

# **2021eko ORDAINSARI TAULA**

2021ko AURREKONTUA - I. Kapituloa  
Pertsonalaren soldata-kostua

Plenoa 2020/12/17

Saila	Kod.	Lanpostua	Mota	Enplegatua	K.T.	Euf.	DK	DBK	Jard	Bs	Antz	Hil.	OINARRIZKOAK A=1+2	OSAGARRIAK B=3+4+5+6	Laboralak	Ald. Lab.	S. OSOA C=A+B	GIZ.SEG 7	Elkarkidetz 8	KOSTEA D=C+7+8	Diferen. %	Aurreko urtea	
<b>Arloa GOBERNU ORGANOAK ETA PERTSONAL EBENTUALA</b>																							
KARGU PUBLIKOAK		Alkatea	L		A1			--	100%	--	0	12	0.00	0.00		67,466.86	67,466.86	15,824.55			83,291.41		
		Zinegotzia	L		C1	17.0		--	100%	--	0	12	0.00	0.00		40,779.09	40,779.09	13,304.45			54,083.54		
		Zinegotzia	L		C1	17.0		--	100%	--	0	12	0.00	0.00		40,779.09	40,779.09	13,304.45			54,083.54		
		Zinegotzia	L		C1	17.0		--	55%	--	0	12	0.00	0.00		22,428.50	22,428.50	7,358.86			29,787.36		
		Zinegotzia	L		C1	17.0		--	50%	--	0	12	0.00	0.00		20,389.54	20,389.54	6,698.24			27,087.78		
		Zinegotzia	L		C1	17.0		--	100%	--	0	12	0.00	0.00		40,779.09	40,779.09	13,304.45			54,083.54		
<b>GUZTIRA</b>													0.00	0.00	0.00	232,622.16	232,622.16	69,795.01	0.00	302,417.17	1.49%	297,963.98	

<b>Arloa ALKATETZA</b>																						
ALKATETZA/BULEG	136	Administraria (Alkatearen)	F		C1	12.5	20	--	100%	--	14	12	16,543.10	25,904.50			42,447.60	10,817.66	1,189.02	54,454.27		
													16,543.10	25,904.50	0.00	0.00	42,447.60	10,817.66	1,189.02	54,454.27	2.01%	53,381.39
IDAZKARITZA	1	Idazkaria	HNF		A1	28.0	29	20%	100%	D20	6	12	20,740.72	55,716.39			76,457.11	12,552.19	1,774.92	90,784.22		
	2	Artxibaria	F		A2	17.5	23	--	100%	--	11	12	20,387.78	29,353.48			49,741.26	12,102.85	1,449.42	63,293.53		
	51	Euskara itzultzailea	F		A2	15.5	21	--	100%	--	10	12	19,858.86	25,703.48			45,562.34	11,648.96	1,449.42	58,660.72		
	153	Administraria (artxiboa)	F		C1	11.5	21		100%	OPI	13	12	16,142.84	27,224.16			43,367.00	11,044.11	1,189.02	55,600.12		
	3	Administraria (Erregistroa)	F		C1	11.0	19	--	100%	--	6	12	13,341.02	21,845.47			35,186.49	9,421.50	1,189.02	45,797.01		
	5	Administrazioa (Aktak/Es)	F		C1	11.5	19	--	100%	--	5	12	12,940.76	22,211.02			35,151.78	9,412.58	1,189.02	45,753.38		
	7-1	Jakinarazlea	F		E	7.0	14	--	100%	--	2	12	8,743.28	17,709.97			26,453.25	8,693.72	993.86	36,140.83		
	7-2	Jakinarazlea	F		E	7.0	14	--	100%	--	2	12	8,743.28	17,709.97			26,453.25	8,382.14		34,835.40		
	8	Ordenantza	F		E	8.5	16	--	100%	--	0	12	8,333.08	19,260.58			27,593.66	9,051.23	993.86	37,638.75		
													129,231.62	236,734.51	0.00	0.00	365,966.13	92,309.28	10,228.54	468,503.95	1.90%	459,757.73
UDALTAINGOA	77	Udaltzain-burua (ofiziala)	F		C1	19.0	22	20%	100%	D15	6	12	13,341.02	43,642.86			56,983.88	17,895.42	1,189.02	76,068.32		
	167	Agente lehenen koord. (c)	F		C1	16.5	22	20%	100%	D15	6	12	13,341.02	38,527.97			51,868.99	17,895.42		69,764.41		
	78-1	Lehen udaltzaina	F		C1	14.0	19	--	100%	PI	6	12	13,341.02	32,482.69			45,823.71	17,329.54	1,189.02	64,342.27		
	78-2	Lehen udaltzaina	F		C1	14.0	19	--	100%	PI	0	12	10,939.46	30,920.29			41,859.75	15,877.14	1,189.02	58,925.92		
	78-3	Lehen udaltzaina	F		C1	14.0	19	--	100%	PI	6	12	13,341.02	32,482.69			45,823.71	17,329.54	1,189.02	64,342.27		
	78-4	Lehen udaltzaina	F		C1	14.0	19	--	100%	PI	6	12	13,341.02	32,482.69			45,823.71	17,329.54	1,189.02	64,342.27		
	78-5	Lehen udaltzaina	F		C1	14.0	19	--	100%	PI	9	12	14,541.80	33,263.89			47,805.69	17,372.81	1,189.02	66,367.53		
	79-1	Udaltzaina	F		C1	12.0	17	--	100%	PI	5	12	12,940.76	28,512.58			41,453.34	15,728.23	1,189.02	58,370.59		
	79-2	Udaltzaina	F		C1	12.0	17	--	100%	PI	6	12	13,341.02	28,772.98			42,114.00	15,970.30	1,189.02	59,273.32		
	79-3	Udaltzaina	F		C1	12.0	17	--	100%	PI	2	12	11,739.98	27,731.38			39,471.36	15,002.04	1,189.02	55,662.42		
	79-4	Udaltzaina	F		C1	12.0	17	--	100%	PI	5	12	12,940.76	28,512.58			41,453.34	15,728.23	1,189.02	58,370.59		

