DIRECCIÓN DE GESTIÓN HUMANA

PLANTA DE PERSONAL DEL ICBF

(Dto 03265 del 2002; 1020 de 2003; 1359 2-05-2006; 2489 de 2006; 1853 25-05-07; 423 14-05-2008; 4482 18-11-2009; 118 21-01-2010; 0988 14-05-2012 ; 1928 6-09-13; 1479 de 4-09-2017; 880 de 25-06-2020 y 2280 de 29-12-2023)

Decreto No. 0611 de 3 de junio de 2025

Denominación del Cargo	Código	Grado	Total Empleos	Asignación Básica Mensual Incremento 7,00%	Prima Técnica Cargo	Total Mensual	Asignación Básica Mensual Planta	TOTAL COSTOS
Nivel Directivo				**2025**			**2025**	
DIRECTOR GENERAL	0015	25	1	18,550,452	9,275,226	27,825,678	18,550,452	676,364,067
SECRETARIO GENERAL	0037	24	1	17,204,686	8,602,343	25,807,029	17,204,686	524,068,275
SUBDIRECTOR GENERAL	0040	24	1	17,204,686	8,602,343	25,807,029	17,204,686	524,068,275
DIRECTOR REGIONAL	0042	19	5	11,768,725	5,884,363	17,653,088	58,843,625	1,792,423,124
DIRECTOR REGIONAL	0042	18	23	10,928,944	5,464,472	16,393,416	251,365,712	7,656,797,396
DIRECTOR REGIONAL	0042	9	5	7,471,714	3,735,857	11,207,571	37,358,570	1,137,971,441
DIRECTOR TECNICO	0100	23	9	15,944,149	7,972,075	23,916,224	143,497,341	4,371,041,930
DIRECTOR TECNICO	0100	22	6	14,516,572	7,258,286	21,774,858	87,099,432	2,653,117,240
SUBDIRECTOR TECNICO	0150	21	17	13,118,696	6,559,348	19,678,044	223,017,832	6,793,298,663
JEFE DE OFICINA	0137	22	5	14,516,572	7,258,286	21,774,858	72,582,860	2,210,931,034
Subtotal			**73**				**926,725,196**	**28,340,081,443**
Nivel Asesor								
ASESOR	1020	18	4	17,284,625	8,642,313	25,926,938	69,138,500	2,106,013,117
ASESOR	1020	16	9	14,413,246	7,206,623	21,619,869	129,719,214	3,951,349,339
ASESOR	1020	15	1	13,116,992		13,116,992	13,116,992	266,660,749
JEFE DE OFICINA ASESORA	1045	16	2	14,413,246	7,206,623	21,619,869	28,826,492	878,077,631
Subtotal			**16**				**240,801,198**	**7,202,100,836**
Nivel Profesional								
PROFESIONAL ESPECIALIZADO	2028	24	27	12,074,702		12,074,702	326,016,954	6,627,733,342
PROFESIONAL ESPECIALIZADO	2028	23	28	11,197,561		11,197,561	313,531,708	6,373,915,618
PROFESIONAL ESPECIALIZADO	2028	21	79	9,853,314		9,853,314	778,411,806	15,824,655,181
PROFESIONAL ESPECIALIZADO	2028	19	591	8,587,918		8,587,918	5,075,459,538	103,181,113,716
PROFESIONAL ESPECIALIZADO	2028	18	51	7,983,907		7,983,907	407,179,257	8,277,715,329
PROFESIONAL ESPECIALIZADO	2028	17	94	7,413,445		7,413,445	696,863,830	14,166,832,688
PROFESIONAL ESPECIALIZADO	2028	16	6	7,048,194		7,048,194	42,289,164	859,713,885
PROFESIONAL ESPECIALIZADO	2028	15	138	6,537,356		6,537,356	902,155,128	18,340,284,294
PROFESIONAL UNIVERSITARIO	2044	11	585	4,806,804		4,806,804	2,811,980,340	57,165,910,014
PROFESIONAL UNIVERSITARIO	2044	10	628	4,612,606		4,612,606	2,896,716,568	58,888,547,799
PROFESIONAL UNIVERSITARIO	2044	9	3,028	4,460,407		4,460,407	13,506,112,396	274,571,338,528
