

**SUELDO BASE DSM PURÉN LEY N°19.378
AÑO 2022**

NIVEL	CATEGORÍA					
	A	B	C	D	E	F
15	674.409	512.388	270.351	228.594	217.236	181.244
14	752.439	571.669	289.664	253.910	241.292	201.321
13	824.902	626.718	317.374	277.333	263.562	219.900
12	891.793	677.533	342.847	298.875	284.025	236.982
11	947.523	719.878	363.851	316.636	300.905	251.057
10	1.003.259	762.225	384.861	334.392	317.781	265.134
9	1.056.231	796.098	401.385	348.373	331.067	276.221
8	1.072.225	829.981	417.924	362.353	344.357	287.309
7	1.115.990	863.851	434.457	376.337	357.645	298.397
6	1.154.286	893.497	448.759	388.428	369.131	307.984
5	1.192.583	923.143	463.058	400.520	380.615	317.569
4	1.225.405	948.548	475.129	410.726	390.319	325.652
3	1.258.235	973.956	487.183	420.923	400.008	333.749
2	1.299.263	1.005.722	501.936	433.393	411.863	343.636
1	1.345.767	1.041.711	518.920	447.747	425.505	355.012



Karen Vidal Flores

Jefa de Finanzas

Departamento de Salud Municipal

CARRERA FUNCIONARIA LEY N°19.378
CATEGORIA A
S.B.M.N \$539.607

Ley N°21.405

Vigencia a contar de 01.12.2021 (6,1%)

AÑOS	% EXPER.	PTE.EXP.	% CAPAC.	P. CAP.	% NIVEL	PTE. NIVEL	% TOTAL	PTE. TOTAL	NIVEL	SUELDO BASE	ASIG. A. PRIMARIA	ASIGN. ZONA	SUELDO TOTAL
1			1,5%	120	1,5%	120	1,5%	120	15	674.409	674.409	101.262	1.450.079
2	11%	880	1,5%	120	12,5%	1.000	14,0%	1.120	14	752.439	752.439	112.973	1.617.851
3			1,5%	120	1,5%	120	15,5%	1.240	14	752.439	752.439	112.973	1.617.851
4	10%	800	1,5%	120	11,5%	920	27,0%	2.160	13	824.902	824.902	123.856	1.773.660
5			1,5%	120	1,5%	120	28,5%	2.280	13	824.902	824.902	123.856	1.773.660
6	9%	720	1,5%	120	10,5%	840	39,0%	3.120	12	891.793	891.793	133.899	1.917.485
7			1,5%	120	1,5%	120	40,5%	3.240	12	891.793	891.793	133.899	1.917.485
8	7%	560	1,5%	120	8,5%	680	49,0%	3.920	11	947.523	947.523	142.266	2.037.312
9			1,5%	120	1,5%	120	50,5%	4.040	11	947.523	947.523	142.266	2.037.312
10	7%	560	1,5%	120	8,5%	680	59,0%	4.720	10	1.003.259	1.003.259	150.637	2.157.155
11			1,5%	120	1,5%	120	60,5%	4.840	10	1.003.259	1.003.259	150.637	2.157.155
12	5%	400	1,5%	120	6,5%	520	67,0%	5.360	9	1.056.231	1.056.231	158.437	2.270.899
13			1,5%	120	1,5%	120	68,5%	5.480	9	1.056.231	1.056.231	158.437	2.270.899
14	5%	400	1,5%	120	6,5%	520	75,0%	6.000	8	1.072.225	1.072.225	159.557	2.304.008
15			1,5%	120	1,5%	120	76,5%	6.120	8	1.072.225	1.072.225	159.557	2.304.008
16	5%	400	1,5%	120	6,5%	520	83,0%	6.640	7	1.115.990	1.115.990	166.071	2.398.050
17			1,5%	120	1,5%	120	84,5%	6.760	7	1.115.990	1.115.990	166.071	2.398.050
18	4%	320	1,5%	120	5,5%	440	90,0%	7.200	6	1.154.286	1.154.286	171.765	2.480.338
19			1,5%	120	1,5%	120	91,5%	7.320	6	1.154.286	1.154.286	171.765	2.480.338
20	4%	320	1,5%	120	5,5%	440	97,0%	7.760	5	1.192.583	1.192.583	177.466	2.562.632
21			1,5%	120	1,5%	120	98,5%	7.880	5	1.192.583	1.192.583	177.466	2.562.632
22	3%	240	1,5%	120	4,5%	360	103,0%	8.240	4	1.225.405	1.225.405	182.352	2.633.162
23			1,5%	120	1,5%	120	104,5%	8.360	4	1.225.405	1.225.405	182.352	2.633.162
24	3%	240	1,5%	120	4,5%	360	109,0%	8.720	3	1.258.235	1.258.235	187.239	2.703.708
25			1,5%	120	1,5%	120	110,5%	8.840	3	1.258.235	1.258.235	187.239	2.703.708
26	3%	240	1,5%	120	4,5%	360	115,0%	9.200	3	1.258.235	1.258.235	187.239	2.703.708
27			1,5%	120	1,5%	120	116,5%	9.320	2	1.299.263	1.299.263	193.341	2.791.868
28	2%	160	1,5%	120	3,5%	280	120,0%	9.600	2	1.299.263	1.299.263	193.341	2.791.868
29			1,5%	120	1,5%	120	121,5%	9.720	2	1.299.263	1.299.263	193.341	2.791.868
30	2%	160	1,5%	120	3,5%	280	125,0%	10.000	1	1.345.767	1.345.767	200.264	2.891.798
TOTAL	80%	6400	45%	3600	125%	10000	125%	10.000					