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Saila	Kod.	Lanpostua	Mota	Enplegatua	K.T.	Euf.	DK	DBK	Jard	Bs	Antz	Hil.	OINARRIZKOAK A=1+2	OSAGARRIAK B=3+4+5+6	Laboralak	Ald. Lab.	S. OSOA C=A+B	GIZ.SEG 7	Elkarkidetz 8	KOSTEA D=C+7+8	Diferen. %	Aurreko urtea
	79-5	Udaltzaina	F		C1	12.0	17	--	100%	PI	0	12	10,939.46	27,210.58			38,150.04	14,517.90	1,189.02	53,856.97		
	79-6	Udaltzaina	F		C1	12.0	17	--	100%	PI	3	12	12,140.24	27,991.78			40,132.02	15,244.10	1,189.02	56,565.14		
	79-7	Udaltzaina	F		C1	12.0	17	--	100%	PI	3	12	12,140.24	27,991.78			40,132.02	15,244.10	1,189.02	56,565.14		
	79-8	Udaltzaina	F		C1	12.0	17	--	100%	PI	0	12	10,939.46	27,210.58			38,150.04	14,082.25		52,232.29		
	79-9	Udaltzaina	F		C1	12.0	17	--	100%	PI	6	12	13,341.02	28,772.98			42,114.00	15,970.30	1,189.02	59,273.32		
	79-10	Udaltzaina	F		C1	12.0	17	--	100%	PI	4	12	12,540.50	28,252.18			40,792.68	15,486.17	1,189.02	57,467.87		
	79-11	Udaltzaina	F		C1	12.0	17	--	100%	PI	0	12	10,939.46	27,210.58			38,150.04	14,082.25		52,232.29		
	79-12	Udaltzaina	F		C1	12.0	17	--	100%	PI	1	12	11,339.72	27,470.98			38,810.70	14,324.31		53,135.01		
	79-13	Udaltzaina	F		C1	12.0	17	--	100%	PI	6	12	13,341.02	28,772.98			42,114.00	15,970.30	1,189.02	59,273.32		
	79-14	Udaltzaina	F		C1	12.0	17	--	100%	PI	5	12	12,940.76	28,512.58			41,453.34	15,728.23	1,189.02	58,370.59		
	79-15	Udaltzaina	F		C1	12.0	17	--	100%	PI	5	12	12,940.76	28,512.58			41,453.34	15,728.23	1,189.02	58,370.59		
	79-16	Udaltzaina	F		C1	12.0	17	--	100%	PI	0	12	10,939.46	27,210.58			38,150.04	14,517.90	1,189.02	53,856.97		
	79-17	Udaltzaina	F		C1	12.0	17	--	100%	PI	6	12	13,341.02	28,772.98			42,114.00	15,970.30	1,189.02	59,273.32		
	79-18	Udaltzaina	F		C1	12.0	17	--	100%	PI	5	12	12,940.76	28,512.58			41,453.34	15,728.23	1,189.02	58,370.59		
	79-19	Udaltzaina	F		C1	12.0	17	--	100%	PI	6	12	13,341.02	28,772.98			42,114.00	15,970.30	1,189.02	59,273.32		
	79-20	Udaltzaina	F		C1	12.0	17	--	100%	PI	5	12	12,940.76	28,512.58			41,453.34	15,292.58		56,745.92		
	79-21	Udaltzaina	F		C1	12.0	17	--	100%	PI	3	12	12,140.24	27,991.78			40,132.02	15,244.10	1,189.02	56,565.14		
	79-22	Udaltzaina	F		C1	12.0	17	--	100%	PI	3	12	12,140.24	27,991.78			40,132.02	15,244.10	1,189.02	56,565.14		
	79-23	Udaltzaina	F		C1	12.0	17	--	100%	PI	3	12	12,140.24	27,991.78			40,132.02	14,808.44		54,940.47		
	79-24	Udaltzaina	F		C1	12.0	17	--	100%	PI	3	12	12,140.24	27,991.78			40,132.02	15,244.10	1,189.02	56,565.14		
	79-25	Udaltzaina	F		C1	12.0	17	--	100%	PI	0	12	10,939.46	27,210.58			38,150.04	14,082.25		52,232.29		
	79-26	Udaltzaina LEP	BF		C1	12.0	17	--	100%	PI	0	4	3,646.49	12,858.47			16,504.96	16,264.12		32,769.08		
		Udaltzaina LEP	BF		C1	12.0	17	--	100%	PI	0	4	3,646.49	12,858.47			16,504.96	16,264.12		32,769.08		
		Udaltzaina LEP	BF		C1	12.0	17	--	100%	PI	0	4	3,646.49	12,858.47			16,504.96	16,264.12		32,769.08		
		Udaltzaina LEP	BF		C1	12.0	17	--	100%	PI	0	4	3,646.49	12,858.47			16,504.96	16,264.12		32,769.08		
		Udaltzaina LEP	BF		C1	12.0	17	--	100%	PI	0	4	3,646.49	12,858.47			16,504.96	16,264.12		32,769.08		
	178	Administraria	F		C1	11.0	19	--	100%	--	1	12	11,339.72	20,543.47			31,883.19	10,407.15	1,189.02	43,479.36		
	80	Administrazioa (Udaltzain	F		C2	8.5	17	--	100%	--	13	12	12,646.34	21,846.94			34,493.28	8,810.44	993.86	44,297.58		
													441,913.45	1,052,884.40	0.00	0.00	1,494,797.86	602,476.85	31,908.38	2,129,183.09	1.91%	2,089,308.26
AZOKA	81	Azoka arduraduna	F		C1	10.5	18	15%	100%	D15	12	12	15,742.58	27,240.26			42,982.84	16,288.64	1,189.02	60,460.50		
													15,742.58	27,240.26	0.00	0.00	42,982.84	16,288.64	1,189.02	60,460.50	2.03%	59,259.84

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ARRETA BULEGOA	145	H.A.Bulegoko arduradun	F		A2	16.0	22		100%	--	9	12	19,329.94	26,364.73			45,694.67	12,189.03	1,449.42	59,333.12		
	139-1	Inform.eta izapidetze age	F		C2	10.5	18		100%	--	5	12	10,466.82	22,669.42			33,136.24	8,844.43	993.86	42,974.53		
	139-2	Inform.eta izapidetze age	F		C2	10.5	18		100%	--	6	12	10,739.26	22,927.72			33,666.98	8,980.83	993.86	43,641.67		
	139-3	Inform.eta izapidetze age	F		C2	10.5	18		100%	--	4	12	10,194.38	22,411.12			32,605.50	8,708.03	993.86	42,307.39		
	139-4	Inform.eta izapidetze age	F		C2	10.5	18		100%	--	4	12	10,194.38	22,411.12			32,605.50	8,708.03	993.86	42,307.39		
	139-5	Inform.eta izapidetze age	F		C2	10.5	18		100%	--	2	12	9,649.50	21,894.52			31,544.02	10,240.44	993.86	42,778.32		
													70,574.28	138,678.63	0.00	0.00	209,252.91	57,670.80	6,418.72	273,342.43	2.02%	267,925.11
<b>GUZTIRA</b>													674,005.03	1,481,442.30	0.00	0.00	2,155,447.34	779,563.23	50,933.68	2,985,944.25	1.92%	2,929,632.33

Arloa HIRIGINTZA, INGURUMENA ETA MUGIKORTASUNA																						
HIRIGINTZA eta MUGIKORTASUNA	28	Hirigintza, eraikuntza eta	F		A1	28.0	29	25%	100%	D25	11	12	23,983.12	59,984.20			83,967.32	12,102.85	1,774.92	97,845.09		
	29	Arkitektoa	F		A1	24.0	27		100%	--	3	12	18,795.28	36,562.86			55,358.14	15,311.72		70,669.86		
	120	AOT Batzordeko idazkar	F		A1	22.5	26	15%	100%	D15	11	12	23,983.12	43,642.65			67,625.77	12,029.59	1,774.92	81,430.28		
	31	AOT hirigintza	F		A1	21.0	25	--	100%	--	9	12	22,686.16	33,061.77			55,747.93	12,552.19	1,774.92	70,075.04		
	33	Hirigintza, eraikuntza, eta	F		A2	18.5	24	--	100%	--	2	12	15,627.50	29,183.34			44,810.84	14,137.24		58,948.08		
	122	Aparejadorea baimenak	F		A2	18.5	24	--	100%	--	7	12	18,272.10	30,223.54			48,495.64	12,625.45	1,449.42	62,570.51		
	35	Delineantea hirigintza-ob	F		C1	12.0	19	--	100%	--	13	12	16,142.84	24,913.36			41,056.20	10,538.75	1,189.02	52,783.97		
	123	Delineantea hirigintza	F		C1	12.0	19	--	100%	--	11	12	15,342.32	24,392.56			39,734.88	10,149.52	1,189.02	51,073.42		
	36	Administraria hirigintza	F		C1	11.0	19	--	100%	--	4	12	12,540.50	21,324.67			33,865.17	9,081.92	1,189.02	44,136.11		
	124	Administrazioa hirigintza	F		C1	11.0	19	--	100%	--	10	12	14,942.06	22,887.07			37,829.13	9,680.13	1,189.02	48,698.28		
37	Administrazioa aktak	F		C2	9.0	18	--	100%	OPI	13	0	0.00	1,454.93			1,454.93		993.86	2,448.79			
													182,315.00	327,630.93	0.00	0.00	509,945.93	118,209.36	12,524.12	640,679.41	1.79%	629,424.30
<b>GUZTIRA</b>													238,886.69	423,154.18	0.00	0.00	662,040.87	159,160.54	16,644.60	837,846.01	1.81%	822,913.46

