

INSTITUTO NACIONAL DE COMERCIALIZACIÓN AGRÍCOLA - INDECA -

PROGRAMACIÓN NOMINA RENGLÓN 011 AÑO 2022

No.	PDA. No.	CARGO	UBICACIÓN FÍSICA	SUELDO BASE	BONIF. PROFE.	BONO MONETARIO	BONO PERSONAL	BONO ANTIG.	BONO ESPECIAL	TOTAL	BONO 14	AGUINALDO	BONO VACACIONAL	CUOTA PATRONAL IGSS	TOTAL AÑO 2022
GERENCIA GENERAL															
2022-2110-0078-11-00-000-001-000-011															
1	00001	DIRECTOR TEC. III	GERENTE GENERAL	Q 131,388.00	Q 4,500.00	Q 60,000.00	Q 60,000.00	Q -	Q 3,000.00	Q 258,888.00	Q 21,324.00	Q 21,324.00	Q 200.00	Q 27,303.25	Q 329,039.25
2	00002	ASESOR PROF. ESP. II	PROCURADOR ASESORIA JURIDICA	Q 70,020.00	Q -	Q 24,000.00	Q 24,000.00	Q -	Q 3,000.00	Q 121,020.00	Q 9,835.00	Q 9,835.00	Q 200.00	Q 12,592.73	Q 153,482.73
3	00004	ASESOR PROF. ESP. IV	ASESOR JURIDICO	Q 81,108.00	Q 4,500.00	Q 24,000.00	Q 24,000.00	Q -	Q 3,000.00	Q 136,608.00	Q 11,134.00	Q 11,134.00	Q 200.00	Q 14,255.97	Q 173,331.97
4	00006	PROFESIONAL I	ASISTENTE DE GERENCIA GENERAL	Q 39,540.00	Q -	Q 18,000.00	Q 18,000.00	Q -	Q 3,000.00	Q 78,540.00	Q 6,295.00	Q 6,295.00	Q 200.00	Q 8,060.12	Q 99,390.12
DIRECCIÓN AUDITORIA INTERNA															
2022-2110-0078-11-00-000-001-000-011															
5	00001	DIRECTOR TEC. II	AUDITOR INTERNO	Q 123,132.00	Q 4,500.00	Q 36,000.00	Q 36,000.00	Q -	Q 3,000.00	Q 202,632.00	Q 16,636.00	Q 16,636.00	Q 200.00	Q 21,300.73	Q 257,404.73
6	00002	ASESOR PROF. ESPEC. I	AUXILIAR DE AUDITORIA	Q 64,476.00	Q -	Q 24,000.00	Q 24,000.00	Q -	Q 3,000.00	Q 115,476.00	Q 9,373.00	Q 9,373.00	Q 200.00	Q 12,001.19	Q 146,423.19
DIRECCIÓN DE LOGISTICA															
2022-2110-0078-11-00-000-001-000-011															
7	00001	DIRECTOR TEC. II	DIRECTOR LOGISTICA	Q 123,132.00	Q 4,500.00	Q 36,000.00	Q 36,000.00	Q -	Q 3,000.00	Q 202,632.00	Q 16,636.00	Q 16,636.00	Q 200.00	Q 21,300.73	Q 257,404.73
8	00002	ASESOR PROFES. ESP. II	SUPERVISOR GENERAL DE BODEGAS, SILOS E INTERNACIONES	Q 70,020.00	Q 4,500.00	Q 24,000.00	Q 24,000.00	Q -	Q 3,000.00	Q 125,520.00	Q 10,210.00	Q 10,210.00	Q 200.00	Q 13,072.88	Q 159,212.88
9	00003	ASESOR PROF. ESP. I	ADMOR. BODEGAS Y SILOS LOS AMATES	Q 64,476.00	Q -	Q 24,000.00	Q 24,000.00	Q -	Q 3,000.00	Q 115,476.00	Q 9,373.00	Q 9,373.00	Q 200.00	Q 12,001.19	Q 146,423.19
10	00004	ASESOR PROF. ESP. I	ADMOR. BODEGAS Y SILOS DE RETALHULEU	Q 64,476.00	Q -	Q 24,000.00	Q 24,000.00	Q -	Q 3,000.00	Q 115,476.00	Q 9,373.00	Q 9,373.00	Q 200.00	Q 12,001.19	Q 146,423.19
11	00006	ASESOR PROF. ESP. I	ENC. INVENTARIOS DE ALIMENTOS	Q 64,476.00	Q -	Q 24,000.00	Q 24,000.00	Q -	Q 3,000.00	Q 115,476.00	Q 9,373.00	Q 9,373.00	Q 200.00	Q 12,001.19	Q 146,423.19
12	00007	ASESOR PROF. ESPEC. I	ADMOR. BODEGAS Y SILOS DE TACTIC	Q 64,476.00	Q -	Q 24,000.00	Q 24,000.00	Q -	Q 3,000.00	Q 115,476.00	Q 9,373.00	Q 9,373.00	Q 200.00	Q 12,001.19	Q 146,423.19
13	00008	ASESOR PROF. ESPEC. I	ADMOR. BODEGAS Y SILOS DE	Q 64,476.00	Q -	Q 24,000.00	Q 24,000.00	Q -	Q 3,000.00	Q 115,476.00	Q 9,373.00	Q 9,373.00	Q 200.00	Q 12,001.19	Q 146,423.19
14	00009	ASESOR PROF. ESP. I	SUPERVISOR BODEGAS	Q 64,476.00	Q -	Q 24,000.00	Q 24,000.00	Q -	Q 3,000.00	Q 115,476.00	Q 9,373.00	Q 9,373.00	Q 200.00	Q 12,001.19	Q 146,423.19
15	00010	ASESOR PROFES. ESP. I	SUPERVISOR BODEGAS	Q 64,476.00	Q -	Q 24,000.00	Q 24,000.00	Q -	Q 3,000.00	Q 115,476.00	Q 9,373.00	Q 9,373.00	Q 200.00	Q 12,001.19	Q 146,423.19
16	00011	ASESOR PROF. ESP. I	JEE BODEGA CHIMALTENANGO	Q 64,476.00	Q -	Q 24,000.00	Q 24,000.00	Q -	Q 3,000.00	Q 115,476.00	Q 9,373.00	Q 9,373.00	Q 200.00	Q 12,001.19	Q 146,423.19
17	00012	ASESOR PROF. ESP. I	JEFE BODEGA FRAIJANES	Q 64,476.00	Q -	Q 24,000.00	Q 24,000.00	Q -	Q 3,000.00	Q 115,476.00	Q 9,373.00	Q 9,373.00	Q 200.00	Q 12,001.19	Q 146,423.19

