

TRIBUNAL SUPERIOR DEL DISTRITO



SALA LABORAL  
PEREIRA – RISARALDA

Radicado: 66001310500320210038001  
Demandante: Dagoberto Merchán Castellanos  
Demandado: Porvenir S.A. y otro

| LIQUIDACIÓN DEL IBL PENSIONAL PROMEDIO ÚLTIMOS 10 AÑOS |       |     |      |       |     |                             |                            |           |             |                 |             |  |
|--------------------------------------------------------|-------|-----|------|-------|-----|-----------------------------|----------------------------|-----------|-------------|-----------------|-------------|--|
| PERIODOS DE COTIZACIÓN                                 |       |     |      |       |     | PERIODO ÚLTIMA COTIZACIÓN : |                            |           |             | 2021-09         | PROMEDIO    |  |
| Año                                                    | DESDE |     | Año  | HASTA |     | # Días                      | INGRESO BASE DE COTIZACIÓN | IPC FINAL | IPC INICIAL | INGRESO MENSUAL | SALARIAL:   |  |
|                                                        | Mes   | Día |      | Mes   | Día |                             |                            |           |             |                 |             |  |
| 2011                                                   | 8     | 8   | 2011 | 8     | 30  | 23                          | \$ 1.609.000,00            | 105,48    | 73,45       | \$ 2.310.651,06 | \$14.762,49 |  |
| 2011                                                   | 9     | 1   | 2011 | 9     | 30  | 30                          | \$ 1.978.000,00            | 105,48    | 73,45       | \$ 2.840.564,19 | \$23.671,37 |  |
| 2011                                                   | 10    | 1   | 2011 | 10    | 30  | 30                          | \$ 1.549.000,00            | 105,48    | 73,45       | \$ 2.224.486,32 | \$18.537,39 |  |
| 2011                                                   | 11    | 1   | 2011 | 11    | 30  | 30                          | \$ 1.417.000,00            | 105,48    | 73,45       | \$ 2.034.923,89 | \$16.957,70 |  |
| 2011                                                   | 12    | 1   | 2011 | 12    | 30  | 30                          | \$ 3.038.000,00            | 105,48    | 73,45       | \$ 4.362.807,90 | \$36.356,73 |  |
| 2012                                                   | 1     | 1   | 2012 | 1     | 30  | 30                          | \$ 2.045.000,00            | 105,48    | 76,19       | \$ 2.831.166,82 | \$23.593,06 |  |
| 2012                                                   | 2     | 1   | 2012 | 2     | 30  | 30                          | \$ 1.910.000,00            | 105,48    | 76,19       | \$ 2.644.268,28 | \$22.035,57 |  |
| 2012                                                   | 3     | 1   | 2012 | 3     | 30  | 30                          | \$ 1.326.000,00            | 105,48    | 76,19       | \$ 1.835.759,02 | \$15.297,99 |  |
| 2012                                                   | 4     | 1   | 2012 | 4     | 30  | 30                          | \$ 2.137.000,00            | 105,48    | 76,19       | \$ 2.958.534,72 | \$24.654,46 |  |
| 2012                                                   | 5     | 1   | 2012 | 5     | 30  | 30                          | \$ 1.818.000,00            | 105,48    | 76,19       | \$ 2.516.900,38 | \$20.974,17 |  |
| 2012                                                   | 6     | 1   | 2012 | 6     | 30  | 30                          | \$ 1.955.000,00            | 105,48    | 76,19       | \$ 2.708.567,79 | \$22.554,73 |  |
| 2012                                                   | 7     | 1   | 2012 | 7     | 30  | 30                          | \$ 1.976.000,00            | 105,48    | 76,19       | \$ 2.735.640,90 | \$22.797,01 |  |
| 2012                                                   | 8     | 1   | 2012 | 8     | 30  | 30                          | \$ 1.659.000,00            | 105,48    | 76,19       | \$ 2.296.775,43 | \$19.139,80 |  |
| 2012                                                   | 9     | 1   | 2012 | 9     | 30  | 30                          | \$ 1.285.000,00            | 105,48    | 76,19       | \$ 1.778.997,24 | \$14.824,98 |  |