Arloa OBRA, ZERBITZU, MANTENTZE eta AUZOAK																						
	140	Obrak, zerbitzuak eta ma	F		A1	24.5	27	15%	100%	D15	9	12	22,686.16	46,952.38			69,638.54	12,552.19	1,774.92	83,965.64		
ADMINISTRAZIOA	169	Kudeaketa Administratib	F		A2	14.5	20	--	100%	--	4	12	16,685.34	22,738.70			39,424.04	10,577.48	1,449.42	51,450.94		
	43	Administraria mantenua	F		C1	11.0	19	--	100%	--	1	12	11,339.72	20,543.47			31,883.19	10,036.17		41,919.36		
	118	Administrazioa - zerbitzu	F		C2	8.5	17	--	100%	--	7	12	11,011.70	20,297.14			31,308.84	8,374.79	993.86	40,677.49		

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Saila	Kod.	Lanpostua	Mota	Enplegatua	K.T.	Euf.	DK	DBK	Jard	Bs	Antz	Hil.	OINARRIZKOAK A=1+2	OSAGARRIAK B=3+4+5+6	Laboralak	Ald. Lab.	S. OSOA C=A+B	GIZ.SEG 7	Elkarkidetzaz 8	KOSTEA D=C+7+8	Diferen. % Aurreko urtea
ZERBITZUAK	44	Hiri-zerbitzuetako teknika	F		A2	17.0	22	--	100%	--	9	12	19,329.94	28,081.79			47,411.73	12,552.19	1,449.42	61,413.33	
		Hiri-zerbitzuetako teknika	BF		A2	17.0	22	--	100%	--	0	7	8,498.97	15,288.83			23,787.80	7,546.52		31,334.32	
	157	Zerbitzuetako laguntzailea	F		C2	10.5	15	--	100%	OPI	6	12	10,739.26	22,927.72			33,666.98	10,797.97	993.86	45,458.81	
OBRAK	30	Bide injinerua	F		A1	22.0	26	--	100%	--	6	12	20,740.72	33,973.92			54,714.64	12,625.45	1,774.92	69,115.01	
	121	Aparejadorea obrak	F		A2	18.5	24	--	100%	--	10	12	19,858.86	30,847.66			50,706.52	12,625.45	1,449.42	64,781.39	
	148	Obra teknikaria	F		A2	18.5	24	--	80%	--	3	12	12,925.14	23,513.10			36,438.24	9,492.71		45,930.95	
	42	Delineantea obrak-mante	F		C1	12.5	20	--	100%	--	3	12	12,140.24	23,040.10			35,180.34	11,118.08		46,298.42	
	34	Obretako ikuskatzailea	F		C1	11.5	18	--	100%	--	3	12	12,140.24	21,690.22			33,830.46	9,125.96	1,189.02	44,145.44	
MANTENUA	38	Mantenuko burua	F		A2	20.5	25	20%	100%	D20	5	12	17,214.26	42,519.03			59,733.29	12,625.45	1,449.42	73,808.16	
	41	Saneam. teknikaria	F		A2	15.5	21	--	66%	--	6	12	11,710.50	16,415.07			28,125.57	7,718.56	1,449.42	37,293.55	
	164	Ur eta mantenu teknikaria	F		A2	15.5	21	--	100%	--	1	12	15,098.58	23,831.12			38,929.70	12,293.51		51,223.21	
BILTEGIA	60	Biltegizaina	L		C1	11.0	18	--	100%	--	10	12		0.00	37,829.13		37,829.13	12,399.84	1,189.02	51,417.99	
OBRETAKO LANTAL	62	Obretako burua	F		C1	15.5	22	15%	100%	D15	14	12	16,543.10	36,627.79			53,170.89	15,091.93	1,189.02	69,451.84	
	68-1	Igeltseroa	F		C2	11.0	16	--	100%	--	6	12	10,739.26	23,667.71			34,406.97	11,026.62	993.86	46,427.45	
	68-2	Igeltseroa	F		C2	11.0	16	--	100%	--	3	12	9,921.94	22,892.81			32,814.75	12,047.96		44,862.71	
	68-3	Igeltseroa	L		C2	11.0	16	--	100%	--	1	12			31,753.27		31,753.27	11,725.65		43,478.92	
	69-1	Hiri-altzarien mantenuko	F		C2	11.0	16	--	100%	--	6	12	10,739.26	23,667.71			34,406.97	11,026.62	993.86	46,427.45	
	69-2	Hiri-altzarien manten.lagu	BF-Ab		C2	11.0	16	--	50%	--	15	12	6,595.61	12,996.20			19,591.81	7,596.58	993.86	28,182.25	
	65-1	Galdaragina	F		C2	11.0	16	--	100%	--	2	12	9,649.50	22,634.51			32,284.01	12,283.66	993.86	45,561.53	
	65-2	Galdaragina	F		C2	11.0	16	--	100%	--	9	12	11,556.58	24,442.61			35,999.19	11,518.62	993.86	48,511.67	
	66	Arotza	F		C2	11.0	17	--	100%	--	4	12	10,194.38	23,151.11			33,345.49	10,391.52		43,737.01	
	64	Iturgina	F		C2	11.0	17	15%	100%	D15	14	12	12,918.78	30,417.49			43,336.27	13,785.78	993.86	58,115.90	
	67	Pintorea	L		C2	11.0	16	--	100%	--	12	12		0.00	37,591.41		37,591.41	14,226.17	993.86	52,811.43	
	70	Gidaria	F		C2	11.0	17	--	100%	--	8	12	11,284.14	24,184.31			35,468.45	11,354.62	993.86	47,816.93	
	72-1	Peoia	Ab-jp		E	7.0	11	--	100%	--	1	12	8,538.18	17,446.63			25,984.81	9,561.86		35,546.68	
	72-2	Peoia	F		E	7.0	11	--	100%	--	5	12	9,358.58	18,499.99			27,858.57	10,243.91		38,102.49	
	72-3	Peoia	F		E	7.0	11	--	100%	--	4	12	9,153.48	18,236.65			27,390.13	8,858.42	993.86	37,242.42	
	72-4	Peoia	F		E	7.0	11	--	100%	--	3	12	8,948.38	17,973.31			26,921.69	8,406.57		35,328.27	
	72-5	Peoia	F		E	7.0	11	--	100%	--	3	12	8,948.38	17,973.31			26,921.69	8,406.57		35,328.27	
ELEKTRIZITATEA	40	Injineru tekniko elektrikoa	F		A2	18.5	24	--	100%	--	12	12	20,916.70	31,263.74			52,180.44	15,311.72	1,449.42	68,941.57	
	61	Elektrikari maisua	Ab-jp		C1	12.5	18	--	100.0%	--	3	12		0.00	35,180.34		35,180.34	12,979.96		48,160.30	
	119	Elektrikaria (argiteri publi	F		C2	11.0	17	--	100%	--	3	12	9,921.94	22,892.81			32,814.75	10,227.53		43,042.27	
	63	Elektrikaria	F		C2	11.0	17	--	100%	--	6	12	10,739.26	23,667.71			34,406.97	11,026.62	993.86	46,427.45	
		Elektrikaria	F		C2	11.0	17	--	100%	--	1	12	9,377.06	22,376.21			31,753.27	12,023.34	993.86	44,770.47	

