

SISTEMA DE DESARROLLO PROFESIONAL DE CARRERA
TABLA DE PONDERACIÓN PARA EL FACTOR DE
FORMACIÓN, CAPACITACIÓN Y ACTUALIZACIÓN PROFESIONAL

Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos
70.00	11.88	70.40	12.25	70.80	12.63	71.20	13.00	71.60	13.38	72.00	13.75	72.40	14.13
70.01	11.89	70.41	12.26	70.81	12.64	71.21	13.01	71.61	13.39	72.01	13.76	72.41	14.14
70.02	11.90	70.42	12.27	70.82	12.65	71.22	13.02	71.62	13.40	72.02	13.77	72.42	14.15
70.03	11.91	70.43	12.28	70.83	12.66	71.23	13.03	71.63	13.41	72.03	13.78	72.43	14.16
70.04	11.92	70.44	12.29	70.84	12.67	71.24	13.04	71.64	13.42	72.04	13.79	72.44	14.17
70.05	11.93	70.45	12.30	70.85	12.68	71.25	13.05	71.65	13.43	72.05	13.80	72.45	14.18
70.06	11.94	70.46	12.31	70.86	12.69	71.26	13.06	71.66	13.44	72.06	13.81	72.46	14.19
70.07	11.95	70.47	12.32	70.87	12.70	71.27	13.07	71.67	13.45	72.07	13.82	72.47	14.20
70.08	11.95	70.48	12.33	70.88	12.70	71.28	13.08	71.68	13.45	72.08	13.83	72.48	14.20
70.09	11.96	70.49	12.34	70.89	12.71	71.29	13.09	71.69	13.46	72.09	13.84	72.49	14.21
70.10	11.97	70.50	12.35	70.90	12.72	71.30	13.10	71.70	13.47	72.10	13.85	72.50	14.22
70.11	11.98	70.51	12.36	70.91	12.73	71.31	13.11	71.71	13.48	72.11	13.86	72.51	14.23
70.12	11.99	70.52	12.37	70.92	12.74	71.32	13.12	71.72	13.49	72.12	13.87	72.52	14.24
70.13	12.00	70.53	12.38	70.93	12.75	71.33	13.13	71.73	13.50	72.13	13.88	72.53	14.25
70.14	12.01	70.54	12.39	70.94	12.76	71.34	13.14	71.74	13.51	72.14	13.89	72.54	14.26
70.15	12.02	70.55	12.40	70.95	12.77	71.35	13.15	71.75	13.52	72.15	13.90	72.55	14.27
70.16	12.03	70.56	12.40	70.96	12.78	71.36	13.15	71.76	13.53	72.16	13.90	72.56	14.28
70.17	12.04	70.57	12.41	70.97	12.79	71.37	13.16	71.77	13.54	72.17	13.91	72.57	14.29
70.18	12.05	70.58	12.42	70.98	12.80	71.38	13.17	71.78	13.55	72.18	13.92	72.58	14.30
70.19	12.06	70.59	12.43	70.99	12.81	71.39	13.18	71.79	13.56	72.19	13.93	72.59	14.31
70.20	12.07	70.60	12.44	71.00	12.82	71.40	13.19	71.80	13.57	72.20	13.94	72.60	14.32
70.21	12.08	70.61	12.45	71.01	12.83	71.41	13.20	71.81	13.58	72.21	13.95	72.61	14.33
70.22	12.09	70.62	12.46	71.02	12.84	71.42	13.21	71.82	13.59	72.22	13.96	72.62	14.34
70.23	12.10	70.63	12.47	71.03	12.85	71.43	13.22	71.83	13.60	72.23	13.97	72.63	14.35
70.24	12.10	70.64	12.48	71.04	12.85	71.44	13.23	71.84	13.60	72.24	13.98	72.64	14.35
70.25	12.11	70.65	12.49	71.05	12.86	71.45	13.24	71.85	13.61	72.25	13.99	72.65	14.36
70.26	12.12	70.66	12.50	71.06	12.87	71.46	13.25	71.86	13.62	72.26	14.00	72.66	14.37
70.27	12.13	70.67	12.51	71.07	12.88	71.47	13.26	71.87	13.63	72.27	14.01	72.67	14.38
70.28	12.14	70.68	12.52	71.08	12.89	71.48	13.27	71.88	13.64	72.28	14.02	72.68	14.39
70.29	12.15	70.69	12.53	71.09	12.90	71.49	13.28	71.89	13.65	72.29	14.03	72.69	14.40
70.30	12.16	70.70	12.54	71.10	12.91	71.50	13.29	71.90	13.66	72.30	14.04	72.70	14.41
70.31	12.17	70.71	12.55	71.11	12.92	71.51	13.30	71.91	13.67	72.31	14.05	72.71	14.42
70.32	12.18	70.72	12.55	71.12	12.93	71.52	13.30	71.92	13.68	72.32	14.05	72.72	14.43
70.33	12.19	70.73	12.56	71.13	12.94	71.53	13.31	71.93	13.69	72.33	14.06	72.73	14.44
70.34	12.20	70.74	12.57	71.14	12.95	71.54	13.32	71.94	13.70	72.34	14.07	72.74	14.45
70.35	12.21	70.75	12.58	71.15	12.96	71.55	13.33	71.95	13.71	72.35	14.08	72.75	14.46
70.36	12.22	70.76	12.59	71.16	12.97	71.56	13.34	71.96	13.72	72.36	14.09	72.76	14.47
70.37	12.23	70.77	12.60	71.17	12.98	71.57	13.35	71.97	13.73	72.37	14.10	72.77	14.48
70.38	12.24	70.78	12.61	71.18	12.99	71.58	13.36	71.98	13.74	72.38	14.11	72.78	14.49
70.39	12.25	70.79	12.62	71.19	13.00	71.59	13.37	71.99	13.75	72.39	14.12	72.79	14.50

