

FONDO DE TIERRAS  
COORDINACION DE RECURSOS HUMANOS  
NOMINA PERSONAL 022  
CORRESPONDIENTE AL MES DE MAYO 2020

FONDO DE TIERRAS  
VISADO  
28 MAY 2020

CONTABILIDAD

| No.                                                                               | ID   | Nombre_Empleado                    | Contrato | Puesto | Cargo                              | Sede          | Dis. Lab. | Salario Base | Bono Prof. | Bono Gobierno | Salario Devengado | IGSS     | Fianza | ISR      | Desc. Bt | Desc. Vigos | Total Desc. | Liquidado a Recibir |
|-----------------------------------------------------------------------------------|------|------------------------------------|----------|--------|------------------------------------|---------------|-----------|--------------|------------|---------------|-------------------|----------|--------|----------|----------|-------------|-------------|---------------------|
| 0101-0000 - GERENCIA GENERAL                                                      |      |                                    |          |        |                                    |               |           |              |            |               |                   |          |        |          |          |             |             |                     |
| 1                                                                                 | 2218 | Ana Lucrecia Barrascout Lossi      | 8        | 0009   | Secretaria Ejecutiva IV            | Central       | 31        | 5,250.00     | -          | 250.00        | 5,500.00          | 253.58   | -      | 63.15    | -        | -           | -           | 5,183.27            |
|                                                                                   |      |                                    |          |        |                                    | Total         |           | 5,250.00     | -          | 250.00        | 5,500.00          | 253.58   | -      | 63.15    | -        | -           | -           | 5,183.27            |
| 0101-0002 - DIRECCION ADMINISTRATIVA FINANCIERA                                   |      |                                    |          |        |                                    |               |           |              |            |               |                   |          |        |          |          |             |             |                     |
| 2                                                                                 | 773  | Ileana Margarita Recinos Lopez     | 23       | 0002   | Secretaria Ejecutiva IV            | Central       | 31        | 5,250.00     | -          | 250.00        | 5,500.00          | 253.58   | -      | 63.15    | -        | 302.94      | 619.67      | 4,880.33            |
|                                                                                   |      |                                    |          |        |                                    | Total         |           | 5,250.00     | -          | 250.00        | 5,500.00          | 253.58   | -      | 63.15    | -        | 302.94      | 619.67      | 4,880.33            |
| 0101-0003 - COORDINACION FINANCIERA                                               |      |                                    |          |        |                                    |               |           |              |            |               |                   |          |        |          |          |             |             |                     |
| 3                                                                                 | 1764 | Antonia Clavel Perez Castillo      | 25       | 0002   | Secretaria Ejecutiva III           | Central       | 31        | 4,750.00     | -          | 250.00        | 5,000.00          | 229.43   | -      | 39.36    | 1,320.22 | -           | 1,589.01    | 3,410.99            |
|                                                                                   |      |                                    |          |        |                                    | Total         |           | 4,750.00     | -          | 250.00        | 5,000.00          | 229.43   | -      | 39.36    | 1,320.22 | -           | 1,589.01    | 3,410.99            |
| 0101-0006 - REGISTRO DE ECAS                                                      |      |                                    |          |        |                                    |               |           |              |            |               |                   |          |        |          |          |             |             |                     |
| 4                                                                                 | 1678 | Yessica del Carmen Oajaca Palacios | 86       | 0001   | Registrador                        | Central       | 31        | 13,375.00    | 375.00     | 250.00        | 14,000.00         | 664.13   | 184.80 | 467.63   | -        | -           | -           | 12,683.44           |
| 5                                                                                 | 2313 | Andrea Victoria Gramajo Bertran    | 87       | 0003   | Asistente Tecnico II               | Central       | 31        | 6,250.00     | -          | 250.00        | 6,500.00          | 301.88   | -      | 110.74   | -        | -           | -           | 4,126.62            |
| 6                                                                                 | 878  | Sindy Maria Bran Padleco           | 88       | 0004   | Tecnico Profesional                | Central       | 31        | 7,750.00     | -          | 250.00        | 8,000.00          | 374.33   | -      | 182.12   | -        | -           | -           | 5,566.45            |
| 7                                                                                 | 2220 | Keila Veronica Cordero Pivaral     | 330      | 0005   | Tecnico Profesional                | Central       | 19        | 4,750.00     | -          | 153.23        | 4,903.23          | 229.43   | -      | 182.12   | -        | -           | -           | 4,491.56            |
|                                                                                   |      |                                    |          |        |                                    | Total         |           | 32,125.00    | 375.00     | 903.23        | 33,403.23         | 1,569.77 | 184.80 | 942.61   | -        | -           | -           | 2,697.18            |
| 0101-0009 - COORDINACION DE COMUNICACION SOCIAL                                   |      |                                    |          |        |                                    |               |           |              |            |               |                   |          |        |          |          |             |             |                     |
| 8                                                                                 | 2230 | Evelin Alicia Vasquez Diaz         | 101      | 0001   | Coordinador                        | Central       | 31        | 17,375.00    | 375.00     | 250.00        | 18,000.00         | 857.33   | 238.56 | 657.97   | -        | -           | -           | 16,246.14           |
| 9                                                                                 | 2123 | Maria Maria de Leon Hernandez      | 102      | 0002   | Secretaria Ejecutiva III           | Central       | 31        | 4,750.00     | -          | 250.00        | 5,000.00          | 229.43   | -      | 39.36    | -        | -           | -           | 4,731.21            |
| 10                                                                                | 1783 | Nora Ixmucane Bajchac Choc         | 103      | 0003   | Tecnico Especialista               | Central       | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -        | -           | -           | 9,251.78            |
|                                                                                   |      |                                    |          |        |                                    | Total         |           | 31,500.00    | 750.00     | 750.00        | 33,000.00         | 1,557.69 | 238.56 | 974.62   | -        | -           | -           | 2,770.87            |
| 0101-0011 - COORDINACION DE TECNOLOGIAS DE LA INFORMACION Y DE LAS COMUNICACIONES |      |                                    |          |        |                                    |               |           |              |            |               |                   |          |        |          |          |             |             |                     |
| 11                                                                                | 1033 | Juan Gerardo Tunay Vasquez         | 109      | 0001   | Coordinador                        | Central       | 31        | 17,375.00    | 375.00     | 250.00        | 18,000.00         | 857.33   | 238.56 | 657.97   | -        | -           | -           | 16,246.14           |
| 12                                                                                | 1339 | MAYRA YESENIA GRANADOS RIVAS       | 110      | 0002   | Secretaria Ejecutiva III           | Central       | 31        | 4,750.00     | -          | 250.00        | 5,000.00          | 229.43   | -      | 39.36    | -        | -           | -           | 4,731.21            |
| 13                                                                                | 1686 | Danny Hemmina Velásquez Orozco     | 111      | 0003   | Subcoordinador Tecnico             | Central       | 31        | 13,375.00    | 375.00     | 250.00        | 14,000.00         | 664.13   | 184.80 | 467.63   | -        | -           | -           | 12,683.44           |
| 14                                                                                | 1997 | Luis René Alvarado Méndez          | 112      | 0004   | Subcoordinador Tecnico             | Central       | 31        | 13,375.00    | 375.00     | 250.00        | 14,000.00         | 664.13   | 184.80 | 467.63   | 1,658.65 | 1,650.00    | 4,652.21    | 9,374.79            |
| 15                                                                                | 2106 | Jorge Manuel Ordóñez Ixot          | 113      | 0005   | Tecnico Especialista               | Central       | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | 1,297.12 | -           | 2,045.34    | 7,954.66            |
| 16                                                                                | 2197 | Darcy Betzabé de León López        | 114      | 0006   | Tecnico Profesional en Informatica | Central       | 31        | 7,750.00     | -          | 250.00        | 8,000.00          | 374.33   | -      | 182.12   | -        | -           | 1,606.00    | 5,838.55            |