18	00013	JEFE TEC.PROF.III	AUXILIAR BODEGA	Q	27,780.00	Q	-	Q	13,200.00	Q	13,200.00	Q	-	Q	3,000.00	Q	57,180.00	Q	4,515.00	Q	4,515.00	Q	200.00	Q	5,781.01	Q	72,191.01
19	00014	JEFE TECNICO PROF.III	AUXILIAR BODEGA	Q	27,780.00	Q	-	Q	13,200.00	Q	13,200.00	Q	-	Q	3,000.00	Q	57,180.00	Q	4,515.00	Q	4,515.00	Q	200.00	Q	5,781.01	Q	72,191.01
20	00015	JEFE TECNICO PROF.III	AUXILIAR BODEGA	Q	27,780.00	Q	-	Q	13,200.00	Q	13,200.00	Q	-	Q	3,000.00	Q	57,180.00	Q	4,515.00	Q	4,515.00	Q	200.00	Q	5,781.01	Q	72,191.01
21	00016	JEFE TECNICO PROF.III	AUXILIAR BODEGA	Q	27,780.00	Q	-	Q	13,200.00	Q	13,200.00	Q	-	Q	3,000.00	Q	57,180.00	Q	4,515.00	Q	4,515.00	Q	200.00	Q	5,781.01	Q	72,191.01
22	00017	JEFE TECNICO PROF.III	AUXILIAR BODEGA	Q	27,780.00	Q	-	Q	13,200.00	Q	13,200.00	Q	-	Q	3,000.00	Q	57,180.00	Q	4,515.00	Q	4,515.00	Q	200.00	Q	5,781.01	Q	72,191.01
23	00018	JEFE TECNICO PROF.III	AUXILIAR BODEGA	Q	27,780.00	Q	-	Q	13,200.00	Q	13,200.00	Q	-	Q	3,000.00	Q	57,180.00	Q	4,515.00	Q	4,515.00	Q	200.00	Q	5,781.01	Q	72,191.01
24	00019	JEFE TEC.PROF.III	AUXILIAR BODEGA	Q	27,780.00	Q	-	Q	13,200.00	Q	13,200.00	Q	-	Q	3,000.00	Q	57,180.00	Q	4,515.00	Q	4,515.00	Q	200.00	Q	5,781.01	Q	72,191.01
25	00020	JEFE TEC.PROF.III	AUXILIAR BODEGA	Q	27,780.00	Q	-	Q	13,200.00	Q	13,200.00	Q	-	Q	3,000.00	Q	57,180.00	Q	4,515.00	Q	4,515.00	Q	200.00	Q	5,781.01	Q	72,191.01
26	00021	JEFE TEC.PROF.III	AUXILIAR BODEGA	Q	27,780.00	Q	-	Q	13,200.00	Q	13,200.00	Q	-	Q	3,000.00	Q	57,180.00	Q	4,515.00	Q	4,515.00	Q	200.00	Q	5,781.01	Q	72,191.01
27	00022	JEFE TEC.PROF.III	AUXILIAR BODEGA	Q	27,780.00	Q	-	Q	13,200.00	Q	13,200.00	Q	-	Q	3,000.00	Q	57,180.00	Q	4,515.00	Q	4,515.00	Q	200.00	Q	5,781.01	Q	72,191.01
28	00023	JEFE TEC.PROF.III	AUXILIAR BODEGA	Q	27,780.00	Q	-	Q	13,200.00	Q	13,200.00	Q	-	Q	3,000.00	Q	57,180.00	Q	4,515.00	Q	4,515.00	Q	200.00	Q	5,781.01	Q	72,191.01
29	00024	JEFE TEC.PROF.III	AUXILIAR BODEGA	Q	27,780.00	Q	-	Q	13,200.00	Q	13,200.00	Q	-	Q	3,000.00	Q	57,180.00	Q	4,515.00	Q	4,515.00	Q	200.00	Q	5,781.01	Q	72,191.01
30	00025	TECNICO I	GUARDIAN FRAIJANES	Q	15,624.00	Q	-	Q	13,200.00	Q	13,200.00	Q	-	Q	3,000.00	Q	45,024.00	Q	3,502.00	Q	3,502.00	Q	200.00	Q	4,483.96	Q	56,711.96
31	00026	ASIST.PROFES.I	AUXILIAR DE INVENTARIO DE ALIMENTOS	Q	23,520.00	Q	-	Q	15,600.00	Q	15,600.00	Q	-	Q	3,000.00	Q	57,720.00	Q	4,560.00	Q	4,560.00	Q	200.00	Q	5,838.62	Q	72,878.62