CARRERA FUNCIONARIA LEY N°19.378
CATEGORIA B
S.B.M.N \$409.972

Ley N°21.405
Vigencia a contar de 01.12.2021 (6,1%)

AÑOS	% EXPER.	PTE.EXP.	% CAPAC.	P. CAP.	% NIVEL	PTE. NIVEL	% TOTAL	PTE. TOTAL	NIVEL	SUELDO BASE	ASIG. A. PRIMARIA	ASIGN. ZONA	SUELDO TOTAL
1			1,5%	120	1,5%	120	1,5%	120	15	512.388	512.388	76.860	1.101.635
2	11%	880	1,5%	120	12,5%	1.000	14,0%	1.120	14	571.669	571.669	85.751	1.229.089
3			1,5%	120	1,5%	120	15,5%	1.240	14	571.669	571.669	85.751	1.229.089
4	10%	800	1,5%	120	11,5%	920	27,0%	2.160	13	626.718	626.718	94.007	1.347.442
5			1,5%	120	1,5%	120	28,5%	2.280	13	626.718	626.718	94.007	1.347.442
6	9%	720	1,5%	120	10,5%	840	39,0%	3.120	12	677.533	677.533	101.629	1.456.696
7			1,5%	120	1,5%	120	40,5%	3.240	12	677.533	677.533	101.629	1.456.696
8	7%	560	1,5%	120	8,5%	680	49,0%	3.920	11	719.878	719.878	107.983	1.547.739
9			1,5%	120	1,5%	120	50,5%	4.040	11	719.878	719.878	107.983	1.547.739
10	7%	560	1,5%	120	8,5%	680	59,0%	4.720	10	762.225	762.225	114.333	1.638.782
11			1,5%	120	1,5%	120	60,5%	4.840	10	762.225	762.225	114.333	1.638.782
12	5%	400	1,5%	120	6,5%	520	67,0%	5.360	9	796.098	796.098	119.416	1.711.612
13			1,5%	120	1,5%	120	68,5%	5.480	9	796.098	796.098	119.416	1.711.612
14	5%	400	1,5%	120	6,5%	520	75,0%	6.000	8	829.981	829.981	124.497	1.784.459
15			1,5%	120	1,5%	120	76,5%	6.120	8	829.981	829.981	124.497	1.784.459
16	5%	400	1,5%	120	6,5%	520	83,0%	6.640	7	863.851	863.851	129.578	1.857.281
17			1,5%	120	1,5%	120	84,5%	6.760	7	863.851	863.851	129.578	1.857.281
18	4%	320	1,5%	120	5,5%	440	90,0%	7.200	6	893.497	893.497	134.024	1.921.018
19			1,5%	120	1,5%	120	91,5%	7.320	6	893.497	893.497	134.024	1.921.018
20	4%	320	1,5%	120	5,5%	440	97,0%	7.760	5	923.143	923.143	138.472	1.984.759
21			1,5%	120	1,5%	120	98,5%	7.880	5	923.143	923.143	138.472	1.984.759
22	3%	240	1,5%	120	4,5%	360	103,0%	8.240	4	948.548	948.548	142.281	2.039.377
23			1,5%	120	1,5%	120	104,5%	8.360	4	948.548	948.548	142.281	2.039.377
24	3%	240	1,5%	120	4,5%	360	109,0%	8.720	3	973.956	973.956	146.092	2.094.003
25			1,5%	120	1,5%	120	110,5%	8.840	3	973.956	973.956	146.092	2.094.003
26	3%	240	1,5%	120	4,5%	360	115,0%	9.200	3	973.956	973.956	146.092	2.094.003
27			1,5%	120	1,5%	120	116,5%	9.320	2	1.005.722	1.005.722	150.860	2.162.304
28	2%	160	1,5%	120	3,5%	280	120,0%	9.600	2	1.005.722	1.005.722	150.860	2.162.304
29			1,5%	120	1,5%	120	121,5%	9.720	2	1.005.722	1.005.722	150.860	2.162.304
30	2%	160	1,5%	120	3,5%	280	125,0%	10.000	1	1.041.711	1.041.711	156.256	2.239.678
TOTAL	80%	6400	45%	3600	125%	10000	125%	10.000					