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Saila	Kod.	Lanpostua	Mota	Enplegatua	K.T.	Euf.	DK	DBK	Jard	Bs	Antz	Hil.	OINARRIZKOAK	OSAGARRIAK	Laboralak	Ald. Lab.	S. OSOA	GIZ.SEG	Elkarkidetz	KOSTEA	Diferen. %	Aurreko urtea
													A=1+2	B=3+4+5+6			C=A+B	7	8	D=C+7+8		
													428,164.13	827,672.84	75,420.53	66,933.60	1,398,191.11	421,584.57	28,733.60	1,848,509.28	2.03%	1,811,802.89
HILERRIA	75-1	Ehorzle ofiziala	F		C2	11.0	17	--	100%	--	3	12	9,921.94	22,892.81			32,814.75	10,534.63	993.86	44,343.24		
	75-2	Ehorzle ofiziala	F		C2	11.0	17	--	100%	--	2	12	9,649.50	22,634.51			32,284.01	10,063.53		42,347.53		
													19,571.44	45,527.31	0.00	0.00	65,098.75	20,598.15	993.86	86,690.77	2.05%	84,946.76
UR TALDEA	73	Uretako burua	F		C2	13.5	21	15%	100%	D15	9	12	11,556.58	33,215.26			44,771.84	14,229.37	993.86	59,995.07		
	74-1	Hodi-iturgina	F		C2	11.0	16	--	100%	--	3	12	9,921.94	22,892.81			32,814.75	10,534.63	993.86	44,343.24		
	74-2	Hodi-iturgina	L		C2	11.0	16	--	100%	--	15	12		0.00	41,132.43		41,132.43	15,158.43		56,290.85		
	74-3	Hodi-iturgina	F		C2	11.0	16	--	100%	--	5	12	10,466.82	23,409.41			33,876.23	12,796.10	993.86	47,666.19		
	74-4	Hodi-iturgina	F		C2	11.0	16	--	100%	--	3	12	9,921.94	22,892.81			32,814.75	12,047.96		44,862.71		
													41,867.28	102,410.28	41,132.43	0.00	185,409.99	64,766.49	2,981.58	253,158.05	2.05%	248,077.81
<b>GUZTIRA</b>													489,602.85	975,610.43	116,552.96	66,933.60	1,648,699.85	506,949.21	32,709.04	2,188,358.10	2.03%	2,144,827.46

Arloa ENPLEGU eta PERTSONALA																						
ENPLEGUA	58	Enplegu teknikaria	F		A2	17.5	23	--	100%	--	10	12	19,858.86	33,369.96			53,228.82	12,029.59	1,449.42	66,707.82		
													19,858.86	33,369.96	0.00	0.00	53,228.82	12,029.59	1,449.42	66,707.82	1.61%	65,652.94
PERTSONALA	9	Pertsonal burua	F		A1	25.0	27	20%	100%	D20	6	12	20,740.72	49,799.60			70,540.32	15,238.45		85,778.77		
	10	Informatikaria	F		A1	22.0	26	--	100%	--	4	12	19,443.76	33,450.04			52,893.80	12,552.19	1,774.92	67,220.91		
	12	Lan-arriskuen Prebentz.	F		A2	18.0	23	--	100%	--	5	12	17,214.26	28,960.14			46,174.40	12,384.18	1,449.42	60,008.00		
		Lan-arriskuen Prebentz.	BF		A2	18.0	23	--	100%	--	0	9	10,927.25	20,939.95			31,867.20	10,533.81	1,449.42	43,850.42		
	11	Formazio eta Kalitate tek	F		A2	14.0	20	--	100%	--	10	12	19,858.86	23,138.62			42,997.48	11,017.23	1,449.42	55,464.14		
	14	Administraria (nominak)	F		C1	13.0	21	--	100%	--	6	12	13,341.02	24,550.65			37,891.67	10,116.74	1,189.02	49,197.43		
	13	Informatika laguntzailea	F		C1	11.5	19	--	100%	--	5	12	12,940.76	22,211.02			35,151.78	9,412.58	1,189.02	45,753.38		
	179	Informatika laguntzailea-	F		C1	11.0	18	--	100%	--	6	12	13,341.02	21,845.47			35,186.49	9,421.50	1,189.02	45,797.01		
	131	Administraria (Pertsonala	F		C1	12.0	20	--	100%	--	4	12	12,540.50	22,569.76			35,110.26	9,401.91	1,189.02	45,701.19		
	116	Administraria (Presentzia	F		C1	11.0	19	--	100%	--	5	12	12,940.76	21,585.07			34,525.83	9,251.71	1,189.02	44,966.56		
117	Administraria (hainbat ar	F		C1	11.0	19	--	100%	--	4	12	12,540.50	21,324.67			33,865.17	9,081.92	1,189.02	44,136.11			
154	Adm laguntzailea	F		C2	9.0	18	--	50%	--	5	12	5,233.41	10,236.55			15,469.96	5,070.29	496.93	21,037.18			
													171,062.82	300,611.54	0.00	0.00	471,674.35	123,482.53	13,754.23	608,911.11	1.92%	597,460.70
<b>GUZTIRA</b>													190,921.68	333,981.49	0.00	0.00	524,903.17	135,512.11	15,203.65	675,618.93	1.89%	663,113.64

Arloa OGASUNA, DIRUZAINZA eta ONDAREA																						
KONTUHARTZAILET	16	Kontuhartzailea/Zerbitzu	HNF		A1	28.0	29	20%	100%	D20	9	12	22,686.16	56,502.21			79,188.37	12,029.59	1,774.92	92,992.88		
	17	Errentako burua	F		A1	23.0	26	--	100%	--	0	12	16,849.84	34,090.55			50,940.39	15,238.45	1,774.92	67,953.77		
	18	AOT Kontratazioa	F		A1	22.0	26	--	100%	--	0	12	16,849.84	32,402.28			49,252.12	12,552.19	1,774.92	63,579.23		
	19	Administraria Errentak	F		C1	11.0	19	--	100%	--	6	12	13,341.02	21,845.47			35,186.49	9,421.50	1,189.02	45,797.01		

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Saila	Kod.	Lanpostua	Mota	Enplegatua	K.T.	Euf.	DK	DBK	Jard	Bs	Antz	Hil.	OINARRIZKOAK A=1+2	OSAGARRIAK B=3+4+5+6	Laboralak	Ald. Lab.	S. OSOA C=A+B	GIZ.SEG 7	Elkarkidetz 8	KOSTEA D=C+7+8	Diferen. %	Aurreko urtea
	20	Administrazioa Kontuhar	F		C2	9.0	18	--	100%		3	12	9,921.94	19,956.50			29,878.44	9,720.78	993.86	40,593.08		
	132	Administrazioa Kontuhar	F		C1	11.0	19	--	100%	--	7	12	13,741.28	22,105.87			35,847.15	9,591.29	1,189.02	46,627.46		
	21	Administrazioa Errentak	F		C1	11.5	19	--	100%	--	4	12	12,540.50	21,950.62			34,491.12	9,242.79	1,189.02	44,922.93		
	53	Administrazioa (Kontrata)	F		C2	11.0	19	--	100%	--	6	12	10,739.26	23,667.71			34,406.97	9,171.01	993.86	44,571.84		
DIRUZAINZA	23	Diruzaina	HNF		A1	25.5	27	--	100%	--	12	12	24,631.60	41,341.71			65,973.31	12,029.59	1,774.92	79,777.82		
	24	Diru-bilketa teknikaria	F		A2	19.0	24	--	100%		1	12	15,098.58	29,821.65			44,920.23	14,555.95	1,449.42	60,925.60		
	175	Administraria Diru-bilketa	F		C1	11.0	19	--	100%	--	5	12	12,940.76	21,585.07			34,525.83	9,251.71	1,189.02	44,966.56		
		Administraria Diru-bilketa	BF		C1	11.0	19	--	100%	--	2	0	0.00	0.00			0.00			0.00		
	26	Administraria (Diruzaintza)	F		C1	11.5	19	--	100%	--	11	12	15,342.32	23,773.42			39,115.74	9,997.02	1,189.02	50,301.78		
		<b>GUZTIRA</b>											<b>184,683.10</b>	<b>349,043.04</b>	<b>0.00</b>	<b>0.00</b>	<b>533,726.14</b>	<b>132,801.88</b>	<b>16,481.92</b>	<b>683,009.94</b>	<b>1.84%</b>	<b>670,653.82</b>