32	00027	OFICINISTA III	GUARDIAN LOS AMATES	Q	14,304.00	Q	-	Q	13,200.00	Q	13,200.00	Q	600.00	Q	3,000.00	Q	44,304.00	Q	3,392.00	Q	3,392.00	Q	200.00	Q	4,407.14	Q	55,695.14
33	00028	TECNICO I	GUARDIAN FRAIJANES	Q	15,624.00	Q	-	Q	13,200.00	Q	13,200.00	Q	-	Q	3,000.00	Q	45,024.00	Q	3,502.00	Q	3,502.00	Q	200.00	Q	4,483.96	Q	56,711.96
34	00029	TECNICO II	GUARDIAN MONTUFAR	Q	16,572.00	Q	-	Q	13,200.00	Q	13,200.00	Q	900.00	Q	3,000.00	Q	46,872.00	Q	3,581.00	Q	3,581.00	Q	200.00	Q	4,681.14	Q	58,915.14
35	00030	TRABAJ.OPER. II	GUARDIAN LOS AMATES	Q	12,468.00	Q	-	Q	12,000.00	Q	12,000.00	Q	420.00	Q	3,000.00	Q	39,888.00	Q	3,039.00	Q	3,039.00	Q	200.00	Q	3,935.95	Q	50,101.95
36	00031	TRABAJ. OPER. III	GUARDIAN CHIMALTENANGO	Q	12,888.00	Q	-	Q	12,000.00	Q	12,000.00	Q	600.00	Q	3,000.00	Q	40,488.00	Q	3,074.00	Q	3,074.00	Q	200.00	Q	3,999.97	Q	50,835.97
37	00032	TRABAJ. OPER. III	GUARDIAN SAYAXCHE.	Q	12,888.00	Q	-	Q	12,000.00	Q	12,000.00	Q	600.00	Q	3,000.00	Q	40,488.00	Q	3,074.00	Q	3,074.00	Q	200.00	Q	3,999.97	Q	50,835.97
38	00033	TRABAJ. OPER. III	GUARDIAN TELEMÁN	Q	12,888.00	Q	-	Q	12,000.00	Q	12,000.00	Q	900.00	Q	3,000.00	Q	40,788.00	Q	3,074.00	Q	3,074.00	Q	200.00	Q	4,031.98	Q	51,167.98
39	00034	PROFESIONAL JEFE I	ENCARGADO DE SILOS	Q	47,844.00	Q	-	Q	18,000.00	Q	18,000.00	Q	-	Q	3,000.00	Q	86,844.00	Q	6,987.00	Q	6,987.00	Q	200.00	Q	8,946.15	Q	109,964.15
40	00036	JEFE TEC.PROF.III	AUXILIAR BODEGA	Q	27,780.00	Q	-	Q	13,200.00	Q	13,200.00	Q	-	Q	3,000.00	Q	57,180.00	Q	4,515.00	Q	4,515.00	Q	200.00	Q	5,781.01	Q	72,191.01
41	00037	ASISTENTE PROF.IV	ASISTENTE DE LA DIREC. LOGISTICA	Q	29,292.00	Q	-	Q	15,600.00	Q	15,600.00	Q	-	Q	3,000.00	Q	63,492.00	Q	5,041.00	Q	5,041.00	Q	200.00	Q	6,454.50	Q	80,228.50
42	00038	PROFESIONAL II	COORDINADOR DE MANTO Y REP DE EDIFICIOS Y SILOS	Q	42,300.00	Q	-	Q	18,000.00	Q	18,000.00	Q	-	Q	3,000.00	Q	81,300.00	Q	6,525.00	Q	6,525.00	Q	200.00	Q	8,354.61	Q	102,904.61
43	00057	TECNICO I	ENCARGADO DE MANTTO	Q	15,624.00	Q	-	Q	13,200.00	Q	13,200.00	Q	420.00	Q	3,000.00	Q	45,444.00	Q	3,502.00	Q	3,502.00	Q	200.00	Q	4,528.77	Q	57,176.77
44	00075	PROFESIONAL I	ASISTENTE INV.ALIMENTOS	Q	39,540.00	Q	-	Q	18,000.00	Q	18,000.00	Q	-	Q	3,000.00	Q	78,540.00	Q	6,295.00	Q	6,295.00	Q	200.00	Q	8,060.12	Q	99,390.12
SUBTOTAL				Q	1,955,616.00	Q	22,500.00	Q	832,800.00	Q	832,800.00	Q	4,440.00	Q	132,000.00	Q	3,780,156.00	Q	303,643.00	Q	303,643.00	Q	8,800.00	Q	389,258.25	Q	4,785,500.25

