,260	1,285	1,310	1,335	1,360	1,385	1,415	1,445	1,475	\$1,505	(25 - 30)
S x H	7.45	7.60	7.75	7.91	8.06	8.22	8.37	8.52	8.71	8.89	9.08	9.26	
M	1,230	1,255	1,280	1,305	1,330	1,355	1,380	1,405	1,435	1,465	1,495	1,525	1er. Q
S x H	7.57	7.72	7.88	8.03	8.18	8.34	8.49	8.65	8.83	9.02	9.20	9.38	
M	1,255	1,280	1,305	1,330	1,355	1,380	1,405	1,430	1,460	1,490	1,520	1,550	2do. Q
S x H	7.72	7.88	8.03	8.18	8.34	8.49	8.65	8.80	8.98	9.17	9.35	9.54	
M	1,285	1,310	1,335	1,360	1,385	1,410	1,435	1,460	1,490	1,520	1,550	1,580	3er. Q
S x H	7.91	8.06	8.22	8.37	8.52	8.68	8.83	8.98	9.17	9.35	9.54	9.72	
M	1,320	1,345	1,370	1,395	1,420	1,445	1,470	1,495	1,525	1,555	1,585	1,615	4to. Q
S x H	8.12	8.28	8.43	8.58	8.74	8.89	9.05	9.20	9.38	9.57	9.75	9.94	
M	1,360	1,385	1,410	1,435	1,460	1,485	1,510	1,535	1,565	1,595	1,625	1,655	5to. Q
S x H	8.37	8.52	8.68	8.83	8.98	9.14	9.29	9.45	9.63	9.82	10.00	10.18	
M	1,405	1,430	1,455	1,480	1,505	1,530	1,555	1,580	1,610	1,640	1,670	1,700	6to. Q
S x H	8.65	8.80	8.95	9.11	9.26	9.42	9.57	9.72	9.91	10.09	10.28	10.46	

ESCALA EXTENDIDA
NIVELES INTERMEDIOS SOBRE EL MÁXIMO

12	13	14	15	16	17	18	*19	20	21	NIVELES
M N O P Q R S T U V										
\$1,505	1,535	1,565	1,595	1,625	1,655	1,685	1,720	1,755	1,790	(30 - 35)
9.26	9.45	9.63	9.82	10.00	10.18	10.37	10.58	10.80	11.02	
1,525	1,555	1,585	1,615	1,645	1,675	1,705	1,740	1,775	1,810	1er. Q
9.38	9.57	9.75	9.94	10.12	10.31	10.49	10.71	10.92	11.14	
1,550	1,580	1,610	1,640	1,670	1,700	1,730	1,765	1,800	1,835	2do. Q
9.54	9.72	9.91	10.09	10.28	10.46	10.65	10.86	11.08	11.29	
1,580	1,610	1,640	1,670	1,700	1,730	1,760	1,795	1,830	1,865	3er. Q
9.72	9.91	10.09	10.28	10.46	10.65	10.83	11.05	11.26	11.48	
1,615	1,645	1,675	1,705	1,735	1,765	1,795	1,830	1,865	1,900	4to. Q
9.94	10.12	10.31	10.49	10.68	10.86	11.05	11.26	11.48	11.69	
1,655	1,685	1,715	1,745	1,775	1,805	1,835	1,870	1,905	1,940	5to. Q
10.18	10.37	10.55	10.74	10.92	11.11	11.29	11.51	11.72	11.94	
1,700	1,730	1,760	1,790	1,820	1,850	1,880	1,915	1,950	1,985	6to. Q
10.46	10.65	10.83	11.02	11.20	11.38	11.57	11.78	12.00	12.22	
\$1,535	1,565	1,595	1,625	1,655	1,685	1,715	1,750	1,785	1,820	(30 - 35)
9.45	9.63	9.82	10.00	10.18	10.37	10.55	10.77	10.98	11.20	
1,555	1,585	1,615	1,645	1,675	1,705	1,735	1,770	1,805	1,840	1er. Q
9.57	9.75	9.94	10.12	10.31	10.49	10.68	10.89	11.11	11.32	
1,580	1,610	1,640	1,670	1,700	1,730	1,760	1,795	1,830	1,865	2do. Q
9.72	9.91	10.09	10.28	10.46	10.65	10.83	11.05	11.26	11.48	
1,610	1,640	1,670	1,700	1,730	1,760	1,790	1,825	1,860	1,895	3er. Q
9.91	10.09	10.28	10.46	10.65	10.83	11.02	11.23	11.45	11.66	
1,645	1,675	1,705	1,735	1,765	1,795	1,825	1,860	1,895	1,930	4to. Q
10.12	10.31	10.49	10.68	10.86	11.05	11.23	11.45	11.66	11.88	
1,685	1,715	1,745	1,775	1,805	1,835	1,865	1,900	1,935	1,970	5to. Q
10.37	10.55	10.74	10.92	11.11	11.29	11.48	11.69	11.91	12.12	
1,730	1,760	1,790	1,820	1,850	1,880	1,910	1,945	1,980	2,015	6to. Q
10.65	10.83	11.02	11.20	11.38	11.57	11.75	11.97	12.18	12.40	

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AÑO FISCAL 2015-2016

ESCALA BÁSICA
NIVELES INTERMEDIOS

CAT.	MIN.	1	2	3	4	5	6	7	* 8	9	10	11	NIVELES
K													
	A	B	C	D	E	F	G	H	I	J	K	L	
5	\$1,240	1,265	1,290	1,315	1,340	1,365	1,390	1,415	1,445	1,475	1,505	\$1,535	(25 - 30)
S x H	7.63	7.78	7.94	8.09	8.25	8.40	8.55	8.71	8.89	9.08	9.26	9.45	
M	1,260	1,285	1,310	1,335	1,360	1,385	1,410	1,435	1,465	1,495	1,525	1,555	1er. Q
S x H	7.75	7.91	8.06	8.22	8.37	8.52	8.68	8.83	9.02	9.20	9.38	9.57	
M	1,285	1,310	1,335	1,360	1,385	1,410	1,435	1,460	1,490	1,520	1,550	1,580	2do. Q
S x H	7.91	8.06	8.22	8.37	8.52	8.68	8.83	8.98	9.17	9.35	9.54	9.72	
M	1,315	1,340	1,365	1,390	1,415	1,440	1,465	1,490	1,520	1,550	1,580	1,610	3er. Q
S x H	8.09	8.25	8.40	8.55	8.71	8.86	9.02	9.17	9.35	9.54	9.72	9.91	
M	1,350	1,375	1,400	1,425	1,450	1,475	1,500	1,525	1,555	1,585	1,615	1,645	4to. Q
S x H	8.31	8.46	8.62	8.77	8.92	9.08	9.23	9.38	9.57	9.75	9.94	10.12	
M	1,390	1,415	1,440	1,465	1,490	1,515	1,540	1,565	1,595	1,625	1,655	1,685	5to. Q
S x H	8.55	8.71	8.86	9.02	9.17	9.32	9.48	9.63	9.82	10.00	10.18	10.37	
M	1,435	1,460	1,485	1,510	1,535	1,560	1,585	1,610	1,640	1,670	1,700	1,730	6to. Q
S x H	8.83	8.98	9.14	9.29	9.45	9.60	9.75	9.91	10.09	10.28	10.46	10.65	
6	\$1,270	1,295	1,320	1,345	1,370	1,395	1,420	1,445	1,475	1,505	1,535	\$1,565	(25 - 30)
S x H	7.82	7.97	8.12	8.28	8.43	8.58	8.74	8.89	9.08	9.26	9.45	9.63	
M	1,290	1,315	1,340	1,365	1,390	1,415	1,440	1,465	1,495	1,525	1,555	1,585	1er. Q
S x H	7.94	8.09	8.25	8.40	8.55	8.71	8.86	9.02	9.20	9.38	9.57	9.75	
M	1,315	1,340	1,365	1,390	1,415	1,440	1,465	1,490	1,520	1,550	1,580	1,610	2do. Q
S x H	8.09	8.25	8.40	8.55	8.71	8.86	9.02	9.17	9.35	9.54	9.72	9.91	
M	1,345	1,370	1,395	1,420	1,445	1,470	1,495	1,520	1,550	1,580	1,610	1,640	3er. Q
S x H	8.28	8.43	8.58	8.74	8.89	9.05	9.20	9.35	9.54	9.72	9.91	10.09	
M	1,380	1,405	1,430	1,455	1,480	1,505	1,530	1,555	1,585	1,615	1,645	1,675	4to. Q
S x H	8.49	8.65	8.80	8.95	9.11	9.26	9.42	9.57	9.75	9.94	10.12	10.31	
M	1,420	1,445	1,470	1,495	1,520	1,545	1,570	1,595	1,625	1,655	1,685	1,715	5to. Q
S x H	8.74	8.89	9.05	9.20	9.35	9.51	9.66	9.82	10.00	10.18	10.37	10.55	
M	1,465	1,490	1,515	1,540	1,565	1,590	1,615	1,640	1,670	1,700	1,730	1,760	6to. Q
S x H	9.02	9.17	9.32	9.48	9.63	9.78	9.94	10.09	10.28	10.46	10.65	10.83	

ESCALA EXTENDIDA
NIVELES INTERMEDIOS SOBRE EL MÁXIMO

12	13	14	15	16	17	18	*19	20	21	NIVELES
M										
M	N	O	P	Q	R	S	T	U	V	
\$1,565	1,595	1,625	1,655	1,685	1,715	1,745	1,780	1,815	1,850	(30 - 35)
9.63	9.82	10.00	10.18	10.37	10.55	10.74	10.95	11.17	11.38	
1,585	1,615	1,645	1,675	1,705	1,735	1,765	1,800	1,835	1,870	1er. Q
9.75	9.94	10.12	10.31	10.49	10.68	10.86	11.08	11.29	11.51	
1,610	1,640	1,670	1,700	1,730	1,760	1,790	1,825	1,860	1,895	2do. Q
9.91	10.09	10.28	10.46	10.65	10.83	11.02	11.23	11.45	11.66	
1,640	1,670	1,700	1,730	1,760	1,790	1,820	1,855	1,890	1,925	3er. Q
10.09	10.28	10.46	10.65	10.83	11.02	11.20	11.42	11.63	11.85	
1,675	1,705	1,735	1,765	1,795	1,825	1,855	1,890	1,925	1,960	4to. Q
10.31	10.49	10.68	10.86	11.05	11.23	11.42	11.63	11.85	12.06	
1,715	1,745	1,775	1,805	1,835	1,865	1,895	1,930	1,965	2,000	5to. Q
10.55	10.74	10.92	11.11	11.29	11.48	11.66	11.88	12.09	12.31	
1,760	1,790	1,820	1,850	1,880	1,910	1,940	1,975	2,010	2,045	6to. Q
10.83	11.02	11.20	11.38	11.57	11.75	11.94	12.15	12.37	12.58	
\$1,595	1,625	1,655	1,685	1,715	1,745	1,775	1,810	1,845	1,880	(30 - 35)
9.82	10.00	10.18	10.37	10.55	10.74	10.92	11.14	11.35	11.57	
1,615	1,645	1,675	1,705	1,735	1,765	1,795	1,830	1,865	1,900	1er. Q
9.94	10.12	10.31	10.49	10.68	10.86	11.05	11.26	11.48	11.69	
1,640	1,670	1,700	1,730	1,760	1,790	1,820	1,855	1,890	1,925	2do. Q
10.09	10.28	10.46	10.65	10.83	11.02	11.20	11.42	11.63	11.85	
1,670	1,700	1,730	1,760	1,790	1,820	1,850	1,885	1,920	1,955	3er. Q
10.28	10.46	10.65	10.83	11.02	11.20	11.38	11.60	11.82	12.03	
1,705	1,735	1,765	1,795	1,825	1,855	1,885	1,920	1,955	1,990	4to. Q
10.49	10.68	10.86	11.05	11.23	11.42	11.60	11.82	12.03	12.25	
1,745	1,775	1,805	1,835	1,865	1,895	1,925	1,960	1,995	2,030	5to. Q
10.74	10.92	11.11	11.29	11.48	11.66	11.85	12.06	12.28	12.49	
1,790	1,820	1,850	1,880	1,910	1,940	1,970	2,005	2,040	2,075	6to. Q
11.02	11.20	11.38	11.57	11.75	11.94	12.12	12.34	12.55	12.77	