Arloa TOKI GARAPENA																						
TOKI GARAPENA		Toki Garapeneko teknika	ZK		A2	17.5	23	--	50%	--	5	12	8,607.13	14,052.62			22,659.75	6,046.31	724.71	29,430.76		
		<b>GUZTIRA</b>											<b>8,607.13</b>	<b>14,052.62</b>	<b>0.00</b>	<b>0.00</b>	<b>22,659.75</b>	<b>6,046.31</b>	<b>724.71</b>	<b>29,430.76</b>	<b>2.01%</b>	<b>28,852.01</b>

Arloa KIROLA																						
KIROLA	107	Kirolaren arduradun tekn	F		A1	23.0	26	15%	100%	D15	5	12	20,092.24	43,041.31			63,133.55	12,552.19	1,774.92	77,460.66		
	170	Administraria kirola	F		C1	11.0	19	--	50%	--	4	12	6,270.25	10,662.33			16,932.58	5,557.07	594.51	23,084.17		
	113	Administrazioa kirola	F		C1	11.0	19	--	100%	--	1	12	11,339.72	20,543.47			31,883.19	10,407.15	1,189.02	43,479.36		
	144	Kirol teknikaria	F		A1	18.0	24	--	100%	--	2	12	18,146.80	26,163.64			44,310.44	11,460.78		55,771.22		
	110-1	Monitore-soroslea	F		C2	10.0	18	--	100%	--	11	12	12,101.46	23,477.83			35,579.29	9,527.58	993.86	46,100.73		
	177-1	Monitore igerilekua	AB/BF		C2	9.5	17	--	84%	--	0	9	5,735.91	12,543.42			18,279.33	5,819.62		24,098.95		
	177-2	Monitore igerilekua	AB/BF		C2	9.5	17	--	67%	--	0	9	4,575.07	10,004.87			14,579.94	4,659.86		19,239.80		
	173-1	Soroslea igerilekua	F		C2	9.5	17	--	100%	--	2	12	9,649.50	22,681.52			32,331.02	10,224.82		42,555.84		
	173-2	Soroslea igerilekua	F		C2	9.5	17	--	100%	--	3	12	9,921.94	22,939.82			32,861.76	10,391.21		43,252.97		
	173-3	Soroslea igerilekua	AB/BF		C2	9.5	17	--	100%	--	0	3	2,276.16	4,977.55			7,253.70	2,363.08		9,616.79		
	173-3	Soroslea igerilekua	AB/BF		C2	9.5	17	--	100%	--	0	3	2,276.16	4,977.55			7,253.70	2,363.08		9,616.79		
	173-3	Soroslea igerilekua	AB/BF		C2	9.5	17	--	100%	--	0	3	2,276.16	4,977.55			7,253.70	2,363.08		9,616.79		
	173-3	Soroslea igerilekua	AB/BF		C2	9.5	17	--	85%	--	0	3	1,934.73	4,230.92			6,165.65	2,021.98		8,187.63		
	111	Mantenuko arduraduna	F		C1	12.0	19	--	100%	--	3	12	12,140.24	22,772.96			34,913.20	11,243.35	1,189.02	47,345.58		
	112-1	Mantenuko ofiziala	F		C2	11.0	17	--	100%	--	9	12	11,556.58	24,906.21			36,462.79	11,661.87	993.86	49,118.52		
	112-2	Mantenuko ofiziala	F		C2	11.0	17	--	100%	--	3	12	9,921.94	23,356.41			33,278.35	12,216.71		45,495.06		
	109	Zerbitzu arduraduna	F		C2	9.5	18	--	100%	OPI	14	12	12,918.78	24,252.73			37,171.51	9,881.50	993.86	48,046.87		
	171	Informazio agentea	F		C2	9.0	17	--	100%	--	1	12	9,377.06	19,439.90			28,816.96	9,079.51		37,896.47		
	114-1	Harreragilea	L		E	7.0	14	--	0%	--	14	0		0.00	0.00		0.00	0.00		0.00		

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Saila	Kod.	Lanpostua	Mota	Enplegatua	K.T.	Euf.	DK	DBK	Jard	Bs	Antz	Hil.	OINARRIZKOAK A=1+2	OSAGARRIAK B=3+4+5+6	Laboralak	Ald. Lab.	S. OSOA C=A+B	GIZ.SEG 7	Elkarkidetz 8	KOSTEA D=C+7+8	Diferen. %	Aurreko urtea
		Informazio agentea	Ab-jp		C2	9.0	17	--	100%	--	1	12		0.00	28,286.22		28,286.22	8,971.06		37,257.28		
	114-2	Harreragilea	L		E	7.0	14	--	100%	--	14	2.25		0.00	6,013.98		6,013.98	1,977.58		7,991.55		
		Informazio agentea	Ab-jp		C2	9.0	17	--	100%	--	0	9.75		0.00	22,982.55		22,982.55	7,305.71		30,288.26		
	115	Mantenuko operarioa	F		E	7.0	11	--	100%	--	5	12	9,358.58	18,499.99			27,858.57	9,003.17	993.86	37,855.61		
		ordezkapenak	Ab		E	7.0		--	100%	--	0	4		0.00		8,505.46	8,505.46	2,755.51		11,260.97		
													171,869.27	344,449.97	57,282.75	8,505.46	582,107.45	173,807.48	8,722.91	764,637.84	2.27%	747,674.70
IZOTZ PISTA		Monitorea	AB		E	5.0		--	100%	--	0	0.65				1,395.86	1,395.86	526.65		1,922.51		
		Monitorea	AB		E	5.0		--	100%	--	0	0.65				1,395.86	1,395.86	526.65		1,922.51		
		Monitorea	AB		E	5.0		--	100%	--	0	0.65				1,395.86	1,395.86	526.65		1,922.51		
													0.00	0.00	0.00	4,187.59	4,187.59	1,579.95	0.00	5,767.54	3.31%	5,576.48
<b>GUZTIRA</b>													171,869.27	344,449.97	57,282.75	12,693.05	586,295.04	175,387.43	8,722.91	770,405.38	2.28%	753,251.17