No.	PDA. No.	C A R G O	UBICACIÓN FISICA	SUELDO BASE	BONIF. PROFE.	BONO MONETARIO	BONO PERSONAL	BONO ANTIG.	BONO ESPECIAL	T O T A L	BONO 14	AGUINALDO	BONO VACACIONAL	CUOTA PATRONAL IGSS	TOTAL AÑO 2022
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DIRECCIÓN ADMINISTRATIVA

2022-2110-0078-11-00-000-001-000-011				Q 1,955,616.00	Q 22,500.00	Q 832,800.00	Q 832,800.00	Q 4,440.00	Q 132,000.00	Q 3,780,156.00	Q 303,643.00	Q 303,643.00	Q 8,800.00	Q 389,258.25	Q 4,785,500.25
45	00002	ASESOR PROF. ESP.I	ENC. DE COMPRAS	Q 64,476.00	Q -	Q 24,000.00	Q 24,000.00	Q -	Q 3,000.00	Q 115,476.00	Q 9,373.00	Q 9,373.00	Q 200.00	Q 12,001.19	Q 146,423.19
46	00003	PROFESIONAL III	ENC. ALMACÉN	Q 45,084.00	Q -	Q 18,000.00	Q 18,000.00	Q -	Q 3,000.00	Q 84,084.00	Q 6,757.00	Q 6,757.00	Q 200.00	Q 8,651.66	Q 106,449.66
47	00005	TECNICO II	MANTENIMIENTO OF.CEN.	Q 16,572.00	Q -	Q 13,200.00	Q 13,200.00	Q 600.00	Q 3,000.00	Q 46,572.00	Q 3,581.00	Q 3,581.00	Q 200.00	Q 4,649.13	Q 58,583.13
48	00009	ASISTENTE PROF. IV	ENCARGADO ARCHIVO GRAL.	Q 29,292.00	Q -	Q 15,600.00	Q 15,600.00	Q -	Q 3,000.00	Q 63,492.00	Q 5,041.00	Q 5,041.00	Q 200.00	Q 6,454.50	Q 80,228.50
49	00010	DIRECTOR TEC. II	DIRECTOR ADMITIVO.	Q 123,132.00	Q -	Q 36,000.00	Q 36,000.00	Q -	Q 3,000.00	Q 198,132.00	Q 16,261.00	Q 16,261.00	Q 200.00	Q 20,820.58	Q 251,674.58
50	00011	TÉCNICO I	ENC. MANTENIMIENTO.	Q 15,624.00	Q -	Q 13,200.00	Q 13,200.00	Q 600.00	Q 3,000.00	Q 45,624.00	Q 3,502.00	Q 3,502.00	Q 200.00	Q 4,547.98	Q 57,375.98
51	00012	TÉCNICO I	ENC. MENSAJERÍA	Q 15,624.00	Q -	Q 13,200.00	Q 13,200.00	Q 420.00	Q 3,000.00	Q 45,444.00	Q 3,502.00	Q 3,502.00	Q 200.00	Q 4,528.77	Q 57,176.77
52	00017	ASISTENTE PROF.III	RECEPCIONISTA	Q 27,372.00	Q -	Q 15,600.00	Q 15,600.00	Q -	Q 3,000.00	Q 61,572.00	Q 4,881.00	Q 4,881.00	Q 200.00	Q 6,249.63	Q 77,783.63
53	00020	ASESOR PROF. ESP.I	ENC. DE ACCESO A LA INFORMACIÓN PÚBLICA	Q 64,476.00	Q -	Q 24,000.00	Q 24,000.00	Q -	Q 3,000.00	Q 115,476.00	Q 9,373.00	Q 9,373.00	Q 200.00	Q 12,001.19	Q 146,423.19
54	00021	PROFESIONAL JEFE I	ENC. RECURSOS HUMANOS	Q 47,844.00	Q -	Q 18,000.00	Q 18,000.00	Q -	Q 3,000.00	Q 86,844.00	Q 6,987.00	Q 6,987.00	Q 200.00	Q 8,946.15	Q 109,964.15
55	00023	ASISTENTE PROF. III	ASISTENTE ADMINISTRATIVA	Q 27,372.00	Q -	Q 15,600.00	Q 15,600.00	Q -	Q 3,000.00	Q 61,572.00	Q 4,881.00	Q 4,881.00	Q 200.00	Q 6,249.63	Q 77,783.63