| 2012                                                   | 10    | 1   | 2012 | 10    | 30  | 30                          | \$ 1.881.000,00            | 105,48    | 76,19       | \$ 2.604.119,70 | \$21.701,00 |  |
| 2012                                                   | 11    | 1   | 2012 | 11    | 30  | 30                          | \$ 1.422.000,00            | 105,48    | 76,19       | \$ 1.968.664,65 | \$16.405,54 |  |
| 2012                                                   | 12    | 1   | 2012 | 12    | 30  | 30                          | \$ 3.032.000,00            | 105,48    | 76,19       | \$ 4.197.602,84 | \$34.980,02 |  |
| 2013                                                   | 1     | 1   | 2013 | 1     | 30  | 30                          | \$ 1.618.000,00            | 105,48    | 78,05       | \$ 2.187.983,60 | \$18.233,20 |  |
| 2013                                                   | 2     | 1   | 2013 | 2     | 30  | 30                          | \$ 1.259.000,00            | 105,48    | 78,05       | \$ 1.701.464,70 | \$14.178,87 |  |
| 2013                                                   | 3     | 1   | 2013 | 3     | 30  | 30                          | \$ 1.181.000,00            | 105,48    | 78,05       | \$ 1.596.052,27 | \$13.300,44 |  |
| 2013                                                   | 4     | 1   | 2013 | 4     | 30  | 30                          | \$ 1.733.000,00            | 105,48    | 78,05       | \$ 2.342.047,92 | \$19.517,07 |  |
| 2013                                                   | 5     | 1   | 2013 | 5     | 30  | 30                          | \$ 1.608.000,00            | 105,48    | 78,05       | \$ 2.173.117,75 | \$18.109,31 |  |
| 2013                                                   | 6     | 1   | 2013 | 6     | 30  | 30                          | \$ 1.422.000,00            | 105,48    | 78,05       | \$ 1.921.749,65 | \$16.014,58 |  |
| 2013                                                   | 7     | 1   | 2013 | 7     | 30  | 30                          | \$ 2.169.000,00            | 105,48    | 78,05       | \$ 2.931.276,36 | \$24.427,30 |  |
| 2013                                                   | 8     | 1   | 2013 | 8     | 30  | 30                          | \$ 1.157.000,00            | 105,48    | 78,05       | \$ 1.563.617,68 | \$13.030,15 |  |
| 2013                                                   | 9     | 1   | 2013 | 9     | 30  | 30                          | \$ 1.339.000,00            | 105,48    | 78,05       | \$ 1.809.580,01 | \$15.079,83 |  |
| 2013                                                   | 10    | 1   | 2013 | 10    | 30  | 30                          | \$ 2.005.000,00            | 105,48    | 78,05       | \$ 2.709.639,97 | \$22.580,33 |  |
| 2013                                                   | 11    | 1   | 2013 | 11    | 30  | 30                          | \$ 1.896.000,00            | 105,48    | 78,05       | \$ 2.562.332,86 | \$21.352,77 |  |
| 2013                                                   | 12    | 1   | 2013 | 12    | 30  | 30                          | \$ 3.615.000,00            | 105,48    | 78,05       | \$ 4.885.460,60 | \$40.712,17 |  |
| 2014                                                   | 1     | 1   | 2014 | 1     | 30  | 30                          | \$ 2.225.000,00            | 105,48    | 79,56       | \$ 2.949.886,88 | \$24.582,39 |  |
| 2014                                                   | 2     | 1   | 2014 | 2     | 30  | 30                          | \$ 1.727.000,00            | 105,48    | 79,56       | \$ 2.289.642,53 | \$19.080,35 |  |
| 2014                                                   | 3     | 1   | 2014 | 3     | 30  | 30                          | \$ 1.875.000,00            | 105,48    | 79,56       | \$ 2.485.859,73 | \$20.715,50 |  |
| 2014                                                   | 4     | 1   | 2014 | 4     | 30  | 30                          | \$ 2.225.000,00            | 105,48    | 79,56       | \$ 2.949.886,88 | \$24.582,39 |  |
| 2014                                                   | 5     | 1   | 2014 | 5     | 30  | 30                          | \$ 1.895.000,00            | 105,48    | 79,56       | \$ 2.512.375,57 | \$20.936,46 |  |