UNIVERSIDAD DE PUERTO RICO
ADMINISTRACION CENTRAL
OFICINA DE RECURSOS HUMANOS

ESCALA DE RETRIBUCIÓN DE PERSONAL NO DOCENTE

AÑO FISCAL 2015-2016

ESCALA BÁSICA
NIVELES INTERMEDIOS

CAT.	MIN.	1	2	3	4	5	6	7	* 8	9	10	11	NIVELES
K													
	A	B	C	D	E	F	G	H	I	J	K	L	
7	\$1,300	1,330	1,360	1,390	1,420	1,450	1,480	1,510	1,545	1,580	1,615	\$1,650	(30 - 35)
S x H	8.00	8.18	8.37	8.55	8.74	8.92	9.11	9.29	9.51	9.72	9.94	10.15	
M	1,320	1,350	1,380	1,410	1,440	1,470	1,500	1,530	1,565	1,600	1,635	1,670	1er. Q
S x H	8.12	8.31	8.49	8.68	8.86	9.05	9.23	9.42	9.63	9.85	10.06	10.28	
M	1,345	1,375	1,405	1,435	1,465	1,495	1,525	1,555	1,590	1,625	1,660	1,695	2do. Q
S x H	8.28	8.46	8.65	8.83	9.02	9.20	9.38	9.57	9.78	10.00	10.22	10.43	
M	1,375	1,405	1,435	1,465	1,495	1,525	1,555	1,585	1,620	1,655	1,690	1,725	3er. Q
S x H	8.46	8.65	8.83	9.02	9.20	9.38	9.57	9.75	9.97	10.18	10.40	10.62	
M	1,410	1,440	1,470	1,500	1,530	1,560	1,590	1,620	1,655	1,690	1,725	1,760	4to. Q
S x H	8.68	8.86	9.05	9.23	9.42	9.60	9.78	9.97	10.18	10.40	10.62	10.83	
M	1,450	1,480	1,510	1,540	1,570	1,600	1,630	1,660	1,695	1,730	1,765	1,800	5to. Q
S x H	8.92	9.11	9.29	9.48	9.66	9.85	10.03	10.22	10.43	10.65	10.86	11.08	
M	1,495	1,525	1,555	1,585	1,615	1,645	1,675	1,705	1,740	1,775	1,810	1,845	6to. Q
S x H	9.20	9.38	9.57	9.75	9.94	10.12	10.31	10.49	10.71	10.92	11.14	11.35	
8	\$1,335	1,365	1,395	1,425	1,455	1,485	1,515	1,545	1,580	1,615	1,650	\$1,685	(30 - 35)
S x H	8.22	8.40	8.58	8.77	8.95	9.14	9.32	9.51	9.72	9.94	10.15	10.37	
M	1,355	1,385	1,415	1,445	1,475	1,505	1,535	1,565	1,600	1,635	1,670	1,705	1er. Q
S x H	8.34	8.52	8.71	8.89	9.08	9.26	9.45	9.63	9.85	10.06	10.28	10.49	
M	1,380	1,410	1,440	1,470	1,500	1,530	1,560	1,590	1,625	1,660	1,695	1,730	2do. Q
S x H	8.49	8.68	8.86	9.05	9.23	9.42	9.60	9.78	10.00	10.22	10.43	10.65	
M	1,410	1,440	1,470	1,500	1,530	1,560	1,590	1,620	1,655	1,690	1,725	1,760	3er. Q
S x H	8.68	8.86	9.05	9.23	9.42	9.60	9.78	9.97	10.18	10.40	10.62	10.83	
M	1,445	1,475	1,505	1,535	1,565	1,595	1,625	1,655	1,690	1,725	1,760	1,795	4to. Q
S x H	8.89	9.08	9.26	9.45	9.63	9.82	10.00	10.18	10.40	10.62	10.83	11.05	
M	1,485	1,515	1,545	1,575	1,605	1,635	1,665	1,695	1,730	1,765	1,800	1,835	5to. Q
S x H	9.14	9.32	9.51	9.69	9.88	10.06	10.25	10.43	10.65	10.86	11.08	11.29	
M	1,530	1,560	1,590	1,620	1,650	1,680	1,710	1,740	1,775	1,810	1,845	1,880	6to. Q
S x H	9.42	9.60	9.78	9.97	10.15	10.34	10.52	10.71	10.92	11.14	11.35	11.57	

ESCALA EXTENDIDA
NIVELES INTERMEDIOS SOBRE EL MÁXIMO

12	13	14	15	16	17	18	*19	20	21	NIVELES
M										
	N	O	P	Q	R	S	T	U	V	
\$1,685	1,720	1,755	1,790	1,825	1,860	1,895	1,935	1,975	2,015	(35 - 40)
10.37	10.58	10.80	11.02	11.23	11.45	11.66	11.91	12.15	12.40	
1,705	1,740	1,775	1,810	1,845	1,880	1,915	1,955	1,995	2,035	1er. Q
10.49	10.71	10.92	11.14	11.35	11.57	11.78	12.03	12.28	12.52	
1,730	1,765	1,800	1,835	1,870	1,905	1,940	1,980	2,020	2,060	2do. Q
10.65	10.86	11.08	11.29	11.51	11.72	11.94	12.18	12.43	12.68	
1,760	1,795	1,830	1,865	1,900	1,935	1,970	2,010	2,050	2,090	3er. Q
10.83	11.05	11.26	11.48	11.69	11.91	12.12	12.37	12.62	12.86	
1,795	1,830	1,865	1,900	1,935	1,970	2,005	2,045	2,085	2,125	4to. Q
11.05	11.26	11.48	11.69	11.91	12.12	12.34	12.58	12.83	13.08	
1,835	1,870	1,905	1,940	1,975	2,010	2,045	2,085	2,125	2,165	5to. Q
11.29	11.51	11.72	11.94	12.15	12.37	12.58	12.83	13.08	13.32	
1,880	1,915	1,950	1,985	2,020	2,055	2,090	2,130	2,170	2,210	6to. Q
11.57	11.78	12.00	12.22	12.43	12.65	12.86	13.11	13.35	13.60	
\$1,720	1,755	1,790	1,825	1,860	1,895	1,930	1,970	2,010	2,050	(35 - 40)
10.58	10.80	11.02	11.23	11.45	11.66	11.88	12.12	12.37	12.62	
1,740	1,775	1,810	1,845	1,880	1,915	1,950	1,990	2,030	2,070	1er. Q
10.71	10.92	11.14	11.35	11.57	11.78	12.00	12.25	12.49	12.74	
1,765	1,800	1,835	1,870	1,905	1,940	1,975	2,015	2,055	2,095	2do. Q
10.86	11.08	11.29	11.51	11.72	11.94	12.15	12.40	12.65	12.89	
1,795	1,830	1,865	1,900	1,935	1,970	2,005	2,045	2,085	2,125	3er. Q
11.05	11.26	11.48	11.69	11.91	12.12	12.34	12.58	12.83	13.08	
1,830	1,865	1,900	1,935	1,970	2,005	2,040	2,080	2,120	2,160	4to. Q
11.26	11.48	11.69	11.91	12.12	12.34	12.55	12.80	13.05	13.29	
1,870	1,905	1,940	1,975	2,010	2,045	2,080	2,120	2,160	2,200	5to. Q
11.51	11.72	11.94	12.15	12.37	12.58	12.80	13.05	13.29	13.54	
1,915	1,950	1,985	2,020	2,055	2,090	2,125	2,165	2,205	2,245	6to. Q
11.78	12.00	12.22	12.43	12.65	12.86	13.08	13.32	13.57	13.82	

UNIVERSIDAD DE PUERTO RICO
ADMINISTRACION CENTRAL
OFICINA DE RECURSOS HUMANOS

ESCALA DE RETRIBUCIÓN DE PERSONAL NO DOCENTE

AÑO FISCAL 2015-2016

ESCALA BÁSICA
NIVELES INTERMEDIOS

CAT.	MIN.	1	2	3	4	5	6	7	* 8	9	10	11	NIVELES
K													
	A	B	C	D	E	F	G	H	I	J	K	L	
9	\$1,370	1,400	1,430	1,460	1,490	1,520	1,550	1,580	1,615	1,650	1,685	\$1,720	(30 - 35)
S x H	8.43	8.62	8.80	8.98	9.17	9.35	9.54	9.72	9.94	10.15	10.37	10.58	
M	1,390	1,420	1,450	1,480	1,510	1,540	1,570	1,600	1,635	1,670	1,705	1,740	1er. Q
S x H	8.55	8.74	8.92	9.11	9.29	9.48	9.66	9.85	10.06	10.28	10.49	10.71	
M	1,415	1,445	1,475	1,505	1,535	1,565	1,595	1,625	1,660	1,695	1,730	1,765	2do. Q
S x H	8.71	8.89	9.08	9.26	9.45	9.63	9.82	10.00	10.22	10.43	10.65	10.86	
M	1,445	1,475	1,505	1,535	1,565	1,595	1,625	1,655	1,690	1,725	1,760	1,795	3er. Q
S x H	8.89	9.08	9.26	9.45	9.63	9.82	10.00	10.18	10.40	10.62	10.83	11.05	
M	1,480	1,510	1,540	1,570	1,600	1,630	1,660	1,690	1,725	1,760	1,795	1,830	4to. Q
S x H	9.11	9.29	9.48	9.66	9.85	10.03	10.22	10.40	10.62	10.83	11.05	11.26	
M	1,520	1,550	1,580	1,610	1,640	1,670	1,700	1,730	1,765	1,800	1,835	1,870	5to. Q
S x H	9.35	9.54	9.72	9.91	10.09	10.28	10.46	10.65	10.86	11.08	11.29	11.51	
M	1,565	1,595	1,625	1,655	1,685	1,715	1,745	1,775	1,810	1,845	1,880	1,915	6to. Q
S x H	9.63	9.82	10.00	10.18	10.37	10.55	10.74	10.92	11.14	11.35	11.57	11.78	
10	\$1,405	1,435	1,465	1,495	1,525	1,555	1,585	1,615	1,650	1,685	1,720	\$1,755	(30 - 35)
S x H	8.65	8.83	9.02	9.20	9.38	9.57	9.75	9.94	10.15	10.37	10.58	10.80	
M	1,425	1,455	1,485	1,515	1,545	1,575	1,605	1,635	1,670	1,705	1,740	1,775	1er. Q
S x H	8.77	8.95	9.14	9.32	9.51	9.69	9.88	10.06	10.28	10.49	10.71	10.92	
M	1,450	1,480	1,510	1,540	1,570	1,600	1,630	1,660	1,695	1,730	1,765	1,800	2do. Q
S x H	8.92	9.11	9.29	9.48	9.66	9.85	10.03	10.22	10.43	10.65	10.86	11.08	
M	1,480	1,510	1,540	1,570	1,600	1,630	1,660	1,690	1,725	1,760	1,795	1,830	3er. Q
S x H	9.11	9.29	9.48	9.66	9.85	10.03	10.22	10.40	10.62	10.83	11.05	11.26	
M	1,515	1,545	1,575	1,605	1,635	1,665	1,695	1,725	1,760	1,795	1,830	1,865	4to. Q
S x H	9.32	9.51	9.69	9.88	10.06	10.25	10.43	10.62	10.83	11.05	11.26	11.48	
M	1,555	1,585	1,615	1,645	1,675	1,705	1,735	1,765	1,800	1,835	1,870	1,905	5to. Q
S x H	9.57	9.75	9.94	10.12	10.31	10.49	10.68	10.86	11.08	11.29	11.51	11.72	
M	1,600	1,630	1,660	1,690	1,720	1,750	1,780	1,810	1,845	1,880	1,915	1,950	6to. Q
S x H	9.85	10.03	10.22	10.40	10.58	10.77	10.95	11.14	11.35	11.57	11.78	12.00	

ESCALA EXTENDIDA
NIVELES INTERMEDIOS SOBRE EL MÁXIMO

12	13	14	15	16	17	18	*19	20	21	NIVELES
M										
	N	O	P	Q	R	S	T	U	V	
\$1,755	1,790	1,825	1,860	1,895	1,930	1,965	2,005	2,045	2,085	(35 - 40)
10.80	11.02	11.23	11.45	11.66	11.88	12.09	12.34	12.58	12.83	
1,775	1,810	1,845	1,880	1,915	1,950	1,985	2,025	2,065	2,105	1er. Q
10.92	11.14	11.35	11.57	11.78	12.00	12.22	12.46	12.71	12.95	
1,800	1,835	1,870	1,905	1,940	1,975	2,010	2,050	2,090	2,130	2do. Q
11.08	11.29	11.51	11.72	11.94	12.15	12.37	12.62	12.86	13.11	
1,830	1,865	1,900	1,935	1,970	2,005	2,040	2,080	2,120	2,160	3er. Q
11.26	11.48	11.69	11.91	12.12	12.34	12.55	12.80	13.05	13.29	
1,865	1,900	1,935	1,970	2,005	2,040	2,075	2,115	2,155	2,195	4to. Q
11.48	11.69	11.91	12.12	12.34	12.55	12.77	13.02	13.26	13.51	
1,905	1,940	1,975	2,010	2,045	2,080	2,115	2,155	2,195	2,235	5to. Q
11.72	11.94	12.15	12.37	12.58	12.80	13.02	13.26	13.51	13.75	
1,950	1,985	2,020	2,055	2,090	2,125	2,160	2,200	2,240	2,280	6to. Q
12.00	12.22	12.43	12.65	12.86	13.08	13.29	13.54	13.78	14.03	
\$1,790	1,825	1,860	1,895	1,930	1,965	2,000	2,040	2,080	2,120	(35 - 40)
11.02	11.23	11.45	11.66	11.88	12.09	12.31	12.55	12.80	13.05	
1,810	1,845	1,880	1,915	1,950	1,985	2,020	2,060	2,100	2,140	1er. Q
11.14	11.35	11.57	11.78	12.00	12.22	12.43	12.68	12.92	13.17	
1,835	1,870	1,905	1,940	1,975	2,010	2,045	2,085	2,125	2,165	2do. Q
11.29	11.51	11.72	11.94	12.15	12.37	12.58	12.83	13.08	13.32	
1,865	1,900	1,935	1,970	2,005	2,040	2,075	2,115	2,155	2,195	3er. Q
11.48	11.69	11.91	12.12	12.34	12.55	12.77	13.02	13.26	13.51	
1,900	1,935	1,970	2,005	2,040	2,075	2,110	2,150	2,190	2,230	4to. Q
11.69	11.91	12.12	12.34	12.55	12.77	12.98	13.23	13.48	13.72	
1,940	1,975	2,010	2,045	2,080	2,115	2,150	2,190	2,230	2,270	5to. Q
11.94	12.15	12.37	12.58	12.80	13.02	13.23	13.48	13.72	13.97	
1,985	2,020	2,055	2,090	2,125	2,160	2,195	2,235	2,275	2,315	6to. Q
12.22	12.43	12.65	12.86	13.08	13.29	13.51	13.75	14.00	14.25	