DIRECCIÓN FINANCIERA

2022-2110-0078-11-00-000-001-000-011															
56	00001	ASESOR PROF. ESP.I	ENC. DE PRESUPUESTO	Q 64,476.00	Q 4,500.00	Q 24,000.00	Q 24,000.00	Q -	Q 3,000.00	Q 119,976.00	Q 9,748.00	Q 9,748.00	Q 200.00	Q 12,481.34	Q 152,153.34
57	00002	PROF. JEFE II	ENC. CONTABILIDAD	Q 50,628.00	Q -	Q 21,600.00	Q 21,600.00	Q -	Q 3,000.00	Q 96,828.00	Q 7,819.00	Q 7,819.00	Q 200.00	Q 10,011.45	Q 122,677.45
58	00003	ASESOR PROF. ESP.I	ENC. DE TESORERÍA	Q 64,476.00	Q -	Q 24,000.00	Q 24,000.00	Q -	Q 3,000.00	Q 115,476.00	Q 9,373.00	Q 9,373.00	Q 200.00	Q 12,001.19	Q 146,423.19
59	00004	ASISTENTE PROF. IV	AUXILIAR DE TESORERÍA	Q 29,292.00	Q -	Q 15,600.00	Q 15,600.00	Q -	Q 3,000.00	Q 63,492.00	Q 5,041.00	Q 5,041.00	Q 200.00	Q 6,454.50	Q 80,228.50
60	00005	PROFESIONAL III	ENC. DE INVENTARIOS	Q 45,084.00	Q -	Q 18,000.00	Q 18,000.00	Q -	Q 3,000.00	Q 84,084.00	Q 6,757.00	Q 6,757.00	Q 200.00	Q 8,651.66	Q 106,449.66
61	00006	DIRECTOR TEC. II	DIRECTOR FINANCIERO	Q 123,132.00	Q 4,500.00	Q 36,000.00	Q 36,000.00	Q -	Q 3,000.00	Q 202,632.00	Q 16,636.00	Q 16,636.00	Q 200.00	Q 21,300.73	Q 257,404.73
62	00007	ASISTENTE PROF.III	ASISTENTE DE LA DIREC. FINANCIERA.	Q 27,372.00	Q -	Q 15,600.00	Q 15,600.00	Q -	Q 3,000.00	Q 61,572.00	Q 4,881.00	Q 4,881.00	Q 200.00	Q 6,249.63	Q 77,783.63