CARRERA FUNCIONARIA LEY N°19.378
CATEGORIA C
S.B.M.N \$223.446

Ley N°21.405

Vigencia a contar de 01.12.2021 (6,1%)

AÑOS	% EXPER.	PTE.EXP.	% CAPAC.	P. CAP.	% NIVEL	PTE. NIVEL	% TOTAL	PTE. TOTAL	NIVEL	SUELDO BASE	ASIG. A. PRIMARIA	ASIGN. ZONA	SUELDO TOTAL
1			1,2%	96	1,2%	96	1,2%	96	15	270.351	270.351	40.551	581.254
2	11%	880	1,2%	96	12,2%	976	13,4%	1.072	14	289.664	289.664	43.450	622.777
3			1,2%	96	1,2%	96	14,6%	1.168	14	289.664	289.664	43.450	622.777
4	10%	800	1,2%	96	11,2%	896	25,8%	2.064	13	317.374	317.374	47.606	682.354
5			1,2%	96	1,2%	96	27,0%	2.160	13	317.374	317.374	47.606	682.354
6	9%	720	1,2%	96	10,2%	816	37,2%	2.976	12	342.847	342.847	51.428	737.122
7			1,2%	96	1,2%	96	38,4%	3.072	12	342.847	342.847	51.428	737.122
8	7%	560	1,2%	96	8,2%	656	46,6%	3.728	11	363.851	363.851	54.578	782.280
9			1,2%	96	1,2%	96	47,8%	3.824	11	363.851	363.851	54.578	782.280
10	7%	560	1,2%	96	8,2%	656	56,0%	4.480	10	384.861	384.861	57.730	827.452
11			1,2%	96	1,2%	96	57,2%	4.576	10	384.861	384.861	57.730	827.452
12	5%	400	1,2%	96	6,2%	496	63,4%	5.072	9	401.385	401.385	60.211	862.980
13			1,2%	96	1,2%	96	64,6%	5.168	9	401.385	401.385	60.211	862.980
14	5%	400	1,2%	96	6,2%	496	70,8%	5.664	8	417.924	417.924	62.687	898.534
15			1,2%	96	1,2%	96	72,0%	5.760	8	417.924	417.924	62.687	898.534
16	5%	400	1,2%	96	6,2%	496	78,2%	6.256	7	434.457	434.457	65.168	934.082
17			1,2%	96	1,2%	96	79,4%	6.352	7	434.457	434.457	65.168	934.082
18	4%	320	1,2%	96	5,2%	416	84,6%	6.768	6	448.759	448.759	67.318	964.837
19			1,2%	96	1,2%	96	85,8%	6.864	6	448.759	448.759	67.318	964.837
20	4%	320	1,2%	96	5,2%	416	91,0%	7.280	5	463.058	463.058	69.458	995.573
21			1,2%	96	1,2%	96	92,2%	7.376	5	463.058	463.058	69.458	995.573
22	3%	240	1,2%	96	4,2%	336	96,4%	7.712	4	475.129	475.129	71.271	1.021.528
23			1,2%	96	1,2%	96	97,6%	7.808	4	475.129	475.129	71.271	1.021.528
24	3%	240	1,2%	96	4,2%	336	101,8%	8.144	3	487.183	487.183	73.078	1.047.444
25			1,2%	96	1,2%	96	103,0%	8.240	3	487.183	487.183	73.078	1.047.444
26	3%	240	1,2%	96	4,2%	336	107,2%	8.576	3	487.183	487.183	73.078	1.047.444
27			1,2%	96	1,2%	96	108,4%	8.672	2	501.936	501.936	75.291	1.079.162
28	2%	160	1,2%	96	3,2%	256	111,6%	8.928	2	501.936	501.936	75.291	1.079.162
29			1,2%	96	1,2%	96	112,8%	9.024	2	501.936	501.936	75.291	1.079.162
30	2%	160	1,2%	96	3,2%	256	116,0%	9.280	1	518.920	518.920	78.579	1.116.419
TOTAL	80%	6400	36%	2880	116%	9280	125%	10.000					