SISTEMA DE DESARROLLO PROFESIONAL DE CARRERA
TABLA DE PONDERACIÓN PARA EL FACTOR DE
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Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos
72.80	14.50	73.20	14.88	73.60	15.25	74.00	15.63	74.40	16.00	74.80	16.38	75.20	16.75
72.81	14.51	73.21	14.89	73.61	15.26	74.01	15.64	74.41	16.01	74.81	16.39	75.21	16.76
72.82	14.52	73.22	14.90	73.62	15.27	74.02	15.65	74.42	16.02	74.82	16.40	75.22	16.77
72.83	14.53	73.23	14.91	73.63	15.28	74.03	15.66	74.43	16.03	74.83	16.41	75.23	16.78
72.84	14.54	73.24	14.92	73.64	15.29	74.04	15.67	74.44	16.04	74.84	16.42	75.24	16.79
72.85	14.55	73.25	14.93	73.65	15.30	74.05	15.68	74.45	16.05	74.85	16.43	75.25	16.80
72.86	14.56	73.26	14.94	73.66	15.31	74.06	15.69	74.46	16.06	74.86	16.44	75.26	16.81
72.87	14.57	73.27	14.95	73.67	15.32	74.07	15.69	74.47	16.07	74.87	16.44	75.27	16.82
72.88	14.58	73.28	14.95	73.68	15.33	74.08	15.70	74.48	16.08	74.88	16.45	75.28	16.83
72.89	14.59	73.29	14.96	73.69	15.34	74.09	15.71	74.49	16.09	74.89	16.46	75.29	16.84
72.90	14.60	73.30	14.97	73.70	15.35	74.10	15.72	74.50	16.10	74.90	16.47	75.30	16.85
72.91	14.61	73.31	14.98	73.71	15.36	74.11	15.73	74.51	16.11	74.91	16.48	75.31	16.86
72.92	14.62	73.32	14.99	73.72	15.37	74.12	15.74	74.52	16.12	74.92	16.49	75.32	16.87
72.93	14.63	73.33	15.00	73.73	15.38	74.13	15.75	74.53	16.13	74.93	16.50	75.33	16.88
72.94	14.64	73.34	15.01	73.74	15.39	74.14	15.76	74.54	16.14	74.94	16.51	75.34	16.89
72.95	14.65	73.35	15.02	73.75	15.39	74.15	15.77	74.55	16.14	74.95	16.52	75.35	16.89
72.96	14.65	73.36	15.03	73.76	15.40	74.16	15.78	74.56	16.15	74.96	16.53	75.36	16.90
72.97	14.66	73.37	15.04	73.77	15.41	74.17	15.79	74.57	16.16	74.97	16.54	75.37	16.91
72.98	14.67	73.38	15.05	73.78	15.42	74.18	15.80	74.58	16.17	74.98	16.55	75.38	16.92
72.99	14.68	73.39	15.06	73.79	15.43	74.19	15.81	74.59	16.18	74.99	16.56	75.39	16.93
73.00	14.69	73.40	15.07	73.80	15.44	74.20	15.82	74.60	16.19	75.00	16.57	75.40	16.94
73.01	14.70	73.41	15.08	73.81	15.45	74.21	15.83	74.61	16.20	75.01	16.58	75.41	16.95
73.02	14.71	73.42	15.09	73.82	15.46	74.22	15.84	74.62	16.21	75.02	16.59	75.42	16.96
73.03	14.72	73.43	15.10	73.83	15.47	74.23	15.84	74.63	16.22	75.03	16.59	75.43	16.97
73.04	14.73	73.44	15.10	73.84	15.48	74.24	15.85	74.64	16.23	75.04	16.60	75.44	16.98
73.05	14.74	73.45	15.11	73.85	15.49	74.25	15.86	74.65	16.24	75.05	16.61	75.45	16.99
73.06	14.75	73.46	15.12	73.86	15.50	74.26	15.87	74.66	16.25	75.06	16.62	75.46	17.00
73.07	14.76	73.47	15.13	73.87	15.51	74.27	15.88	74.67	16.26	75.07	16.63	75.47	17.01
73.08	14.77	73.48	15.14	73.88	15.52	74.28	15.89	74.68	16.27	75.08	16.64	75.48	17.02
73.09	14.78	73.49	15.15	73.89	15.53	74.29	15.90	74.69	16.28	75.09	16.65	75.49	17.03
73.10	14.79	73.50	15.16	73.90	15.54	74.30	15.91	74.70	16.29	75.10	16.66	75.50	17.04
73.11	14.80	73.51	15.17	73.91	15.54	74.31	15.92	74.71	16.29	75.11	16.67	75.51	17.04
73.12	14.80	73.52	15.18	73.92	15.55	74.32	15.93	74.72	16.30	75.12	16.68	75.52	17.05
73.13	14.81	73.53	15.19	73.93	15.56	74.33	15.94	74.73	16.31	75.13	16.69	75.53	17.06
73.14	14.82	73.54	15.20	73.94	15.57	74.34	15.95	74.74	16.32	75.14	16.70	75.54	17.07
73.15	14.83	73.55	15.21	73.95	15.58	74.35	15.96	74.75	16.33	75.15	16.71	75.55	17.08
73.16	14.84	73.56	15.22	73.96	15.59	74.36	15.97	74.76	16.34	75.16	16.72	75.56	17.09
73.17	14.85	73.57	15.23	73.97	15.60	74.37	15.98	74.77	16.35	75.17	16.73	75.57	17.10
73.18	14.86	73.58	15.24	73.98	15.61	74.38	15.99	74.78	16.36	75.18	16.74	75.58	17.11
73.19	14.87	73.59	15.25	73.99	15.62	74.39	15.99	74.79	16.37	75.19	16.74	75.59	17.12

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Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos
75.60	17.13	76.00	17.50	76.40	17.88	76.80	18.25	77.20	18.63	77.60	19.00	78.00	19.38
75.61	17.14	76.01	17.51	76.41	17.89	76.81	18.26	77.21	18.64	77.61	19.01	78.01	19.39
75.62	17.15	76.02	17.52	76.42	17.90	76.82	18.27	77.22	18.65	77.62	19.02	78.02	19.40
75.63	17.16	76.03	17.53	76.43	17.91	76.83	18.28	77.23	18.66	77.63	19.03	78.03	19.41
75.64	17.17	76.04	17.54	76.44	17.92	76.84	18.29	77.24	18.67	77.64	19.04	78.04	19.42
75.65	17.18	76.05	17.55	76.45	17.93	76.85	18.30	77.25	18.68	77.65	19.05	78.05	19.43
75.66	17.19	76.06	17.56	76.46	17.94	76.86	18.31	77.26	18.69	77.66	19.06	78.06	19.43
75.67	17.19	76.07	17.57	76.47	17.94	76.87	18.32	77.27	18.69	77.67	19.07	78.07	19.44
75.68	17.20	76.08	17.58	76.48	17.95	76.88	18.33	77.28	18.70	77.68	19.08	78.08	19.45
75.69	17.21	76.09	17.59	76.49	17.96	76.89	18.34	77.29	18.71	77.69	19.09	78.09	19.46
75.70	17.22	76.10	17.60	76.50	17.97	76.90	18.35	77.30	18.72	77.70	19.10	78.10	19.47
75.71	17.23	76.11	17.61	76.51	17.98	76.91	18.36	77.31	18.73	77.71	19.11	78.11	19.48
75.72	17.24	76.12	17.62	76.52	17.99	76.92	18.37	77.32	18.74	77.72	19.12	78.12	19.49
75.73	17.25	76.13	17.63	76.53	18.00	76.93	18.38	77.33	18.75	77.73	19.13	78.13	19.50
75.74	17.26	76.14	17.64	76.54	18.01	76.94	18.39	77.34	18.76	77.74	19.13	78.14	19.51
75.75	17.27	76.15	17.64	76.55	18.02	76.95	18.39	77.35	18.77	77.75	19.14	78.15	19.52
75.76	17.28	76.16	17.65	76.56	18.03	76.96	18.40	77.36	18.78	77.76	19.15	78.16	19.53
75.77	17.29	76.17	17.66	76.57	18.04	76.97	18.41	77.37	18.79	77.77	19.16	78.17	19.54
75.78	17.30	76.18	17.67	76.58	18.05	76.98	18.42	77.38	18.80	77.78	19.17	78.18	19.55
75.79	17.31	76.19	17.68	76.59	18.06	76.99	18.43	77.39	18.81	77.79	19.18	78.19	19.56
75.80	17.32	76.20	17.69	76.60	18.07	77.00	18.44	77.40	18.82	77.80	19.19	78.20	19.57
75.81	17.33	76.21	17.70	76.61	18.08	77.01	18.45	77.41	18.83	77.81	19.20	78.21	19.58
75.82	17.34	76.22	17.71	76.62	18.09	77.02	18.46	77.42	18.84	77.82	19.21	78.22	19.58
75.83	17.34	76.23	17.72	76.63	18.09	77.03	18.47	77.43	18.84	77.83	19.22	78.23	19.59
75.84	17.35	76.24	17.73	76.64	18.10	77.04	18.48	77.44	18.85	77.84	19.23	78.24	19.60
75.85	17.36	76.25	17.74	76.65	18.11	77.05	18.49	77.45	18.86	77.85	19.24	78.25	19.61
75.86	17.37	76.26	17.75	76.66	18.12	77.06	18.50	77.46	18.87	77.86	19.25	78.26	19.62
75.87	17.38	76.27	17.76	76.67	18.13	77.07	18.51	77.47	18.88	77.87	19.26	78.27	19.63
75.88	17.39	76.28	17.77	76.68	18.14	77.08	18.52	77.48	18.89	77.88	19.27	78.28	19.64
75.89	17.40	76.29	17.78	76.69	18.15	77.09	18.53	77.49	18.90	77.89	19.28	78.29	19.65
75.90	17.41	76.30	17.79	76.70	18.16	77.10	18.54	77.50	18.91	77.90	19.28	78.30	19.66
75.91	17.42	76.31	17.79	76.71	18.17	77.11	18.54	77.51	18.92	77.91	19.29	78.31	19.67
75.92	17.43	76.32	17.80	76.72	18.18	77.12	18.55	77.52	18.93	77.92	19.30	78.32	19.68
75.93	17.44	76.33	17.81	76.73	18.19	77.13	18.56	77.53	18.94	77.93	19.31	78.33	19.69
75.94	17.45	76.34	17.82	76.74	18.20	77.14	18.57	77.54	18.95	77.94	19.32	78.34	19.70
75.95	17.46	76.35	17.83	76.75	18.21	77.15	18.58	77.55	18.96	77.95	19.33	78.35	19.71
75.96	17.47	76.36	17.84	76.76	18.22	77.16	18.59	77.56	18.97	77.96	19.34	78.36	19.72
75.97	17.48	76.37	17.85	76.77	18.23	77.17	18.60	77.57	18.98	77.97	19.35	78.37	19.73
75.98	17.49	76.38	17.86	76.78	18.24	77.18	18.61	77.58	18.98	77.98	19.36	78.38	19.73
75.99	17.49	76.39	17.87	76.79	18.24	77.19	18.62	77.59	18.99	77.99	19.37	78.39	19.74