DIRECCIÓN DE PLANIFICACIÓN, EVALUACIÓN Y SEGUIMIENTO

2022-2110-0078-11-00-000-001-000-011

63	00001	DIRECTOR TEC. II	DIREC. PLANIF. SEG. Y EVAL.	Q	123,132.00	Q	4,500.00	Q	36,000.00	Q	36,000.00	Q	-	Q	3,000.00	Q	202,632.00	Q	16,636.00	Q	16,636.00	Q	200.00	Q	21,300.73	Q	257,404.73
64	00002	JEFE TÉCNICO PROFES. EN INFORMÁTICA	ENCARGADO DE COMPUTO	Q	42,708.00	Q	-	Q	18,000.00	Q	18,000.00	Q	-	Q	3,000.00	Q	81,708.00	Q	6,559.00	Q	6,559.00	Q	200.00	Q	8,398.14	Q	103,424.14
65	00003	TÉCNICO PROFESIONAL EN INFORMÁTICA. IV	AUXILIAR DE COMPUTO	Q	37,800.00	Q	-	Q	18,000.00	Q	18,000.00	Q	-	Q	3,000.00	Q	76,800.00	Q	6,150.00	Q	6,150.00	Q	200.00	Q	7,874.46	Q	97,174.46
TOTAL AÑO 2022				Q	3,040,584.00	Q	36,000.00	Q	1,266,000.00	Q	1,266,000.00	Q	6,060.00	Q	195,000.00	Q	5,809,644.00	Q	467,382.00	Q	467,382.00	Q	13,000.00	Q	599,082.51	Q	7,356,490.51

F)

Licda. Joseline Paola Soto Cardona
Encargada de Recursos Humanos



Vo.Bo.