| 2014                                                   | 6     | 1   | 2014 | 6     | 30  | 30                          | \$ 1.786.000,00            | 105,48    | 79,56       | \$ 2.367.864,25 | \$19.732,20 |  |
| 2014                                                   | 7     | 1   | 2014 | 7     | 30  | 30                          | \$ 2.232.000,00            | 105,48    | 79,56       | \$ 2.959.167,42 | \$24.659,73 |  |
| 2014                                                   | 8     | 1   | 2014 | 8     | 30  | 30                          | \$ 1.855.000,00            | 105,48    | 79,56       | \$ 2.459.343,89 | \$20.494,53 |  |
| 2014                                                   | 9     | 1   | 2014 | 9     | 30  | 30                          | \$ 1.641.000,00            | 105,48    | 79,56       | \$ 2.175.624,43 | \$18.130,20 |  |
| 2014                                                   | 10    | 1   | 2014 | 10    | 30  | 30                          | \$ 2.085.000,00            | 105,48    | 79,56       | \$ 2.764.276,02 | \$23.035,63 |  |
| 2014                                                   | 11    | 1   | 2014 | 11    | 30  | 30                          | \$ 1.459.000,00            | 105,48    | 79,56       | \$ 1.934.330,32 | \$16.119,42 |  |
| 2014                                                   | 12    | 1   | 2014 | 12    | 30  | 30                          | \$ 3.382.000,00            | 105,48    | 79,56       | \$ 4.483.828,05 | \$37.365,23 |  |
| 2015                                                   | 1     | 1   | 2015 | 1     | 30  | 30                          | \$ 1.705.000,00            | 105,48    | 82,47       | \$ 2.180.712,99 | \$18.172,61 |  |
| 2015                                                   | 2     | 1   | 2015 | 2     | 30  | 30                          | \$ 1.491.000,00            | 105,48    | 82,47       | \$ 1.907.004,73 | \$15.891,71 |  |
| 2015                                                   | 3     | 1   | 2015 | 3     | 30  | 30                          | \$ 1.610.000,00            | 105,48    | 82,47       | \$ 2.059.206,98 | \$17.160,06 |  |
| 2015                                                   | 4     | 1   | 2015 | 4     | 30  | 30                          | \$ 1.713.000,00            | 105,48    | 82,47       | \$ 2.190.945,07 | \$18.257,88 |  |
| 2015                                                   | 5     | 1   | 2015 | 5     | 30  | 30                          | \$ 1.506.000,00            | 105,48    | 82,47       | \$ 1.926.189,89 | \$16.051,58 |  |
| 2015                                                   | 6     | 1   | 2015 | 6     | 30  | 30                          | \$ 1.516.000,00            | 105,48    | 82,47       | \$ 1.938.979,99 | \$16.158,17 |  |
| 2015                                                   | 7     | 1   | 2015 | 7     | 30  | 30                          | \$ 2.103.000,00            | 105,48    | 82,47       | \$ 2.689.759,19 | \$22.414,66 |  |
| 2015                                                   | 8     | 1   | 2015 | 8     | 30  | 30                          | \$ 1.772.000,00            | 105,48    | 82,47       | \$ 2.266.406,69 | \$18.886,72 |  |
| 2015                                                   | 9     | 1   | 2015 | 9     | 30  | 30                          | \$ 1.528.000,00            | 105,48    | 82,47       | \$ 1.954.328,12 | \$16.286,07 |  |
| 2015                                                   | 10    | 1   | 2015 | 10    | 30  | 30                          | \$ 2.487.000,00            | 105,48    | 82,47       | \$ 3.180.899,24 | \$26.507,49 |  |
| 2015                                                   | 11    | 1   | 2015 | 11    | 30  | 30                          | \$ 1.935.000,00            | 105,48    | 82,47       | \$ 2.474.885,41 | \$20.624,05 |  |
| 2015                                                   | 12    | 1   | 2015 | 12    | 30  | 30                          | \$ 4.517.000,00            | 105,48    | 82,47       | \$ 5.777.290,65 | \$48.144,09 |  |
| 2016                                                   | 1     | 1   | 2016 | 1     | 30  | 30                          | \$ 3.833.000,00            | 105,48    | 88,05       | \$ 4.591.764,22 | \$38.264,70 |  |