| 17                                                                                | 1995 | Rudy Alberto Bravo de León         | 115      | 0007   | Subcoordinador Tecnico             | Central       | 31        | 13,375.00    | 375.00     | 250.00        | 14,000.00         | 664.13   | 184.80 | 467.63   | -        | -           | -           | 13,166.56           |
| 18                                                                                | 1039 | Yeny Carolina Flores Cuellar       | 116      | 0008   | Asistente Tecnico I                | Central       | 31        | 5,750.00     | -          | 250.00        | 6,000.00          | 277.73   | -      | 86.95    | -        | -           | -           | 5,635.32            |
|                                                                                   |      |                                    |          |        |                                    | Total         |           | 85,125.00    | 1,875.00   | 2,000.00      | 89,000.00         | 4,202.14 | 792.96 | 2,646.58 | 2,985.77 | 3,256.00    | 13,852.45   | 75,147.55           |
| 0101-0012 - COORDINACION DE COOPERACION EXTERNA Y COORDINACION INTERINSTITUCIONAL |      |                                    |          |        |                                    |               |           |              |            |               |                   |          |        |          |          |             |             |                     |
| 19                                                                                | 86   | Luis Felipe Méndez Guzmán          | 117      | 0001   | Coordinador                        | Central       | 31        | 17,375.00    | 375.00     | 250.00        | 18,000.00         | 857.33   | 238.56 | 657.97   | -        | -           | -           | 16,246.14           |
| 20                                                                                | 1120 | Mayra Liseth Reyes Dubon           | 118      | 0002   | Secretaria Ejecutiva III           | Central       | 31        | 4,750.00     | -          | 250.00        | 5,000.00          | 229.43   | -      | 39.36    | -        | -           | -           | 4,731.21            |
|                                                                                   |      |                                    |          |        |                                    | Total         |           | 22,125.00    | 375.00     | 500.00        | 23,000.00         | 1,086.76 | 238.56 | 697.33   | -        | -           | -           | 2,022.65            |
| 0101-0036 - COORDINACION DE ACCESO A LA TIERRA VIA CREDITO SUBSIDIADO             |      |                                    |          |        |                                    |               |           |              |            |               |                   |          |        |          |          |             |             |                     |
| 21                                                                                | 1721 | Rolando Antonio Lemus Alarcón      | 198      | 0001   | Coordinador                        | Central       | 31        | 17,375.00    | 375.00     | 250.00        | 18,000.00         | 857.33   | 238.56 | 657.97   | -        | -           | -           | 16,246.14           |
| 22                                                                                | 2169 | Vilma Eugenia Paiz Sandoval        | 199      | 0002   | Secretaria Ejecutiva III           | Central       | 31        | 4,750.00     | -          | 250.00        | 5,000.00          | 229.43   | -      | 39.36    | -        | -           | -           | 4,731.21            |
| 23                                                                                | 285  | Hared Estuardo Canio Briol         | 200      | 0003   | Subcoordinador Tecnico             | Central       | 31        | 13,375.00    | 375.00     | 250.00        | 14,000.00         | 664.13   | 184.80 | 467.63   | 1,146.26 | -           | 2,462.82    | 11,537.18           |
| 24                                                                                | 903  | Gerson Gudiol de León Reyes        | 201      | 0004   | Tecnico Especialista               | Central       | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -        | -           | -           | 9,251.78            |
| 25                                                                                | 1945 | Melvin Aparicio Solórzano Sanitzo  | 336      | 0005   | Tecnico Especialista               | Central       | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -        | -           | -           | 9,251.78            |
| 26                                                                                | 1562 | JOSE LUIS ZAPETA TZUL              | 202      | 0006   | Tecnico Especialista               | Central       | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -        | -           | -           | 9,251.78            |
| 27                                                                                | 2069 | Carlos Felipe Cruz Angula          | 203      | 0007   | Subcoordinador Tecnico             | Central       | 31        | 13,375.00    | 375.00     | 250.00        | 14,000.00         | 664.13   | 184.80 | 467.63   | 527.81   | 681.00      | 2,525.37    | 11,474.63           |
| 28                                                                                | 1487 | Karla Jeanette Martínez Recinos    | 204      | 0008   | Tecnico Especialista               | Central       | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -        | -           | -           | 9,251.78            |
| 29                                                                                | 2028 | Shirley Marisol Granajo López      | 205      | 0009   | Tecnico Especialista               | Central       | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -        | -           | -           | 9,251.78            |
| 30                                                                                | 2346 | ANA BEATRIZ CHINCHILLA GONZALEZ    | 356      | 0010   | Tecnico Especialista               | Central       | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -        | -           | -           | 9,251.78            |
| 31                                                                                | 23   | Edgar Augusto Oliva Murcia         | 206      | 0011   | Subcoordinador Tecnico             | Central       | 31        | 13,375.00    | 375.00     | 250.00        | 14,000.00         | 470.93   | 184.80 | 467.63   | -        | 302.94      | 1,367.87    | 12,632.13           |
| 32                                                                                | 141  | Della María Privado Méndez         | 207      | 0012   | Tecnico Especialista               | Central       | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -        | -           | -           | 7,691.78            |
| 33                                                                                | 2132 | Irina Jeaneth Ruiz Rosales         | 208      | 0013   | Tecnico Especialista               | Central       | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | 1,099.89 | 302.94      | 2,151.05    | 7,849.95            |
|                                                                                   |      |                                    |          |        |                                    | Total         |           | 137,250.00   | 4,500.00   | 3,250.00      | 145,000.00        | 6,594.96 | 792.96 | 4,318.54 | 2,773.96 | 2,848.88    | 17,327.30   | 127,672.70          |
| 0401-0016 - DIRECCION Y COORDINACION OFICINA REGIONAL CHIMAL TENANGO              |      |                                    |          |        |                                    |               |           |              |            |               |                   |          |        |          |          |             |             |                     |
| 34                                                                                | 1290 | Eric Alain Carrillo Carranza       | 132      | 0001   | Coordinador Regional               | Departamental | 31        | 14,375.00    | 375.00     | 250.00        | 15,000.00         | 712.43   | 198.24 | 515.21   | -        | -           | -           | 13,574.12           |
| 35                                                                                | 1613 | Nimroy Elena Escobar Mendoza       | 133      | 0002   | Secretaria Ejecutiva III           | Departamental | 31        | 4,750.00     | -          | 250.00        | 5,000.00          | 229.43   | -      | 39.36    | 1,046.85 | -           | -           | 3,684.36            |
| 36                                                                                | 1991 | Carlos Enrique Choch Xuli          | 134      | 0003   | Asistente Tecnico II               | Departamental | 31        | 6,250.00     | -          | 250.00        | 6,500.00          | 301.88   | -      | 110.74   | -        | -           | -           | 6,087.38            |
| 37                                                                                | 943  | Bianca Alchibij Alz Miza           | 135      | 0004   | Asistente Tecnico I                | Departamental | 31        | 5,750.00     | -          | 250.00        | 6,000.00          | 277.73   | -      | 86.95    | -        | -           | -           | 5,635.32            |
| 38                                                                                | 1913 | Paula Maria Reyes Rivera           | 136      | 0005   | Encargado de Atencion al Publico   | Departamental | 31        | 3,750.00     | -          | 250.00        | 4,000.00          | 181.13   | -      | -        | -        | 1,166.00    | 1,347.13    | 2,652.87            |
| 39                                                                                | 2104 | Nancy Eugenia Obando Serres        | 137      | 0006   | Asistente Administrativo II        | Departamental | 31        | 7,750.00     | -          | 250.00        | 8,000.00          | 374.33   | 104.16 | 182.12   | -        | -           | 1,937.50    | 5,401.89            |
| 40                                                                                | 2312 | Abel Estuardo Alvarez Lux          | 138      | 0007   | Operativo I                        | Departamental | 31        | 2,950.00     | -          | 250.00        | 3,200.00          | 142.49   | -      | -        | -        | -           | -           | 3,057.51            |
