

## 2023년 서울시 사회복지시설 종사자 인건비 지급기준

### ○ 기본급

(단위: 원)

| 직급<br>호봉 | 1급        | 2급        | 3급        | 4급        | 5급        | 관리직       | 기능직       |
|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1        | -         | 2,956,000 | 2,499,000 | 2,285,000 | 2,260,000 | 2,245,000 | 2,233,000 |
| 2        | -         | 3,020,000 | 2,555,000 | 2,300,000 | 2,278,000 | 2,258,000 | 2,243,000 |
| 3        | -         | 3,089,000 | 2,625,000 | 2,323,000 | 2,296,000 | 2,270,000 | 2,255,000 |
| 4        | -         | 3,154,000 | 2,692,000 | 2,371,000 | 2,318,000 | 2,285,000 | 2,266,000 |
| 5        | -         | 3,212,000 | 2,754,000 | 2,436,000 | 2,340,000 | 2,300,000 | 2,288,000 |
| 6        | -         | 3,370,000 | 2,897,000 | 2,581,000 | 2,360,000 | 2,330,000 | 2,300,000 |
| 7        | -         | 3,458,000 | 2,997,000 | 2,673,000 | 2,404,000 | 2,353,000 | 2,320,000 |
| 8        | -         | 3,552,000 | 3,090,000 | 2,748,000 | 2,479,000 | 2,438,000 | 2,340,000 |
| 9        | -         | 3,654,000 | 3,183,000 | 2,839,000 | 2,568,000 | 2,527,000 | 2,378,000 |
| 10       | -         | 3,755,000 | 3,276,000 | 2,919,000 | 2,647,000 | 2,603,000 | 2,476,000 |
| 11       | -         | 3,846,000 | 3,366,000 | 3,018,000 | 2,739,000 | 2,692,000 | 2,553,000 |
| 12       | -         | 3,906,000 | 3,414,000 | 3,056,000 | 2,795,000 | 2,742,000 | 2,606,000 |
| 13       | -         | 3,956,000 | 3,463,000 | 3,114,000 | 2,850,000 | 2,794,000 | 2,648,000 |
| 14       | -         | 4,013,000 | 3,524,000 | 3,188,000 | 2,917,000 | 2,841,000 | 2,708,000 |
| 15       | -         | 4,068,000 | 3,583,000 | 3,259,000 | 2,980,000 | 2,894,000 | 2,754,000 |
| 16       | 4,496,000 | 4,121,000 | 3,656,000 | 3,329,000 | 3,046,000 | 2,944,000 | 2,836,000 |
| 17       | 4,547,000 | 4,172,000 | 3,727,000 | 3,394,000 | 3,112,000 | 2,988,000 | 2,889,000 |
| 18       | 4,596,000 | 4,230,000 | 3,795,000 | 3,456,000 | 3,174,000 | 3,047,000 | 2,944,000 |
| 19       | 4,664,000 | 4,281,000 | 3,855,000 | 3,515,000 | 3,231,000 | 3,100,000 | 2,994,000 |
| 20       | 4,734,000 | 4,338,000 | 3,915,000 | 3,571,000 | 3,286,000 | 3,155,000 | 3,053,000 |
| 21       | 4,824,000 | 4,409,000 | 3,971,000 | 3,624,000 | 3,335,000 | 3,228,000 | 3,121,000 |
| 22       | 4,884,000 | 4,467,000 | 4,025,000 | 3,673,000 | 3,385,000 | 3,281,000 | 3,177,000 |
| 23       | 4,938,000 | 4,522,000 | 4,076,000 | 3,721,000 | 3,430,000 | 3,331,000 | 3,231,000 |
| 24       | 4,989,000 | 4,560,000 | 4,130,000 | 3,767,000 | 3,474,000 | 3,387,000 | 3,270,000 |
| 25       | 5,039,000 | 4,623,000 | 4,180,000 | 3,812,000 | 3,517,000 | 3,403,000 | 3,321,000 |
| 26       | 5,103,000 | 4,680,000 | 4,228,000 | 3,854,000 | 3,556,000 | 3,458,000 | 3,348,000 |
| 27       | 5,145,000 | 4,738,000 | 4,293,000 | 3,896,000 | 3,590,000 | 3,513,000 | 3,404,000 |
| 28       | 5,181,000 | 4,797,000 | 4,305,000 | 3,922,000 | 3,617,000 | 3,567,000 | 3,460,000 |
| 29       | 5,243,000 | 4,856,000 | 4,345,000 | 3,951,000 | 3,652,000 | 3,624,000 | 3,516,000 |
| 30       | 5,297,000 | 4,913,000 | 4,404,000 | 4,007,000 | 3,704,000 | 3,677,000 | 3,570,000 |
| 31       | -         | 4,973,000 | 4,461,000 | 4,067,000 | 3,764,000 | 3,732,000 | 3,626,000 |

출처: 2023년 사회복지시설 종사자 처우개선 및 운영계획 (서울시 복지정책과, 2023)