UNIVERSIDAD DE PUERTO RICO
ADMINISTRACION CENTRAL
OFICINA DE RECURSOS HUMANOS

ESCALA DE RETRIBUCIÓN DE PERSONAL NO DOCENTE

AÑO FISCAL 2015-2016

ESCALA BÁSICA
NIVELES INTERMEDIOS

CAT.	MIN.	1	2	3	4	5	6	7	* 8	9	10	11	NIVELES
K													
	A	B	C	D	E	F	G	H	I	J	K	L	
11	\$1,440	1,470	1,500	1,530	1,560	1,590	1,620	1,650	1,685	1,720	1,755	\$1,790	(30 - 35)
S x H	8.86	9.05	9.23	9.42	9.60	9.78	9.97	10.15	10.37	10.58	10.80	11.02	
M	1,460	1,490	1,520	1,550	1,580	1,610	1,640	1,670	1,705	1,740	1,775	1,810	1er. Q
S x H	8.98	9.17	9.35	9.54	9.72	9.91	10.09	10.28	10.49	10.71	10.92	11.14	
M	1,485	1,515	1,545	1,575	1,605	1,635	1,665	1,695	1,730	1,765	1,800	1,835	2do. Q
S x H	9.14	9.32	9.51	9.69	9.88	10.06	10.25	10.43	10.65	10.86	11.08	11.29	
M	1,515	1,545	1,575	1,605	1,635	1,665	1,695	1,725	1,760	1,795	1,830	1,865	3er. Q
S x H	9.32	9.51	9.69	9.88	10.06	10.25	10.43	10.62	10.83	11.05	11.26	11.48	
M	1,550	1,580	1,610	1,640	1,670	1,700	1,730	1,760	1,795	1,830	1,865	1,900	4to. Q
S x H	9.54	9.72	9.91	10.09	10.28	10.46	10.65	10.83	11.05	11.26	11.48	11.69	
M	1,590	1,620	1,650	1,680	1,710	1,740	1,770	1,800	1,835	1,870	1,905	1,940	5to. Q
S x H	9.78	9.97	10.15	10.34	10.52	10.71	10.89	11.08	11.29	11.51	11.72	11.94	
M	1,635	1,665	1,695	1,725	1,755	1,785	1,815	1,845	1,880	1,915	1,950	1,985	6to. Q
S x H	10.06	10.25	10.43	10.62	10.80	10.98	11.17	11.35	11.57	11.78	12.00	12.22	
12	\$1,475	1,505	1,535	1,565	1,595	1,625	1,655	1,685	1,720	1,755	1,790	\$1,825	(30 - 35)
S x H	9.08	9.26	9.45	9.63	9.82	10.00	10.18	10.37	10.58	10.80	11.02	11.23	
M	1,495	1,525	1,555	1,585	1,615	1,645	1,675	1,705	1,740	1,775	1,810	1,845	1er. Q
S x H	9.20	9.38	9.57	9.75	9.94	10.12	10.31	10.49	10.71	10.92	11.14	11.35	
M	1,520	1,550	1,580	1,610	1,640	1,670	1,700	1,730	1,765	1,800	1,835	1,870	2do. Q
S x H	9.35	9.54	9.72	9.91	10.09	10.28	10.46	10.65	10.86	11.08	11.29	11.51	
M	1,550	1,580	1,610	1,640	1,670	1,700	1,730	1,760	1,795	1,830	1,865	1,900	3er. Q
S x H	9.54	9.72	9.91	10.09	10.28	10.46	10.65	10.83	11.05	11.26	11.48	11.69	
M	1,585	1,615	1,645	1,675	1,705	1,735	1,765	1,795	1,830	1,865	1,900	1,935	4to. Q
S x H	9.75	9.94	10.12	10.31	10.49	10.68	10.86	11.05	11.26	11.48	11.69	11.91	
M	1,625	1,655	1,685	1,715	1,745	1,775	1,805	1,835	1,870	1,905	1,940	1,975	5to. Q
S x H	10.00	10.18	10.37	10.55	10.74	10.92	11.11	11.29	11.51	11.72	11.94	12.15	
M	1,670	1,700	1,730	1,760	1,790	1,820	1,850	1,880	1,915	1,950	1,985	2,020	6to. Q
S x H	10.28	10.46	10.65	10.83	11.02	11.20	11.38	11.57	11.78	12.00	12.22	12.43	

ESCALA EXTENDIDA
NIVELES INTERMEDIOS SOBRE EL MÁXIMO

12	13	14	15	16	17	18	*19	20	21	NIVELES
M										
	N	O	P	Q	R	S	T	U	V	
\$1,825	1,860	1,895	1,930	1,965	2,000	2,035	2,075	2,115	2,155	(35 - 40)
11.23	11.45	11.66	11.88	12.09	12.31	12.52	12.77	13.02	13.26	
1,845	1,880	1,915	1,950	1,985	2,020	2,055	2,095	2,135	2,175	1er. Q
11.35	11.57	11.78	12.00	12.22	12.43	12.65	12.89	13.14	13.38	
1,870	1,905	1,940	1,975	2,010	2,045	2,080	2,120	2,160	2,200	2do. Q
11.51	11.72	11.94	12.15	12.37	12.58	12.80	13.05	13.29	13.54	
1,900	1,935	1,970	2,005	2,040	2,075	2,110	2,150	2,190	2,230	3er. Q
11.69	11.91	12.12	12.34	12.55	12.77	12.98	13.23	13.48	13.72	
1,935	1,970	2,005	2,040	2,075	2,110	2,145	2,185	2,225	2,265	4to. Q
11.91	12.12	12.34	12.55	12.77	12.98	13.20	13.45	13.69	13.94	
1,975	2,010	2,045	2,080	2,115	2,150	2,185	2,225	2,265	2,305	5to. Q
12.15	12.37	12.58	12.80	13.02	13.23	13.45	13.69	13.94	14.18	
2,020	2,055	2,090	2,125	2,160	2,195	2,230	2,270	2,310	2,350	6to. Q
12.43	12.65	12.86	13.08	13.29	13.51	13.72	13.97	14.22	14.46	
\$1,860	1,895	1,930	1,965	2,000	2,035	2,070	2,110	2,150	2,190	(35 - 40)
11.45	11.66	11.88	12.09	12.31	12.52	12.74	12.98	13.23	13.48	
1,880	1,915	1,950	1,985	2,020	2,055	2,090	2,130	2,170	2,210	1er. Q
11.57	11.78	12.00	12.22	12.43	12.65	12.86	13.11	13.35	13.60	
1,905	1,940	1,975	2,010	2,045	2,080	2,115	2,155	2,195	2,235	2do. Q
11.72	11.94	12.15	12.37	12.58	12.80	13.02	13.26	13.51	13.75	
1,935	1,970	2,005	2,040	2,075	2,110	2,145	2,185	2,225	2,265	3er. Q
11.91	12.12	12.34	12.55	12.77	12.98	13.20	13.45	13.69	13.94	
1,970	2,005	2,040	2,075	2,110	2,145	2,180	2,220	2,260	2,300	4to. Q
12.12	12.34	12.55	12.77	12.98	13.20	13.42	13.66	13.91	14.15	
2,010	2,045	2,080	2,115	2,150	2,185	2,220	2,260	2,300	2,340	5to. Q
12.37	12.58	12.80	13.02	13.23	13.45	13.66	13.91	14.15	14.40	
2,055	2,090	2,125	2,160	2,195	2,230	2,265	2,305	2,345	2,385	6to. Q
12.65	12.86	13.08	13.29	13.51	13.72	13.94	14.18	14.43	14.68	

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ESCALA BÁSICA
NIVELES INTERMEDIOS

CAT.	MIN.	1	2	3	4	5	6	7	* 8	9	10	11	NIVELES
K													
	A	B	C	D	E	F	G	H	I	J	K	L	
13	\$1,510	1,545	1,580	1,615	1,650	1,685	1,720	1,755	1,795	1,835	1,875	\$1,915	(35 - 40)
S x H	9.29	9.51	9.72	9.94	10.15	10.37	10.58	10.80	11.05	11.29	11.54	11.78	
M	1,530	1,565	1,600	1,635	1,670	1,705	1,740	1,775	1,815	1,855	1,895	1,935	1er. Q
S x H	9.42	9.63	9.85	10.06	10.28	10.49	10.71	10.92	11.17	11.42	11.66	11.91	
M	1,555	1,590	1,625	1,660	1,695	1,730	1,765	1,800	1,840	1,880	1,920	1,960	2do. Q
S x H	9.57	9.78	10.00	10.22	10.43	10.65	10.86	11.08	11.32	11.57	11.82	12.06	
M	1,585	1,620	1,655	1,690	1,725	1,760	1,795	1,830	1,870	1,910	1,950	1,990	3er. Q
S x H	9.75	9.97	10.18	10.40	10.62	10.83	11.05	11.26	11.51	11.75	12.00	12.25	
M	1,620	1,655	1,690	1,725	1,760	1,795	1,830	1,865	1,905	1,945	1,985	2,025	4to. Q
S x H	9.97	10.18	10.40	10.62	10.83	11.05	11.26	11.48	11.72	11.97	12.22	12.46	
M	1,660	1,695	1,730	1,765	1,800	1,835	1,870	1,905	1,945	1,985	2,025	2,065	5to. Q
S x H	10.22	10.43	10.65	10.86	11.08	11.29	11.51	11.72	11.97	12.22	12.46	12.71	
M	1,705	1,740	1,775	1,810	1,845	1,880	1,915	1,950	1,990	2,030	2,070	2,110	6to. Q
S x H	10.49	10.71	10.92	11.14	11.35	11.57	11.78	12.00	12.25	12.49	12.74	12.98	
14	\$1,550	1,585	1,620	1,655	1,690	1,725	1,760	1,795	1,835	1,875	1,915	\$1,955	(35 - 40)
S x H	9.54	9.75	9.97	10.18	10.40	10.62	10.83	11.05	11.29	11.54	11.78	12.03	
M	1,570	1,605	1,640	1,675	1,710	1,745	1,780	1,815	1,855	1,895	1,935	1,975	1er. Q
S x H	9.66	9.88	10.09	10.31	10.52	10.74	10.95	11.17	11.42	11.66	11.91	12.15	
M	1,595	1,630	1,665	1,700	1,735	1,770	1,805	1,840	1,880	1,920	1,960	2,000	2do. Q
S x H	9.82	10.03	10.25	10.46	10.68	10.89	11.11	11.32	11.57	11.82	12.06	12.31	
M	1,625	1,660	1,695	1,730	1,765	1,800	1,835	1,870	1,910	1,950	1,990	2,030	3er. Q
S x H	10.00	10.22	10.43	10.65	10.86	11.08	11.29	11.51	11.75	12.00	12.25	12.49	
M	1,660	1,695	1,730	1,765	1,800	1,835	1,870	1,905	1,945	1,985	2,025	2,065	4to. Q
S x H	10.22	10.43	10.65	10.86	11.08	11.29	11.51	11.72	11.97	12.22	12.46	12.71	
M	1,700	1,735	1,770	1,805	1,840	1,875	1,910	1,945	1,985	2,025	2,065	2,105	5to. Q
S x H	10.46	10.68	10.89	11.11	11.32	11.54	11.75	11.97	12.22	12.46	12.71	12.95	
M	1,745	1,780	1,815	1,850	1,885	1,920	1,955	1,990	2,030	2,070	2,110	2,150	6to. Q
S x H	10.74	10.95	11.17	11.38	11.60	11.82	12.03	12.25	12.49	12.74	12.98	13.23	

ESCALA EXTENDIDA
NIVELES INTERMEDIOS SOBRE EL MÁXIMO

12	13	14	15	16	17	18	*19	20	21	NIVELES
M										
	N	O	P	Q	R	S	T	U	V	
\$1,955	1,995	2,035	2,075	2,115	2,155	2,195	2,240	2,285	2,330	(40 - 45)
12.03	12.28	12.52	12.77	13.02	13.26	13.51	13.78	14.06	14.34	
1,975	2,015	2,055	2,095	2,135	2,175	2,215	2,260	2,305	2,350	1er. Q
12.15	12.40	12.65	12.89	13.14	13.38	13.63	13.91	14.18	14.46	
2,000	2,040	2,080	2,120	2,160	2,200	2,240	2,285	2,330	2,375	2do. Q
12.31	12.55	12.80	13.05	13.29	13.54	13.78	14.06	14.34	14.62	
2,030	2,070	2,110	2,150	2,190	2,230	2,270	2,315	2,360	2,405	3er. Q
12.49	12.74	12.98	13.23	13.48	13.72	13.97	14.25	14.52	14.80	
2,065	2,105	2,145	2,185	2,225	2,265	2,305	2,350	2,395	2,440	4to. Q
12.71	12.95	13.20	13.45	13.69	13.94	14.18	14.46	14.74	15.02	
2,105	2,145	2,185	2,225	2,265	2,305	2,345	2,390	2,435	2,480	5to. Q
12.95	13.20	13.45	13.69	13.94	14.18	14.43	14.71	14.98	15.26	
2,150	2,190	2,230	2,270	2,310	2,350	2,390	2,435	2,480	2,525	6to. Q
13.23	13.48	13.72	13.97	14.22	14.46	14.71	14.98	15.26	15.54	
\$1,995	2,035	2,075	2,115	2,155	2,195	2,235	2,280	2,325	2,370	(40 - 45)
12.28	12.52	12.77	13.02	13.26	13.51	13.75	14.03	14.31	14.58	
2,015	2,055	2,095	2,135	2,175	2,215	2,255	2,300	2,345	2,390	1er. Q
12.40	12.65	12.89	13.14	13.38	13.63	13.88	14.15	14.43	14.71	
2,040	2,080	2,120	2,160	2,200	2,240	2,280	2,325	2,370	2,415	2do. Q
12.55	12.80	13.05	13.29	13.54	13.78	14.03	14.31	14.58	14.86	
2,070	2,110	2,150	2,190	2,230	2,270	2,310	2,355	2,400	2,445	3er. Q
12.74	12.98	13.23	13.48	13.72	13.97	14.22	14.49	14.77	15.05	
2,105	2,145	2,185	2,225	2,265	2,305	2,345	2,390	2,435	2,480	4to. Q
12.95	13.20	13.45	13.69	13.94	14.18	14.43	14.71	14.98	15.26	
2,145	2,185	2,225	2,265	2,305	2,345	2,385	2,430	2,475	2,520	5to. Q
13.20	13.45	13.69	13.94	14.18	14.43	14.68	14.95	15.23	15.51	
2,190	2,230	2,270	2,310	2,350	2,390	2,430	2,475	2,520	2,565	6to. Q
13.48	13.72	13.97	14.22	14.46	14.71	14.95	15.23	15.51	15.78	