|                                                                                   |      |                                    |          |        |                                    | Total         |           | 45,576.00    | 375.00     | 1,750.00      | 47,700.00         | 2,219.42 | 302.40 | 934.38   | 1,046.85 | 3,103.50    | 7,606.55    | 40,093.45           |

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CONTABILIDAD

| No.                                                              | ID                                   | Nombre_Empleado                      | Contrato | Puesto               | Cargo                            | Sede          | Dis Lab. | Salario Base | Bono Prof. | Bono Gobierno | Salario Devengado | IGSS     | Fianza | ISR      | Desc. BI | Desc. Varios | Total Desc. | Liquidado a Recibir |
|------------------------------------------------------------------|--------------------------------------|--------------------------------------|----------|----------------------|----------------------------------|---------------|----------|--------------|------------|---------------|-------------------|----------|--------|----------|----------|--------------|-------------|---------------------|
| 0401-0017 - ESCUINTLA                                            |                                      |                                      |          |                      |                                  |               |          |              |            |               |                   |          |        |          |          |              |             |                     |
| 41                                                               | 1693                                 | Lourdes Maria, González Coronado     | 139      | 0002                 | Encargado de Atencion al Publico | Departamental | 31       | 3,750.00     | -          | 250.00        | 4,000.00          | 181.13   | 50.40  | -        | 457.73   | 1,442.00     | 2,131.26    | 1,868.74            |
| 42                                                               | 1215                                 | TITOBIAS , LOPEZ ESTRADA             | 140      | 0003                 | Operativo II                     | Departamental | 31       | 3,750.00     | -          | 250.00        | 4,000.00          | 181.13   | -      | -        | 1,650.00 | 1,831.13     | 2,168.87    | 2,168.87            |
| Total                                                            |                                      |                                      |          |                      |                                  |               |          | 7,500.00     | -          | 500.00        | 8,000.00          | 362.26   | 50.40  | -        | 457.73   | 3,092.00     | 3,962.39    | 4,037.61            |
| 0401-0018 - MOYUTA                                               |                                      |                                      |          |                      |                                  |               |          |              |            |               |                   |          |        |          |          |              |             |                     |
| 43                                                               | 1002                                 | Alan Cristobal , Flores Alvarez      | 141      | 0001                 | Encargado de Agencia             | Departamental | 31       | 6,250.00     | -          | 250.00        | 6,500.00          | 301.88   | 84.00  | 110.74   | -        | -            | 496.62      | 6,003.38            |
| 44                                                               | 2252                                 | Yolma Yolanda , Calderon González    | 142      | 0002                 | Encargado de Atencion al Publico | Departamental | 31       | 3,750.00     | -          | 250.00        | 4,000.00          | 181.13   | -      | -        | -        | -            | 181.13      | 3,818.87            |
| 45                                                               | 459                                  | Adalberto , Soto Hernández           | 143      | 0003                 | Operativo II                     | Departamental | 31       | 3,750.00     | -          | 250.00        | 4,000.00          | 181.13   | -      | -        | -        | -            | 181.13      | 3,818.87            |
| Total                                                            |                                      |                                      |          |                      |                                  |               |          | 13,750.00    | -          | 750.00        | 14,500.00         | 664.14   | 84.00  | 110.74   | -        | -            | 858.88      | 13,641.12           |
| 0401-0037 - ACCESO CHIMAL TENANGO                                |                                      |                                      |          |                      |                                  |               |          |              |            |               |                   |          |        |          |          |              |             |                     |
| 46                                                               | 715                                  | Eduardo Alberto , Ramirez Peña       | 209      | 0001                 | Subcoordinador- Tecnico          | Departamental | 31       | 13,375.00    | 375.00     | 250.00        | 14,000.00         | 664.13   | 184.80 | 467.63   | 2,100.37 | 2,640.44     | 6,057.37    | 7,942.63            |
| 47                                                               | 897                                  | Ana Elizabeth , Alvar Barillas       | 210      | 0002                 | Tecnico Especialista             | Departamental | 31       | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -        | -            | 748.22      | 9,251.78            |
| 48                                                               | 495                                  | Marten Gertrudis , González Molina   | 211      | 0003                 | Tecnico Especialista             | Departamental | 31       | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -        | 1,560.00     | 2,308.22    | 7,691.78            |
| Total                                                            |                                      |                                      |          |                      |                                  |               |          | 32,125.00    | 1,125.00   | 750.00        | 34,000.00         | 1,605.99 | 184.80 | 1,022.21 | 2,100.37 | 4,200.44     | 9,113.81    | 24,886.19           |
| 0401-0043 - ARRENDAMIENTO CHIMAL TENANGO                         |                                      |                                      |          |                      |                                  |               |          |              |            |               |                   |          |        |          |          |              |             |                     |
| 781                                                              | Luis Humberto , Aguirre Morales      | 232                                  | 0001     | Tecnico Especialista | Departamental                    | 31            | 9,375.00 | 375.00       | 250.00     | 10,000.00     | 470.93            | -        | -      | 277.29   | -        | -            | 748.22      | 9,251.78            |
| 1415                                                             | YEIMY MARLENY ALEJANDRA, ESTRADA LUX | 233                                  | 0002     | Asistente Tecnico I  | Departamental                    | 31            | 5,750.00 | -            | 250.00     | 6,000.00      | 277.73            | -        | -      | 86.95    | 537.79   | 1,409.00     | 2,311.47    | 3,688.53            |
| Total                                                            |                                      |                                      |          |                      |                                  |               |          | 15,125.00    | 375.00     | 500.00        | 16,000.00         | 748.66   | -      | -        | 364.24   | 537.79       | 1,409.00    | 12,940.31           |
| 0401-0051 - REGULARIZACION CHIMAL TENANGO                        |                                      |                                      |          |                      |                                  |               |          |              |            |               |                   |          |        |          |          |              |             |                     |
| 51                                                               | 1247                                 | Johana Evelin , Carrido Alvarado     | 266      | 0001                 | Subcoordinador- Tecnico          | Departamental | 27       | 11,649.19    | 326.61     | 217.74        | 12,193.54         | 578.43   | 160.95 | 467.63   | -        | -            | 1,207.01    | 10,986.53           |
| 52                                                               | 1716                                 | Edy Alexander , Avalos Garcia        | 267      | 0002                 | Tecnico Profesional              | Departamental | 31       | 7,750.00     | -          | 250.00        | 8,000.00          | 374.33   | -      | 182.12   | -        | -            | 859.39      | 7,140.61            |
| 53                                                               | 2100                                 | Gloria Alejandra , Squinajay Layriez | 268      | 0003                 | Encargado de Archivo             | Departamental | 31       | 5,750.00     | -          | 250.00        | 6,000.00          | 277.73   | 77.28  | 86.95    | -        | -            | 441.96      | 5,558.04            |
| 54                                                               | 2160                                 | Carmen Lucia , Garcia Muñoz          | 269      | 0004                 | Tecnico Profesional              | Departamental | 31       | 7,750.00     | -          | 250.00        | 8,000.00          | 374.33   | -      | 182.12   | -        | -            | 556.45      | 7,443.55            |
| 55                                                               | 112                                  | Hugo Leonel , Solórzano Fuentes      | 270      | 0005                 | Tecnico Especialista             | Departamental | 31       | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -        | -            | 748.22      | 9,251.78            |