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Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos
78.40	19.75	78.80	20.13	79.20	20.50	79.60	20.88	80.00	21.25	80.40	21.63	80.80	22.00
78.41	19.76	78.81	20.14	79.21	20.51	79.61	20.89	80.01	21.26	80.41	21.64	80.81	22.01
78.42	19.77	78.82	20.15	79.22	20.52	79.62	20.90	80.02	21.27	80.42	21.65	80.82	22.02
78.43	19.78	78.83	20.16	79.23	20.53	79.63	20.91	80.03	21.28	80.43	21.66	80.83	22.03
78.44	19.79	78.84	20.17	79.24	20.54	79.64	20.92	80.04	21.29	80.44	21.67	80.84	22.04
78.45	19.80	78.85	20.18	79.25	20.55	79.65	20.93	80.05	21.30	80.45	21.68	80.85	22.05
78.46	19.81	78.86	20.18	79.26	20.56	79.66	20.93	80.06	21.31	80.46	21.68	80.86	22.06
78.47	19.82	78.87	20.19	79.27	20.57	79.67	20.94	80.07	21.32	80.47	21.69	80.87	22.07
78.48	19.83	78.88	20.20	79.28	20.58	79.68	20.95	80.08	21.33	80.48	21.70	80.88	22.08
78.49	19.84	78.89	20.21	79.29	20.59	79.69	20.96	80.09	21.34	80.49	21.71	80.89	22.09
78.50	19.85	78.90	20.22	79.30	20.60	79.70	20.97	80.10	21.35	80.50	21.72	80.90	22.10
78.51	19.86	78.91	20.23	79.31	20.61	79.71	20.98	80.11	21.36	80.51	21.73	80.91	22.11
78.52	19.87	78.92	20.24	79.32	20.62	79.72	20.99	80.12	21.37	80.52	21.74	80.92	22.12
78.53	19.88	78.93	20.25	79.33	20.63	79.73	21.00	80.13	21.38	80.53	21.75	80.93	22.13
78.54	19.88	78.94	20.26	79.34	20.63	79.74	21.01	80.14	21.38	80.54	21.76	80.94	22.13
78.55	19.89	78.95	20.27	79.35	20.64	79.75	21.02	80.15	21.39	80.55	21.77	80.95	22.14
78.56	19.90	78.96	20.28	79.36	20.65	79.76	21.03	80.16	21.40	80.56	21.78	80.96	22.15
78.57	19.91	78.97	20.29	79.37	20.66	79.77	21.04	80.17	21.41	80.57	21.79	80.97	22.16
78.58	19.92	78.98	20.30	79.38	20.67	79.78	21.05	80.18	21.42	80.58	21.80	80.98	22.17
78.59	19.93	78.99	20.31	79.39	20.68	79.79	21.06	80.19	21.43	80.59	21.81	80.99	22.18
78.60	19.94	79.00	20.32	79.40	20.69	79.80	21.07	80.20	21.44	80.60	21.82	81.00	22.19
78.61	19.95	79.01	20.33	79.41	20.70	79.81	21.08	80.21	21.45	80.61	21.83	81.01	22.20
78.62	19.96	79.02	20.33	79.42	20.71	79.82	21.08	80.22	21.46	80.62	21.83	81.02	22.21
78.63	19.97	79.03	20.34	79.43	20.72	79.83	21.09	80.23	21.47	80.63	21.84	81.03	22.22
78.64	19.98	79.04	20.35	79.44	20.73	79.84	21.10	80.24	21.48	80.64	21.85	81.04	22.23
78.65	19.99	79.05	20.36	79.45	20.74	79.85	21.11	80.25	21.49	80.65	21.86	81.05	22.24
78.66	20.00	79.06	20.37	79.46	20.75	79.86	21.12	80.26	21.50	80.66	21.87	81.06	22.25
78.67	20.01	79.07	20.38	79.47	20.76	79.87	21.13	80.27	21.51	80.67	21.88	81.07	22.26
78.68	20.02	79.08	20.39	79.48	20.77	79.88	21.14	80.28	21.52	80.68	21.89	81.08	22.27
78.69	20.03	79.09	20.40	79.49	20.78	79.89	21.15	80.29	21.53	80.69	21.90	81.09	22.28
78.70	20.03	79.10	20.41	79.50	20.78	79.90	21.16	80.30	21.53	80.70	21.91	81.10	22.28
78.71	20.04	79.11	20.42	79.51	20.79	79.91	21.17	80.31	21.54	80.71	21.92	81.11	22.29
78.72	20.05	79.12	20.43	79.52	20.80	79.92	21.18	80.32	21.55	80.72	21.93	81.12	22.30
78.73	20.06	79.13	20.44	79.53	20.81	79.93	21.19	80.33	21.56	80.73	21.94	81.13	22.31
78.74	20.07	79.14	20.45	79.54	20.82	79.94	21.20	80.34	21.57	80.74	21.95	81.14	22.32
78.75	20.08	79.15	20.46	79.55	20.83	79.95	21.21	80.35	21.58	80.75	21.96	81.15	22.33
78.76	20.09	79.16	20.47	79.56	20.84	79.96	21.22	80.36	21.59	80.76	21.97	81.16	22.34
78.77	20.10	79.17	20.48	79.57	20.85	79.97	21.23	80.37	21.60	80.77	21.98	81.17	22.35
78.78	20.11	79.18	20.48	79.58	20.86	79.98	21.23	80.38	21.61	80.78	21.98	81.18	22.36
78.79	20.12	79.19	20.49	79.59	20.87	79.99	21.24	80.39	21.62	80.79	21.99	81.19	22.37

SISTEMA DE DESARROLLO PROFESIONAL DE CARRERA
TABLA DE PONDERACIÓN PARA EL FACTOR DE
FORMACIÓN, CAPACITACIÓN Y ACTUALIZACIÓN PROFESIONAL

Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos
81.20	22.38	81.60	22.75	82.00	23.13	82.40	23.50	82.80	23.88	83.20	24.25	83.60	24.63
81.21	22.39	81.61	22.76	82.01	23.14	82.41	23.51	82.81	23.89	83.21	24.26	83.61	24.64
81.22	22.40	81.62	22.77	82.02	23.15	82.42	23.52	82.82	23.90	83.22	24.27	83.62	24.65
81.23	22.41	81.63	22.78	82.03	23.16	82.43	23.53	82.83	23.91	83.23	24.28	83.63	24.66
81.24	22.42	81.64	22.79	82.04	23.17	82.44	23.54	82.84	23.92	83.24	24.29	83.64	24.67
81.25	22.42	81.65	22.80	82.05	23.17	82.45	23.55	82.85	23.92	83.25	24.30	83.65	24.67
81.26	22.43	81.66	22.81	82.06	23.18	82.46	23.56	82.86	23.93	83.26	24.31	83.66	24.68
81.27	22.44	81.67	22.82	82.07	23.19	82.47	23.57	82.87	23.94	83.27	24.32	83.67	24.69
81.28	22.45	81.68	22.83	82.08	23.20	82.48	23.58	82.88	23.95	83.28	24.33	83.68	24.70
81.29	22.46	81.69	22.84	82.09	23.21	82.49	23.59	82.89	23.96	83.29	24.34	83.69	24.71
81.30	22.47	81.70	22.85	82.10	23.22	82.50	23.60	82.90	23.97	83.30	24.35	83.70	24.72
81.31	22.48	81.71	22.86	82.11	23.23	82.51	23.61	82.91	23.98	83.31	24.36	83.71	24.73
81.32	22.49	81.72	22.87	82.12	23.24	82.52	23.62	82.92	23.99	83.32	24.37	83.72	24.74
81.33	22.50	81.73	22.87	82.13	23.25	82.53	23.62	82.93	24.00	83.33	24.37	83.73	24.75
81.34	22.51	81.74	22.88	82.14	23.26	82.54	23.63	82.94	24.01	83.34	24.38	83.74	24.76
81.35	22.52	81.75	22.89	82.15	23.27	82.55	23.64	82.95	24.02	83.35	24.39	83.75	24.77
81.36	22.53	81.76	22.90	82.16	23.28	82.56	23.65	82.96	24.03	83.36	24.40	83.76	24.78
81.37	22.54	81.77	22.91	82.17	23.29	82.57	23.66	82.97	24.04	83.37	24.41	83.77	24.79
81.38	22.55	81.78	22.92	82.18	23.30	82.58	23.67	82.98	24.05	83.38	24.42	83.78	24.80
81.39	22.56	81.79	22.93	82.19	23.31	82.59	23.68	82.99	24.06	83.39	24.43	83.79	24.81
81.40	22.57	81.80	22.94	82.20	23.32	82.60	23.69	83.00	24.07	83.40	24.44	83.80	24.82
81.41	22.57	81.81	22.95	82.21	23.32	82.61	23.70	83.01	24.07	83.41	24.45	83.81	24.82
81.42	22.58	81.82	22.96	82.22	23.33	82.62	23.71	83.02	24.08	83.42	24.46	83.82	24.83
81.43	22.59	81.83	22.97	82.23	23.34	82.63	23.72	83.03	24.09	83.43	24.47	83.83	24.84
81.44	22.60	81.84	22.98	82.24	23.35	82.64	23.73	83.04	24.10	83.44	24.48	83.84	24.85
81.45	22.61	81.85	22.99	82.25	23.36	82.65	23.74	83.05	24.11	83.45	24.49	83.85	24.86
81.46	22.62	81.86	23.00	82.26	23.37	82.66	23.75	83.06	24.12	83.46	24.50	83.86	24.87
81.47	22.63	81.87	23.01	82.27	23.38	82.67	23.76	83.07	24.13	83.47	24.51	83.87	24.88
81.48	22.64	81.88	23.02	82.28	23.39	82.68	23.77	83.08	24.14	83.48	24.52	83.88	24.89
81.49	22.65	81.89	23.02	82.29	23.40	82.69	23.77	83.09	24.15	83.49	24.52	83.89	24.90
81.50	22.66	81.90	23.03	82.30	23.41	82.70	23.78	83.10	24.16	83.50	24.53	83.90	24.91
81.51	22.67	81.91	23.04	82.31	23.42	82.71	23.79	83.11	24.17	83.51	24.54	83.91	24.92
81.52	22.68	81.92	23.05	82.32	23.43	82.72	23.80	83.12	24.18	83.52	24.55	83.92	24.93
81.53	22.69	81.93	23.06	82.33	23.44	82.73	23.81	83.13	24.19	83.53	24.56	83.93	24.94
81.54	22.70	81.94	23.07	82.34	23.45	82.74	23.82	83.14	24.20	83.54	24.57	83.94	24.95
81.55	22.71	81.95	23.08	82.35	23.46	82.75	23.83	83.15	24.21	83.55	24.58	83.95	24.96
81.56	22.72	81.96	23.09	82.36	23.47	82.76	23.84	83.16	24.22	83.56	24.59	83.96	24.97
81.57	22.72	81.97	23.10	82.37	23.47	82.77	23.85	83.17	24.22	83.57	24.60	83.97	24.97
81.58	22.73	81.98	23.11	82.38	23.48	82.78	23.86	83.18	24.23	83.58	24.61	83.98	24.98
81.59	22.74	81.99	23.12	82.39	23.49	82.79	23.87	83.19	24.24	83.59	24.62	83.99	24.99

SISTEMA DE DESARROLLO PROFESIONAL DE CARRERA
TABLA DE PONDERACIÓN PARA EL FACTOR DE
FORMACIÓN, CAPACITACIÓN Y ACTUALIZACIÓN PROFESIONAL

Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos
84.00	25.00	84.40	25.38	84.80	25.75	85.20	26.13	85.60	26.50	86.00	26.88	86.40	27.25
84.01	25.01	84.41	25.39	84.81	25.76	85.21	26.14	85.61	26.51	86.01	26.89	86.41	27.26
84.02	25.02	84.42	25.40	84.82	25.77	85.22	26.15	85.62	26.52	86.02	26.90	86.42	27.27
84.03	25.03	84.43	25.41	84.83	25.78	85.23	26.16	85.63	26.53	86.03	26.91	86.43	27.28
84.04	25.04	84.44	25.42	84.84	25.79	85.24	26.16	85.64	26.54	86.04	26.91	86.44	27.29
84.05	25.05	84.45	25.42	84.85	25.80	85.25	26.17	85.65	26.55	86.05	26.92	86.45	27.30
84.06	25.06	84.46	25.43	84.86	25.81	85.26	26.18	85.66	26.56	86.06	26.93	86.46	27.31
84.07	25.07	84.47	25.44	84.87	25.82	85.27	26.19	85.67	26.57	86.07	26.94	86.47	27.32
84.08	25.08	84.48	25.45	84.88	25.83	85.28	26.20	85.68	26.58	86.08	26.95	86.48	27.33
84.09	25.09	84.49	25.46	84.89	25.84	85.29	26.21	85.69	26.59	86.09	26.96	86.49	27.34
84.10	25.10	84.50	25.47	84.90	25.85	85.30	26.22	85.70	26.60	86.10	26.97	86.50	27.35
84.11	25.11	84.51	25.48	84.91	25.86	85.31	26.23	85.71	26.61	86.11	26.98	86.51	27.36
84.12	25.12	84.52	25.49	84.92	25.87	85.32	26.24	85.72	26.61	86.12	26.99	86.52	27.36
84.13	25.12	84.53	25.50	84.93	25.87	85.33	26.25	85.73	26.62	86.13	27.00	86.53	27.37
84.14	25.13	84.54	25.51	84.94	25.88	85.34	26.26	85.74	26.63	86.14	27.01	86.54	27.38
84.15	25.14	84.55	25.52	84.95	25.89	85.35	26.27	85.75	26.64	86.15	27.02	86.55	27.39
84.16	25.15	84.56	25.53	84.96	25.90	85.36	26.28	85.76	26.65	86.16	27.03	86.56	27.40
84.17	25.16	84.57	25.54	84.97	25.91	85.37	26.29	85.77	26.66	86.17	27.04	86.57	27.41
84.18	25.17	84.58	25.55	84.98	25.92	85.38	26.30	85.78	26.67	86.18	27.05	86.58	27.42
84.19	25.18	84.59	25.56	84.99	25.93	85.39	26.31	85.79	26.68	86.19	27.06	86.59	27.43
84.20	25.19	84.60	25.57	85.00	25.94	85.40	26.31	85.80	26.69	86.20	27.06	86.60	27.44
84.21	25.20	84.61	25.57	85.01	25.95	85.41	26.32	85.81	26.70	86.21	27.07	86.61	27.45
84.22	25.21	84.62	25.58	85.02	25.96	85.42	26.33	85.82	26.71	86.22	27.08	86.62	27.46
84.23	25.22	84.63	25.59	85.03	25.97	85.43	26.34	85.83	26.72	86.23	27.09	86.63	27.47
84.24	25.23	84.64	25.60	85.04	25.98	85.44	26.35	85.84	26.73	86.24	27.10	86.64	27.48
84.25	25.24	84.65	25.61	85.05	25.99	85.45	26.36	85.85	26.74	86.25	27.11	86.65	27.49
84.26	25.25	84.66	25.62	85.06	26.00	85.46	26.37	85.86	26.75	86.26	27.12	86.66	27.50
84.27	25.26	84.67	25.63	85.07	26.01	85.47	26.38	85.87	26.76	86.27	27.13	86.67	27.51
84.28	25.27	84.68	25.64	85.08	26.01	85.48	26.39	85.88	26.76	86.28	27.14	86.68	27.51
84.29	25.27	84.69	25.65	85.09	26.02	85.49	26.40	85.89	26.77	86.29	27.15	86.69	27.52
84.30	25.28	84.70	25.66	85.10	26.03	85.50	26.41	85.90	26.78	86.30	27.16	86.70	27.53
84.31	25.29	84.71	25.67	85.11	26.04	85.51	26.42	85.91	26.79	86.31	27.17	86.71	27.54
84.32	25.30	84.72	25.68	85.12	26.05	85.52	26.43	85.92	26.80	86.32	27.18	86.72	27.55
84.33	25.31	84.73	25.69	85.13	26.06	85.53	26.44	85.93	26.81	86.33	27.19	86.73	27.56
84.34	25.32	84.74	25.70	85.14	26.07	85.54	26.45	85.94	26.82	86.34	27.20	86.74	27.57
84.35	25.33	84.75	25.71	85.15	26.08	85.55	26.46	85.95	26.83	86.35	27.21	86.75	27.58
84.36	25.34	84.76	25.72	85.16	26.09	85.56	26.46	85.96	26.84	86.36	27.21	86.76	27.59
84.37	25.35	84.77	25.72	85.17	26.10	85.57	26.47	85.97	26.85	86.37	27.22	86.77	27.60
84.38	25.36	84.78	25.73	85.18	26.11	85.58	26.48	85.98	26.86	86.38	27.23	86.78	27.61
84.39	25.37	84.79	25.74	85.19	26.12	85.59	26.49	85.99	26.87	86.39	27.24	86.79	27.62

SISTEMA DE DESARROLLO PROFESIONAL DE CARRERA
TABLA DE PONDERACIÓN PARA EL FACTOR DE
FORMACIÓN, CAPACITACIÓN Y ACTUALIZACIÓN PROFESIONAL

Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos
86.80	27.63	87.20	28.00	87.60	28.38	88.00	28.75	88.40	29.13	88.80	29.50	89.20	29.88
86.81	27.64	87.21	28.01	87.61	28.39	88.01	28.76	88.41	29.14	88.81	29.51	89.21	29.89
86.82	27.65	87.22	28.02	87.62	28.40	88.02	28.77	88.42	29.15	88.82	29.52	89.22	29.90
86.83	27.66	87.23	28.03	87.63	28.41	88.03	28.78	88.43	29.16	88.83	29.53	89.23	29.90
86.84	27.66	87.24	28.04	87.64	28.41	88.04	28.79	88.44	29.16	88.84	29.54	89.24	29.91
86.85	27.67	87.25	28.05	87.65	28.42	88.05	28.80	88.45	29.17	88.85	29.55	89.25	29.92
86.86	27.68	87.26	28.06	87.66	28.43	88.06	28.81	88.46	29.18	88.86	29.56	89.26	29.93
86.87	27.69	87.27	28.07	87.67	28.44	88.07	28.82	88.47	29.19	88.87	29.57	89.27	29.94
86.88	27.70	87.28	28.08	87.68	28.45	88.08	28.83	88.48	29.20	88.88	29.58	89.28	29.95
86.89	27.71	87.29	28.09	87.69	28.46	88.09	28.84	88.49	29.21	88.89	29.59	89.29	29.96
86.90	27.72	87.30	28.10	87.70	28.47	88.10	28.85	88.50	29.22	88.90	29.60	89.30	29.97
86.91	27.73	87.31	28.11	87.71	28.48	88.11	28.86	88.51	29.23	88.91	29.60	89.31	29.98
86.92	27.74	87.32	28.11	87.72	28.49	88.12	28.86	88.52	29.24	88.92	29.61	89.32	29.99
86.93	27.75	87.33	28.12	87.73	28.50	88.13	28.87	88.53	29.25	88.93	29.62	89.33	30.00
86.94	27.76	87.34	28.13	87.74	28.51	88.14	28.88	88.54	29.26	88.94	29.63	89.34	30.01
86.95	27.77	87.35	28.14	87.75	28.52	88.15	28.89	88.55	29.27	88.95	29.64	89.35	30.02
86.96	27.78	87.36	28.15	87.76	28.53	88.16	28.90	88.56	29.28	88.96	29.65	89.36	30.03
86.97	27.79	87.37	28.16	87.77	28.54	88.17	28.91	88.57	29.29	88.97	29.66	89.37	30.04
86.98	27.80	87.38	28.17	87.78	28.55	88.18	28.92	88.58	29.30	88.98	29.67	89.38	30.05
86.99	27.81	87.39	28.18	87.79	28.56	88.19	28.93	88.59	29.31	88.99	29.68	89.39	30.05
87.00	27.81	87.40	28.19	87.80	28.56	88.20	28.94	88.60	29.31	89.00	29.69	89.40	30.06
87.01	27.82	87.41	28.20	87.81	28.57	88.21	28.95	88.61	29.32	89.01	29.70	89.41	30.07
87.02	27.83	87.42	28.21	87.82	28.58	88.22	28.96	88.62	29.33	89.02	29.71	89.42	30.08
87.03	27.84	87.43	28.22	87.83	28.59	88.23	28.97	88.63	29.34	89.03	29.72	89.43	30.09
87.04	27.85	87.44	28.23	87.84	28.60	88.24	28.98	88.64	29.35	89.04	29.73	89.44	30.10
87.05	27.86	87.45	28.24	87.85	28.61	88.25	28.99	88.65	29.36	89.05	29.74	89.45	30.11
87.06	27.87	87.46	28.25	87.86	28.62	88.26	29.00	88.66	29.37	89.06	29.75	89.46	30.12
87.07	27.88	87.47	28.26	87.87	28.63	88.27	29.01	88.67	29.38	89.07	29.75	89.47	30.13
87.08	27.89	87.48	28.26	87.88	28.64	88.28	29.01	88.68	29.39	89.08	29.76	89.48	30.14
87.09	27.90	87.49	28.27	87.89	28.65	88.29	29.02	88.69	29.40	89.09	29.77	89.49	30.15
87.10	27.91	87.50	28.28	87.90	28.66	88.30	29.03	88.70	29.41	89.10	29.78	89.50	30.16
87.11	27.92	87.51	28.29	87.91	28.67	88.31	29.04	88.71	29.42	89.11	29.79	89.51	30.17
87.12	27.93	87.52	28.30	87.92	28.68	88.32	29.05	88.72	29.43	89.12	29.80	89.52	30.18
87.13	27.94	87.53	28.31	87.93	28.69	88.33	29.06	88.73	29.44	89.13	29.81	89.53	30.19
87.14	27.95	87.54	28.32	87.94	28.70	88.34	29.07	88.74	29.45	89.14	29.82	89.54	30.20
87.15	27.96	87.55	28.33	87.95	28.71	88.35	29.08	88.75	29.45	89.15	29.83	89.55	30.20
87.16	27.96	87.56	28.34	87.96	28.71	88.36	29.09	88.76	29.46	89.16	29.84	89.56	30.21
87.17	27.97	87.57	28.35	87.97	28.72	88.37	29.10	88.77	29.47	89.17	29.85	89.57	30.22
87.18	27.98	87.58	28.36	87.98	28.73	88.38	29.11	88.78	29.48	89.18	29.86	89.58	30.23
87.19	27.99	87.59	28.37	87.99	28.74	88.39	29.12	88.79	29.49	89.19	29.87	89.59	30.24

SISTEMA DE DESARROLLO PROFESIONAL DE CARRERA
TABLA DE PONDERACIÓN PARA EL FACTOR DE
FORMACIÓN, CAPACITACIÓN Y ACTUALIZACIÓN PROFESIONAL

Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos
89.60	30.25	90.00	30.63	90.40	31.00	90.80	31.38	91.20	31.75	91.60	32.13	92.00	32.50
89.61	30.26	90.01	30.64	90.41	31.01	90.81	31.39	91.21	31.76	91.61	32.14	92.01	32.51
89.62	30.27	90.02	30.65	90.42	31.02	90.82	31.40	91.22	31.77	91.62	32.15	92.02	32.52
89.63	30.28	90.03	30.65	90.43	31.03	90.83	31.40	91.23	31.78	91.63	32.15	92.03	32.53
89.64	30.29	90.04	30.66	90.44	31.04	90.84	31.41	91.24	31.79	91.64	32.16	92.04	32.54
89.65	30.30	90.05	30.67	90.45	31.05	90.85	31.42	91.25	31.80	91.65	32.17	92.05	32.55
89.66	30.31	90.06	30.68	90.46	31.06	90.86	31.43	91.26	31.81	91.66	32.18	92.06	32.56
89.67	30.32	90.07	30.69	90.47	31.07	90.87	31.44	91.27	31.82	91.67	32.19	92.07	32.57
89.68	30.33	90.08	30.70	90.48	31.08	90.88	31.45	91.28	31.83	91.68	32.20	92.08	32.58
89.69	30.34	90.09	30.71	90.49	31.09	90.89	31.46	91.29	31.84	91.69	32.21	92.09	32.59
89.70	30.35	90.10	30.72	90.50	31.10	90.90	31.47	91.30	31.85	91.70	32.22	92.10	32.60
89.71	30.35	90.11	30.73	90.51	31.10	90.91	31.48	91.31	31.85	91.71	32.23	92.11	32.60
89.72	30.36	90.12	30.74	90.52	31.11	90.92	31.49	91.32	31.86	91.72	32.24	92.12	32.61
89.73	30.37	90.13	30.75	90.53	31.12	90.93	31.50	91.33	31.87	91.73	32.25	92.13	32.62
89.74	30.38	90.14	30.76	90.54	31.13	90.94	31.51	91.34	31.88	91.74	32.26	92.14	32.63
89.75	30.39	90.15	30.77	90.55	31.14	90.95	31.52	91.35	31.89	91.75	32.27	92.15	32.64
89.76	30.40	90.16	30.78	90.56	31.15	90.96	31.53	91.36	31.90	91.76	32.28	92.16	32.65
89.77	30.41	90.17	30.79	90.57	31.16	90.97	31.54	91.37	31.91	91.77	32.29	92.17	32.66
89.78	30.42	90.18	30.80	90.58	31.17	90.98	31.55	91.38	31.92	91.78	32.30	92.18	32.67
89.79	30.43	90.19	30.80	90.59	31.18	90.99	31.55	91.39	31.93	91.79	32.30	92.19	32.68
89.80	30.44	90.20	30.81	90.60	31.19	91.00	31.56	91.40	31.94	91.80	32.31	92.20	32.69
89.81	30.45	90.21	30.82	90.61	31.20	91.01	31.57	91.41	31.95	91.81	32.32	92.21	32.70
89.82	30.46	90.22	30.83	90.62	31.21	91.02	31.58	91.42	31.96	91.82	32.33	92.22	32.71
89.83	30.47	90.23	30.84	90.63	31.22	91.03	31.59	91.43	31.97	91.83	32.34	92.23	32.72
89.84	30.48	90.24	30.85	90.64	31.23	91.04	31.60	91.44	31.98	91.84	32.35	92.24	32.73
89.85	30.49	90.25	30.86	90.65	31.24	91.05	31.61	91.45	31.99	91.85	32.36	92.25	32.74
89.86	30.50	90.26	30.87	90.66	31.25	91.06	31.62	91.46	32.00	91.86	32.37	92.26	32.75
89.87	30.50	90.27	30.88	90.67	31.25	91.07	31.63	91.47	32.00	91.87	32.38	92.27	32.75
89.88	30.51	90.28	30.89	90.68	31.26	91.08	31.64	91.48	32.01	91.88	32.39	92.28	32.76
89.89	30.52	90.29	30.90	90.69	31.27	91.09	31.65	91.49	32.02	91.89	32.40	92.29	32.77
89.90	30.53	90.30	30.91	90.70	31.28	91.10	31.66	91.50	32.03	91.90	32.41	92.30	32.78
89.91	30.54	90.31	30.92	90.71	31.29	91.11	31.67	91.51	32.04	91.91	32.42	92.31	32.79
89.92	30.55	90.32	30.93	90.72	31.30	91.12	31.68	91.52	32.05	91.92	32.43	92.32	32.80
89.93	30.56	90.33	30.94	90.73	31.31	91.13	31.69	91.53	32.06	91.93	32.44	92.33	32.81
89.94	30.57	90.34	30.95	90.74	31.32	91.14	31.70	91.54	32.07	91.94	32.45	92.34	32.82
89.95	30.58	90.35	30.95	90.75	31.33	91.15	31.70	91.55	32.08	91.95	32.45	92.35	32.83
89.96	30.59	90.36	30.96	90.76	31.34	91.16	31.71	91.56	32.09	91.96	32.46	92.36	32.84
89.97	30.60	90.37	30.97	90.77	31.35	91.17	31.72	91.57	32.10	91.97	32.47	92.37	32.85
89.98	30.61	90.38	30.98	90.78	31.36	91.18	31.73	91.58	32.11	91.98	32.48	92.38	32.86
89.99	30.62	90.39	30.99	90.79	31.37	91.19	31.74	91.59	32.12	91.99	32.49	92.39	32.87

SISTEMA DE DESARROLLO PROFESIONAL DE CARRERA
TABLA DE PONDERACIÓN PARA EL FACTOR DE
FORMACIÓN, CAPACITACIÓN Y ACTUALIZACIÓN PROFESIONAL

Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos
92.40	32.88	92.80	33.25	93.20	33.63	93.60	34.00	94.00	34.38	94.40	34.75	94.80	35.13
92.41	32.89	92.81	33.26	93.21	33.64	93.61	34.01	94.01	34.39	94.41	34.76	94.81	35.14
92.42	32.90	92.82	33.27	93.22	33.64	93.62	34.02	94.02	34.39	94.42	34.77	94.82	35.14
92.43	32.90	92.83	33.28	93.23	33.65	93.63	34.03	94.03	34.40	94.43	34.78	94.83	35.15
92.44	32.91	92.84	33.29	93.24	33.66	93.64	34.04	94.04	34.41	94.44	34.79	94.84	35.16
92.45	32.92	92.85	33.30	93.25	33.67	93.65	34.05	94.05	34.42	94.45	34.80	94.85	35.17
92.46	32.93	92.86	33.31	93.26	33.68	93.66	34.06	94.06	34.43	94.46	34.81	94.86	35.18
92.47	32.94	92.87	33.32	93.27	33.69	93.67	34.07	94.07	34.44	94.47	34.82	94.87	35.19
92.48	32.95	92.88	33.33	93.28	33.70	93.68	34.08	94.08	34.45	94.48	34.83	94.88	35.20
92.49	32.96	92.89	33.34	93.29	33.71	93.69	34.09	94.09	34.46	94.49	34.84	94.89	35.21
92.50	32.97	92.90	33.34	93.30	33.72	93.70	34.09	94.10	34.47	94.50	34.84	94.90	35.22
92.51	32.98	92.91	33.35	93.31	33.73	93.71	34.10	94.11	34.48	94.51	34.85	94.91	35.23
92.52	32.99	92.92	33.36	93.32	33.74	93.72	34.11	94.12	34.49	94.52	34.86	94.92	35.24
92.53	33.00	92.93	33.37	93.33	33.75	93.73	34.12	94.13	34.50	94.53	34.87	94.93	35.25
92.54	33.01	92.94	33.38	93.34	33.76	93.74	34.13	94.14	34.51	94.54	34.88	94.94	35.26
92.55	33.02	92.95	33.39	93.35	33.77	93.75	34.14	94.15	34.52	94.55	34.89	94.95	35.27
92.56	33.03	92.96	33.40	93.36	33.78	93.76	34.15	94.16	34.53	94.56	34.90	94.96	35.28
92.57	33.04	92.97	33.41	93.37	33.79	93.77	34.16	94.17	34.54	94.57	34.91	94.97	35.29
92.58	33.04	92.98	33.42	93.38	33.79	93.78	34.17	94.18	34.54	94.58	34.92	94.98	35.29
92.59	33.05	92.99	33.43	93.39	33.80	93.79	34.18	94.19	34.55	94.59	34.93	94.99	35.30
92.60	33.06	93.00	33.44	93.40	33.81	93.80	34.19	94.20	34.56	94.60	34.94	95.00	35.31
92.61	33.07	93.01	33.45	93.41	33.82	93.81	34.20	94.21	34.57	94.61	34.95	95.01	35.32
92.62	33.08	93.02	33.46	93.42	33.83	93.82	34.21	94.22	34.58	94.62	34.96	95.02	35.33
92.63	33.09	93.03	33.47	93.43	33.84	93.83	34.22	94.23	34.59	94.63	34.97	95.03	35.34
92.64	33.10	93.04	33.48	93.44	33.85	93.84	34.23	94.24	34.60	94.64	34.98	95.04	35.35
92.65	33.11	93.05	33.49	93.45	33.86	93.85	34.24	94.25	34.61	94.65	34.99	95.05	35.36
92.66	33.12	93.06	33.49	93.46	33.87	93.86	34.24	94.26	34.62	94.66	34.99	95.06	35.37
92.67	33.13	93.07	33.50	93.47	33.88	93.87	34.25	94.27	34.63	94.67	35.00	95.07	35.38
92.68	33.14	93.08	33.51	93.48	33.89	93.88	34.26	94.28	34.64	94.68	35.01	95.08	35.39
92.69	33.15	93.09	33.52	93.49	33.90	93.89	34.27	94.29	34.65	94.69	35.02	95.09	35.40
92.70	33.16	93.10	33.53	93.50	33.91	93.90	34.28	94.30	34.66	94.70	35.03	95.10	35.41
92.71	33.17	93.11	33.54	93.51	33.92	93.91	34.29	94.31	34.67	94.71	35.04	95.11	35.42
92.72	33.18	93.12	33.55	93.52	33.93	93.92	34.30	94.32	34.68	94.72	35.05	95.12	35.43
92.73	33.19	93.13	33.56	93.53	33.94	93.93	34.31	94.33	34.69	94.73	35.06	95.13	35.44
92.74	33.19	93.14	33.57	93.54	33.94	93.94	34.32	94.34	34.69	94.74	35.07	95.14	35.44
92.75	33.20	93.15	33.58	93.55	33.95	93.95	34.33	94.35	34.70	94.75	35.08	95.15	35.45
92.76	33.21	93.16	33.59	93.56	33.96	93.96	34.34	94.36	34.71	94.76	35.09	95.16	35.46
92.77	33.22	93.17	33.60	93.57	33.97	93.97	34.35	94.37	34.72	94.77	35.10	95.17	35.47
92.78	33.23	93.18	33.61	93.58	33.98	93.98	34.36	94.38	34.73	94.78	35.11	95.18	35.48
92.79	33.24	93.19	33.62	93.59	33.99	93.99	34.37	94.39	34.74	94.79	35.12	95.19	35.49

SISTEMA DE DESARROLLO PROFESIONAL DE CARRERA
TABLA DE PONDERACIÓN PARA EL FACTOR DE
FORMACIÓN, CAPACITACIÓN Y ACTUALIZACIÓN PROFESIONAL

Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos	Calificación	Puntos
95.20	35.50	95.60	35.88	96.00	36.25	96.40	36.63	96.80	37.00	97.20	37.38	97.60	37.75
95.21	35.51	95.61	35.89	96.01	36.26	96.41	36.63	96.81	37.01	97.21	37.38	97.61	37.76
95.22	35.52	95.62	35.89	96.02	36.27	96.42	36.64	96.82	37.02	97.22	37.39	97.62	37.77
95.23	35.53	95.63	35.90	96.03	36.28	96.43	36.65	96.83	37.03	97.23	37.40	97.63	37.78
95.24	35.54	95.64	35.91	96.04	36.29	96.44	36.66	96.84	37.04	97.24	37.41	97.64	37.79
95.25	35.55	95.65	35.92	96.05	36.30	96.45	36.67	96.85	37.05	97.25	37.42	97.65	37.80
95.26	35.56	95.66	35.93	96.06	36.31	96.46	36.68	96.86	37.06	97.26	37.43	97.66	37.81
95.27	35.57	95.67	35.94	96.07	36.32	96.47	36.69	96.87	37.07	97.27	37.44	97.67	37.82
95.28	35.58	95.68	35.95	96.08	36.33	96.48	36.70	96.88	37.08	97.28	37.45	97.68	37.83
95.29	35.59	95.69	35.96	96.09	36.34	96.49	36.71	96.89	37.08	97.29	37.46	97.69	37.83
95.30	35.59	95.70	35.97	96.10	36.34	96.50	36.72	96.90	37.09	97.30	37.47	97.70	37.84
95.31	35.60	95.71	35.98	96.11	36.35	96.51	36.73	96.91	37.10	97.31	37.48	97.71	37.85
95.32	35.61	95.72	35.99	96.12	36.36	96.52	36.74	96.92	37.11	97.32	37.49	97.72	37.86
95.33	35.62	95.73	36.00	96.13	36.37	96.53	36.75	96.93	37.12	97.33	37.50	97.73	37.87
95.34	35.63	95.74	36.01	96.14	36.38	96.54	36.76	96.94	37.13	97.34	37.51	97.74	37.88
95.35	35.64	95.75	36.02	96.15	36.39	96.55	36.77	96.95	37.14	97.35	37.52	97.75	37.89
95.36	35.65	95.76	36.03	96.16	36.40	96.56	36.78	96.96	37.15	97.36	37.53	97.76	37.90
95.37	35.66	95.77	36.04	96.17	36.41	96.57	36.78	96.97	37.16	97.37	37.53	97.77	37.91
95.38	35.67	95.78	36.04	96.18	36.42	96.58	36.79	96.98	37.17	97.38	37.54	97.78	37.92
95.39	35.68	95.79	36.05	96.19	36.43	96.59	36.80	96.99	37.18	97.39	37.55	97.79	37.93
95.40	35.69	95.80	36.06	96.20	36.44	96.60	36.81	97.00	37.19	97.40	37.56	97.80	37.94
95.41	35.70	95.81	36.07	96.21	36.45	96.61	36.82	97.01	37.20	97.41	37.57	97.81	37.95
95.42	35.71	95.82	36.08	96.22	36.46	96.62	36.83	97.02	37.21	97.42	37.58	97.82	37.96
95.43	35.72	95.83	36.09	96.23	36.47	96.63	36.84	97.03	37.22	97.43	37.59	97.83	37.97
95.44	35.73	95.84	36.10	96.24	36.48	96.64	36.85	97.04	37.23	97.44	37.60	97.84	37.98
95.45	35.74	95.85	36.11	96.25	36.48	96.65	36.86	97.05	37.23	97.45	37.61	97.85	37.98
95.46	35.74	95.86	36.12	96.26	36.49	96.66	36.87	97.06	37.24	97.46	37.62	97.86	37.99
95.47	35.75	95.87	36.13	96.27	36.50	96.67	36.88	97.07	37.25	97.47	37.63	97.87	38.00
95.48	35.76	95.88	36.14	96.28	36.51	96.68	36.89	97.08	37.26	97.48	37.64	97.88	38.01
95.49	35.77	95.89	36.15	96.29	36.52	96.69	36.90	97.09	37.27	97.49	37.65	97.89	38.02
95.50	35.78	95.90	36.16	96.30	36.53	96.70	36.91	97.10	37.28	97.50	37.66	97.90	38.03
95.51	35.79	95.91	36.17	96.31	36.54	96.71	36.92	97.11	37.29	97.51	37.67	97.91	38.04
95.52	35.80	95.92	36.18	96.32	36.55	96.72	36.93	97.12	37.30	97.52	37.68	97.92	38.05
95.53	35.81	95.93	36.19	96.33	36.56	96.73	36.93	97.13	37.31	97.53	37.68	97.93	38.06
95.54	35.82	95.94	36.19	96.34	36.57	96.74	36.94	97.14	37.32	97.54	37.69	97.94	38.07
95.55	35.83	95.95	36.20	96.35	36.58	96.75	36.95	97.15	37.33	97.55	37.70	97.95	38.08
95.56	35.84	95.96	36.21	96.36	36.59	96.76	36.96	97.16	37.34	97.56	37.71	97.96	38.09
95.57	35.85	95.97	36.22	96.37	36.60	96.77	36.97	97.17	37.35	97.57	37.72	97.97	38.10
95.58	35.86	95.98	36.23	96.38	36.61	96.78	36.98	97.18	37.36	97.58	37.73	97.98	38.11
95.59	35.87	95.99	36.24	96.39	36.62	96.79	36.99	97.19	37.37	97.59	37.74	97.99	38.12

**SISTEMA DE DESARROLLO PROFESIONAL DE CARRERA
TABLA DE PONDERACIÓN PARA EL FACTOR DE
FORMACIÓN, CAPACITACIÓN Y ACTUALIZACIÓN PROFESIONAL**

Calificación	Puntos
98.00	38.13
98.01	38.13
98.02	38.14
98.03	38.15
98.04	38.16
98.05	38.17
98.06	38.18
98.07	38.19
98.08	38.20
98.09	38.21
98.10	38.22
98.11	38.23
98.12	38.24
98.13	38.25
98.14	38.26
98.15	38.27
98.16	38.28
98.17	38.28
98.18	38.29
98.19	38.30
98.20	38.31
98.21	38.32
98.22	38.33
98.23	38.34
98.24	38.35
98.25	38.36
98.26	38.37
98.27	38.38
98.28	38.39
98.29	38.40
98.30	38.41
98.31	38.42
98.32	38.43
98.33	38.43
98.34	38.44
98.35	38.45
98.36	38.46
98.37	38.47
98.38	38.48
98.39	38.49

Calificación	Puntos
98.40	38.50
98.41	38.51
98.42	38.52
98.43	38.53
98.44	38.54
98.45	38.55
98.46	38.56
98.47	38.57
98.48	38.58
98.49	38.58
98.50	38.59
98.51	38.60
98.52	38.61
98.53	38.62
98.54	38.63
98.55	38.64
98.56	38.65
98.57	38.66
98.58	38.67
98.59	38.68
98.60	38.69
98.61	38.70
98.62	38.71
98.63	38.72
98.64	38.73
98.65	38.73
98.66	38.74
98.67	38.75
98.68	38.76
98.69	38.77
98.70	38.78
98.71	38.79
98.72	38.80
98.73	38.81
98.74	38.82
98.75	38.83
98.76	38.84
98.77	38.85
98.78	38.86
98.79	38.87

Calificación	Puntos
98.80	38.88
98.81	38.88
98.82	38.89
98.83	38.90
98.84	38.91
98.85	38.92
98.86	38.93
98.87	38.94
98.88	38.95
98.89	38.96
98.90	38.97
98.91	38.98
98.92	38.99
98.93	39.00
98.94	39.01
98.95	39.02
98.96	39.03
98.97	39.03
98.98	39.04
98.99	39.05
99.00	39.06
99.01	39.07
99.02	39.08
99.03	39.09
99.04	39.10
99.05	39.11
99.06	39.12
99.07	39.13
99.08	39.14
99.09	39.15
99.10	39.16
99.11	39.17
99.12	39.18
99.13	39.18
99.14	39.19
99.15	39.20
99.16	39.21
99.17	39.22
99.18	39.23
99.19	39.24

Calificación	Puntos
99.20	39.25
99.21	39.26
99.22	39.27
99.23	39.28
99.24	39.29
99.25	39.30
99.26	39.31
99.27	39.32
99.28	39.33
99.29	39.33
99.30	39.34
99.31	39.35
99.32	39.36
99.33	39.37
99.34	39.38
99.35	39.39
99.36	39.40
99.37	39.41
99.38	39.42
99.39	39.43
99.40	39.44
99.41	39.45
99.42	39.46
99.43	39.47
99.44	39.48
99.45	39.48
99.46	39.49
99.47	39.50
99.48	39.51
99.49	39.52
99.50	39.53
99.51	39.54
99.52	39.55
99.53	39.56
99.54	39.57
99.55	39.58
99.56	39.59
99.57	39.60
99.58	39.61
99.59	39.62

Calificación	Puntos
99.60	39.63
99.61	39.63
99.62	39.64
99.63	39.65
99.64	39.66
99.65	39.67
99.66	39.68
99.67	39.69
99.68	39.70
99.69	39.71
99.70	39.72
99.71	39.73
99.72	39.74
99.73	39.75
99.74	39.76
99.75	39.77
99.76	39.78
99.77	39.78
99.78	39.79
99.79	39.80
99.80	39.81
99.81	39.82
99.82	39.83
99.83	39.84
99.84	39.85
99.85	39.86
99.86	39.87
99.87	39.88
99.88	39.89
99.89	39.90
99.90	39.91
99.91	39.92
99.92	39.93
99.93	39.93
99.94	39.94
99.95	39.95
99.96	39.96
99.97	39.97
99.98	39.98
99.99	39.99

Calificación	Puntos
100.00	40.00