



Instituto  
**Nacional de  
Comercialización Agrícola**

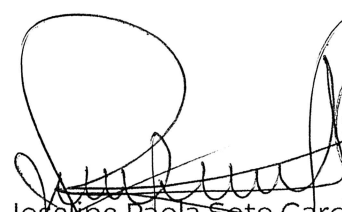
OFICIO RRHH-DA-05-2025  
Bárcena, 08 de enero de 2025

Licenciado  
José Antonio Marroquín Najarro  
Gerente General  
INDECA  
PRESENTE

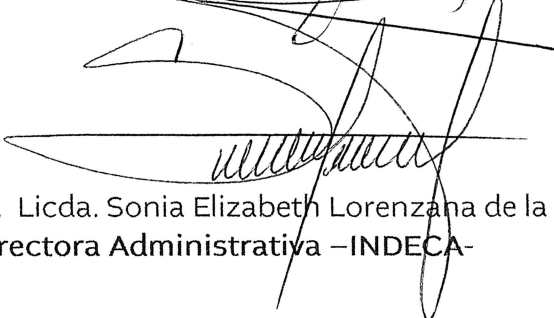
Licenciado Marroquín Najarro:

En atención al artículo 17 Ter. del Decreto No. 101-97 "Ley Orgánica del Presupuesto" y el artículo 36 del Decreto No. 36-2024 "Ley del Presupuesto General de Ingresos y Egresos del Estado", adjunto sírvase encontrar la programación anual 2025 del **renglón presupuestario 031** para su respectiva aprobación y posterior envío a las instituciones correspondientes.

Sin otro particular, me suscribo de Usted, muy atentamente,

  
M.A. Josefina Paola Soto Cardona  
Encargada de Recursos Humanos -INDECA-



  
Vo.Bo. Licda. Sonia Elizabeth Lorenzana de la Cruz  
Directora Administrativa -INDECA-



C.c. Correlativo  
C.c. Unidad de acceso a la información pública  
C.c. Presupuesto

Km. 22 Ruta al Pacífico, Edificio La Ceiba 1er nivel, Bárcena, Villa Nueva

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PROGRAMACIÓN RENGLÓN 031 AÑO 2025