Arloa <b>BERDINTASUNA eta GARAPEN KOMUNITARIOA</b>																						
GAZTERIA	49	Gazteria teknikaria	F		A2	17.5	23	--	100%	--	10	12	19,858.86	29,145.44			49,004.30	12,029.59	1,449.42	62,483.31		
	97	Gazte informatzailea	F		C1	11.5	18	--	100%	--	7	12	13,741.28	22,731.82			36,473.10	9,752.16	1,189.02	47,414.28		
													33,600.14	51,877.25	0.00	0.00	85,477.39	21,781.75	2,638.44	109,897.58	1.77%	107,989.17
BERDINTASUNA	59	Berdintasuneko agentea	F		A2	17.5	23	--	100%	--	7	12	18,272.10	28,521.32			46,793.42	12,471.41	1,449.42	60,714.25		
		Berdintasuneko agentea	BF		A2	17.5	23	--	100%	--	2	12	15,627.50	27,481.12			43,108.62	13,538.51		56,647.13		
	138	Emakume Txokoko dinar	F		A2	13.5	19	--	100%	--	5	12	17,214.26	21,248.96			38,463.22	9,958.05		48,421.26		
													51,113.86	77,251.39	0.00	0.00	128,365.25	35,967.96	1,449.42	165,782.63	2.04%	162,473.97
HEZKUNTZA	48	Hezkuntza teknikaria	F		A2	17.0	23	--	100%	--	9	12	19,329.94	28,081.79			47,411.73	12,518.00	1,449.42	61,379.15		
		Hizkuntza eskolako atezaria	BF		E	7.0	14	--	29%	--	1	9	1,966.27	3,934.87			5,901.14	1,942.15		7,843.29		
													21,296.21	32,016.66	0.00	0.00	53,312.87	14,460.15	1,449.42	69,222.43	1.94%	67,907.95
INGURUMEN ESKOLA	95	Ingurumen eskolako zuzendaria	F		A2	17.5	23	--	100%	--	10	12	19,858.86	29,145.44			49,004.30	12,625.45	1,449.42	63,079.17		
	96-1	Ingurumen eskolako irakaslea	F		A2	14.0	20	--	100%	--	7	12	18,272.10	22,514.50			40,786.60	10,991.44	1,449.42	53,227.46		
	96-2	Ingurumen eskolako irakaslea	F		A2	14.0	20	--	100%	--	3	12	16,156.42	21,682.34			37,838.76	9,854.75		47,693.51		
													54,287.38	73,342.29	0.00	0.00	127,629.67	33,471.63	2,898.84	164,000.14	1.85%	161,020.97
<b>GUZTIRA</b>													160,297.59	234,487.59	0.00	0.00	394,785.18	105,681.49	8,436.12	508,902.79	1.90%	499,392.06

Arloa <b>KULTURA</b>																						
KULTURA	142	Kultura arloko burua	F		A2	19.5	25	15%	100%	D15/OP	10	12	19,858.86	39,285.87			59,144.73	12,029.59	1,449.42	72,623.73		
	162	Kultura programatzailea	F		A2	15.0	21	15%	100%	D15	5	12	17,214.26	29,392.33			46,606.59	12,423.39	1,449.42	60,479.41		
	47	Administraria (kultura)	F		C1	11.0	19	--	100%	--	13	12	16,142.84	23,668.27			39,811.11	10,168.29	1,189.02	51,168.42		
													53,215.96	92,346.47	0.00	0.00	145,562.43	34,621.27	4,087.86	184,271.56	1.86%	180,902.90



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Saila	Kod.	Lanpostua	Mota	Enplegatua	K.T.	Euf.	DK	DBK	Jard	Bs	Antz	Hil.	OINARRIZKOAK A=1+2	OSAGARRIAK B=3+4+5+6	Laboralak	Ald. Lab.	S. OSOA C=A+B	GIZ.SEG 7	Elkarkidetz 8	KOSTEA D=C+7+8	Diferen. %	Aurreko urtea
AMAIA ANTZOKIA	89	Antzoki-zinemako ardur	F		C1	13.0	20	--	100%	j/g/jg	9	12	14,541.80	28,966.80			43,508.60	13,899.33	1,189.02	58,596.96		
KULTUR EKINTZAK	134-1	Kultur ekintzetako operat	F		C2	9.0	15	--	100%	j/g/jg	5	12	10,466.82	23,501.40			33,968.22	10,891.05	993.86	45,853.13		
	134-2	Kultur ekintzetako operat	Ab-jp		C2	9.0	15	--	100%	j/g/jg	1	12		0.00	31,782.96		31,782.96	12,121.33		43,904.29		
	134-3	Kultur ekintzetako operat	F		C2	9.0	15	--	100%	j/g/jg	2	12	9,649.50	22,726.50			32,376.00	12,250.02	993.86	45,619.88		
													34,658.12	75,194.70	0.00	31,782.96	141,635.78	49,161.73	3,176.74	193,974.25	2.26%	189,689.20
LIBURUTEGIA	83	Liburutegiko arduraduna	F		A2	17.5	23	--	100%	--	11	12	20,387.78	29,353.48			49,741.26	12,102.85	1,449.42	63,293.53		
	85-1	Liburuzaina	F		A2	14.5	20	--	100%	--	6	12	17,743.18	23,154.78			40,897.96	11,020.22	1,449.42	53,367.61		
	85-2	Liburuzaina	F		A2	14.5	20	--	100%	--	5	12	17,214.26	22,946.74			40,161.00	10,829.72	1,449.42	52,440.14		
	85-3	Liburuzaina	F		A2	14.5	20	--	100%	--	10	12	19,858.86	23,986.94			43,845.80	11,782.24	1,449.42	57,077.46		
	84	Haur liburuzaina	F		A2	14.5	20	--	100%	--	9	12	19,329.94	23,778.90			43,108.84	11,111.92	1,449.42	55,670.19		
	150	Liburuzain laguntzailea-h	F		C1	11.5	18	--	100%	--	4	12	12,540.50	21,950.62			34,491.12	9,296.74	1,189.02	44,976.88		
	86-1	Liburuzain laguntzailea	F		C1	11.5	18	--	100%	--	4	12	12,540.50	21,950.62			34,491.12	9,296.74	1,189.02	44,976.88		
	86-2	Liburuzain laguntzailea	F		C1	11.5	18	--	100%	--	4	12	12,540.50	21,950.62			34,491.12	9,296.74	1,189.02	44,976.88		
		Liburuzain laguntzailea	FB		C1	11.5	18	--	75%	--	0	3	2,051.15	3,920.44			5,971.59	1,961.14		7,932.73		
	130	Kulturteko laguntzailea	F		C2	9.0	15	--	100%	J/	3	12	9,921.94	20,958.60			30,880.54	9,936.96	993.86	41,811.36		
													144,128.61	213,951.74	0.00	0.00	358,080.35	96,635.27	11,808.02	466,523.64	1.97%	457,489.90
<b>GUZTIRA</b>													232,002.69	381,492.91	0.00	31,782.96	645,278.56	180,418.27	19,072.62	844,769.45	2.02%	828,082.01

Arloa EUSKARA eta EUSKALTEGIA																						
EUSKARA	50	Euskara teknikaria	F		A2	18.0	24	--	100%	--	9	12	19,329.94	29,792.30			49,122.24	12,552.19	1,449.42	63,123.84		
	52	Euskara teknikaria	F		A2	14.5	20	--	100%	--	9	12	19,329.94	23,778.90			43,108.84	11,524.47	1,449.42	56,082.73		
	155	Administraria	F		C1	11.0	19	--	50%	--	9	12	7,270.90	11,313.33			18,584.23	5,154.72	1,189.02	24,927.98		
													45,930.78	64,884.53	0.00	0.00	110,815.31	29,231.38	4,087.86	144,134.56	1.82%	141,561.60
EUSKALTEGIA	91	Euskaltegiko zuzendaria	F		A2	18.5	24	--	100%	--	9	12	19,329.94	30,639.62			49,969.56	12,552.19	1,449.42	63,971.16		
	92	Idazkari akademikoa	F		A2	15.5	21	--	100%	--	7	12	18,272.10	25,079.36			43,351.46	11,586.83	1,449.42	56,387.71		
	93-1	Euskaltegiko irakaslea	F		A2	14.5	20	--	100%	--	3	12	16,156.42	22,530.66			38,687.08	12,158.99		50,846.07		
	93-2	Euskaltegiko irakaslea	F		A2	14.5	20	--	100%	--	9	12	19,329.94	23,778.90			43,108.84	11,524.47	1,449.42	56,082.73		
	93-3	Euskaltegiko irakaslea	F		A2	14.5	20	--	100%	--	11	12	20,387.78	24,194.98			44,582.76	11,903.27	1,449.42	57,935.45		
	93-4	Euskaltegiko irakaslea	F		A2	14.5	20	--	100%	--	10	12	19,858.86	23,986.94			43,845.80	11,713.87	1,449.42	57,009.09		
	93-5	Euskaltegiko irakaslea	F		A2	14.5	20	--	100%	--	11	12	20,387.78	24,194.98			44,582.76	14,450.66	1,449.42	60,482.84		
	93-6	Euskaltegiko irakaslea	F		A2	14.5	20	--	100%	--	8	12	18,801.02	23,570.86			42,371.88	11,335.07	1,449.42	55,156.38		
	93-7	Euskaltegiko irakaslea	F		A2	14.5	20	--	100%	--	11	12	20,387.78	24,194.98			44,582.76	11,530.77		56,113.53		
	93-8	Euskaltegiko irakaslea	Ab/BF		A2	14.5	20	--	100%	--	1	12	15,098.58	22,114.58			37,213.16	11,699.13		48,912.29		
	93-9	Euskaltegiko irakaslea	Ab/BF		A2	14.5	20	--	100%	--	1	12	15,098.58	22,114.58			37,213.16	11,699.13		48,912.29		