| 56                                                               | 1984                                 | Glinaf Efraim , Estrada Castellanos  | 271      | 0006                 | Tecnico Especialista             | Departamental | 31       | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | 1,407.89 | -            | 2,156.11    | 7,843.89            |
| 57                                                               | 2227                                 | Carlos Humberto , Murallles Aché     | 342      | 0007                 | Tecnico Especialista             | Departamental | 31       | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -        | -            | 748.22      | 9,251.78            |
| 58                                                               | 1307                                 | JOSE MIGUEL, DE PAZ MEJIA            | 343      | 0008                 | Tecnico Especialista             | Departamental | 31       | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -        | 302.94       | 1,051.16    | 8,948.84            |
| Total                                                            |                                      |                                      |          |                      |                                  |               |          | 70,599.19    | 1,826.61   | 1,967.74      | 74,193.54         | 3,488.54 | 238.23 | 2,027.29 | 1,407.89 | 605.88       | 7,768.62    | 66,425.02           |
| 0401-0057 - DCAS CHIMAL TENANGO                                  |                                      |                                      |          |                      |                                  |               |          |              |            |               |                   |          |        |          |          |              |             |                     |
| 59                                                               | 565                                  | Marco Antonio , Cuicay Cuicuj        | 310      | 0001                 | Subcoordinador- Tecnico          | Departamental | 31       | 13,375.00    | 375.00     | 250.00        | 14,000.00         | 664.13   | 184.80 | 467.63   | -        | -            | 1,316.56    | 12,683.44           |
| 60                                                               | 2017                                 | Luis Rolando , Vilatoro Vilatoro     | 311      | 0002                 | Tecnico Especialista             | Departamental | 31       | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -        | -            | 748.22      | 9,251.78            |
| 61                                                               | 1730                                 | Mónica Jarethi , Vázquez Pérez       | 312      | 0003                 | Tecnico Especialista             | Departamental | 31       | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -        | -            | 748.22      | 9,251.78            |
| 62                                                               | 1106                                 | Emner Domingo , Juárez Sanizo        | 313      | 0004                 | Tecnico Especialista             | Departamental | 31       | 9,375.00     | -          | 250.00        | 9,625.00          | 452.81   | -      | 257.82   | -        | -            | 710.63      | 8,914.37            |
| Total                                                            |                                      |                                      |          |                      |                                  |               |          | 41,500.00    | 1,125.00   | 1,000.00      | 43,625.00         | 2,058.80 | 184.80 | 1,280.03 | -        | -            | 3,523.63    | 40,101.37           |
| 1101-0063 - DIRECCION Y COORDINACION OFICINA REGIONAL RETALHULEU |                                      |                                      |          |                      |                                  |               |          |              |            |               |                   |          |        |          |          |              |             |                     |
| 63                                                               | 1692                                 | Cesar Manuel , Aguirre Cordon        | 144      | 0001                 | Coordinador Regional             | Departamental | 31       | 14,375.00    | 375.00     | 250.00        | 15,000.00         | 712.43   | 198.24 | 515.21   | -        | -            | 1,425.88    | 13,574.12           |
| 64                                                               | 1183                                 | Ana Lucia , Orozco Velásquez         | 353      | 0002                 | Secretaria Ejecutiva III         | Departamental | 31       | 4,750.00     | -          | 250.00        | 5,000.00          | 229.43   | -      | 39.36    | -        | -            | 1,456.29    | 3,543.71            |
| 65                                                               | 1620                                 | Moises Antonio , Monteros Cux        | 145      | 0004                 | Asistente Tecnico I              | Departamental | 31       | 5,750.00     | -          | 250.00        | 6,000.00          | 277.73   | -      | 86.95    | -        | -            | 364.68      | 5,635.32            |
| 66                                                               | 1116                                 | Jose Luis , Chanchavac Yzep          | 146      | 0005                 | Encargado de Atencion al Publico | Departamental | 31       | 3,750.00     | -          | 250.00        | 4,000.00          | 181.13   | -      | -        | -        | -            | 181.13      | 3,818.87            |
| 67                                                               | 628                                  | Jose Manuel Armin , Loarca Lopez     | 147      | 0006                 | Asistente Administrativo II      | Departamental | 31       | 7,750.00     | -          | 250.00        | 8,000.00          | 374.33   | 104.16 | 182.12   | -        | -            | 660.61      | 7,339.39            |
| 68                                                               | 2271                                 | Uber René , Recinos Sandoval         | 148      | 0007                 | Operativo II                     | Departamental | 31       | 3,750.00     | -          | 250.00        | 4,000.00          | 181.13   | 50.40  | -        | -        | -            | 231.53      | 3,768.47            |
| 69                                                               | 217                                  | Herman Filiberto , Cifuentes Chávez  | 149      | 0008                 | Operativo II                     | Departamental | 31       | 3,750.00     | -          | 250.00        | 4,000.00          | 181.13   | -      | -        | -        | -            | 181.13      | 3,818.87            |
| 70                                                               | 154                                  | Cruz Ardoel , Lacan Tzul             | 150      | 0009                 | Operativo II                     | Departamental | 31       | 3,750.00     | -          | 250.00        | 4,000.00          | 181.13   | -      | -        | -        | -            | 181.13      | 3,818.87            |
| 71                                                               | 966                                  | Nery Ariel , Ramirez Ramirez         | 157      | 0010                 | Encargado de Agencia             | Departamental | 31       | 6,250.00     | -          | 250.00        | 6,500.00          | 301.88   | 84.00  | 110.74   | -        | -            | 496.62      | 6,003.38            |
| Total                                                            |                                      |                                      |          |                      |                                  |               |          | 53,875.00    | 375.00     | 2,250.00      | 56,500.00         | 2,620.32 | 436.80 | 934.38   | -        | -            | 1,187.50    | 51,321.00           |
| 1101-0064 - HUEHUETENANGO                                        |                                      |                                      |          |                      |                                  |               |          |              |            |               |                   |          |        |          |          |              |             |                     |
| 72                                                               | 1037                                 | Rosaura Catalina , Cifuentes         | 151      | 0001                 | Encargado de Agencia             | Departamental | 31       | 6,250.00     | -          | 250.00        | 6,500.00          | 301.88   | 84.00  | 110.74   | -        | -            | 496.62      | 6,003.38            |
| 73                                                               | 2281                                 | Maria Luz , Calderon Muñoz           | 152      | 0002                 | Encargado de Atencion al Publico | Departamental | 31       | 3,750.00     | -          | 250.00        | 4,000.00          | 181.13   | -      | -        | -        | -            | 181.13      | 3,818.87            |
| Total                                                            |                                      |                                      |          |                      |                                  |               |          | 10,000.00    | -          | 500.00        | 10,500.00         | 483.01   | 84.00  | 110.74   | -        | -            | 677.75      | 9,822.25            |
| 1101-0066 - NUEVA CONCEPCION                                     |                                      |                                      |          |                      |                                  |               |          |              |            |               |                   |          |        |          |          |              |             |                     |
| 74                                                               | 1259                                 | Evelyn Siomara , Carrillo Duarte     | 153      | 0001                 | Encargado de Agencia             | Departamental | 31       | 6,250.00     | -          | 250.00        | 6,500.00          | 301.88   | 84.00  | 110.74   | -        | -            | 496.62      | 6,003.38            |