| 2016                                                   | 2     | 1   | 2016 | 2     | 30  | 30                          | \$ 1.471.000,00            | 105,48    | 88,05       | \$ 1.762.192,84 | \$14.684,94 |  |
| 2016                                                   | 3     | 1   | 2016 | 3     | 30  | 30                          | \$ 1.718.000,00            | 105,48    | 88,05       | \$ 2.058.087,90 | \$17.150,73 |  |
| 2016                                                   | 4     | 1   | 2016 | 4     | 30  | 30                          | \$ 1.794.000,00            | 105,48    | 88,05       | \$ 2.149.132,54 | \$17.909,44 |  |
| 2016                                                   | 5     | 1   | 2016 | 5     | 30  | 30                          | \$ 1.373.000,00            | 105,48    | 88,05       | \$ 1.644.719,93 | \$13.706,61 |  |
| 2016                                                   | 6     | 1   | 2016 | 6     | 30  | 30                          | \$ 2.314.000,00            | 105,48    | 88,05       | \$ 2.772.069,51 | \$23.100,58 |  |
| 2016                                                   | 7     | 1   | 2016 | 7     | 30  | 30                          | \$ 1.821.000,00            | 105,48    | 88,05       | \$ 2.181.477,34 | \$18.178,98 |  |
| 2016                                                   | 8     | 1   | 2016 | 8     | 30  | 30                          | \$ 1.746.000,00            | 105,48    | 88,05       | \$ 2.091.630,66 | \$17.430,26 |  |
| 2016                                                   | 9     | 1   | 2016 | 9     | 30  | 30                          | \$ 1.373.000,00            | 105,48    | 88,05       | \$ 1.644.793,19 | \$13.706,61 |  |
| 2016                                                   | 10    | 1   | 2016 | 10    | 30  | 30                          | \$ 1.970.000,00            | 105,48    | 88,05       | \$ 2.359.972,74 | \$19.666,44 |  |
| 2016                                                   | 11    | 1   | 2016 | 11    | 30  | 30                          | \$ 1.488.000,00            | 105,48    | 88,05       | \$ 1.782.558,09 | \$14.854,65 |  |
| 2016                                                   | 12    | 1   | 2016 | 12    | 30  | 30                          | \$ 4.218.000,00            | 105,48    | 88,05       | \$ 5.052.977,17 | \$42.108,14 |  |
| 2017                                                   | 1     | 1   | 2017 | 1     | 30  | 30                          | \$ 2.081.000,00            | 105,48    | 93,11       | \$ 2.357.468,37 | \$19.645,57 |  |
| 2017                                                   | 2     | 1   | 2017 | 2     | 30  | 30                          | \$ 2.148.000,00            | 105,48    | 93,11       | \$ 2.433.369,56 | \$20.278,08 |  |
| 2017                                                   | 3     | 1   | 2017 | 3     | 30  | 30                          | \$ 2.439.430,00            | 105,48    | 93,11       | \$ 2.763.517,09 | \$23.029,31 |  |
| 2017                                                   | 4     | 1   | 2017 | 4     | 30  | 30                          | \$ 3.000.530,00            | 105,48    | 93,11       | \$ 3.399.161,25 | \$28.326,34 |  |
| 2017                                                   | 5     | 1   | 2017 | 5     | 30  | 30                          | \$ 2.061.310,00            | 105,48    | 93,11       | \$ 2.335.162,48 | \$19.459,69 |  |
| 2017                                                   | 6     | 1   | 2017 | 6     | 30  | 30                          | \$ 2.530.003,00            | 105,48    | 93,11       | \$ 2.866.123,04 | \$23.884,36 |  |
| 2017                                                   | 7     | 1   | 2017 | 7     | 30  | 30                          | \$ 2.645.094,00            | 105,48    | 93,11       | \$ 2.996.504,30 | \$24.970,87 |  |
| 2017                                                   | 8     | 1   | 2017 | 8     | 30  | 30                          | \$ 2.849.333,00            | 105,48    | 93,11       | \$ 3.227.877,19 | \$26.898,98 |  |
| 2017                                                   | 9     | 1   | 2017 | 9     | 30  | 30                          | \$ 2.658.654,00            | 105,48    | 93,11       | \$ 3.011.865,79 | \$25.098,88 |  |