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Saila	Kod.	Lanpostua	Mota	Enplegatua	K.T.	Euf.	DK	DBK	Jard	Bs	Antz	Hil.	OINARRIZKOAK	OSAGARRIAK	Laboralak	Ald. Lab.	S. OSOA	GIZ.SEG	Elkarkidetz	KOSTEA	Diferen. %	Aurreko urtea	
													A=1+2	B=3+4+5+6			C=A+B	7	8	D=C+7+8			
	94	Administrazioa (euskalte)	F		C1	11.5	19	--	100%	--	9	12	14,541.80	23,252.62			37,794.42	10,091.74	1,189.02	49,075.18			
													217,650.58	289,653.08	0.00	0.00	507,303.66	142,246.11	11,334.96	660,884.73	2.12%	647,136.56	
													<b>GUZTIRA</b>	<b>263,581.36</b>	<b>354,537.61</b>	<b>0.00</b>	<b>0.00</b>	<b>618,118.97</b>	<b>171,477.50</b>	<b>15,422.82</b>	<b>805,019.29</b>	<b>2.07%</b>	<b>788,698.16</b>

Arloa																							
GIZARTE ONGIZATEA																							
GIZARTE ONGIZATEA	141	Gizarte Ongizateko burua	F		A1	24.5	27	15%	50%	D15	9	12	11,343.08	23,476.19			34,819.27	6,276.09	887.46	41,982.82			
	56	Prebentzio/gizarteratzeko	F		A2	15.5	21	--	100%	--	5	12	17,214.26	24,663.28			41,877.54	11,208.03	1,449.42	54,534.99			
		Preben/gizart tekn (Anizt)	Ab/BF		A2	15.5	21	--	16%	--	1	12	2,415.77	4,226.79			6,642.57	2,161.10		8,803.67			
	55-1	Gizarte langilea	F		A2	17.0	22	--	100%	--	11	12	20,387.78	28,497.87			48,885.65	12,029.59	1,449.42	62,364.65			
	55-2	Gizarte langilea	F		A2	17.0	22	--	100%	--	4	12	16,685.34	27,041.59			43,726.93	11,310.82		55,037.74			
	55-3	Gizarte langilea	F		A2	17.0	22	--	100%	--	8	12	18,801.02	27,873.75			46,674.77	12,440.91	1,449.42	60,565.10			
	55-4	Gizarte langilea	F		A2	17.0	22	--	100%	--	5	12	17,214.26	27,249.63			44,463.89	11,500.22		55,964.10			
	55-5	Gizarte langilea	F		A2	17.0	22	--	100%	--	5	12	17,214.26	27,249.63			44,463.89	11,872.72	1,449.42	57,786.02			
	55-6	Gizarte langilea	F		A2	17.0	22	--	100%	--	3	12	16,156.42	26,833.55			42,989.97	11,121.42		54,111.39			
	55-7	Gizarte langilea	Ab/BF		A2	17.0	22	--	100%	--	1	12	15,098.58	26,417.47			41,516.05	13,041.63		54,557.67			
		Gizarte langilea	Ab/BF		A2	17.0	22	--	100%	--	0	1.5	1,821.21	3,276.18			5,097.39	1,679.00		6,776.39			
		Administraria	Ab/BF		C1	11.0	19	--	100%	--	0	1.5	1,367.43	2,535.38			3,902.82	1,677.27	1,189.02	6,769.11			
		Gizarte langilea	Ab/BF		A2	17.0	22	--	66%	--	0	12	9,615.98	17,298.22			26,914.20	8,485.85		35,400.05			
	133	Administrazioa (ongizate)	F		C1	11.5	19	--	100%	--	4	12	12,540.50	21,950.62			34,491.12	9,242.79	1,189.02	44,922.93			
	57	Administrari laguntzailea	F		C2	10.0	19	--	100%	--	5	12	10,466.82	21,928.03			32,394.85	8,653.90	993.86	42,042.61			
	166	Administrari laguntzailea	F		C2	10.0	19	--	100%	--	7	12	11,011.70	22,444.63			33,456.33	8,671.28		42,127.60			
													<b>GUZTIRA</b>	<b>199,354.41</b>	<b>332,962.78</b>	<b>0.00</b>	<b>0.00</b>	<b>532,317.19</b>	<b>141,372.62</b>	<b>10,057.04</b>	<b>683,746.85</b>	<b>1.98%</b>	<b>670,469.15</b>

ORDEZKAPENAK																							
		ordezkapenak	BF		C1	11.0	19		50%	--	1	12	5,669.86	10,271.73			15,941.59	5,062.40		21,003.99			
		kategoria handiagoko lanak												5,000.00			5,000.00	1,390.00		6,390.00			
													<b>GUZTIRA</b>	<b>5,669.86</b>	<b>15,271.73</b>	<b>0.00</b>	<b>0.00</b>	<b>20,941.59</b>	<b>6,452.40</b>	<b>0.00</b>	<b>27,393.99</b>	<b>1.64%</b>	<b>26,952.04</b>

PRAKTIKALDIAK																							
		Ordaindutako praktikaldiak														6,000.00	6,000.00	1,000.00		7,000.00			
													<b>GUZTIRA</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>6,000.00</b>	<b>6,000.00</b>	<b>1,000.00</b>	<b>0.00</b>	<b>7,000.00</b>	<b>0.00%</b>	<b>7,000.00</b>

JUBILAZIO ETA LANUZTE PRIMAK																						
		Jubilazio eta lanuzte primak															85,000.00			85,000.00		
													<b>GUZTIRA</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>85,000.00</b>	<b>0.00</b>	<b>0.00</b>	<b>85,000.00</b>	<b>32.81%</b>	<b>64,000.00</b>

Saila	Kod.	Lanpostua	Mota	Enplegatua	K.T.	Euf.	DK	DBK	Jard	Bs	Antz	Hil.	OINARRIZKOAK A=1+2	OSAGARRIAK B=3+4+5+6	Laboralak	Ald. Lab.	S. OSOA C=A+B	GIZ.SEG 7	Elkarkidetz 8	KOSTEA D=C+7+8	Diferen. %	Aurreko urtea
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**ENPLEGU SUSTAPEN PROGRAMAK**