| No. | Nombre             | Dícto | Bono ajuste mensual | Bono anti mensual | Bono decreto Mensual | enero        | febrero      | marzo        | abril        | mayo         | junio        | julio        | agosto       | septiembre   | octubre      | noviembre    | diciembre    | TOTAL ANUAL 2025 | BONO 14      | AGUINALDO    | BONO VACACIONAL | CUOTA PATRONAL ANUAL 1055 | COSTO ANUAL     |
|-----|--------------------|-------|---------------------|-------------------|----------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|------------------|--------------|--------------|-----------------|---------------------------|-----------------|
| 1   | PEON VIGILANTE I   | 71.40 | Q. 1,208.00         | Q. 50.00          | Q. 250.00            | Q. 3,721.40  | Q. 3,607.20  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 44,557.00     | Q. 3,429.75  | Q. 3,400.00  | Q. 200.00       | Q. 4,391.45               | Q. 55,978.20    |
| 2   | PEON VIGILANTE I   | 71.40 | Q. 1,208.00         | Q. 50.00          | Q. 250.00            | Q. 3,721.40  | Q. 3,607.20  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 44,557.00     | Q. 3,414.75  | Q. 3,385.00  | Q. 200.00       | Q. 4,372.45               | Q. 55,948.00    |
| 3   | PEON VIGILANTE I   | 71.40 | Q. 1,208.00         | Q. 50.00          | Q. 250.00            | Q. 3,721.40  | Q. 3,607.20  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 44,557.00     | Q. 3,414.75  | Q. 3,385.00  | Q. 200.00       | Q. 4,372.45               | Q. 55,948.00    |
| 4   | PEON VIGILANTE I   | 71.40 | Q. 1,208.00         | Q. 50.00          | Q. 250.00            | Q. 3,721.40  | Q. 3,607.20  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 44,557.00     | Q. 3,429.75  | Q. 3,400.00  | Q. 200.00       | Q. 4,391.45               | Q. 55,978.20    |
| 5   | PEON VIGILANTE I   | 71.40 | Q. 1,208.00         | Q. 50.00          | Q. 250.00            | Q. 3,721.40  | Q. 3,607.20  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 44,557.00     | Q. 3,414.75  | Q. 3,385.00  | Q. 200.00       | Q. 4,372.45               | Q. 55,948.00    |
| 6   | PEON VIGILANTE I   | 71.40 | Q. 1,208.00         | Q. 50.00          | Q. 250.00            | Q. 3,721.40  | Q. 3,607.20  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 44,557.00     | Q. 3,429.75  | Q. 3,400.00  | Q. 200.00       | Q. 4,391.45               | Q. 55,978.20    |
| 7   | PEON VIGILANTE I   | 71.40 | Q. 1,208.00         | Q. 50.00          | Q. 250.00            | Q. 3,721.40  | Q. 3,607.20  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 44,557.00     | Q. 3,414.75  | Q. 3,385.00  | Q. 200.00       | Q. 4,372.45               | Q. 55,948.00    |
| 8   | PEON VIGILANTE III | 71.40 | Q. 1,208.00         | Q. 50.00          | Q. 250.00            | Q. 3,721.40  | Q. 3,607.20  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 44,557.00     | Q. 3,429.75  | Q. 3,400.00  | Q. 200.00       | Q. 4,391.45               | Q. 55,978.20    |
| 9   | PEON VIGILANTE III | 71.40 | Q. 1,208.00         | Q. 50.00          | Q. 250.00            | Q. 3,721.40  | Q. 3,607.20  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 44,557.00     | Q. 3,414.75  | Q. 3,385.00  | Q. 200.00       | Q. 4,372.45               | Q. 55,948.00    |
| 10  | PEON VIGILANTE III | 71.40 | Q. 1,208.00         | Q. 50.00          | Q. 250.00            | Q. 3,721.40  | Q. 3,607.20  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 44,557.00     | Q. 3,429.75  | Q. 3,400.00  | Q. 200.00       | Q. 4,391.45               | Q. 55,978.20    |
| 11  | PEON VIGILANTE V   | 71.40 | Q. 1,208.00         | Q. 50.00          | Q. 250.00            | Q. 3,721.40  | Q. 3,607.20  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 44,557.00     | Q. 3,414.75  | Q. 3,385.00  | Q. 200.00       | Q. 4,372.45               | Q. 55,948.00    |
| 12  | PEON VIGILANTE V   | 71.40 | Q. 1,208.00         | Q. 50.00          | Q. 250.00            | Q. 3,721.40  | Q. 3,607.20  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 44,557.00     | Q. 3,429.75  | Q. 3,400.00  | Q. 200.00       | Q. 4,391.45               | Q. 55,978.20    |
| 13  | PEON VIGILANTE V   | 71.40 | Q. 1,208.00         | Q. 50.00          | Q. 250.00            | Q. 3,721.40  | Q. 3,607.20  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 44,557.00     | Q. 3,414.75  | Q. 3,385.00  | Q. 200.00       | Q. 4,372.45               | Q. 55,948.00    |
| 14  | PEON VIGILANTE V   | 71.40 | Q. 1,208.00         | Q. 50.00          | Q. 250.00            | Q. 3,721.40  | Q. 3,607.20  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 44,557.00     | Q. 3,429.75  | Q. 3,400.00  | Q. 200.00       | Q. 4,391.45               | Q. 55,978.20    |
| 15  | PEON VIGILANTE V   | 71.40 | Q. 1,208.00         | Q. 50.00          | Q. 250.00            | Q. 3,721.40  | Q. 3,607.20  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 44,557.00     | Q. 3,414.75  | Q. 3,385.00  | Q. 200.00       | Q. 4,372.45               | Q. 55,948.00    |
| 16  | PEON VIGILANTE V   | 71.40 | Q. 1,208.00         | Q. 50.00          | Q. 250.00            | Q. 3,721.40  | Q. 3,607.20  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 44,557.00     | Q. 3,429.75  | Q. 3,400.00  | Q. 200.00       | Q. 4,391.45               | Q. 55,978.20    |
| 17  | PEON VIGILANTE V   | 71.40 | Q. 1,208.00         | Q. 50.00          | Q. 250.00            | Q. 3,721.40  | Q. 3,607.20  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 3,721.40  | Q. 3,650.00  | Q. 44,557.00     | Q. 3,414.75  | Q. 3,385.00  | Q. 200.00       | Q. 4,372.45               | Q. 55,948.00    |
| 18  | ENC. LOPER DE MAO  | 78.25 | Q. 1,117.50         | Q. 35.00          | Q. 250.00            | Q. 3,628.25  | Q. 3,593.50  | Q. 3,628.25  | Q. 3,500.00  | Q. 3,628.25  | Q. 3,500.00  | Q. 3,628.25  | Q. 3,500.00  | Q. 3,628.25  | Q. 3,500.00  | Q. 3,628.25  | Q. 3,500.00  | Q. 45,991.25     | Q. 3,628.25  | Q. 3,500.00  | Q. 200.00       | Q. 4,523.15               | Q. 57,147.45    |
|     | TOTAL              |       |                     |                   |                      | Q. 67,656.11 | Q. 63,577.78 | Q. 67,656.11 | Q. 66,330.00 | Q. 67,656.11 | Q. 66,330.00 | Q. 67,656.11 | Q. 66,330.00 | Q. 67,656.11 | Q. 66,330.00 | Q. 67,656.11 | Q. 66,330.00 | Q. 802,290.55    | Q. 62,382.55 | Q. 61,830.00 | Q. 3,600.00     | Q. 79,874.61              | Q. 1,010,277.71 |

Yo, Bo. Lida. Sotomayor Jaramila de la Cruz  
Directora Administrativa

DIRECCION ADMINISTRATIVA  
INSTITUTO NACIONAL DE COMERCIALIZACION AGRICOLA