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AÑO FISCAL 2015-2016

ESCALA BÁSICA
NIVELES INTERMEDIOS

CAT.	MIN.	1	2	3	4	5	6	7	* 8	9	10	11	NIVELES
K													
	A	B	C	D	E	F	G	H	I	J	K	L	
15	\$1,590	1,625	1,660	1,695	1,730	1,765	1,800	1,835	1,875	1,915	1,955	\$1,995	(35 - 40)
S x H	9.78	10.00	10.22	10.43	10.65	10.86	11.08	11.29	11.54	11.78	12.03	12.28	
M	1,610	1,645	1,680	1,715	1,750	1,785	1,820	1,855	1,895	1,935	1,975	2,015	1er. Q
S x H	9.91	10.12	10.34	10.55	10.77	10.98	11.20	11.42	11.66	11.91	12.15	12.40	
M	1,635	1,670	1,705	1,740	1,775	1,810	1,845	1,880	1,920	1,960	2,000	2,040	2do. Q
S x H	10.06	10.28	10.49	10.71	10.92	11.14	11.35	11.57	11.82	12.06	12.31	12.55	
M	1,665	1,700	1,735	1,770	1,805	1,840	1,875	1,910	1,950	1,990	2,030	2,070	3er. Q
S x H	10.25	10.46	10.68	10.89	11.11	11.32	11.54	11.75	12.00	12.25	12.49	12.74	
M	1,700	1,735	1,770	1,805	1,840	1,875	1,910	1,945	1,985	2,025	2,065	2,105	4to. Q
S x H	10.46	10.68	10.89	11.11	11.32	11.54	11.75	11.97	12.22	12.46	12.71	12.95	
M	1,740	1,775	1,810	1,845	1,880	1,915	1,950	1,985	2,025	2,065	2,105	2,145	5to. Q
S x H	10.71	10.92	11.14	11.35	11.57	11.78	12.00	12.22	12.46	12.71	12.95	13.20	
M	1,785	1,820	1,855	1,890	1,925	1,960	1,995	2,030	2,070	2,110	2,150	2,190	6to. Q
S x H	10.98	11.20	11.42	11.63	11.85	12.06	12.28	12.49	12.74	12.98	13.23	13.48	
16	\$1,630	1,665	1,700	1,735	1,770	1,805	1,840	1,875	1,915	1,955	1,995	\$2,035	(35 - 40)
S x H	10.03	10.25	10.46	10.68	10.89	11.11	11.32	11.54	11.78	12.03	12.28	12.52	
M	1,650	1,685	1,720	1,755	1,790	1,825	1,860	1,895	1,935	1,975	2,015	2,055	1er. Q
S x H	10.15	10.37	10.58	10.80	11.02	11.23	11.45	11.66	11.91	12.15	12.40	12.65	
M	1,675	1,710	1,745	1,780	1,815	1,850	1,885	1,920	1,960	2,000	2,040	2,080	2do. Q
S x H	10.31	10.52	10.74	10.95	11.17	11.38	11.60	11.82	12.06	12.31	12.55	12.80	
M	1,705	1,740	1,775	1,810	1,845	1,880	1,915	1,950	1,990	2,030	2,070	2,110	3er. Q
S x H	10.49	10.71	10.92	11.14	11.35	11.57	11.78	12.00	12.25	12.49	12.74	12.98	
M	1,740	1,775	1,810	1,845	1,880	1,915	1,950	1,985	2,025	2,065	2,105	2,145	4to. Q
S x H	10.71	10.92	11.14	11.35	11.57	11.78	12.00	12.22	12.46	12.71	12.95	13.20	
M	1,780	1,815	1,850	1,885	1,920	1,955	1,990	2,025	2,065	2,105	2,145	2,185	5to. Q
S x H	10.95	11.17	11.38	11.60	11.82	12.03	12.25	12.46	12.71	12.95	13.20	13.45	
M	1,825	1,860	1,895	1,930	1,965	2,000	2,035	2,070	2,110	2,150	2,190	2,230	6to. Q
S x H	11.23	11.45	11.66	11.88	12.09	12.31	12.52	12.74	12.98	13.23	13.48	13.72	

ESCALA EXTENDIDA
NIVELES INTERMEDIOS SOBRE EL MÁXIMO

12	13	14	15	16	17	18	*19	20	21	NIVELES
M										
	N	O	P	Q	R	S	T	U	V	
\$2,035	2,075	2,115	2,155	2,195	2,235	2,275	2,320	2,365	2,410	(40 - 45)
12.52	12.77	13.02	13.26	13.51	13.75	14.00	14.28	14.55	14.83	
2,055	2,095	2,135	2,175	2,215	2,255	2,295	2,340	2,385	2,430	1er. Q
12.65	12.89	13.14	13.38	13.63	13.88	14.12	14.40	14.68	14.95	
2,080	2,120	2,160	2,200	2,240	2,280	2,320	2,365	2,410	2,455	2do. Q
12.80	13.05	13.29	13.54	13.78	14.03	14.28	14.55	14.83	15.11	
2,110	2,150	2,190	2,230	2,270	2,310	2,350	2,395	2,440	2,485	3er. Q
12.98	13.23	13.48	13.72	13.97	14.22	14.46	14.74	15.02	15.29	
2,145	2,185	2,225	2,265	2,305	2,345	2,385	2,430	2,475	2,520	4to. Q
13.20	13.45	13.69	13.94	14.18	14.43	14.68	14.95	15.23	15.51	
2,185	2,225	2,265	2,305	2,345	2,385	2,425	2,470	2,515	2,560	5to. Q
13.45	13.69	13.94	14.18	14.43	14.68	14.92	15.20	15.48	15.75	
2,230	2,270	2,310	2,350	2,390	2,430	2,470	2,515	2,560	2,605	6to. Q
13.72	13.97	14.22	14.46	14.71	14.95	15.20	15.48	15.75	16.03	
\$2,075	2,115	2,155	2,195	2,235	2,275	2,315	2,360	2,405	2,450	(40 - 45)
12.77	13.02	13.26	13.51	13.75	14.00	14.25	14.52	14.80	15.08	
2,095	2,135	2,175	2,215	2,255	2,295	2,335	2,380	2,425	2,470	1er. Q
12.89	13.14	13.38	13.63	13.88	14.12	14.37	14.65	14.92	15.20	
2,120	2,160	2,200	2,240	2,280	2,320	2,360	2,405	2,450	2,495	2do. Q
13.05	13.29	13.54	13.78	14.03	14.28	14.52	14.80	15.08	15.35	
2,150	2,190	2,230	2,270	2,310	2,350	2,390	2,435	2,480	2,525	3er. Q
13.23	13.48	13.72	13.97	14.22	14.46	14.71	14.98	15.26	15.54	
2,185	2,225	2,265	2,305	2,345	2,385	2,425	2,470	2,515	2,560	4to. Q
13.45	13.69	13.94	14.18	14.43	14.68	14.92	15.20	15.48	15.75	
2,225	2,265	2,305	2,345	2,385	2,425	2,465	2,510	2,555	2,600	5to. Q
13.69	13.94	14.18	14.43	14.68	14.92	15.17	15.45	15.72	16.00	
2,270	2,310	2,350	2,390	2,430	2,470	2,510	2,555	2,600	2,645	6to. Q
13.97	14.22	14.46	14.71	14.95	15.20	15.45	15.72	16.00	16.28	

UNIVERSIDAD DE PUERTO RICO
ADMINISTRACION CENTRAL
OFICINA DE RECURSOS HUMANOS

ESCALA DE RETRIBUCIÓN DE PERSONAL NO DOCENTE

AÑO FISCAL 2015-2016

ESCALA BÁSICA
NIVELES INTERMEDIOS

CAT.	MIN.	1	2	3	4	5	6	7	* 8	9	10	11	NIVELES
K													
	A	B	C	D	E	F	G	H	I	J	K	L	
17	\$1,670	1,710	1,750	1,790	1,830	1,870	1,910	1,950	1,995	2,040	2,085	\$2,130	(40 - 45)
S x H	10.28	10.52	10.77	11.02	11.26	11.51	11.75	12.00	12.28	12.55	12.83	13.11	
M	1,690	1,730	1,770	1,810	1,850	1,890	1,930	1,970	2,015	2,060	2,105	2,150	1er. Q
S x H	10.40	10.65	10.89	11.14	11.38	11.63	11.88	12.12	12.40	12.68	12.95	13.23	
M	1,715	1,755	1,795	1,835	1,875	1,915	1,955	1,995	2,040	2,085	2,130	2,175	2do. Q
S x H	10.55	10.80	11.05	11.29	11.54	11.78	12.03	12.28	12.55	12.83	13.11	13.38	
M	1,745	1,785	1,825	1,865	1,905	1,945	1,985	2,025	2,070	2,115	2,160	2,205	3er. Q
S x H	10.74	10.98	11.23	11.48	11.72	11.97	12.22	12.46	12.74	13.02	13.29	13.57	
M	1,780	1,820	1,860	1,900	1,940	1,980	2,020	2,060	2,105	2,150	2,195	2,240	4to. Q
S x H	10.95	11.20	11.45	11.69	11.94	12.18	12.43	12.68	12.95	13.23	13.51	13.78	
M	1,820	1,860	1,900	1,940	1,980	2,020	2,060	2,100	2,145	2,190	2,235	2,280	5to. Q
S x H	11.20	11.45	11.69	11.94	12.18	12.43	12.68	12.92	13.20	13.48	13.75	14.03	
M	1,865	1,905	1,945	1,985	2,025	2,065	2,105	2,145	2,190	2,235	2,280	2,325	6to. Q
S x H	11.48	11.72	11.97	12.22	12.46	12.71	12.95	13.20	13.48	13.75	14.03	14.31	
18	\$1,715	1,755	1,795	1,835	1,875	1,915	1,955	1,995	2,040	2,085	2,130	\$2,175	(40 - 45)
S x H	10.55	10.80	11.05	11.29	11.54	11.78	12.03	12.28	12.55	12.83	13.11	13.38	
M	1,735	1,775	1,815	1,855	1,895	1,935	1,975	2,015	2,060	2,105	2,150	2,195	1er. Q
S x H	10.68	10.92	11.17	11.42	11.66	11.91	12.15	12.40	12.68	12.95	13.23	13.51	
M	1,760	1,800	1,840	1,880	1,920	1,960	2,000	2,040	2,085	2,130	2,175	2,220	2do. Q
S x H	10.83	11.08	11.32	11.57	11.82	12.06	12.31	12.55	12.83	13.11	13.38	13.66	
M	1,790	1,830	1,870	1,910	1,950	1,990	2,030	2,070	2,115	2,160	2,205	2,250	3er. Q
S x H	11.02	11.26	11.51	11.75	12.00	12.25	12.49	12.74	13.02	13.29	13.57	13.85	
M	1,825	1,865	1,905	1,945	1,985	2,025	2,065	2,105	2,150	2,195	2,240	2,285	4to. Q
S x H	11.23	11.48	11.72	11.97	12.22	12.46	12.71	12.95	13.23	13.51	13.78	14.06	
M	1,865	1,905	1,945	1,985	2,025	2,065	2,105	2,145	2,190	2,235	2,280	2,325	5to. Q
S x H	11.48	11.72	11.97	12.22	12.46	12.71	12.95	13.20	13.48	13.75	14.03	14.31	
M	1,910	1,950	1,990	2,030	2,070	2,110	2,150	2,190	2,235	2,280	2,325	2,370	6to. Q
S x H	11.75	12.00	12.25	12.49	12.74	12.98	13.23	13.48	13.75	14.03	14.31	14.58	