PROFESIONAL UNIVERSITARIO	2044	3	373	3,367,598		3,367,598	1,256,114,054	25,536,061,528
DEFENSOR DE FAMILIA	2125	19	1,417	8,587,918		8,587,918	12,169,079,806	248,132,406,322
Subtotal			**7,045**				**41,181,910,549**	**837,946,228,243**
Nivel Técnico								
TECNICO ADMINISTRATIVO	3124	18	111	4,476,171		4,476,171	496,854,981	10,100,770,169
TECNICO ADMINISTRATIVO	3124	17	82	4,073,262		4,073,262	334,007,484	6,790,176,127
TECNICO ADMINISTRATIVO	3124	16	13	3,804,925		3,804,925	49,464,025	1,005,574,599
TECNICO ADMINISTRATIVO	3124	15	98	3,367,598		3,367,598	330,024,604	6,709,206,514
TECNICO ADMINISTRATIVO	3124	14	145	3,222,201		3,222,201	467,219,145	9,498,291,016
TECNICO ADMINISTRATIVO	3124	13	286	3,108,654		3,108,654	889,075,044	18,074,373,863
TECNICO ADMINISTRATIVO	3124	12	95	2,915,041		2,915,041	276,928,895	5,629,801,911
Subtotal			**830**				**2,843,574,178**	**57,808,194,199**
Nivel Asistencial								
AUXILIAR ADMINISTRATIVO	4044	23	4	3,367,598		3,367,598	13,470,392	273,845,164
AUXILIAR ADMINISTRATIVO	4044	20	4	2,757,944		2,757,944	11,031,776	247,041,337
AUXILIAR ADMINISTRATIVO	4044	19	54	2,674,838		2,674,838	144,441,252	3,242,682,914
AUXILIAR ADMINISTRATIVO	4044	18	19	2,607,573		2,607,573	49,543,887	1,114,636,405
AUXILIAR ADMINISTRATIVO	4044	17	83	2,544,458		2,544,458	211,190,014	4,761,370,170
AUXILIAR ADMINISTRATIVO	4044	16	57	2,491,836		2,491,836	142,034,652	3,208,115,542
AUXILIAR ADMINISTRATIVO	4044	15	88	2,385,758		2,385,758	209,946,704	4,760,731,278
AUXILIAR ADMINISTRATIVO	4044	13	189	2,264,237		2,264,237	427,940,793	9,751,986,700
AUXILIAR ADMINISTRATIVO	4044	11	31	2,042,712		2,042,712	63,324,072	1,458,175,228
CONDUCTOR MECANICO	4103	19	14	2,674,838		2,674,838	37,447,732	840,695,570
CONDUCTOR MECANICO	4103	17	27	2,544,458		2,544,458	68,700,366	1,548,879,453
CONDUCTOR MECANICO	4103	15	8	2,385,758		2,385,758	19,086,064	432,793,753
CONDUCTOR MECANICO	4103	13	1	2,264,237		2,264,237	2,264,237	51,597,813
SECRETARIO	4178	14	31	2,313,840		2,313,840	71,729,040	1,631,184,305
SECRETARIO EJECUTIVO	4210	24	14	3,673,076		3,673,076	51,423,064	1,045,400,712
SECRETARIO EJECUTIVO	4210	22	2	3,049,860		3,049,860	6,099,720	124,003,728
SECRETARIO EJECUTIVO	4210	21	42	2,874,013		2,874,013	120,708,546	2,453,933,899
SECRETARIO EJECUTIVO	4210	19	3	2,674,838		2,674,838	8,024,514	163,133,660
SECRETARIO EJECUTIVO	4210	18	91	2,607,573		2,607,573	237,289,143	4,823,949,017
SECRETARIO EJECUTIVO	4210	16	130	2,491,836		2,491,836	323,938,680	6,585,483,251
Subtotal			**892**				**2,219,634,648**	**48,519,639,899**
Total			**8,856**				**47,412,645,769**	**979,816,244,620**

SalarioMínimoLegal	1,423,000	2,847,000
BaseBSP	2,774,076	< 50% Y > 35%
BasedeAlimentación	2,774,076	
SubsidiodeAilimentación	98,931	
AuxiliodeTransportes	200,000	