LANBIDEREN ENPLEGU SUSTAPENA																						
LANBIDE, eskualdeko enplegu plana	XXXXXXXXXX 1+2,5	AB		A1	13.0		--	100%	--	0	2.5					6,760.66	6,760.66	2,224.35			8,985.02	
	XXXXXXXXXX 1,5+1,5	AB		A1	13.0		--	100%	--	0	1.5					4,056.40	4,056.40	1,308.12			5,364.52	
	XXXXXXXXXX 1,5+3,5	AB		C1	9.0		--	80%	--	0	3.5					6,312.88	6,312.88	2,402.81			8,715.69	
	XXXXXXXXXX 1,5+2,5	AB		C2	7.0		--	100%	--	0	2.5					5,781.69	5,781.69	2,197.29			7,978.98	
	XXXXXXXXXX 1+4	AB		C2	7.0		--	100%	--	0	4					8,135.30	8,135.30	3,094.04			11,229.35	
	XXXXXXXXXX 1+4	AB		E	5.0		--	100%	--	0	4					7,230.07	7,230.07	2,751.87			9,981.94	
	XXXXXXXXXX 1+4	AB		E	5.0		--	100%	--	0	4					7,230.07	7,230.07	2,751.87			9,981.94	
	XXXXXXXXXX 1+4	AB		E	5.0		--	100%	--	0	4					7,230.07	7,230.07	2,751.87			9,981.94	
	XXXXXXXXXX 1+4	AB		E	5.0		--	100%	--	0	4					7,230.07	7,230.07	2,751.87			9,981.94	
	XXXXXXXXXX 1+4	AB		E	5.0		--	100%	--	0	4					7,230.07	7,230.07	2,751.87			9,981.94	
													0.00	0.00	0.00	67,197.29	67,197.29	24,985.95	0.00	92,183.24	0.00%	92,183.24
LANBIDE, gazte langabeak kontratatzeko programa	XXXXXXXXXX 1,75+10,25	AB		A2	11.0		--	100%	--	0	10.25					25,508.60	25,508.60	8,229.39			33,737.99	
	XXXXXXXXXX 1,75+6,25	AB		A2	11.0		--	100%	--	0	6.25					15,185.39	15,185.39	4,899.59			20,084.98	
	XXXXXXXXXX 1,75+6,25	AB		A2	11.0		--	100%	--	0	6.25					15,185.39	15,185.39	4,968.41			20,153.80	
	XXXXXXXXXX 1,75+6,25	AB		A2	11.0		--	100%	--	0	6.25					15,185.39	15,185.39	5,769.61			20,955.00	
													0.00	0.00	0.00	71,064.76	71,064.76	23,866.99	0.00	94,931.76	0.00%	94,931.76
<b>GUZTIRA</b>													0.00	0.00	0.00	138,262.05	138,262.05	48,852.94	0.00	187,114.99	0.00%	187,114.99

UDALAREN ENPLEGU SUSTAPENA																						
Udalaren Enplegua Sustatzeko programa	XXXXXXXXXX 1+4	AB		C2	7.0		--	100%	--	0	4					8,135.30	8,135.30	2,627.48			10,762.78	
	XXXXXXXXXX 1+4	AB		E	5.0		--	100%	--	0	4					7,230.07	7,230.07	2,384.22			9,614.29	
	XXXXXXXXXX 1+4	AB		E	5.0		--	100%	--	0	4					7,230.07	7,230.07	2,336.90			9,566.97	
	XXXXXXXXXX 1+11	AB		A2	11.0		--	50%	--	0	11					13,687.54	13,687.54	4,527.70			18,215.24	
<b>GUZTIRA</b>													0.00	0.00	0.00	36,282.99	36,282.99	11,876.31	0.00	48,159.29	0.00%	48,159.29

LANBIDEREN ENPLEGU SUSTAPENA																					
LANBIDE, eskualdeko enplegu plana	XXXXXXXXXX 1+2,5	AB		A1	13.0		--	100%	--	0	1					2,704.27	2,704.27	889.74			3,594.01
	XXXXXXXXXX 1,5+1,5	AB		A1	13.0		--	100%	--	0	1.5					4,056.40	4,056.40	1,308.12			5,364.52
	XXXXXXXXXX 1,5+3,5	AB		C1	9.0		--	100%	--	0	1.5					3,381.90	3,381.90	1,091.61			4,473.51
	XXXXXXXXXX 1,5+2,5	AB		C2	7.0		--	100%	--	0	1.5					3,050.74	3,050.74	1,160.27			4,211.00
	XXXXXXXXXX 1+4	AB		C2	7.0		--	100%	--	0	1					2,033.83	2,033.83	773.51			2,807.34
	XXXXXXXXXX 1+4	AB		E	5.0		--	100%	--	0	1					1,807.52	1,807.52	687.97			2,495.48

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Plenoa 2020/12/17

Saila	Kod.	Lanpostua	Mota	Enplegatua	K.T.	Euf.	DK	DBK	Jard	Bs	Antz	Hil.	OINARRIZKOAK A=1+2	OSAGARRIAK B=3+4+5+6	Laboralak	Ald. Lab.	S. OSOA C=A+B	GIZ.SEG 7	Elkarkidetz 8	KOSTEA D=C+7+8	Diferen. %	Aurreko urtea
		XXXXXXXX 1+4	AB		E	5.0		--	100%	--	0	1				1,807.52	1,807.52	687.97		2,495.48		
		XXXXXXXX 1+4	AB		E	5.0		--	100%	--	0	1				1,807.52	1,807.52	687.97		2,495.48		
		XXXXXXXX 1+4	AB		E	5.0		--	100%	--	0	1								0.00		
		XXXXXXXX 1+4	AB		E	5.0		--	100%	--	0	1				1,807.52	1,807.52	687.97		2,495.48		
													0.00	0.00	0.00	22,457.20	22,457.20	7,975.12	0.00	30,432.32	0.00%	30,432.32
LANBIDE, gazte langabeak kontratatzeke programa		XXXXXXX 1,75+10,25	AB		A2	11.0		--	100%	--	0	1.75				4,355.13	4,355.13	1,405.02		5,760.14		
		XXXXXXX 1,75 +6,25	AB		A2	11.0		--	100%	--	0	1.75				4,355.13	4,355.13	1,405.02		5,760.14		
		XXXXXXX 1,75 +6,25	AB		A2	11.0		--	100%	--	0	1.75				4,355.13	4,355.13	1,491.89		5,847.02		
		XXXXXXX 1,75 +6,25	AB		A2	11.0		--	100%	--	0	1.75				4,355.13	4,355.13	1,654.51		6,009.63		
													0.00	0.00	0.00	17,420.51	17,420.51	5,956.44	0.00	23,376.94	0.00%	23,376.94
<b>GUZTIRA</b>													0.00	0.00	0.00	39,877.71	39,877.71	13,931.55	0.00	53,809.26	0.00%	53,809.26

UDALAREN ENPLEGU SUSTAPENA																						
Udalaren Enplegua Sustatzeko programa		XXXXXXXX 1+4	AB		C2	7.0		--	100%	--	0	2				4,067.65	4,067.65	1,313.74		5,381.39		
		XXXXXXXX 1+4	AB		E	5.0		--	50%	--	0	6				5,422.55	5,422.55	1,800.45		7,223.00		
		XXXXXXXX 1+4	AB		E	5.0		--	100%	--	0	4				7,230.07	7,230.07	2,336.90		9,566.97		
		XXXXXXXX 1+11	AB		A2	11.0		--	50%	--	0	4				4,977.29	4,977.29	1,596.16		6,573.45		
													0.00	0.00	0.00	21,697.56	21,697.56	7,047.26	0.00	28,744.82	0.00%	28,744.82

ENPLEGU SUSTAPEN PROGRAMEN OSAGARRIA																						
			AB													75,700.23	75,700.23	24,299.77		100,000.00	0.00%	100,000.00
													0.00	0.00	0.00	75,700.23	75,700.23	24,299.77	0.00	100,000.00	0.00%	100,000.00

2,819,481.66	5,240,486.66	173,835.71	661,852.31	8,980,656.34	2,677,625.83	194,409.11	11,852,691.28	2021ko aurrek. Guztira
							11,613,629.67 €	2020ko aurrek.
							239,061.61 €	Dif. 2021-2020
							2.06%	Gehikuntza %