| 75                                                               | 1419                                 | Cristian Omar , Garcia Payes         | 154      | 0002                 | Encargado de Atencion al Publico | Departamental | 31       | 3,750.00     | -          | 250.00        | 4,000.00          | 181.13   | -      | -        | -        | -            | 181.13      | 3,818.87            |
| Total                                                            |                                      |                                      |          |                      |                                  |               |          | 10,000.00    | -          | 500.00        | 10,500.00         | 483.01   | 84.00  | 110.74   | -        | -            | 677.75      | 9,822.25            |
| 1101-0066 - LA JOSE LA MAQUINA                                   |                                      |                                      |          |                      |                                  |               |          |              |            |               |                   |          |        |          |          |              |             |                     |
| 76                                                               | 2061                                 | Walter Otoniel , Bravo Hernández     | 155      | 0001                 | Encargado de Agencia             | Departamental | 31       | 6,250.00     | -          | 250.00        | 6,500.00          | 301.88   | 84.00  | 110.74   | -        | -            | 496.62      | 6,003.38            |
| 77                                                               | 2150                                 | Magda Gabriela , Samayoa Ruiz        | 156      | 0002                 | Encargado de Atencion al Publico | Departamental | 31       | 3,750.00     | -          | 250.00        | 4,000.00          | 181.13   | -      | -        | -        | -            | 181.13      | 3,818.87            |
| Total                                                            |                                      |                                      |          |                      |                                  |               |          | 10,000.00    | -          | 500.00        | 10,500.00         | 483.01   | 84.00  | 110.74   | -        | -            | 677.75      | 9,822.25            |
| 1101-0067 - ACCESO RETALHULEU                                    |                                      |                                      |          |                      |                                  |               |          |              |            |               |                   |          |        |          |          |              |             |                     |
| 78                                                               | 1376                                 | Gladys Lucrecia , Amas Hidalgo       | 362      | 0001                 | Subcoordinador- Tecnico          | Departamental | 31       | 13,375.00    | 375.00     | 250.00        | 14,000.00         | 664.13   | 184.80 | 467.63   | -        | -            | 1,316.56    | 12,683.44           |

FONDO DE TIERRAS  
COORDINACIÓN DE RECURSOS HUMANOS  
NÓMINA PERSONAL 022  
CORRESPONDIENTE AL MES DE MAYO 2020

FONDO DE TIERRAS  
VISADO  
28 MAY 2020

| No.                                                                        | ID   | Nombre_Empleadoo                      | Contrato | Puesto | Cargo                            | Sede          | Días Lab. | Salario Base | Bono Prof. | Bono Gobierno | Salario Devengado | IGSS     | Fianza | ISR      | Comp. Varios | Total Desc. | Líquido a Recibir |
|----------------------------------------------------------------------------|------|---------------------------------------|----------|--------|----------------------------------|---------------|-----------|--------------|------------|---------------|-------------------|----------|--------|----------|--------------|-------------|-------------------|
| 79                                                                         | 1699 | Nancy Janeith , Ramirez Varela        | 213      | 0002   | Tecnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -            | 748.22      | 9,251.78          |
| 80                                                                         | 840  | Luis Domingo , Pérez Ramos            | 214      | 0003   | Tecnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -            | 748.22      | 9,251.78          |
| 81                                                                         | 1108 | Edgar Gustavo , Jarez Sajum           | 215      | 0004   | Tecnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -            | 748.22      | 9,251.78          |
| Total                                                                      |      |                                       |          |        |                                  |               |           | 41,500.00    | 1,500.00   | 1,000.00      | 44,000.00         | 2,076.92 | 184.80 | 1,299.50 | -            | 3,561.22    | 40,438.78         |
| 1101-0068 - ARRENDAMIENTO RETALHULEU                                       |      |                                       |          |        |                                  |               |           |              |            |               |                   |          |        |          |              |             |                   |
| 82                                                                         | 1650 | Juana Ayde , Rodriguez Garcia         | 234      | 0001   | Tecnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -            | 748.22      | 9,251.78          |
| 83                                                                         | 2279 | Jensy Manuel , Satic Maldonado        | 339      | 0002   | Tecnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -            | 748.22      | 9,251.78          |
| 84                                                                         | 2186 | Juan Luis , Colijn Chach              | 340      | 0003   | Tecnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -            | 748.22      | 9,251.78          |
| 85                                                                         | 1244 | Ronald Gamaliel , Cahuex López        | 235      | 0004   | Asistente Tecnico I              | Departamental | 31        | 5,750.00     | -          | 250.00        | 6,000.00          | 277.73   | -      | 86.95    | -            | 1,796.38    | 9,251.62          |
| Total                                                                      |      |                                       |          |        |                                  |               |           | 33,875.00    | 1,125.00   | 1,000.00      | 36,000.00         | 1,690.52 | -      | 918.82   | -            | 4,041.04    | 31,958.96         |
| 1101-0069 - REGULARIZACION RETALHULEU                                      |      |                                       |          |        |                                  |               |           |              |            |               |                   |          |        |          |              |             |                   |
| 86                                                                         | 1697 | Jorge Patrick , Matzuya Ortiz         | 272      | 0001   | Subcoordinador Tecnico           | Departamental | 31        | 13,375.00    | 375.00     | 250.00        | 14,000.00         | 664.13   | 184.80 | 467.63   | -            | 1,316.56    | 12,687.44         |
| 87                                                                         | 894  | Silvia Elizabeth , Pascual Mazariegos | 273      | 0002   | Tecnico Profesional              | Departamental | 31        | 7,750.00     | -          | 250.00        | 8,000.00          | 374.33   | -      | 182.12   | -            | 556.45      | 7,443.55          |
| 88                                                                         | 1632 | Jose Carlos , Mazariegos González     | 274      | 0003   | Tecnico Profesional              | Departamental | 31        | 7,750.00     | -          | 250.00        | 8,000.00          | 374.33   | -      | 182.12   | -            | 556.45      | 7,443.55          |
| 89                                                                         | 2282 | Ernie Ana Paula , Rodas Perez         | 277      | 0006   | Tecnico Profesional              | Departamental | 31        | 7,750.00     | -          | 250.00        | 8,000.00          | 374.33   | -      | 182.12   | -            | 556.45      | 7,443.55          |
| 90                                                                         | 1154 | Luis Antonio , Com Xlivi              | 278      | 0007   | Encargado de Archivo             | Departamental | 31        | 5,750.00     | -          | 250.00        | 6,000.00          | 277.73   | 77.28  | 86.95    | -            | 441.96      | 5,558.04          |
| 91                                                                         | 1761 | Luis Francisco , Cifuentes Ruiz       | 279      | 0008   | Tecnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -            | 748.22      | 9,251.78          |
| 92                                                                         | 1249 | David Enrique , Perez Tumax           | 280      | 0009   | Tecnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -            | 748.22      | 9,251.78          |
| 93                                                                         | 959  | Enio Waldemar , Lopez Villagrán       | 344      | 0010   | Tecnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -            | 748.22      | 9,251.78          |
| 94                                                                         | 2019 | Paulo Francisco , Pérez Gómez         | 345      | 0011   | Tecnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -            | 748.22      | 9,251.78          |
| Total                                                                      |      |                                       |          |        |                                  |               |           | 79,875.00    | 1,875.00   | 2,250.00      | 84,000.00         | 3,948.57 | 262.08 | 2,210.10 | -            | 6,420.75    | 77,579.25         |
| 1101-0070 - DCAS RETALHULEU                                                |      |                                       |          |        |                                  |               |           |              |            |               |                   |          |        |          |              |             |                   |