ESCALA EXTENDIDA
NIVELES INTERMEDIOS SOBRE EL MÁXIMO

12	13	14	15	16	17	18	*19	20	21	NIVELES
M										
	N	O	P	Q	R	S	T	U	V	
\$2,175	2,220	2,265	2,310	2,355	2,400	2,445	2,495	2,545	2,595	(45 - 50)
13.38	13.66	13.94	14.22	14.49	14.77	15.05	15.35	15.66	15.97	
2,195	2,240	2,285	2,330	2,375	2,420	2,465	2,515	2,565	2,615	1er. Q
13.51	13.78	14.06	14.34	14.62	14.89	15.17	15.48	15.78	16.09	
2,220	2,265	2,310	2,355	2,400	2,445	2,490	2,540	2,590	2,640	2do. Q
13.66	13.94	14.22	14.49	14.77	15.05	15.32	15.63	15.94	16.25	
2,250	2,295	2,340	2,385	2,430	2,475	2,520	2,570	2,620	2,670	3er. Q
13.85	14.12	14.40	14.68	14.95	15.23	15.51	15.82	16.12	16.43	
2,285	2,330	2,375	2,420	2,465	2,510	2,555	2,605	2,655	2,705	4to. Q
14.06	14.34	14.62	14.89	15.17	15.45	15.72	16.03	16.34	16.65	
2,325	2,370	2,415	2,460	2,505	2,550	2,595	2,645	2,695	2,745	5to. Q
14.31	14.58	14.86	15.14	15.42	15.69	15.97	16.28	16.58	16.89	
2,370	2,415	2,460	2,505	2,550	2,595	2,640	2,690	2,740	2,790	6to. Q
14.58	14.86	15.14	15.42	15.69	15.97	16.25	16.55	16.86	17.17	
\$2,220	2,265	2,310	2,355	2,400	2,445	2,490	2,540	2,590	2,640	(45 - 50)
13.66	13.94	14.22	14.49	14.77	15.05	15.32	15.63	15.94	16.25	
2,240	2,285	2,330	2,375	2,420	2,465	2,510	2,560	2,610	2,660	1er. Q
13.78	14.06	14.34	14.62	14.89	15.17	15.45	15.75	16.06	16.37	
2,265	2,310	2,355	2,400	2,445	2,490	2,535	2,585	2,635	2,685	2do. Q
13.94	14.22	14.49	14.77	15.05	15.32	15.60	15.91	16.22	16.52	
2,295	2,340	2,385	2,430	2,475	2,520	2,565	2,615	2,665	2,715	3er. Q
14.12	14.40	14.68	14.95	15.23	15.51	15.78	16.09	16.40	16.71	
2,330	2,375	2,420	2,465	2,510	2,555	2,600	2,650	2,700	2,750	4to. Q
14.34	14.62	14.89	15.17	15.45	15.72	16.00	16.31	16.62	16.92	
2,370	2,415	2,460	2,505	2,550	2,595	2,640	2,690	2,740	2,790	5to. Q
14.58	14.86	15.14	15.42	15.69	15.97	16.25	16.55	16.86	17.17	
2,415	2,460	2,505	2,550	2,595	2,640	2,685	2,735	2,785	2,835	6to. Q
14.86	15.14	15.42	15.69	15.97	16.25	16.52	16.83	17.14	17.45	

UNIVERSIDAD DE PUERTO RICO
ADMINISTRACION CENTRAL
OFICINA DE RECURSOS HUMANOS

ESCALA DE RETRIBUCIÓN DE PERSONAL NO DOCENTE

AÑO FISCAL 2015-2016

ESCALA BÁSICA
NIVELES INTERMEDIOS

CAT.	MIN.	1	2	3	4	5	6	7	* 8	9	10	11	NIVELES
K													
	A	B	C	D	E	F	G	H	I	J	K	L	
19	\$1,760	1,800	1,840	1,880	1,920	1,960	2,000	2,040	2,085	2,130	2,175	\$2,220	(40 - 45)
S x H	10.83	11.08	11.32	11.57	11.82	12.06	12.31	12.55	12.83	13.11	13.38	13.66	
M	1,780	1,820	1,860	1,900	1,940	1,980	2,020	2,060	2,105	2,150	2,195	2,240	1er. Q
S x H	10.95	11.20	11.45	11.69	11.94	12.18	12.43	12.68	12.95	13.23	13.51	13.78	
M	1,805	1,845	1,885	1,925	1,965	2,005	2,045	2,085	2,130	2,175	2,220	2,265	2do. Q
S x H	11.11	11.35	11.60	11.85	12.09	12.34	12.58	12.83	13.11	13.38	13.66	13.94	
M	1,835	1,875	1,915	1,955	1,995	2,035	2,075	2,115	2,160	2,205	2,250	2,295	3er. Q
S x H	11.29	11.54	11.78	12.03	12.28	12.52	12.77	13.02	13.29	13.57	13.85	14.12	
M	1,870	1,910	1,950	1,990	2,030	2,070	2,110	2,150	2,195	2,240	2,285	2,330	4to. Q
S x H	11.51	11.75	12.00	12.25	12.49	12.74	12.98	13.23	13.51	13.78	14.06	14.34	
M	1,910	1,950	1,990	2,030	2,070	2,110	2,150	2,190	2,235	2,280	2,325	2,370	5to. Q
S x H	11.75	12.00	12.25	12.49	12.74	12.98	13.23	13.48	13.75	14.03	14.31	14.58	
M	1,955	1,995	2,035	2,075	2,115	2,155	2,195	2,235	2,280	2,325	2,370	2,415	6to. Q
S x H	12.03	12.28	12.52	12.77	13.02	13.26	13.51	13.75	14.03	14.31	14.58	14.86	
20	\$1,805	1,845	1,885	1,925	1,965	2,005	2,045	2,085	2,130	2,175	2,220	\$2,265	(40 - 45)
S x H	11.11	11.35	11.60	11.85	12.09	12.34	12.58	12.83	13.11	13.38	13.66	13.94	
M	1,825	1,865	1,905	1,945	1,985	2,025	2,065	2,105	2,150	2,195	2,240	2,285	1er. Q
S x H	11.23	11.48	11.72	11.97	12.22	12.46	12.71	12.95	13.23	13.51	13.78	14.06	
M	1,850	1,890	1,930	1,970	2,010	2,050	2,090	2,130	2,175	2,220	2,265	2,310	2do. Q
S x H	11.38	11.63	11.88	12.12	12.37	12.62	12.86	13.11	13.38	13.66	13.94	14.22	
M	1,880	1,920	1,960	2,000	2,040	2,080	2,120	2,160	2,205	2,250	2,295	2,340	3er. Q
S x H	11.57	11.82	12.06	12.31	12.55	12.80	13.05	13.29	13.57	13.85	14.12	14.40	
M	1,915	1,955	1,995	2,035	2,075	2,115	2,155	2,195	2,240	2,285	2,330	2,375	4to. Q
S x H	11.78	12.03	12.28	12.52	12.77	13.02	13.26	13.51	13.78	14.06	14.34	14.62	
M	1,955	1,995	2,035	2,075	2,115	2,155	2,195	2,235	2,280	2,325	2,370	2,415	5to. Q
S x H	12.03	12.28	12.52	12.77	13.02	13.26	13.51	13.75	14.03	14.31	14.58	14.86	
M	2,000	2,040	2,080	2,120	2,160	2,200	2,240	2,280	2,325	2,370	2,415	2,460	6to. Q
S x H	12.31	12.55	12.80	13.05	13.29	13.54	13.78	14.03	14.31	14.58	14.86	15.14	

ESCALA EXTENDIDA
NIVELES INTERMEDIOS SOBRE EL MÁXIMO

12	13	14	15	16	17	18	*19	20	21	NIVELES
M										
	N	O	P	Q	R	S	T	U	V	
\$2,265	2,310	2,355	2,400	2,445	2,490	2,535	2,585	2,635	2,685	(45 - 50)
13.94	14.22	14.49	14.77	15.05	15.32	15.60	15.91	16.22	16.52	
2,285	2,330	2,375	2,420	2,465	2,510	2,555	2,605	2,655	2,705	1er. Q
14.06	14.34	14.62	14.89	15.17	15.45	15.72	16.03	16.34	16.65	
2,310	2,355	2,400	2,445	2,490	2,535	2,580	2,630	2,680	2,730	2do. Q
14.22	14.49	14.77	15.05	15.32	15.60	15.88	16.18	16.49	16.80	
2,340	2,385	2,430	2,475	2,520	2,565	2,610	2,660	2,710	2,760	3er. Q
14.40	14.68	14.95	15.23	15.51	15.78	16.06	16.37	16.68	16.98	
2,375	2,420	2,465	2,510	2,555	2,600	2,645	2,695	2,745	2,795	4to. Q
14.62	14.89	15.17	15.45	15.72	16.00	16.28	16.58	16.89	17.20	
2,415	2,460	2,505	2,550	2,595	2,640	2,685	2,735	2,785	2,835	5to. Q
14.86	15.14	15.42	15.69	15.97	16.25	16.52	16.83	17.14	17.45	
2,460	2,505	2,550	2,595	2,640	2,685	2,730	2,780	2,830	2,880	6to. Q
15.14	15.42	15.69	15.97	16.25	16.52	16.80	17.11	17.42	17.72	
\$2,310	2,355	2,400	2,445	2,490	2,535	2,580	2,630	2,680	2,730	(45 - 50)
14.22	14.49	14.77	15.05	15.32	15.60	15.88	16.18	16.49	16.80	
2,330	2,375	2,420	2,465	2,510	2,555	2,600	2,650	2,700	2,750	1er. Q
14.34	14.62	14.89	15.17	15.45	15.72	16.00	16.31	16.62	16.92	
2,355	2,400	2,445	2,490	2,535	2,580	2,625	2,675	2,725	2,775	2do. Q
14.49	14.77	15.05	15.32	15.60	15.88	16.15	16.46	16.77	17.08	
2,385	2,430	2,475	2,520	2,565	2,610	2,655	2,705	2,755	2,805	3er. Q
14.68	14.95	15.23	15.51	15.78	16.06	16.34	16.65	16.95	17.26	
2,420	2,465	2,510	2,555	2,600	2,645	2,690	2,740	2,790	2,840	4to. Q
14.89	15.17	15.45	15.72	16.00	16.28	16.55	16.86	17.17	17.48	
2,460	2,505	2,550	2,595	2,640	2,685	2,730	2,780	2,830	2,880	5to. Q
15.14	15.42	15.69	15.97	16.25	16.52	16.80	17.11	17.42	17.72	
2,505	2,550	2,595	2,640	2,685	2,730	2,775	2,825	2,875	2,925	6to. Q
15.42	15.69	15.97	16.25	16.52	16.80	17.08	17.38	17.69	18.00	

UNIVERSIDAD DE PUERTO RICO
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ESCALA DE RETRIBUCIÓN DE PERSONAL NO DOCENTE

AÑO FISCAL 2015-2016

ESCALA BÁSICA
NIVELES INTERMEDIOS

ESCALA EXTENDIDA
NIVELES INTERMEDIOS SOBRE EL MÁXIMO

CAT.	MIN.	1	2	3	4	5	6	7	* 8	9	10	11	NIVELES
K													
	A	B	C	D	E	F	G	H	I	J	K	L	
21	\$1,850	1,890	1,930	1,970	2,010	2,050	2,090	2,130	2,175	2,220	2,265	\$2,310	(40 - 45)
S x H	11.38	11.63	11.88	12.12	12.37	12.62	12.86	13.11	13.38	13.66	13.94	14.22	
M	1,870	1,910	1,950	1,990	2,030	2,070	2,110	2,150	2,195	2,240	2,285	2,330	1er. Q
S x H	11.51	11.75	12.00	12.25	12.49	12.74	12.98	13.23	13.51	13.78	14.06	14.34	
M	1,895	1,935	1,975	2,015	2,055	2,095	2,135	2,175	2,220	2,265	2,310	2,355	2do. Q
S x H	11.66	11.91	12.15	12.40	12.65	12.89	13.14	13.38	13.66	13.94	14.22	14.49	
M	1,925	1,965	2,005	2,045	2,085	2,125	2,165	2,205	2,250	2,295	2,340	2,385	3er. Q
S x H	11.85	12.09	12.34	12.58	12.83	13.08	13.32	13.57	13.85	14.12	14.40	14.68	
M	1,960	2,000	2,040	2,080	2,120	2,160	2,200	2,240	2,285	2,330	2,375	2,420	4to. Q
S x H	12.06	12.31	12.55	12.80	13.05	13.29	13.54	13.78	14.06	14.34	14.62	14.89	
M	2,000	2,040	2,080	2,120	2,160	2,200	2,240	2,280	2,325	2,370	2,415	2,460	5to. Q
S x H	12.31	12.55	12.80	13.05	13.29	13.54	13.78	14.03	14.31	14.58	14.86	15.14	
M	2,045	2,085	2,125	2,165	2,205	2,245	2,285	2,325	2,370	2,415	2,460	2,505	6to. Q
S x H	12.58	12.83	13.08	13.32	13.57	13.82	14.06	14.31	14.58	14.86	15.14	15.42	
22	\$1,895	1,940	1,985	2,030	2,075	2,120	2,165	2,210	2,260	2,310	2,360	\$2,410	(45 - 50)
S x H	11.66	11.94	12.22	12.49	12.77	13.05	13.32	13.60	13.91	14.22	14.52	14.83	
M	1,915	1,960	2,005	2,050	2,095	2,140	2,185	2,230	2,280	2,330	2,380	2,430	1er. Q
S x H	11.78	12.06	12.34	12.62	12.89	13.17	13.45	13.72	14.03	14.34	14.65	14.95	
M	1,940	1,985	2,030	2,075	2,120	2,165	2,210	2,255	2,305	2,355	2,405	2,455	2do. Q
S x H	11.94	12.22	12.49	12.77	13.05	13.32	13.60	13.88	14.18	14.49	14.80	15.11	
M	1,970	2,015	2,060	2,105	2,150	2,195	2,240	2,285	2,335	2,385	2,435	2,485	3er. Q
S x H	12.12	12.40	12.68	12.95	13.23	13.51	13.78	14.06	14.37	14.68	14.98	15.29	
M	2,005	2,050	2,095	2,140	2,185	2,230	2,275	2,320	2,370	2,420	2,470	2,520	4to. Q
S x H	12.34	12.62	12.89	13.17	13.45	13.72	14.00	14.28	14.58	14.89	15.20	15.51	
M	2,045	2,090	2,135	2,180	2,225	2,270	2,315	2,360	2,410	2,460	2,510	2,560	5to. Q
S x H	12.58	12.86	13.14	13.42	13.69	13.97	14.25	14.52	14.83	15.14	15.45	15.75	
M	2,090	2,135	2,180	2,225	2,270	2,315	2,360	2,405	2,455	2,505	2,555	2,605	6to. Q
S x H	12.86	13.14	13.42	13.69	13.97	14.25	14.52	14.80	15.11	15.42	15.72	16.03	