CARRERA FUNCIONARIA LEY N°19.378
CATEGORIA D
S.B.M.N \$214.658

Ley N°21.405

Vigencia a contar de 01.12.2021 (6,1%)

AÑOS	% EXPER.	PTE.EXP.	% CAPAC.	P. CAP.	% NIVEL	PTE. NIVEL	% TOTAL	PTE. TOTAL	NIVEL	SUELDO BASE	ASIG. A. PRIMARIA	ASIGN. ZONA	SUELDO TOTAL
1			1,2%	96	1,2%	96	1,2%	96	15	228.594	228.594	34.287	491.474
2	11%	880	1,2%	96	12,2%	976	13,4%	1.072	14	253.910	253.910	38.088	545.908
3			1,2%	96	1,2%	96	14,6%	1.168	14	253.910	253.910	38.088	545.908
4	10%	800	1,2%	96	11,2%	896	25,8%	2.064	13	277.333	277.333	41.599	596.264
5			1,2%	96	1,2%	96	27,0%	2.160	13	277.333	277.333	41.599	596.264
6	9%	720	1,2%	96	10,2%	816	37,2%	2.976	12	298.875	298.875	44.831	642.582
7			1,2%	96	1,2%	96	38,4%	3.072	12	298.875	298.875	44.831	642.582
8	7%	560	1,2%	96	8,2%	656	46,6%	3.728	11	316.636	316.636	47.495	680.767
9			1,2%	96	1,2%	96	47,8%	3.824	11	316.636	316.636	47.495	680.767
10	7%	560	1,2%	96	8,2%	656	56,0%	4.480	10	334.392	334.392	50.159	718.943
11			1,2%	96	1,2%	96	57,2%	4.576	10	334.392	334.392	50.159	718.943
12	5%	400	1,2%	96	6,2%	496	63,4%	5.072	9	348.373	348.373	52.258	749.004
13			1,2%	96	1,2%	96	64,6%	5.168	9	348.373	348.373	52.258	749.004
14	5%	400	1,2%	96	6,2%	496	70,8%	5.664	8	362.353	362.353	54.357	779.063
15			1,2%	96	1,2%	96	72,0%	5.760	8	362.353	362.353	54.357	779.063
16	5%	400	1,2%	96	6,2%	496	78,2%	6.256	7	376.337	376.337	56.452	809.125
17			1,2%	96	1,2%	96	79,4%	6.352	7	376.337	376.337	56.452	809.125
18	4%	320	1,2%	96	5,2%	416	84,6%	6.768	6	388.428	388.428	58.264	835.119
19			1,2%	96	1,2%	96	85,8%	6.864	6	388.428	388.428	58.264	835.119
20	4%	320	1,2%	96	5,2%	416	91,0%	7.280	5	400.520	400.520	60.080	861.120
21			1,2%	96	1,2%	96	92,2%	7.376	5	400.520	400.520	60.080	861.120
22	3%	240	1,2%	96	4,2%	336	96,4%	7.712	4	410.726	410.726	61.609	883.061
23			1,2%	96	1,2%	96	97,6%	7.808	4	410.726	410.726	61.609	883.061
24	3%	240	1,2%	96	4,2%	336	101,8%	8.144	3	420.923	420.923	63.140	904.986
25			1,2%	96	1,2%	96	103,0%	8.240	3	420.923	420.923	63.140	904.986
26	3%	240	1,2%	96	4,2%	336	107,2%	8.576	3	420.923	420.923	63.140	904.986
27			1,2%	96	1,2%	96	108,4%	8.672	2	433.393	433.393	65.011	931.797
28	2%	160	1,2%	96	3,2%	256	111,6%	8.928	2	433.393	433.393	65.011	931.797
29			1,2%	96	1,2%	96	112,8%	9.024	2	433.393	433.393	65.011	931.797
30	2%	160	1,2%	96	3,2%	256	116,0%	9.280	1	447.747	447.747	67.162	962.657
TOTAL	80%	6400	36%	2880	116%	9280	125%	10.000					