Berta Ramírez de Perez
Directora Administrativa



INSTITUTO NACIONAL DE COMERCIALIZACIÓN AGRÍCOLA -INDECA-
PROGRAMACIÓN RENGLÓN 031 AÑO 2022

	CARGO	SALARIO DIARIO	SALARIO ANUAL	BONO MONETARIO R/033	BONO ANTIGÜEDAD	R/033 TOTAL POR 12 MESES	BONO DECRETO	R/072 BONO 14	R/071 AGUINALDO	BONO VACACIONAL	R/051 CUOTA PATRONAL ANUAL IGSS	COSTO ANUAL
	2022-2110-0078-11-00-000-001-000-031.											
1	PEON VIGILANTE I	Q 71.40	Q 26,061.00	Q 10,296.00	Q 600.00	Q 36,957.00	Q 3,000.00	Q 3,079.75	Q 3,050.00	Q 200.00	Q 3,943.31	Q 50,230.06
2	PEON VIGILANTE I	Q 71.40	Q 26,061.00	Q 10,296.00		Q 36,357.00	Q 3,000.00	Q 3,029.75	Q 3,000.00	Q 200.00	Q 3,879.29	Q 49,466.04
3	PEON VIGILANTE I	Q 71.40	Q 26,061.00	Q 10,296.00	Q 900.00	Q 37,257.00	Q 3,000.00	Q 3,104.75	Q 3,075.00	Q 200.00	Q 3,975.32	Q 50,612.07
4	PEON VIGILANTE I	Q 71.40	Q 26,061.00	Q 10,296.00	Q 420.00	Q 36,777.00	Q 3,000.00	Q 3,064.75	Q 3,035.00	Q 200.00	Q 3,924.11	Q 50,000.86
5	PEON VIGILANTE I	Q 71.40	Q 26,061.00	Q 10,296.00	Q -	Q 36,357.00	Q 3,000.00	Q 3,029.75	Q 3,000.00	Q 200.00	Q 3,879.29	Q 49,466.04
6	PEON VIGILANTE I	Q 71.40	Q 26,061.00	Q 10,296.00	Q 600.00	Q 36,957.00	Q 3,000.00	Q 3,079.75	Q 3,050.00	Q 200.00	Q 3,943.31	Q 50,230.06
7	PEON VIGILANTE I	Q 71.40	Q 26,061.00	Q 10,296.00	Q 420.00	Q 36,777.00	Q 3,000.00	Q 3,064.75	Q 3,035.00	Q 200.00	Q 3,924.11	Q 50,000.86
8	PEON VIGILANTE I	Q 71.40	Q 26,061.00	Q 10,296.00	Q -	Q 36,357.00	Q 3,000.00	Q 3,029.75	Q 3,000.00	Q 200.00	Q 3,879.29	Q 49,466.04
9	PEON VIGILANTE III	Q 73.59	Q 26,860.35	Q 9,747.60	Q 420.00	Q 37,027.95	Q 3,000.00	Q 3,085.66	Q 3,055.00	Q 200.00	Q 3,950.88	Q 50,319.49
10	PEON VIGILANTE III	Q 73.59	Q 26,860.35	Q 9,747.60	Q 600.00	Q 37,207.95	Q 3,000.00	Q 3,100.66	Q 3,070.00	Q 200.00	Q 3,970.09	Q 50,548.70
11	PEON VIGILANTE V	Q 75.64	Q 27,608.60	Q 9,301.92	Q 420.00	Q 37,330.52	Q 3,000.00	Q 3,110.88	Q 3,079.36	Q 200.00	Q 3,983.17	Q 50,703.92
12	PEON VIGILANTE V	Q 75.64	Q 27,608.60	Q 9,301.92	Q 420.00	Q 37,330.52	Q 3,000.00	Q 3,110.88	Q 3,079.36	Q 200.00	Q 3,983.17	Q 50,703.92
13	PEON VIGILANTE V	Q 75.64	Q 27,608.60	Q 9,301.92	Q 420.00	Q 37,330.52	Q 3,000.00	Q 3,110.88	Q 3,079.36	Q 200.00	Q 3,983.17	Q 50,703.92
14	PEON VIGILANTE V	Q 75.64	Q 27,608.60	Q 9,301.92	Q 420.00	Q 37,330.52	Q 3,000.00	Q 3,110.88	Q 3,079.36	Q 200.00	Q 3,983.17	Q 50,703.92
15	PEON VIGILANTE V	Q 75.64	Q 27,608.60	Q 9,301.92	Q -	Q 36,910.52	Q 3,000.00	Q 3,075.88	Q 3,044.36	Q 200.00	Q 3,938.35	Q 50,169.17
16	PEON VIGILANTE V	Q 75.64	Q 27,608.60	Q 9,301.92	Q -	Q 36,910.52	Q 3,000.00	Q 3,075.88	Q 3,044.36	Q 200.00	Q 3,938.35	Q 50,169.17
17	PEON VIGILANTE V	Q 75.64	Q 27,608.60	Q 9,301.92	Q -	Q 36,910.52	Q 3,000.00	Q 3,075.88	Q 3,044.36	Q 200.00	Q 3,938.35	Q 50,169.17
18	ENC. II OPER.DE MAQ.	Q 78.25	Q 28,561.25	Q 8,910.00	Q 420.00	Q 37,891.25	Q 3,000.00	Q 3,098.92	Q 3,125.00	Q 200.00	Q 4,043.00	Q 51,358.16
	TOTALES	Q 1,326.11	Q 484,030.15	Q 175,886.64	Q 6,060.00	Q 665,976.79	Q 54,000.00	Q 55,439.38	Q 54,945.52	Q 3,600.00	Q 71,059.72	Q 905,021.47

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[Firma]
Joseline Pavia Soto Cardona
Encargada de Recursos Humanos

INSTITUTO NACIONAL DE -
RECURSOS HUMANOS
COMERCIALIZACIÓN AGRÍCOLA

Vo.Bo.

[Firma]
Berta Ramirez de Perez
Directora Administrativa

INSTITUTO NACIONAL DE -
DIRECCIÓN ADMINISTRATIVA
COMERCIALIZACIÓN AGRÍCOLA