12	13	14	15	16	17	18	*19	20	21	NIVELES
M										
N	O	P	Q	R	S	T	U	V		
\$2,355	2,400	2,445	2,490	2,535	2,580	2,625	2,675	2,725	2,775	(45 - 50)
14.49	14.77	15.05	15.32	15.60	15.88	16.15	16.46	16.77	17.08	
2,375	2,420	2,465	2,510	2,555	2,600	2,645	2,695	2,745	2,795	1er. Q
14.62	14.89	15.17	15.45	15.72	16.00	16.28	16.58	16.89	17.20	
2,400	2,445	2,490	2,535	2,580	2,625	2,670	2,720	2,770	2,820	2do. Q
14.77	15.05	15.32	15.60	15.88	16.15	16.43	16.74	17.05	17.35	
2,430	2,475	2,520	2,565	2,610	2,655	2,700	2,750	2,800	2,850	3er. Q
14.95	15.23	15.51	15.78	16.06	16.34	16.62	16.92	17.23	17.54	
2,465	2,510	2,555	2,600	2,645	2,690	2,735	2,785	2,835	2,885	4to. Q
15.17	15.45	15.72	16.00	16.28	16.55	16.83	17.14	17.45	17.75	
2,505	2,550	2,595	2,640	2,685	2,730	2,775	2,825	2,875	2,925	5to. Q
15.42	15.69	15.97	16.25	16.52	16.80	17.08	17.38	17.69	18.00	
2,550	2,595	2,640	2,685	2,730	2,775	2,820	2,870	2,920	2,970	6to. Q
15.69	15.97	16.25	16.52	16.80	17.08	17.35	17.66	17.97	18.28	
\$2,460	2,510	2,560	2,610	2,660	2,710	2,760	2,815	2,870	2,925	(50 - 55)
15.14	15.45	15.75	16.06	16.37	16.68	16.98	17.32	17.66	18.00	
2,480	2,530	2,580	2,630	2,680	2,730	2,780	2,835	2,890	2,945	1er. Q
15.26	15.57	15.88	16.18	16.49	16.80	17.11	17.45	17.78	18.12	
2,505	2,555	2,605	2,655	2,705	2,755	2,805	2,860	2,915	2,970	2do. Q
15.42	15.72	16.03	16.34	16.65	16.95	17.26	17.60	17.94	18.28	
2,535	2,585	2,635	2,685	2,735	2,785	2,835	2,890	2,945	3,000	3er. Q
15.60	15.91	16.22	16.52	16.83	17.14	17.45	17.78	18.12	18.46	
2,570	2,620	2,670	2,720	2,770	2,820	2,870	2,925	2,980	3,035	4to. Q
15.82	16.12	16.43	16.74	17.05	17.35	17.66	18.00	18.34	18.68	
2,610	2,660	2,710	2,760	2,810	2,860	2,910	2,965	3,020	3,075	5to. Q
16.06	16.37	16.68	16.98	17.29	17.60	17.91	18.25	18.58	18.92	
2,655	2,705	2,755	2,805	2,855	2,905	2,955	3,010	3,065	3,120	6to. Q
16.34	16.65	16.95	17.26	17.57	17.88	18.18	18.52	18.86	19.20	

UNIVERSIDAD DE PUERTO RICO
ADMINISTRACION CENTRAL
OFICINA DE RECURSOS HUMANOS

ESCALA DE RETRIBUCIÓN DE PERSONAL NO DOCENTE

AÑO FISCAL 2015-2016

ESCALA BÁSICA
NIVELES INTERMEDIOS

CAT.	MIN.	1	2	3	4	5	6	7	* 8	9	10	11	NIVELES
K													
	A	B	C	D	E	F	G	H	I	J	K	L	
23	\$1,945	1,990	2,035	2,080	2,125	2,170	2,215	2,260	2,310	2,360	2,410	\$2,460	(45 - 50)
S x H	11.97	12.25	12.52	12.80	13.08	13.35	13.63	13.91	14.22	14.52	14.83	15.14	
M	1,965	2,010	2,055	2,100	2,145	2,190	2,235	2,280	2,330	2,380	2,430	2,480	1er. Q
S x H	12.09	12.37	12.65	12.92	13.20	13.48	13.75	14.03	14.34	14.65	14.95	15.26	
M	1,990	2,035	2,080	2,125	2,170	2,215	2,260	2,305	2,355	2,405	2,455	2,505	2do. Q
S x H	12.25	12.52	12.80	13.08	13.35	13.63	13.91	14.18	14.49	14.80	15.11	15.42	
M	2,020	2,065	2,110	2,155	2,200	2,245	2,290	2,335	2,385	2,435	2,485	2,535	3er. Q
S x H	12.43	12.71	12.98	13.26	13.54	13.82	14.09	14.37	14.68	14.98	15.29	15.60	
M	2,055	2,100	2,145	2,190	2,235	2,280	2,325	2,370	2,420	2,470	2,520	2,570	4to. Q
S x H	12.65	12.92	13.20	13.48	13.75	14.03	14.31	14.58	14.89	15.20	15.51	15.82	
M	2,095	2,140	2,185	2,230	2,275	2,320	2,365	2,410	2,460	2,510	2,560	2,610	5to. Q
S x H	12.89	13.17	13.45	13.72	14.00	14.28	14.55	14.83	15.14	15.45	15.75	16.06	
M	2,140	2,185	2,230	2,275	2,320	2,365	2,410	2,455	2,505	2,555	2,605	2,655	6to. Q
S x H	13.17	13.45	13.72	14.00	14.28	14.55	14.83	15.11	15.42	15.72	16.03	16.34	
24	\$1,995	2,040	2,085	2,130	2,175	2,220	2,265	2,310	2,360	2,410	2,460	\$2,510	(45 - 50)
S x H	12.28	12.55	12.83	13.11	13.38	13.66	13.94	14.22	14.52	14.83	15.14	15.45	
M	2,015	2,060	2,105	2,150	2,195	2,240	2,285	2,330	2,380	2,430	2,480	2,530	1er. Q
S x H	12.40	12.68	12.95	13.23	13.51	13.78	14.06	14.34	14.65	14.95	15.26	15.57	
M	2,040	2,085	2,130	2,175	2,220	2,265	2,310	2,355	2,405	2,455	2,505	2,555	2do. Q
S x H	12.55	12.83	13.11	13.38	13.66	13.94	14.22	14.49	14.80	15.11	15.42	15.72	
M	2,070	2,115	2,160	2,205	2,250	2,295	2,340	2,385	2,435	2,485	2,535	2,585	3er. Q
S x H	12.74	13.02	13.29	13.57	13.85	14.12	14.40	14.68	14.98	15.29	15.60	15.91	
M	2,105	2,150	2,195	2,240	2,285	2,330	2,375	2,420	2,470	2,520	2,570	2,620	4to. Q
S x H	12.95	13.23	13.51	13.78	14.06	14.34	14.62	14.89	15.20	15.51	15.82	16.12	
M	2,145	2,190	2,235	2,280	2,325	2,370	2,415	2,460	2,510	2,560	2,610	2,660	5to. Q
S x H	13.20	13.48	13.75	14.03	14.31	14.58	14.86	15.14	15.45	15.75	16.06	16.37	
M	2,190	2,235	2,280	2,325	2,370	2,415	2,460	2,505	2,555	2,605	2,655	2,705	6to. Q
S x H	13.48	13.75	14.03	14.31	14.58	14.86	15.14	15.42	15.72	16.03	16.34	16.65	

ESCALA EXTENDIDA
NIVELES INTERMEDIOS SOBRE EL MÁXIMO

12	13	14	15	16	17	18	*19	20	21	NIVELES
M										
M	N	O	P	Q	R	S	T	U	V	
\$2,510	2,560	2,610	2,660	2,710	2,760	2,810	2,865	2,920	2,975	(50 - 55)
15.45	15.75	16.06	16.37	16.68	16.98	17.29	17.63	17.97	18.31	
2,530	2,580	2,630	2,680	2,730	2,780	2,830	2,885	2,940	2,995	1er. Q
15.57	15.88	16.18	16.49	16.80	17.11	17.42	17.75	18.09	18.43	
2,555	2,605	2,655	2,705	2,755	2,805	2,855	2,910	2,965	3,020	2do. Q
15.72	16.03	16.34	16.65	16.95	17.26	17.57	17.91	18.25	18.58	
2,585	2,635	2,685	2,735	2,785	2,835	2,885	2,940	2,995	3,050	3er. Q
15.91	16.22	16.52	16.83	17.14	17.45	17.75	18.09	18.43	18.77	
2,620	2,670	2,720	2,770	2,820	2,870	2,920	2,975	3,030	3,085	4to. Q
16.12	16.43	16.74	17.05	17.35	17.66	17.97	18.31	18.65	18.98	
2,660	2,710	2,760	2,810	2,860	2,910	2,960	3,015	3,070	3,125	5to. Q
16.37	16.68	16.98	17.29	17.60	17.91	18.22	18.55	18.89	19.23	
2,705	2,755	2,805	2,855	2,905	2,955	3,005	3,060	3,115	3,170	6to. Q
16.65	16.95	17.26	17.57	17.88	18.18	18.49	18.83	19.17	19.51	
\$2,560	2,610	2,660	2,710	2,760	2,810	2,860	2,915	2,970	3,025	(50 - 55)
15.75	16.06	16.37	16.68	16.98	17.29	17.60	17.94	18.28	18.62	
2,580	2,630	2,680	2,730	2,780	2,830	2,880	2,935	2,990	3,045	1er. Q
15.88	16.18	16.49	16.80	17.11	17.42	17.72	18.06	18.40	18.74	
2,605	2,655	2,705	2,755	2,805	2,855	2,905	2,960	3,015	3,070	2do. Q
16.03	16.34	16.65	16.95	17.26	17.57	17.88	18.22	18.55	18.89	
2,635	2,685	2,735	2,785	2,835	2,885	2,935	2,990	3,045	3,100	3er. Q
16.22	16.52	16.83	17.14	17.45	17.75	18.06	18.40	18.74	19.08	
2,670	2,720	2,770	2,820	2,870	2,920	2,970	3,025	3,080	3,135	4to. Q
16.43	16.74	17.05	17.35	17.66	17.97	18.28	18.62	18.95	19.29	
2,710	2,760	2,810	2,860	2,910	2,960	3,010	3,065	3,120	3,175	5to. Q
16.68	16.98	17.29	17.60	17.91	18.22	18.52	18.86	19.20	19.54	
2,755	2,805	2,855	2,905	2,955	3,005	3,055	3,110	3,165	3,220	6to. Q
16.95	17.26	17.57	17.88	18.18	18.49	18.80	19.14	19.48	19.82	

UNIVERSIDAD DE PUERTO RICO
ADMINISTRACION CENTRAL
OFICINA DE RECURSOS HUMANOS

ESCALA DE RETRIBUCIÓN DE PERSONAL NO DOCENTE

AÑO FISCAL 2015-2016

ESCALA BÁSICA
NIVELES INTERMEDIOS

CAT.	MIN.	1	2	3	4	5	6	7	* 8	9	10	11	NIVELES
K													
	A	B	C	D	E	F	G	H	I	J	K	L	
25	\$2,045	2,090	2,135	2,180	2,225	2,270	2,315	2,360	2,410	2,460	2,510	\$2,560	(45 - 50)
S x H	12.58	12.86	13.14	13.42	13.69	13.97	14.25	14.52	14.83	15.14	15.45	15.75	
M	2,065	2,110	2,155	2,200	2,245	2,290	2,335	2,380	2,430	2,480	2,530	2,580	1er. Q
S x H	12.71	12.98	13.26	13.54	13.82	14.09	14.37	14.65	14.95	15.26	15.57	15.88	
M	2,090	2,135	2,180	2,225	2,270	2,315	2,360	2,405	2,455	2,505	2,555	2,605	2do. Q
S x H	12.86	13.14	13.42	13.69	13.97	14.25	14.52	14.80	15.11	15.42	15.72	16.03	
M	2,120	2,165	2,210	2,255	2,300	2,345	2,390	2,435	2,485	2,535	2,585	2,635	3er. Q
S x H	13.05	13.32	13.60	13.88	14.15	14.43	14.71	14.98	15.29	15.60	15.91	16.22	
M	2,155	2,200	2,245	2,290	2,335	2,380	2,425	2,470	2,520	2,570	2,620	2,670	4to. Q
S x H	13.26	13.54	13.82	14.09	14.37	14.65	14.92	15.20	15.51	15.82	16.12	16.43	
M	2,195	2,240	2,285	2,330	2,375	2,420	2,465	2,510	2,560	2,610	2,660	2,710	5to. Q
S x H	13.51	13.78	14.06	14.34	14.62	14.89	15.17	15.45	15.75	16.06	16.37	16.68	
M	2,240	2,285	2,330	2,375	2,420	2,465	2,510	2,555	2,605	2,655	2,705	2,755	6to. Q
S x H	13.78	14.06	14.34	14.62	14.89	15.17	15.45	15.72	16.03	16.34	16.65	16.95	
26	\$2,095	2,145	2,195	2,245	2,295	2,345	2,395	2,445	2,500	2,555	2,610	\$2,665	(50 - 55)
S x H	12.89	13.20	13.51	13.82	14.12	14.43	14.74	15.05	15.38	15.72	16.06	16.40	
M	2,115	2,165	2,215	2,265	2,315	2,365	2,415	2,465	2,520	2,575	2,630	2,685	1er. Q
S x H	13.02	13.32	13.63	13.94	14.25	14.55	14.86	15.17	15.51	15.85	16.18	16.52	
M	2,140	2,190	2,240	2,290	2,340	2,390	2,440	2,490	2,545	2,600	2,655	2,710	2do. Q
S x H	13.17	13.48	13.78	14.09	14.40	14.71	15.02	15.32	15.66	16.00	16.34	16.68	
M	2,170	2,220	2,270	2,320	2,370	2,420	2,470	2,520	2,575	2,630	2,685	2,740	3er. Q
S x H	13.35	13.66	13.97	14.28	14.58	14.89	15.20	15.51	15.85	16.18	16.52	16.86	
M	2,205	2,255	2,305	2,355	2,405	2,455	2,505	2,555	2,610	2,665	2,720	2,775	4to. Q
S x H	13.57	13.88	14.18	14.49	14.80	15.11	15.42	15.72	16.06	16.40	16.74	17.08	
M	2,245	2,295	2,345	2,395	2,445	2,495	2,545	2,595	2,650	2,705	2,760	2,815	5to. Q
S x H	13.82	14.12	14.43	14.74	15.05	15.35	15.66	15.97	16.31	16.65	16.98	17.32	
M	2,290	2,340	2,390	2,440	2,490	2,540	2,590	2,640	2,695	2,750	2,805	2,860	6to. Q
S x H	14.09	14.40	14.71	15.02	15.32	15.63	15.94	16.25	16.58	16.92	17.26	17.60	