CARRERA FUNCIONARIA LEY N°19.378
CATEGORIA E
S.B.M.N \$199.562

Ley N°21.405
Vigencia a contar de 01.12.2021 (6,1%)

AÑOS	% EXPER.	PTE.EXP.	% CAPAC.	P. CAP.	% NIVEL	PTE. NIVEL	% TOTAL	PTE. TOTAL	NIVEL	SUELDO BASE	ASIG. A. PRIMARIA	ASIGN. ZONA	SUELDO TOTAL
1			1,2%	96	1,2%	96	1,2%	96	15	217.236	217.236	32.585	467.056
2	11%	880	1,2%	96	12,2%	976	13,4%	1.072	14	241.292	241.292	36.195	518.778
3			1,2%	96	1,2%	96	14,6%	1.168	14	241.292	241.292	36.195	518.778
4	10%	800	1,2%	96	11,2%	896	25,8%	2.064	13	263.562	263.562	39.535	566.659
5			1,2%	96	1,2%	96	27,0%	2.160	13	263.562	263.562	39.535	566.659
6	9%	720	1,2%	96	10,2%	816	37,2%	2.976	12	284.025	284.025	42.601	610.652
7			1,2%	96	1,2%	96	38,4%	3.072	12	284.025	284.025	42.601	610.652
8	7%	560	1,2%	96	8,2%	656	46,6%	3.728	11	300.905	300.905	45.128	646.937
9			1,2%	96	1,2%	96	47,8%	3.824	11	300.905	300.905	45.128	646.937
10	7%	560	1,2%	96	8,2%	656	56,0%	4.480	10	317.781	317.781	47.662	683.225
11			1,2%	96	1,2%	96	57,2%	4.576	10	317.781	317.781	47.662	683.225
12	5%	400	1,2%	96	6,2%	496	63,4%	5.072	9	331.067	331.067	49.662	711.796
13			1,2%	96	1,2%	96	64,6%	5.168	9	331.067	331.067	49.662	711.796
14	5%	400	1,2%	96	6,2%	496	70,8%	5.664	8	344.357	344.357	51.655	740.369
15			1,2%	96	1,2%	96	72,0%	5.760	8	344.357	344.357	51.655	740.369
16	5%	400	1,2%	96	6,2%	496	78,2%	6.256	7	357.645	357.645	53.644	768.934
17			1,2%	96	1,2%	96	79,4%	6.352	7	357.645	357.645	53.644	768.934
18	4%	320	1,2%	96	5,2%	416	84,6%	6.768	6	369.131	369.131	55.369	793.632
19			1,2%	96	1,2%	96	85,8%	6.864	6	369.131	369.131	55.369	793.632
20	4%	320	1,2%	96	5,2%	416	91,0%	7.280	5	380.615	380.615	57.087	818.316
21			1,2%	96	1,2%	96	92,2%	7.376	5	380.615	380.615	57.087	818.316
22	3%	240	1,2%	96	4,2%	336	96,4%	7.712	4	390.319	390.319	58.545	839.182
23			1,2%	96	1,2%	96	97,6%	7.808	4	390.319	390.319	58.545	839.182
24	3%	240	1,2%	96	4,2%	336	101,8%	8.144	3	400.008	400.008	60.002	860.017
25			1,2%	96	1,2%	96	103,0%	8.240	3	400.008	400.008	60.002	860.017
26	3%	240	1,2%	96	4,2%	336	107,2%	8.576	3	400.008	400.008	60.002	860.017
27			1,2%	96	1,2%	96	108,4%	8.672	2	411.863	411.863	61.777	885.503
28	2%	160	1,2%	96	3,2%	256	111,6%	8.928	2	411.863	411.863	61.777	885.503
29			1,2%	96	1,2%	96	112,8%	9.024	2	411.863	411.863	61.777	885.503
30	2%	160	1,2%	96	3,2%	256	116,0%	9.280	1	425.505	425.505	63.827	914.836
TOTAL	80%	6400	36%	2880	116%	9280	125%	10.000					