| 95                                                                         | 183  | Mara Noemí , Riano Garcia             | 363      | 0001   | Subcoordinador Tecnico           | Departamental | 31        | 13,375.00    | 375.00     | 250.00        | 14,000.00         | 664.13   | 184.80 | 463.63   | -            | 1,312.56    | 12,687.44         |
| 96                                                                         | 1667 | Salvador Innocencio , Lopez Marroquin | 315      | 0002   | Tecnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -            | 748.22      | 9,251.78          |
| 97                                                                         | 2212 | Ingris Mansol , Alva Rodríguez        | 316      | 0003   | Tecnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -            | 748.22      | 9,251.78          |
| 98                                                                         | 1480 | Jorge Moises , Galán Ramos            | 317      | 0004   | Tecnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -            | 748.22      | 9,251.78          |
| Total                                                                      |      |                                       |          |        |                                  |               |           | 41,500.00    | 1,500.00   | 1,000.00      | 44,000.00         | 2,076.92 | 184.80 | 1,299.50 | -            | 3,561.22    | 40,438.78         |
| 1601-0024 - DIRECCION Y COORDINACION OFICINA REGIONAL ALTA VERAPAZ / COBAN |      |                                       |          |        |                                  |               |           |              |            |               |                   |          |        |          |              |             |                   |
| 99                                                                         | 1152 | Franklin Benjamin , Chen Tol          | 159      | 0001   | Coordinador Regional             | Departamental | 31        | 14,375.00    | 375.00     | 250.00        | 15,000.00         | 712.43   | 198.24 | 515.21   | -            | 1,425.88    | 13,574.12         |
| 100                                                                        | 1802 | Carolina Soledad , Barahona Escobar   | 160      | 0002   | Secretaria Ejecutiva III         | Departamental | 31        | 4,750.00     | -          | 250.00        | 5,000.00          | 229.43   | -      | 39.36    | -            | 2,576.00    | 2,155.21          |
| 101                                                                        | 2283 | Illl Magall , Coy Macz                | 161      | 0003   | Asistente Tecnico II             | Departamental | 31        | 6,250.00     | -          | 250.00        | 6,500.00          | 301.88   | -      | 110.74   | -            | 412.62      | 6,087.38          |
| 102                                                                        | 1809 | Sergio Jerónimas , Yal Leal           | 162      | 0004   | Asistente Tecnico I              | Departamental | 31        | 5,750.00     | -          | 250.00        | 6,000.00          | 277.73   | -      | 86.95    | -            | 1,998.00    | 3,537.32          |
| 103                                                                        | 904  | Claudia Domitila , Choc Vidaurre      | 163      | 0005   | Encargado de Atencion al Publico | Departamental | 31        | 3,750.00     | -          | 250.00        | 4,000.00          | 181.13   | -      | -        | -            | 1,288.14    | 2,530.73          |
| 104                                                                        | 2122 | Monica Fabiola , Pérez Ruiz           | 164      | 0006   | Asistente Administrativo II      | Departamental | 31        | 7,750.00     | -          | 350.00        | 8,000.00          | 374.33   | 104.16 | 182.12   | -            | 660.61      | 7,339.39          |
| 105                                                                        | 2249 | Manor Lizardo , López                 | 165      | 0007   | Operativo II                     | Departamental | 31        | 3,750.00     | -          | 250.00        | 4,000.00          | 181.13   | -      | -        | -            | -           | 3,818.87          |
| 106                                                                        | 1412 | German Conrado , Laj Laj              | 166      | 0008   | Operativo II                     | Departamental | 31        | 3,750.00     | -          | 250.00        | 4,000.00          | 181.13   | -      | -        | -            | -           | 3,818.87          |
| 107                                                                        | 1118 | Vicente , Macz Choc                   | 167      | 0009   | Operativo II                     | Departamental | 31        | 3,750.00     | -          | 250.00        | 4,000.00          | 181.13   | -      | -        | -            | -           | 1,673.87          |
| 108                                                                        | 158  | Aurelio , Cho Caal                    | 168      | 0010   | Operativo I                      | Departamental | 31        | 2,950.00     | -          | 250.00        | 3,200.00          | 142.49   | -      | -        | -            | -           | 3,057.51          |
| Total                                                                      |      |                                       |          |        |                                  |               |           | 56,825.00    | 375.00     | 2,500.00      | 59,700.00         | 2,762.81 | 302.40 | 934.38   | -            | 6,719.00    | 47,983.27         |
| 1601-0025 - FRAY BARTOLOME DE LAS CASAS                                    |      |                                       |          |        |                                  |               |           |              |            |               |                   |          |        |          |              |             |                   |
| 109                                                                        | 1219 | Cristy Ana Eliza , Sandoval del Valle | 169      | 0001   | Encargado de Agencia             | Departamental | 31        | 6,250.00     | -          | 250.00        | 6,500.00          | 301.88   | 84.00  | 110.74   | -            | 3,379.50    | 2,623.88          |
| 110                                                                        | 2053 | Orelia , Caal Xol                     | 170      | 0002   | Encargado de Atencion al Publico | Departamental | 31        | 3,750.00     | -          | 250.00        | 4,000.00          | 181.13   | -      | -        | -            | -           | 3,818.87          |
| Total                                                                      |      |                                       |          |        |                                  |               |           | 10,000.00    | -          | 500.00        | 10,500.00         | 483.01   | 84.00  | 110.74   | -            | 2,589.00    | 7,233.25          |
| 1601-0026 - CHISEC                                                         |      |                                       |          |        |                                  |               |           |              |            |               |                   |          |        |          |              |             |                   |
| 111                                                                        | 1365 | Gabriela Johana , Choc Maldonado      | 171      | 0001   | Encargado de Agencia             | Departamental | 31        | 6,250.00     | -          | 250.00        | 6,500.00          | 301.88   | 84.00  | 110.74   | -            | 3,379.50    | 2,623.88          |
| 112                                                                        | 1671 | TEI MA LUISA MARIELA , PANA JUC       | 172      | 0002   | Encargado de Atencion al Publico | Departamental | 31        | 3,750.00     | -          | 250.00        | 4,000.00          | 181.13   | -      | -        | -            | -           | 3,818.87          |
| Total                                                                      |      |                                       |          |        |                                  |               |           | 10,000.00    | -          | 500.00        | 10,500.00         | 483.01   | 84.00  | 110.74   | -            | 3,379.50    | 6,442.75          |
| 1601-0027 - PLAYA GRANDE/IXCAN                                             |      |                                       |          |        |                                  |               |           |              |            |               |                   |          |        |          |              |             |                   |
| 113                                                                        | 787  | Juan Alberto , Cac Sacrab             | 173      | 0001   | Encargado de Agencia             | Departamental | 31        | 6,250.00     | -          | 250.00        | 6,500.00          | 301.88   | 84.00  | 110.74   | -            | 3,379.50    | 2,623.88          |
| 114                                                                        | 925  | Saul De Manuel , Caal Sub             | 174      | 0002   | Encargado de Atencion al Publico | Departamental | 31        | 3,750.00     | -          | 250.00        | 4,000.00          | 181.13   | -      | -        | -            | -           | 3,818.87          |
| Total                                                                      |      |                                       |          |        |                                  |               |           | 10,000.00    | -          | 500.00        | 10,500.00         | 483.01   | 84.00  | 110.74   | -            | 3,379.50    | 6,442.75          |
| 1601-0028 - CAHABON                                                        |      |                                       |          |        |                                  |               |           |              |            |               |                   |          |        |          |              |             |                   |
| 115                                                                        | 1104 | Carlos Enrique , Caal Ixim            | 359      | 0001   | Encargado de Agencia             | Departamental | 31        | 6,250.00     | -          | 250.00        | 6,500.00          | 301.88   | 84.00  | 90.61    | -            | 476.49      | 6,023.51          |
| Total                                                                      |      |                                       |          |        |                                  |               |           | 6,250.00     | -          | 250.00        | 6,500.00          | 301.88   | 84.00  | 90.61    | -            | 476.49      | 6,023.51          |
| 1601-0029 - LA TINTA                                                       |      |                                       |          |        |                                  |               |           |              |            |               |                   |          |        |          |              |             |                   |
| 116                                                                        | 2058 | Edgar Leonel , Morales Caal           | 175      | 0001   | Encargado de Agencia             | Departamental | 31        | 6,250.00     | -          | 250.00        | 6,500.00          | 301.88   | 84.00  | 110.74   | -            | 3,379.50    | 2,623.88          |
| 117                                                                        | 1883 | Venny Nineth Yasmina , Can Actal      | 176      | 0002   | Encargado de Atencion al Publico | Departamental | 31        | 3,750.00     | -          | 250.00        | 4,000.00          | 181.13   | -      | -        | -            | -           | 3,818.87          |
| Total                                                                      |      |                                       |          |        |                                  |               |           | 10,000.00    | -          | 500.00        | 10,500.00         | 483.01   | 84.00  | 110.74   | -            | 3,379.50    | 6,442.75          |

FONDO DE TIERRAS  
COORDINACIÓN DE RECURSOS HUMANOS  
NOMINA PERSONAL 022  
CORRESPONDIENTE AL MES DE MAYO 2020

FONDO DE TIERRAS  
VISADO

28 MAY 2020

CONTABILIDAD

| No.                                                         | ID   | Nombre_Empleado                      | Contrato | Puesto | Cargo                            | Sede          | Dias Lab. | Salario Base | Bono Prof. | Bono Gobierno | Salario Devengado | IGSS     | Fianza | ISR      | Desc. B.I. | Desc. Varios | Total Desc. | Liquidado a Recibir |
|-------------------------------------------------------------|------|--------------------------------------|----------|--------|----------------------------------|---------------|-----------|--------------|------------|---------------|-------------------|----------|--------|----------|------------|--------------|-------------|---------------------|
| 1601-0030 - SALAMA                                          |      |                                      |          |        |                                  |               |           |              |            |               |                   |          |        |          |            |              |             |                     |
| 118                                                         | 1894 | Wilson Eliseo, Morales Román         | 177      | 0001   | Encargado de Agencia             | Departamental | 31        | 6,250.00     | -          | 250.00        | 6,500.00          | 301.88   | 84.00  | 110.74   | -          | -            | 496.62      | 6,003.38            |
| 119                                                         | 1633 | HILDA CLEMENCIA, PADILLA BOLIVITO    | 178      | 0002   | Encargado de Atención al Público | Departamental | 31        | 3,750.00     | -          | 250.00        | 4,000.00          | 181.13   | -      | -        | -          | -            | 181.13      | 3,818.87            |
| Total                                                       |      |                                      |          |        |                                  |               | 31        | 10,000.00    | -          | 500.00        | 10,500.00         | 483.01   | 84.00  | 110.74   | -          | -            | 677.75      | 9,822.25            |
| 1601-0031 - USPANTANQUICHE                                  |      |                                      |          |        |                                  |               |           |              |            |               |                   |          |        |          |            |              |             |                     |
| 120                                                         | 815  | Santos Guadalupe, Alvarado Sarat     | 179      | 0001   | Encargado de Agencia             | Departamental | 31        | 6,250.00     | -          | 250.00        | 6,500.00          | 301.88   | 84.00  | 110.74   | -          | -            | 496.62      | 6,003.38            |
| 121                                                         | 1683 | MARTIN ANTONIO, PEREZ LOPEZ          | 180      | 0002   | Encargado de Atención al Público | Departamental | 31        | 3,750.00     | -          | 250.00        | 4,000.00          | 181.13   | -      | -        | -          | -            | 601.03      | 3,398.97            |
| Total                                                       |      |                                      |          |        |                                  |               | 31        | 10,000.00    | -          | 500.00        | 10,500.00         | 483.01   | 84.00  | 110.74   | -          | -            | 1,097.65    | 9,402.35            |
| 1601-0039 - ACCEÑO ALTA VERAPAZ / COBAN                     |      |                                      |          |        |                                  |               |           |              |            |               |                   |          |        |          |            |              |             |                     |
| 122                                                         | 1110 | Julio Antonio, Paléz Pinedo          | 216      | 0001   | Subcoordinador- Técnico          | Departamental | 31        | 13,375.00    | 375.00     | 250.00        | 14,000.00         | 664.13   | 184.80 | 467.63   | -          | -            | 1,316.56    | 12,683.44           |
| 123                                                         | 1812 | Dennisse María, Díaz García          | 217      | 0002   | Técnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -          | -            | 748.22      | 9,251.78            |
| 124                                                         | 1406 | Tanya Surama Mansol, García Sierra   | 337      | 0003   | Técnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -          | -            | 748.22      | 9,251.78            |
| 125                                                         | 253  | Eric Abel, Ortega Orellana           | 218      | 0004   | Técnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -          | -            | 748.22      | 9,251.78            |
| Total                                                       |      |                                      |          |        |                                  |               | 31        | 41,500.00    | 1,500.00   | 1,000.00      | 44,000.00         | 2,076.92 | 184.80 | 1,299.50 | -          | -            | 3,561.22    | 40,438.78           |
| 1601-0045 - ARRENDAMIENTO ALTA VERAPAZ / COBAN              |      |                                      |          |        |                                  |               |           |              |            |               |                   |          |        |          |            |              |             |                     |
| 126                                                         | 2063 | Basilio, Cal Pop                     | 236      | 0001   | Técnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -          | -            | 748.22      | 9,251.78            |
| 127                                                         | 1036 | Claudia Patricia, García Ogaites     | 237      | 0002   | Asistente Técnico I              | Departamental | 31        | 5,750.00     | -          | 250.00        | 6,000.00          | 748.66   | 77.28  | 86.95    | -          | -            | 441.96      | 5,558.04            |
| Total                                                       |      |                                      |          |        |                                  |               | 31        | 15,125.00    | 375.00     | 500.00        | 16,000.00         | 748.66   | 77.28  | 364.24   | -          | -            | 1,190.18    | 14,809.82           |
| 1601-0053 - REGULARIZACION ALTA VERAPAZ / COBAN             |      |                                      |          |        |                                  |               |           |              |            |               |                   |          |        |          |            |              |             |                     |
| 128                                                         | 1807 | Lidia Liseth, Flores Ramirez         | 281      | 0001   | Subcoordinador- Técnico          | Departamental | 7         | 3,020.16     | 84.68      | 56.45         | 3,161.29          | 149.96   | 41.73  | 467.63   | -          | -            | 659.32      | 2,501.97            |
| 129                                                         | 1946 | Jennifer Daniquei, Catalán Fernández | 282      | 0002   | Técnico Profesional              | Departamental | 31        | 7,750.00     | -          | 250.00        | 8,000.00          | 374.33   | -      | 182.12   | -          | -            | 556.45      | 7,443.55            |
| 130                                                         | 2228 | Lidia Elizabeth, Salazar Cifuentes   | 283      | 0003   | Técnico Profesional              | Departamental | 31        | 7,750.00     | -          | 250.00        | 8,000.00          | 374.33   | -      | 182.12   | -          | -            | 556.45      | 7,443.55            |
| 131                                                         | 1343 | JANA LUCIA, ALVAREZ GONZALEZ         | 284      | 0004   | Técnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -          | -            | 748.22      | 9,251.78            |
| 132                                                         | 2209 | Aura Carolina, Choc Xuc              | 346      | 0005   | Técnico Profesional              | Departamental | 31        | 7,750.00     | -          | 250.00        | 8,000.00          | 374.33   | -      | 182.12   | -          | -            | 556.45      | 7,443.55            |
| 133                                                         | 1654 | GABRIELA MARIA, LOPEZ ARGUETA        | 285      | 0006   | Encargado de Archivo             | Departamental | 31        | 5,750.00     | -          | 250.00        | 6,000.00          | 277.73   | 77.28  | 86.95    | -          | -            | 442.00      | 5,558.04            |
| 134                                                         | 1196 | AROLD OSLAS, CUC CAAL                | 286      | 0007   | Técnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -          | -            | 748.22      | 9,251.78            |
| 135                                                         | 2165 | Odulio Salumino, Cho Chen            | 347      | 0008   | Técnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -          | -            | 748.22      | 9,251.78            |
| Total                                                       |      |                                      |          |        |                                  |               | 31        | 60,145.16    | 1,209.68   | 1,806.45      | 63,161.29         | 2,963.47 | 119.01 | 1,932.81 | -          | -            | 6,457.29    | 56,704.00           |
| 1601-0056 - DCAS ALTA VERAPAZ / COBAN                       |      |                                      |          |        |                                  |               |           |              |            |               |                   |          |        |          |            |              |             |                     |
| 136                                                         | 1140 | Carlos Erick, Teni Pacay             | 318      | 0001   | Subcoordinador- Técnico          | Departamental | 31        | 13,375.00    | 375.00     | 250.00        | 14,000.00         | 664.13   | 184.80 | 467.63   | -          | -            | 1,316.56    | 12,683.44           |
| 137                                                         | 2135 | Franklin Eder Gushmar, Cúc Tzib      | 319      | 0002   | Técnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -          | -            | 748.22      | 9,251.78            |
| 138                                                         | 2038 | Ara Lucrecia, Paau unico apellido    | 320      | 0003   | Técnico Especialista             | Departamental | 11        | 3,326.61     | 133.06     | 88.71         | 3,548.38          | 167.10   | -      | 277.29   | -          | -            | 2,094.39    | 1,453.99            |
| 139                                                         | 2140 | Edgar Danilo, Juárez Quim            | 321      | 0004   | Técnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -          | -            | 748.22      | 9,251.78            |
| Total                                                       |      |                                      |          |        |                                  |               | 31        | 35,451.61    | 1,266.06   | 838.71        | 37,546.38         | 1,773.09 | 184.80 | 1,299.50 | -          | -            | 4,907.59    | 32,640.99           |
| 1703-0032 - DIRECCION Y COORDINACION OFICINA REGIONAL PETEN |      |                                      |          |        |                                  |               |           |              |            |               |                   |          |        |          |            |              |             |                     |
| 140                                                         | 362  | Arturo Ivan, Martinez Torres         | 181      | 0001   | Coordinador Regional             | Departamental | 31        | 14,375.00    | 375.00     | 250.00        | 15,000.00         | 712.43   | 198.24 | 515.21   | -          | -            | 1,425.88    | 13,574.12           |
| 141                                                         | 918  | Isauris Elissa, Revoloro Guate       | 182      | 0002   | Secretaria Ejecutiva III         | Departamental | 31        | 4,750.00     | -          | 250.00        | 5,000.00          | 229.43   | -      | 39.36    | -          | -            | 2,144.58    | 2,855.42            |
| 142                                                         | 1687 | LUIS ALFREDO, GONGORA LOPEZ          | 183      | 0004   | Asistente Técnico I              | Departamental | 31        | 5,750.00     | -          | 250.00        | 6,000.00          | 277.73   | -      | 86.95    | -          | -            | 2,362.68    | 3,637.32            |
| 143                                                         | 1964 | Felipe, Choc Acam                    | 184      | 0006   | Encargado de Atención al Público | Departamental | 31        | 3,750.00     | -          | 250.00        | 4,000.00          | 181.13   | -      | -        | -          | -            | 181.13      | 3,818.87            |
| 144                                                         | 645  | Jayro Rocael, Sacul Calderon         | 185      | 0007   | Asistente Administrativo II      | Departamental | 31        | 7,750.00     | -          | 250.00        | 8,000.00          | 374.33   | 104.16 | 182.12   | -          | -            | 660.61      | 7,339.39            |
| Total                                                       |      |                                      |          |        |                                  |               | 31        | 36,375.00    | 375.00     | 1,250.00      | 38,000.00         | 1,775.05 | 302.40 | 823.04   | -          | -            | 6,774.88    | 31,225.12           |
| 1703-0033 - POPTUN                                          |      |                                      |          |        |                                  |               |           |              |            |               |                   |          |        |          |            |              |             |                     |
| 145                                                         | 1549 | Lidia Erodita, Reyes Jordan          | 186      | 0001   | Encargado de Agencia             | Departamental | 31        | 6,250.00     | -          | 250.00        | 6,500.00          | 301.88   | 84.00  | 110.74   | -          | -            | 496.62      | 6,003.38            |
| 146                                                         | 2315 | Alfredo, Bulfin Xol                  | 187      | 0002   | Encargado de Atención al Público | Departamental | 31        | 3,750.00     | -          | 250.00        | 4,000.00          | 181.13   | -      | -        | -          | -            | 181.13      | 3,818.87            |
| Total                                                       |      |                                      |          |        |                                  |               | 31        | 10,000.00    | -          | 500.00        | 10,500.00         | 483.01   | 84.00  | 110.74   | -          | -            | 677.75      | 9,822.25            |
| 1703-0034 - LA LIBERTAD                                     |      |                                      |          |        |                                  |               |           |              |            |               |                   |          |        |          |            |              |             |                     |
| 147                                                         | 2088 | Josue David, Ramos Archila           | 188      | 0001   | Encargado de Agencia             | Departamental | 31        | 6,250.00     | -          | 250.00        | 6,500.00          | 301.88   | 84.00  | 110.74   | -          | -            | 496.62      | 6,003.38            |
| 148                                                         | 2300 | Elder Salvador, Morroy Reyes         | 189      | 0003   | Operativo I                      | Departamental | 31        | 2,950.00     | -          | 250.00        | 3,200.00          | 142.49   | -      | -        | -          | -            | 142.49      | 3,057.51            |
| Total                                                       |      |                                      |          |        |                                  |               | 31        | 9,200.00     | -          | 500.00        | 9,700.00          | 444.37   | 84.00  | 110.74   | -          | -            | 1,412.78    | 8,287.22            |
| 1703-0040 - ACCESO PETEN                                    |      |                                      |          |        |                                  |               |           |              |            |               |                   |          |        |          |            |              |             |                     |
| 149                                                         | 1186 | Mario Rafael, Vega Pérez             | 219      | 0001   | Subcoordinador- Técnico          | Departamental | 31        | 13,375.00    | 375.00     | 250.00        | 14,000.00         | 664.13   | 184.80 | 467.63   | -          | -            | 1,316.56    | 12,683.44           |
| 150                                                         | 1897 | Walter Enrique, Ponce Ruiz           | 220      | 0002   | Técnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -          | -            | 748.22      | 9,251.78            |
| 151                                                         | 600  | Meryn Ofelia, Obregon López          | 221      | 0003   | Técnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -          | -            | 748.22      | 9,251.78            |
| 152                                                         | 690  | Ana María, Chávez de León            | 222      | 0004   | Técnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -          | -            | 748.22      | 9,251.78            |
| 153                                                         | 2159 | Mario David, Sacul Tzib              | 223      | 0005   | Técnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -          | -            | 748.22      | 9,251.78            |
| Total                                                       |      |                                      |          |        |                                  |               | 31        | 50,875.00    | 1,875.00   | 1,250.00      | 54,000.00         | 2,547.86 | 184.80 | 1,576.79 | -          | -            | 6,477.44    | 44,912.88           |
| 1703-0046 - ARRENDAMIENTO PETEN                             |      |                                      |          |        |                                  |               |           |              |            |               |                   |          |        |          |            |              |             |                     |
| 154                                                         | 2101 | Maximiliano, López Torres            | 238      | 0001   | