COMUNA INDEPENDENTA

JUD. CONSTANTA

Nr.1450/6.04.2023

PROCES-VERBAL

Incheiat cu ocazia sedintei de consultare privind proiectul de hotarare referitor la stabilirea salariilor de baza pentru functionarii publici si personalul contractual din cadrul Primariei Comunei Independenta.

Sedinta are loc astazi 31.03.2023, la sediul Primariei Comunei Independenta;

-Primarul Comunei dl. Ing. Gascan Cristea

-Inspector contabil dl. Semsedin Atila

-Referent resurse umane dna Sabau Vasilica

Din partea sindicatului Tomis al lucratorilor din administratia publica si servicii publice, din care fac parte angajatii Primariei Comunei;

-Lider sindicat dna Tudose Anisoara

-Secretar dl. Tohaneanu Constantin

Sindicatul Tomis indeplineste conditiile de reprezentativitate la nivel de unitate potrivit incheierii nr. 10130 din data de 20.07.2015, pronuntata la Judecatoria Constanta in dosarul nr.18249/212/2015.

In consecinta, sunt respectate prevederile art.11, alin.(1) din Legea nr.153/2017 privind salarizarea din fonduri publice.

In decschiderea sedintei, inspectorul contabil Semsedin Atila, prezinta proiectul de hotarare pe care il supune consultarii.

Se trece la discutii pe marginea proiectului de hotarare propus pentru stabilirea salariilor de baza pentru functionarii publici si personalul contractual din cadrul Primariei Comunei Independenta.

S-au constatat urmatoarele;

-au fost aplicate corectii la coeficientii propusi, unde a fost cazul, pentru o corelare echilibrata intre acesti coeficienti, de comun acord cu toti factorii de raspundere implicati;

-au fost respectate prevederile Legii nr.153/2017, privind salarizarea personalului platit din fonduri publice;

-la stabilirea coeficientilor propusi pentru fiecare functie publica si contractuala existenta in aparatul de specialitate al primarului Comunei Independenta au fost respectate principiile prevazute de art.6 din Legea nr.153/2017, cu privire; la legalitate, nediscriminare, egalitate a importantei sociale a muncii, ierarhizarii si transparentei;

-propunerile facute pentru stabilirea salariilor de baza precum si acordarea altor drepturi prevazute de lege, se incadreaza in prevederile bugetului local pe anul 2023, cu privire la cheltuielile de personal.

In urma consultarii, proiectul de hotarare este acceptat de catre ambele parti in forma propusa de initiator.

Drept pentru care s-a incheiat prezentul proces-verbal in doua exemplare, cate unul pentru fiecare parte.

Primaria Comunei Independenta;

Primar - Ing. Gascan Cristea

Insp .Contabil - SemsedinAtila

Ref. Resurse umane - Sabau Vasilica

Sindicatul Tomis;

Tudose Anisoara

Tohaneanu Constantin

Grila de salarizare pentru administrația locală - *comuna Independența*

Funcţii de demnitate publică

Valoare coeficient **2080**

Nr. crt	Funcţia		Coeficient
1.	Primar (localitate pana la 3.000 locuitori)	coeficient	**4.00**
		suma	8320
2.	Viceprimar (localitate pana la 3.000 locuitori)	coeficient	**3.00**
		suma	6240



Funcții de conducere - Valoare coeficient = 2080 lei

Nr. crt	Funcţia	Nivel studii	Coeficient maxim	Salariul de baza in functie de gradatie(vechime in munca)					
				Gradatie 0	Gradatie 1	Gradatie 2	Gradatie 3	Gradatie 4	Gradatie 5
1.	Administrator public (localitate pana la 3.000 locuitori)	S	3.00	**2.41**	**2.59**	**2.72**	**2.86**	**2.93**	**3.00**
				5,011	5,387	5,656	5,939	6,088	6,240

2.	Secretar UAT (localitate pana la 3.000 locuitori)	S	3.00	**2.41**	**2.59**	**2.72**	**2.86**	**2.93**	**3.00**
				5,011	5,387	5,656	5,939	6,088	6,240
3.	Manager public (localitate pana la 3.000 locuitori)	S	3.00	**2.41**	**2.59**	**2.72**	**2.86**	**2.93**	**3.00**
				5,011	5,387	5,656	5,939	6,088	6,240
4.	Şef birou (localitate pana la 3.000 locuitori)	S	3.00	**2.41**	**2.59**	**2.72**	**2.86**	**2.93**	**3.00**
				5,011	5,387	5,656	5,939	6,088	6,240

3.5

Funcţii de execuţie- funcţionar public

Valoare coeficient = 2080 lei

Nr. crt	Funcţia		Coeficient maxim	Salariul lunar cu toate sporurile					
				Gradatie 0	Gradatie 1	Gradatie 2	Gradatie 3	Gradatie 4	Gradatie 5
1.	Auditor grad professional superior	S	2.95	**2.37**	**2.55**	**2.67**	**2.81**	**2.88**	**2.95**
				4,928	5,297	5,562	5,840	5,986	6,136
	Auditor grad professional principal	S	2.90	**2.33**	**2.50**	**2.63**	**2.76**	**2.83**	**2.90**
				4,844	5,208	5,468	5,741	5,885	6,032
	Auditor grad profesional asistent	S	2.85	**2.29**	**2.46**	**2.58**	**2.71**	**2.78**	**2.85**
				4,761	5,118	5,374	5,642	5,783	5,928
2.	Consilier, consilier juridic, expert, inspector grad profesional superior	S	2.80	**2.25**	**2.42**	**2.54**	**2.67**	**2.73**	**2.80**
				4,677	5,028	5,279	5,543	5,682	5,824

	Consilier, consilier juridic, expert, inspector grad profesional principal	S	2.75	**2.21**	**2.37**	**2.49**	**2.62**	**2.68**	**2.75**
				4,594	4,938	5,185	5,444	5,580	8,470
	Consilier, consilier juridic, expert, inspector grad profesional asistent	S	2.70	**2.17**	**2.33**	**2.45**	**2.57**	**2.63**	**2.70**
				4,510	4,848	5,091	5,345	5,479	5,616
	Consilier, consilier juridic, expert, inspector grad profesional debutant	S	2.65	**2.13**	**2.29**	**2.40**	**2.52**	**2.59**	**2.65**
				4,427	4,759	4,997	5,246	5,378	5,512
3.	Referent de specialitate grad profesional superior	SSD	2.60	**2.09**	**2.24**	**2.36**	**2.47**	**2.54**	**2.60**
				4,343	4,669	4,902	5,147	5,276	5,408
	Referent de specialitate grad profesional principal	SSD	2.55	**2.05**	**2.20**	**2.31**	**2.43**	**2.49**	**2.55**
				4,260	4,579	4,808	5,048	5,175	5,304
	Referent de specialitate grad profesional asistent	SSD	2.50	**2.01**	**2.16**	**2.27**	**2.38**	**2.44**	**2.50**
				4,176	4,489	4,714	4,949	5,073	5,200
	Referent de specialitate grad profesional debutant	SSD	2.45	**1.97**	**2.12**	**2.22**	**2.33**	**2.39**	**2.45**
				4,093	4,399	4,619	4,850	4,972	5,096
4.	Referent grad profesional superior	M	2.40	**1.93**	**2.07**	**2.18**	**2.28**	**2.34**	**2.40**
				4,009	4,310	4,525	4,751	4,870	4,992
	Referent grad profesional principal	M	2.35	**1.89**	**2.03**	**2.13**	**2.24**	**2.29**	**2.35**
				3,926	4,220	4,431	4,652	4,769	4,888
	Referent grad profesional asistent	M	2.30	**1.85**	**1.99**	**2.08**	**2.19**	**2.24**	**2.30**
				3,842	4,130	4,337	4,553	4,667	4,784

	Referent grad profesional debutant	M	2.25	**1.81**	**1.94**	**2.04**	**2.14**	**2.20**	**2.25**
				3,758	4,040	4,242	4,454	4,566	4,680

Funcţii de execuţie- personal contractual

Valoare coeficient = 2080 lei

Nr. crt	Funcţia		Coeficient maxim	Salariul lunar cu toate sporurile					
				Gradatie 0	Gradatie 1	Gradatie 2	Gradatie 3	Gradatie 4	Gradatie 5
1.	Auditor grad I A	S	2.95	**2.37**	**2.55**	**2.67**	**2.81**	**2.88**	**2.95**
				4,928	5,297	5,562	5,840	5,986	6,136
	Auditor grad I	S	2.90	**2.33**	**2.50**	**2.63**	**2.76**	**2.83**	**2.90**
				4,844	5,208	5,468	5,741	5,885	6,032
	Auditor grad I I	S	2.85	**2.29**	**2.46**	**2.58**	**2.71**	**2.78**	**2.85**
				4,761	5,118	5,374	5,642	5,783	5,928
2.	Consilier,**consilier juridic** , expert, inspector de specialitate, revizor contabil, architect, referent de specialitate, inspector casier grad I A	S	2.80	**2.25**	**2.42**	**2.54**	**2.67**	**2.73**	**2.80**
				4,677	5,028	5,279	5,543	5,682	5,824
	Consilier,**consilier juridic** , expert, inspector de specialitate, revizor contabil, architect, referent de specialitate, inspector casier grad I	S	2.75	**2.21**	**2.37**	**2.49**	**2.62**	**2.68**	**2.75**
				4,594	4,938	5,185	5,444	5,580	5,720
	Consilier,**consilier juridic** , expert, inspector de specialitate, revizor contabil, architect, referent de specialitate, inspector casier grad II	S	2.70	**2.17**	**2.33**	**2.45**	**2.57**	**2.63**	**2.70**
				4,510	4,848	5,091	5,345	5,479	5,616

	Consilier,**consilier juridic** , expert, inspector de specialitate, revizor contabil, architect, referent de specialitate, inspector casier -grad debutant	S	2.65	**2.13**	**2.29**	**2.40**	**2.52**	**2.59**	**2.65**
				4,427	4,759	4,997	5,246	5,378	5,512
3.	Tehnician-economist, secretar superior, interpret relatii, interpret profesional, conductor architect, inspector, referent, subinginer, archivist grad I A	SSD	2.60	**2.09**	**2.24**	**2.36**	**2.47**	**2.54**	**2.60**
				4,343	4,669	4,902	5,147	5,276	5,408
	Tehnician-economist, secretar superior, interpret relatii, interpret profesional, conductor architect, inspector, referent, subinginer, archivist grad I	SSD	2.55	**2.05**	**2.20**	**2.31**	**2.43**	**2.49**	**2.55**
				4,260	4,579	4,808	5,048	5,175	5,304
	Tehnician-economist, secretar superior, interpret relatii, interpret profesional, conductor architect, inspector, referent, subinginer, archivist grad II	SSD	2.50	**2.01**	**2.16**	**2.27**	**2.38**	**2.44**	**2.50**
				4,176	4,489	4,714	4,949	5,073	5,200
	Tehnician-economist, secretar superior, interpret relatii, interpret profesional, conductor architect, inspector, referent, subinginer, archivist grad debutant	SSD	2.45	**1.97**	**2.12**	**2.22**	**2.33**	**2.39**	**2.45**
				4,093	4,399	4,619	4,850	4,972	5,096
4.	Referent, inspector, arhivar, referent casier I A	M	2.40	**1.93**	**2.07**	**2.18**	**2.28**	**2.34**	**2.40**
				4,009	4,310	4,525	4,751	4,870	4,992
	Referent, inspector, arhivar, referent casier I	M	2.35	**1.89**	**2.03**	**2.13**	**2.24**	**2.29**	**2.35**
				3,926	4,220	4,431	4,652	4,769	4,888

	Referent, inspector, arhivar ,referent casier I I	M	2.30	**1.85**	**1.99**	**2.08**	**2.19**	**2.24**	**2.30**
				3,842	4,130	4,337	4,553	4,667	4,784
	Referent, inspector, arhivar, referent casier debutant	M	2.00	**1.61**	**1.73**	**1.81**	**1.90**	**1.95**	**2.00**
				3,341	3,591	3,771	3,960	4,059	4,160
5.	Agent agricol grad I	M	1.80	**1.45**	**1.55**	**1.63**	**1.71**	**1.76**	**1.80**
				3,007	3,232	3,394	3,564	3,653	3,744
	Agent agricol grad II	M	1.60	**1.28**	**1.38**	**1.45**	**1.52**	**1.56**	**1.60**
		G		2,673	2,873	3,017	3,168	3,247	3,328
	Agent agricol grad debutant	M	1.55	**1.24**	**1.34**	**1.41**	**1.48**	**1.51**	**1.55**
		G		2,589	2,783	2,923	3,069	3,145	3,224
6.	Secretar	M	1.55	**1.24**	**1.34**	**1.41**	**1.48**	**1.51**	**1.55**
		G		2,589	2,783	2,923	3,069	3,145	3,224
	Secretar debutant	M	1.50	**1.20**	**1.29**	**1.36**	**1.43**	**1.46**	**1.50**
		G		2,506	2,694	2,828	2,970	3,044	3,120
7.	Administrator I, **sef depozit I**	M	1.45	**1.16**	**1.25**	**1.31**	**1.38**	**1.41**	**1.45**
				2,422	2,604	2,734	2,871	2,942	3,016
	Administrator II, **sef depozit II**	M	1.40	**1.12**	**1.21**	**1.27**	**1.33**	**1.37**	**1.40**
				2,339	2,514	2,640	2,772	2,841	2,912
8.	Casier , magaziner	M	1.35	**1.08**	**1.17**	**1.22**	**1.28**	**1.32**	**1.35**
		G		2,255	2,424	2,545	2,673	2,740	2,808
	Casier , magaziner debutant	M	1.33	**1.07**	**1.15**	**1.21**	**1.27**	**1.30**	**1.33**
		G		2,222	2,388	2,508	2,633	2,699	2,766
9.	Şef formaţie pază, pompier	M	1.25	**1.00**	**1.08**	**1.13**	**1.19**	**1.22**	**1.25**
		G		2,088	2,245	2,357	2,475	2,537	2,600
10.	Portar, paznic, pompier, guard, bufetier, manipulant bunuri, curier	M	1.40	**1.12**	**1.21**	**1.27**	**1.33**	**1.37**	**1.40**
		G		2,339	2,514	2,640	2,772	2,841	2,912

11.	Bucătăreasă, lenjerasă	M	1.00	**0.80**	**0.86**	**0.91**	**0.95**	**0.98**	**1.00**
		G		1,670	1,796	1,885	1,980	2,029	2,080
	Bucătăreasă, lenjerasă debutant	M	1.00	**0.80**	**0.86**	**0.91**	**0.95**	**0.98**	**1.00**
		G		1,670	1,796	1,885	1,980	2,029	2,080
12.	Maistru I	M	1.30	**1.04**	**1.12**	**1.18**	**1.24**	**1.27**	**1.30**
		G		2,172	2,334	2,451	2,574	2,638	2,704
	Maistru II	M	1.25	**1.00**	**1.08**	**1.13**	**1.19**	**1.22**	**1.25**
		G		2,088	2,245	2,357	2,475	2,537	2,600
13.	Sofer I	M	1.45	**1.16**	**1.25**	**1.31**	**1.38**	**1.41**	**1.45**
		G		2,422	2,604	2,734	2,871	2,942	3,016
	Sofer II	M	1.40	**1.12**	**1.21**	**1.27**	**1.33**	**1.37**	**1.40**
		G		2,339	2,514	2,640	2,772	2,841	2,912
14.	Muncitor calificat I	M	1.45	**1.16**	**1.25**	**1.31**	**1.38**	**1.41**	**1.45**
		G		2,422	2,604	2,734	2,871	2,942	3,016
	Muncitor calificat II	M	1.40	**1.12**	**1.21**	**1.27**	**1.33**	**1.37**	**1.40**
		G		2,339	2,514	2,640	2,772	2,841	2,912
	Muncitor calificat III	M	1.35	**1.08**	**1.17**	**1.22**	**1.28**	**1.32**	**1.35**
		G		2,255	2,424	2,545	2,673	2,740	2,808
	Muncitor calificat IV	M	1.30	**1.04**	**1.12**	**1.18**	**1.24**	**1.27**	**1.30**
		G		2,172	2,334	2,451	2,574	2,638	2,704
15.	Muncitor necalificat I	M	1.25	**1.00**	**1.08**	**1.13**	**1.19**	**1.22**	**1.25**
		G		2,088	2,245	2,357	2,475	2,537	2,600
	Muncitor necalificat, fără sporuri	M	1.20	**0.96**	**1.04**	**1.09**	**1.14**	**1.17**	**1.20**
		G		2,005	2,155	2,263	2,376	2,435	2,496

REFERENT RESURSE UMANE
SABAU VASILICA

CONTABIL
SEMSEDIN ATILA