| 2017                                                   | 10    | 1   | 2017 | 10    | 30  | 30                          | \$ 3.806.637,00            | 105,48    | 93,11       | \$ 4.312.357,95 | \$35.936,92 |  |
| 2017                                                   | 11    | 1   | 2017 | 11    | 30  | 30                          | \$ 2.648.897,00            | 105,48    | 93,11       | \$ 3.000.812,54 | \$25.006,77 |  |
| 2017                                                   | 12    | 1   | 2017 | 12    | 30  | 30                          | \$ 5.037.366,00            | 105,48    | 93,11       | \$ 5.706.598,28 | \$47.554,99 |  |
| 2018                                                   | 1     | 1   | 2018 | 1     | 30  | 30                          | \$ 2.743.657,00            | 105,48    | 96,92       | \$ 2.985.977,51 | \$24.883,15 |  |
| 2018                                                   | 2     | 1   | 2018 | 2     | 30  | 30                          | \$ 2.234.321,00            | 105,48    | 96,92       | \$ 2.431.656,82 | \$20.263,81 |  |
| 2018                                                   | 3     | 1   | 2018 | 3     | 30  | 30                          | \$ 1.788.151,00            | 105,48    | 96,92       | \$ 1.946.080,97 | \$16.217,34 |  |
| 2018                                                   | 4     | 1   | 2018 | 4     | 30  | 30                          | \$ 2.816.950,00            | 105,48    | 96,92       | \$ 3.065.743,77 | \$25.547,86 |  |
| 2018                                                   | 5     | 1   | 2018 | 5     | 30  | 30                          | \$ 2.397.142,00            | 105,48    | 96,92       | \$ 2.608.858,21 | \$21.740,49 |  |
| 2018                                                   | 6     | 1   | 2018 | 6     | 30  | 30                          | \$ 2.088.687,00            | 105,48    | 96,92       | \$ 2.273.160,39 | \$18.943,00 |  |
| 2018                                                   | 7     | 1   | 2018 | 7     | 30  | 30                          | \$ 2.926.474,00            | 105,48    | 96,92       | \$ 3.184.940,96 | \$26.541,17 |  |
| 2018                                                   | 8     | 1   | 2018 | 8     | 30  | 30                          | \$ 2.906.498,00            | 105,48    | 96,92       | \$ 3.163.200,67 | \$26.000,61 |  |
| 2018                                                   | 9     | 1   | 2018 | 9     | 30  | 30                          | \$ 3.054.776,00            | 105,48    | 96,92       | \$ 3.324.574,62 | \$27.704,79 |  |
| 2018                                                   | 10    | 1   | 2018 | 10    | 30  | 30                          | \$ 2.971.036,00            | 105,48    | 96,92       | \$ 3.233.438,68 | \$26.945,32 |  |
| 2018                                                   | 11    | 1   | 2018 | 11    | 30  | 30                          | \$ 2.122.005,00            | 105,48    | 96,92       | \$ 2.309.421,04 | \$19.245,18 |  |
| 2018                                                   | 12    | 1   | 2018 | 12    | 30  | 30                          | \$ 5.371.864,00            | 105,48    | 96,92       | \$ 5.846.308,45 | \$48.719,24 |  |
| 2019                                                   | 1     | 1   | 2019 | 1     | 30  | 30                          | \$ 2.449.111,00            | 105,48    | 100,00      | \$ 2.583.322,28 | \$21.527,69 |  |
| 2019                                                   | 2     | 1   | 2019 | 2     | 30  | 30                          | \$ 1.912.468,00            | 105,48    | 100,00      | \$ 2.017.271,25 | \$16.810,59 |  |
| 2019                                                   | 3     | 1   | 2019 | 3     | 30  | 30                          | \$ 1.707.778,00            | 105,48    | 100,00      | \$ 1.801.364,23 | \$15&gt     |  |



SALA LABORAL  
PEREIRA – RISARALDA

Radicado: 66001310500320210038001  
Demandante: Dagoberto Merchán Castellanos  
Demandado: Porvenir S.A. y otro

**JULIO CÉSAR SALAZAR MUÑOZ**  
Magistrado

Firmado Por:  
Julio Cesar Salazar Muñoz  
Magistrado Tribunal O Consejo Seccional  
Sala 002 Laboral  
Tribunal Superior De Pereira - Risaralda

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