CARRERA FUNCIONARIA LEY N°19.378
CATEGORIA F
S.B.M.N \$175.969

Ley N°21.405
Vigencia a contar de 01.12.2021 (6,1%)

AÑOS	% EXPER.	PTE.EXP.	% CAPAC.	P. CAP.	% NIVEL	PTE. NIVEL	% TOTAL	PTE. TOTAL	NIVEL	SUELDO BASE	ASIG. A. PRIMARIA	ASIGN. ZONA	SUELDO TOTAL
1			1,2%	96	1,2%	96	1,2%	96	15	181.244	181.244	27.188	389.677
2	11%	880	1,2%	96	12,2%	976	13,4%	1.072	14	201.321	201.321	30.198	432.839
3			1,2%	96	1,2%	96	14,6%	1.168	14	201.321	201.321	30.198	432.839
4	10%	800	1,2%	96	11,2%	896	25,8%	2.064	13	219.900	219.900	32.981	472.781
5			1,2%	96	1,2%	96	27,0%	2.160	13	219.900	219.900	32.981	472.781
6	9%	720	1,2%	96	10,2%	816	37,2%	2.976	12	236.982	236.982	35.551	509.514
7			1,2%	96	1,2%	96	38,4%	3.072	12	236.982	236.982	35.551	509.514
8	7%	560	1,2%	96	8,2%	656	46,6%	3.728	11	251.057	251.057	37.656	539.770
9			1,2%	96	1,2%	96	47,8%	3.824	11	251.057	251.057	37.656	539.770
10	7%	560	1,2%	96	8,2%	656	56,0%	4.480	10	265.134	265.134	39.773	570.041
11			1,2%	96	1,2%	96	57,2%	4.576	10	265.134	265.134	39.773	570.041
12	5%	400	1,2%	96	6,2%	496	63,4%	5.072	9	276.221	276.221	41.430	593.871
13			1,2%	96	1,2%	96	64,6%	5.168	9	276.221	276.221	41.430	593.871
14	5%	400	1,2%	96	6,2%	496	70,8%	5.664	8	287.309	287.309	43.098	617.716
15			1,2%	96	1,2%	96	72,0%	5.760	8	287.309	287.309	43.098	617.716
16	5%	400	1,2%	96	6,2%	496	78,2%	6.256	7	298.397	298.397	44.764	641.557
17			1,2%	96	1,2%	96	79,4%	6.352	7	298.397	298.397	44.764	641.557
18	4%	320	1,2%	96	5,2%	416	84,6%	6.768	6	307.984	307.984	46.196	662.164
19			1,2%	96	1,2%	96	85,8%	6.864	6	307.984	307.984	46.196	662.164
20	4%	320	1,2%	96	5,2%	416	91,0%	7.280	5	317.569	317.569	47.639	682.777
21			1,2%	96	1,2%	96	92,2%	7.376	5	317.569	317.569	47.639	682.777
22	3%	240	1,2%	96	4,2%	336	96,4%	7.712	4	325.652	325.652	48.848	700.152
23			1,2%	96	1,2%	96	97,6%	7.808	4	325.652	325.652	48.848	700.152
24	3%	240	1,2%	96	4,2%	336	101,8%	8.144	3	333.749	333.749	50.062	717.561
25			1,2%	96	1,2%	96	103,0%	8.240	3	333.749	333.749	50.062	717.561
26	3%	240	1,2%	96	4,2%	336	107,2%	8.576	3	333.749	333.749	50.062	717.561
27			1,2%	96	1,2%	96	108,4%	8.672	2	343.636	343.636	51.541	738.812
28	2%	160	1,2%	96	3,2%	256	111,6%	8.928	2	343.636	343.636	51.541	738.812
29			1,2%	96	1,2%	96	112,8%	9.024	2	343.636	343.636	51.541	738.812
30	2%	160	1,2%	96	3,2%	256	116,0%	9.280	1	355.012	355.012	53.254	763.277
TOTAL	80%	6400	36%	2880	116%	9280	125%	10.000					