ESCALA EXTENDIDA
NIVELES INTERMEDIOS SOBRE EL MÁXIMO

12	13	14	15	16	17	18	*19	20	21	NIVELES
M										
M	N	O	P	Q	R	S	T	U	V	
\$2,610	2,660	2,710	2,760	2,810	2,860	2,910	2,965	3,020	3,075	(50 - 55)
16.06	16.37	16.68	16.98	17.29	17.60	17.91	18.25	18.58	18.92	
2,630	2,680	2,730	2,780	2,830	2,880	2,930	2,985	3,040	3,095	1er. Q
16.18	16.49	16.80	17.11	17.42	17.72	18.03	18.37	18.71	19.05	
2,655	2,705	2,755	2,805	2,855	2,905	2,955	3,010	3,065	3,120	2do. Q
16.34	16.65	16.95	17.26	17.57	17.88	18.18	18.52	18.86	19.20	
2,685	2,735	2,785	2,835	2,885	2,935	2,985	3,040	3,095	3,150	3er. Q
16.52	16.83	17.14	17.45	17.75	18.06	18.37	18.71	19.05	19.38	
2,720	2,770	2,820	2,870	2,920	2,970	3,020	3,075	3,130	3,185	4to. Q
16.74	17.05	17.35	17.66	17.97	18.28	18.58	18.92	19.26	19.60	
2,760	2,810	2,860	2,910	2,960	3,010	3,060	3,115	3,170	3,225	5to. Q
16.98	17.29	17.60	17.91	18.22	18.52	18.83	19.17	19.51	19.85	
2,805	2,855	2,905	2,955	3,005	3,055	3,105	3,160	3,215	3,270	6to. Q
17.26	17.57	17.88	18.18	18.49	18.80	19.11	19.45	19.78	20.12	
\$2,720	2,775	2,830	2,885	2,940	2,995	3,050	3,110	3,170	3,230	(55 - 60)
16.74	17.08	17.42	17.75	18.09	18.43	18.77	19.14	19.51	19.88	
2,740	2,795	2,850	2,905	2,960	3,015	3,070	3,130	3,190	3,250	1er. Q
16.86	17.20	17.54	17.88	18.22	18.55	18.89	19.26	19.63	20.00	
2,765	2,820	2,875	2,930	2,985	3,040	3,095	3,155	3,215	3,275	2do. Q
17.02	17.35	17.69	18.03	18.37	18.71	19.05	19.42	19.78	20.15	
2,795	2,850	2,905	2,960	3,015	3,070	3,125	3,185	3,245	3,305	3er. Q
17.20	17.54	17.88	18.22	18.55	18.89	19.23	19.60	19.97	20.34	
2,830	2,885	2,940	2,995	3,050	3,105	3,160	3,220	3,280	3,340	4to. Q
17.42	17.75	18.09	18.43	18.77	19.11	19.45	19.82	20.18	20.55	
2,870	2,925	2,980	3,035	3,090	3,145	3,200	3,260	3,320	3,380	5to. Q
17.66	18.00	18.34	18.68	19.02	19.35	19.69	20.06	20.43	20.80	
2,915	2,970	3,025	3,080	3,135	3,190	3,245	3,305	3,365	3,425	6to. Q
17.94	18.28	18.62	18.95	19.29	19.63	19.97	20.34	20.71	21.08	

UNIVERSIDAD DE PUERTO RICO
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OFICINA DE RECURSOS HUMANOS

ESCALA DE RETRIBUCIÓN DE PERSONAL NO DOCENTE

AÑO FISCAL 2015-2016

ESCALA BÁSICA
NIVELES INTERMEDIOS

CAT.	MIN.	1	2	3	4	5	6	7	* 8	9	10	11	NIVELES
K													
	A	B	C	D	E	F	G	H	I	J	K	L	
27	\$2,150	2,200	2,250	2,300	2,350	2,400	2,450	2,500	2,555	2,610	2,665	\$2,720	(50 - 55)
S x H	13.23	13.54	13.85	14.15	14.46	14.77	15.08	15.38	15.72	16.06	16.40	16.74	
M	2,170	2,220	2,270	2,320	2,370	2,420	2,470	2,520	2,575	2,630	2,685	2,740	1er. Q
S x H	13.35	13.66	13.97	14.28	14.58	14.89	15.20	15.51	15.85	16.18	16.52	16.86	
M	2,195	2,245	2,295	2,345	2,395	2,445	2,495	2,545	2,600	2,655	2,710	2,765	2do. Q
S x H	13.51	13.82	14.12	14.43	14.74	15.05	15.35	15.66	16.00	16.34	16.68	17.02	
M	2,225	2,275	2,325	2,375	2,425	2,475	2,525	2,575	2,630	2,685	2,740	2,795	3er. Q
S x H	13.69	14.00	14.31	14.62	14.92	15.23	15.54	15.85	16.18	16.52	16.86	17.20	
M	2,260	2,310	2,360	2,410	2,460	2,510	2,560	2,610	2,665	2,720	2,775	2,830	4to. Q
S x H	13.91	14.22	14.52	14.83	15.14	15.45	15.75	16.06	16.40	16.74	17.08	17.42	
M	2,300	2,350	2,400	2,450	2,500	2,550	2,600	2,650	2,705	2,760	2,815	2,870	5to. Q
S x H	14.15	14.46	14.77	15.08	15.38	15.69	16.00	16.31	16.65	16.98	17.32	17.66	
M	2,345	2,395	2,445	2,495	2,545	2,595	2,645	2,695	2,750	2,805	2,860	2,915	6to. Q
S x H	14.43	14.74	15.05	15.35	15.66	15.97	16.28	16.58	16.92	17.26	17.60	17.94	
28	\$2,205	2,255	2,305	2,355	2,405	2,455	2,505	2,555	2,610	2,665	2,720	\$2,775	(50 - 55)
S x H	13.57	13.88	14.18	14.49	14.80	15.11	15.42	15.72	16.06	16.40	16.74	17.08	
M	2,225	2,275	2,325	2,375	2,425	2,475	2,525	2,575	2,630	2,685	2,740	2,795	1er. Q
S x H	13.69	14.00	14.31	14.62	14.92	15.23	15.54	15.85	16.18	16.52	16.86	17.20	
M	2,250	2,300	2,350	2,400	2,450	2,500	2,550	2,600	2,655	2,710	2,765	2,820	2do. Q
S x H	13.85	14.15	14.46	14.77	15.08	15.38	15.69	16.00	16.34	16.68	17.02	17.35	
M	2,280	2,330	2,380	2,430	2,480	2,530	2,580	2,630	2,685	2,740	2,795	2,850	3er. Q
S x H	14.03	14.34	14.65	14.95	15.26	15.57	15.88	16.18	16.52	16.86	17.20	17.54	
M	2,315	2,365	2,415	2,465	2,515	2,565	2,615	2,665	2,720	2,775	2,830	2,885	4to. Q
S x H	14.25	14.55	14.86	15.17	15.48	15.78	16.09	16.40	16.74	17.08	17.42	17.75	
M	2,355	2,405	2,455	2,505	2,555	2,605	2,655	2,705	2,760	2,815	2,870	2,925	5to. Q
S x H	14.49	14.80	15.11	15.42	15.72	16.03	16.34	16.65	16.98	17.32	17.66	18.00	
M	2,400	2,450	2,500	2,550	2,600	2,650	2,700	2,750	2,805	2,860	2,915	2,970	6to. Q
S x H	14.77	15.08	15.38	15.69	16.00	16.31	16.62	16.92	17.26	17.60	17.94	18.28	

ESCALA EXTENDIDA
NIVELES INTERMEDIOS SOBRE EL MÁXIMO

12	13	14	15	16	17	18	*19	20	21	NIVELES
M										
	N	O	P	Q	R	S	T	U	V	
\$2,775	2,830	2,885	2,940	2,995	3,050	3,105	3,165	3,225	3,285	(55 - 60)
17.08	17.42	17.75	18.09	18.43	18.77	19.11	19.46	19.85	20.22	
2,795	2,850	2,905	2,960	3,015	3,070	3,125	3,185	3,245	3,305	1er. Q
17.20	17.54	17.88	18.22	18.55	18.89	19.23	19.60	19.97	20.34	
2,820	2,875	2,930	2,985	3,040	3,095	3,150	3,210	3,270	3,330	2do. Q
17.35	17.69	18.03	18.37	18.71	19.05	19.38	19.75	20.12	20.49	
2,850	2,905	2,960	3,015	3,070	3,125	3,180	3,240	3,300	3,360	3er. Q
17.54	17.88	18.22	18.55	18.89	19.23	19.57	19.94	20.31	20.68	
2,885	2,940	2,995	3,050	3,105	3,160	3,215	3,275	3,335	3,395	4to. Q
17.75	18.09	18.43	18.77	19.11	19.45	19.78	20.15	20.52	20.89	
2,925	2,980	3,035	3,090	3,145	3,200	3,255	3,315	3,375	3,435	5to. Q
18.00	18.34	18.68	19.02	19.35	19.69	20.03	20.40	20.77	21.14	
2,970	3,025	3,080	3,135	3,190	3,245	3,300	3,360	3,420	3,480	6to. Q
18.28	18.62	18.95	19.29	19.63	19.97	20.31	20.68	21.05	21.42	
\$2,830	2,885	2,940	2,995	3,050	3,105	3,160	3,220	3,280	3,340	(55 - 60)
17.42	17.75	18.09	18.43	18.77	19.11	19.45	19.82	20.18	20.55	
2,850	2,905	2,960	3,015	3,070	3,125	3,180	3,240	3,300	3,360	1er. Q
17.54	17.88	18.22	18.55	18.89	19.23	19.57	19.94	20.31	20.68	
2,875	2,930	2,985	3,040	3,095	3,150	3,205	3,265	3,325	3,385	2do. Q
17.69	18.03	18.37	18.71	19.05	19.38	19.72	20.09	20.46	20.83	
2,905	2,960	3,015	3,070	3,125	3,180	3,235	3,295	3,355	3,415	3er. Q
17.88	18.22	18.55	18.89	19.23	19.57	19.91	20.28	20.65	21.02	
2,940	2,995	3,050	3,105	3,160	3,215	3,270	3,330	3,390	3,450	4to. Q
18.09	18.43	18.77	19.11	19.45	19.78	20.12	20.49	20.86	21.23	
2,980	3,035	3,090	3,145	3,200	3,255	3,310	3,370	3,430	3,490	5to. Q
18.34	18.68	19.02	19.35	19.69	20.03	20.37	20.74	21.11	21.48	
3,025	3,080	3,135	3,190	3,245	3,300	3,355	3,415	3,475	3,535	6to. Q
18.62	18.95	19.29	19.63	19.97	20.31	20.65	21.02	21.38	21.75	

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ESCALA BÁSICA
NIVELES INTERMEDIOS

CAT.	MIN.	1	2	3	4	5	6	7	* 8	9	10	11	NIVELES
K													
	A	B	C	D	E	F	G	H	I	J	K	L	
29	\$2,260	2,310	2,360	2,410	2,460	2,510	2,560	2,610	2,665	2,720	2,775	\$2,830	(50 - 55)
S x H	13.91	14.22	14.52	14.83	15.14	15.45	15.75	16.06	16.40	16.74	17.08	17.42	
M	2,280	2,330	2,380	2,430	2,480	2,530	2,580	2,630	2,685	2,740	2,795	2,850	1er. Q
S x H	14.03	14.34	14.65	14.95	15.26	15.57	15.88	16.18	16.52	16.86	17.20	17.54	
M	2,305	2,355	2,405	2,455	2,505	2,555	2,605	2,655	2,710	2,765	2,820	2,875	2do. Q
S x H	14.18	14.49	14.80	15.11	15.42	15.72	16.03	16.34	16.68	17.02	17.35	17.69	
M	2,335	2,385	2,435	2,485	2,535	2,585	2,635	2,685	2,740	2,795	2,850	2,905	3er. Q
S x H	14.37	14.68	14.98	15.29	15.60	15.91	16.22	16.52	16.86	17.20	17.54	17.88	
M	2,370	2,420	2,470	2,520	2,570	2,620	2,670	2,720	2,775	2,830	2,885	2,940	4to. Q
S x H	14.58	14.89	15.20	15.51	15.82	16.12	16.43	16.74	17.08	17.42	17.75	18.09	
M	2,410	2,460	2,510	2,560	2,610	2,660	2,710	2,760	2,815	2,870	2,925	2,980	5to. Q
S x H	14.83	15.14	15.45	15.75	16.06	16.37	16.68	16.98	17.32	17.66	18.00	18.34	
M	2,455	2,505	2,555	2,605	2,655	2,705	2,755	2,805	2,860	2,915	2,970	3,025	6to. Q
S x H	15.11	15.42	15.72	16.03	16.34	16.65	16.95	17.26	17.60	17.94	18.28	18.62	
30	\$2,315	2,365	2,415	2,465	2,515	2,565	2,615	2,665	2,720	2,775	2,830	\$2,885	(50 - 55)
S x H	14.25	14.55	14.86	15.17	15.48	15.78	16.09	16.40	16.74	17.08	17.42	17.75	
M	2,335	2,385	2,435	2,485	2,535	2,585	2,635	2,685	2,740	2,795	2,850	2,905	1er. Q
S x H	14.37	14.68	14.98	15.29	15.60	15.91	16.22	16.52	16.86	17.20	17.54	17.88	
M	2,360	2,410	2,460	2,510	2,560	2,610	2,660	2,710	2,765	2,820	2,875	2,930	2do. Q
S x H	14.52	14.83	15.14	15.45	15.75	16.06	16.37	16.68	17.02	17.35	17.69	18.03	
M	2,390	2,440	2,490	2,540	2,590	2,640	2,690	2,740	2,795	2,850	2,905	2,960	3er. Q
S x H	14.71	15.02	15.32	15.63	15.94	16.25	16.55	16.86	17.20	17.54	17.88	18.22	
M	2,425	2,475	2,525	2,575	2,625	2,675	2,725	2,775	2,830	2,885	2,940	2,995	4to. Q
S x H	14.92	15.23	15.54	15.85	16.15	16.46	16.77	17.08	17.42	17.75	18.09	18.43	
M	2,465	2,515	2,565	2,615	2,665	2,715	2,765	2,815	2,870	2,925	2,980	3,035	5to. Q
S x H	15.17	15.48	15.78	16.09	16.40	16.71	17.02	17.32	17.66	18.00	18.34	18.68	
M	2,510	2,560	2,610	2,660	2,710	2,760	2,810	2,860	2,915	2,970	3,025	3,080	6to. Q
S x H	15.45	15.75	16.06	16.37	16.68	16.98	17.29	17.60	17.94	18.28	18.62	18.95	

ESCALA EXTENDIDA
NIVELES INTERMEDIOS SOBRE EL MÁXIMO

12	13	14	15	16	17	18	*19	20	21	NIVELES
M										
N	O	P	Q	R	S	T	U	V		
\$2,885	2,940	2,995	3,050	3,105	3,160	3,215	3,275	3,335	3,395	(55 - 60)
17.75	18.09	18.43	18.77	19.11	19.45	19.78	20.15	20.52	20.89	
2,905	2,960	3,015	3,070	3,125	3,180	3,235	3,295	3,355	3,415	1er. Q
17.88	18.22	18.55	18.89	19.23	19.57	19.91	20.28	20.65	21.02	
2,930	2,985	3,040	3,095	3,150	3,205	3,260	3,320	3,380	3,440	2do. Q
18.03	18.37	18.71	19.05	19.38	19.72	20.06	20.43	20.80	21.17	
2,960	3,015	3,070	3,125	3,180	3,235	3,290	3,350	3,410	3,470	3er. Q
18.22	18.55	18.89	19.23	19.57	19.91	20.25	20.62	20.98	21.35	
2,995	3,050	3,105	3,160	3,215	3,270	3,325	3,385	3,445	3,505	4to. Q
18.43	18.77	19.11	19.45	19.78	20.12	20.46	20.83	21.20	21.57	
3,035	3,090	3,145	3,200	3,255	3,310	3,365	3,425	3,485	3,545	5to. Q
18.68	19.02	19.35	19.69	20.03	20.37	20.71	21.08	21.45	21.82	
3,080	3,135	3,190	3,245	3,300	3,355	3,410	3,470	3,530	3,590	6to. Q
18.95	19.29	19.63	19.97	20.31	20.65	20.98	21.35	21.72	22.09	
\$2,940	2,995	3,050	3,105	3,160	3,215	3,270	3,330	3,390	3,450	(55 - 60)
18.09	18.43	18.77	19.11	19.45	19.78	20.12	20.49	20.86	21.23	
2,960	3,015	3,070	3,125	3,180	3,235	3,290	3,350	3,410	3,470	1er. Q
18.22	18.55	18.89	19.23	19.57	19.91	20.25	20.62	20.98	21.35	
2,985	3,040	3,095	3,150	3,205	3,260	3,315	3,375	3,435	3,495	2do. Q
18.37	18.71	19.05	19.38	19.72	20.06	20.40	20.77	21.14	21.51	
3,015	3,070	3,125	3,180	3,235	3,290	3,345	3,405	3,465	3,525	3er. Q
18.55	18.89	19.23	19.57	19.91	20.25	20.58	20.95	21.32	21.69	
3,050	3,105	3,160	3,215	3,270	3,325	3,380	3,440	3,500	3,560	4to. Q
18.77	19.11	19.45	19.78	20.12	20.46	20.80	21.17	21.54	21.91	
3,090	3,145	3,200	3,255	3,310	3,365	3,420	3,480	3,540	3,600	5to. Q
19.02	19.35	19.69	20.03	20.37	20.71	21.05	21.42	21.78	22.15	
3,135	3,190	3,245	3,300	3,355	3,410	3,465	3,525	3,585	3,645	6to. Q
19.29	19.63	19.97	20.31	20.65	20.98	21.32	21.69	22.06	22.43	

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ESCALA BÁSICA
NIVELES INTERMEDIOS

CAT.	MIN.	1	2	3	4	5	6	7	* 8	9	10	11	NIVELES
K													
	A	B	C	D	E	F	G	H	I	J	K	L	
31	\$2,425	2,480	2,535	2,590	2,645	2,700	2,755	2,810	2,870	2,930	2,990	\$3,050	(55 - 60)
S x H	14.92	15.26	15.60	15.94	16.28	16.62	16.95	17.29	17.66	18.03	18.40	18.77	
M	2,445	2,500	2,555	2,610	2,665	2,720	2,775	2,830	2,890	2,950	3,010	3,070	1er. Q
S x H	15.05	15.38	15.72	16.06	16.40	16.74	17.08	17.42	17.78	18.15	18.52	18.89	
M	2,470	2,525	2,580	2,635	2,690	2,745	2,800	2,855	2,915	2,975	3,035	3,095	2do. Q
S x H	15.20	15.54	15.88	16.22	16.55	16.89	17.23	17.57	17.94	18.31	18.68	19.05	
M	2,500	2,555	2,610	2,665	2,720	2,775	2,830	2,885	2,945	3,005	3,065	3,125	3er. Q
S x H	15.38	15.72	16.06	16.40	16.74	17.08	17.42	17.75	18.12	18.49	18.86	19.23	
M	2,535	2,590	2,645	2,700	2,755	2,810	2,865	2,920	2,980	3,040	3,100	3,160	4to. Q
S x H	15.60	15.94	16.28	16.62	16.95	17.29	17.63	17.97	18.34	18.71	19.08	19.45	
M	2,575	2,630	2,685	2,740	2,795	2,850	2,905	2,960	3,020	3,080	3,140	3,200	5to. Q
S x H	15.85	16.18	16.52	16.86	17.20	17.54	17.88	18.22	18.58	18.95	19.32	19.69	
M	2,620	2,675	2,730	2,785	2,840	2,895	2,950	3,005	3,065	3,125	3,185	3,245	6to. Q
S x H	16.12	16.46	16.80	17.14	17.48	17.82	18.15	18.49	18.86	19.23	19.60	19.97	
32	\$2,535	2,590	2,645	2,700	2,755	2,810	2,865	2,920	2,980	3,040	3,100	\$3,160	(55 - 60)
S x H	15.60	15.94	16.28	16.62	16.95	17.29	17.63	17.97	18.34	18.71	19.08	19.45	
M	2,555	2,610	2,665	2,720	2,775	2,830	2,885	2,940	3,000	3,060	3,120	3,180	1er. Q
S x H	15.72	16.06	16.40	16.74	17.08	17.42	17.75	18.09	18.46	18.83	19.20	19.57	
M	2,580	2,635	2,690	2,745	2,800	2,855	2,910	2,965	3,025	3,085	3,145	3,205	2do. Q
S x H	15.88	16.22	16.55	16.89	17.23	17.57	17.91	18.25	18.62	18.98	19.35	19.72	
M	2,610	2,665	2,720	2,775	2,830	2,885	2,940	2,995	3,055	3,115	3,175	3,235	3er. Q
S x H	16.06	16.40	16.74	17.08	17.42	17.75	18.09	18.43	18.80	19.17	19.54	19.91	
M	2,645	2,700	2,755	2,810	2,865	2,920	2,975	3,030	3,090	3,150	3,210	3,270	4to. Q
S x H	16.28	16.62	16.95	17.29	17.63	17.97	18.31	18.65	19.02	19.38	19.75	20.12	
M	2,685	2,740	2,795	2,850	2,905	2,960	3,015	3,070	3,130	3,190	3,250	3,310	5to. Q
S x H	16.52	16.86	17.20	17.54	17.88	18.22	18.55	18.89	19.26	19.63	20.00	20.37	
M	2,730	2,785	2,840	2,895	2,950	3,005	3,060	3,115	3,175	3,235	3,295	3,355	6to. Q
S x H	16.80	17.14	17.48	17.82	18.15	18.49	18.83	19.17	19.54	19.91	20.28	20.65	

ESCALA EXTENDIDA
NIVELES INTERMEDIOS SOBRE EL MÁXIMO

12	13	14	15	16	17	18	*19	20	21	NIVELES
M										
M	N	O	P	Q	R	S	T	U	V	
\$3,110	3,170	3,230	3,290	3,350	3,410	3,470	3,535	3,600	3,665	(60 - 65)
19.14	19.51	19.88	20.25	20.62	20.98	21.35	21.75	22.15	22.55	
3,130	3,190	3,250	3,310	3,370	3,430	3,490	3,555	3,620	3,685	1er. Q
19.26	19.63	20.00	20.37	20.74	21.11	21.48	21.88	22.28	22.68	
3,155	3,215	3,275	3,335	3,395	3,455	3,515	3,580	3,645	3,710	2do. Q
19.42	19.78	20.15	20.52	20.89	21.26	21.63	22.03	22.43	22.83	
3,185	3,245	3,305	3,365	3,425	3,485	3,545	3,610	3,675	3,740	3er. Q
19.60	19.97	20.34	20.71	21.08	21.45	21.82	22.22	22.62	23.02	
3,220	3,280	3,340	3,400	3,460	3,520	3,580	3,645	3,710	3,775	4to. Q
19.82	20.18	20.55	20.92	21.29	21.66	22.03	22.43	22.83	23.23	
3,260	3,320	3,380	3,440	3,500	3,560	3,620	3,685	3,750	3,815	5to. Q
20.06	20.43	20.80	21.17	21.54	21.91	22.28	22.68	23.08	23.48	
3,305	3,365	3,425	3,485	3,545	3,605	3,665	3,730	3,795	3,860	6to. Q
20.34	20.71	21.08	21.45	21.82	22.18	22.55	22.95	23.35	23.75	
\$3,220	3,280	3,340	3,400	3,460	3,520	3,580	3,645	3,710	3,775	(60 - 65)
19.82	20.18	20.55	20.92	21.29	21.66	22.03	22.43	22.83	23.23	
3,240	3,300	3,360	3,420	3,480	3,540	3,600	3,665	3,730	3,795	1er. Q
19.94	20.31	20.68	21.05	21.42	21.78	22.15	22.55	22.95	23.35	
3,265	3,325	3,385	3,445	3,505	3,565	3,625	3,690	3,755	3,820	2do. Q
20.09	20.46	20.83	21.20	21.57	21.94	22.31	22.71	23.11	23.51	
3,295	3,355	3,415	3,475	3,535	3,595	3,655	3,720	3,785	3,850	3er. Q
20.28	20.65	21.02	21.38	21.75	22.12	22.49	22.89	23.29	23.69	
3,330	3,390	3,450	3,510	3,570	3,630	3,690	3,755	3,820	3,885	4to. Q
20.49	20.86	21.23	21.60	21.97	22.34	22.71	23.11	23.51	23.91	
3,370	3,430	3,490	3,550	3,610	3,670	3,730	3,795	3,860	3,925	5to. Q
20.74	21.11	21.48	21.85	22.22	22.58	22.95	23.35	23.75	24.15	
3,415	3,475	3,535	3,595	3,655	3,715	3,775	3,840	3,905	3,970	6to. Q
21.02	21.38	21.75	22.12	22.49	22.86	23.23	23.63	24.03	24.43	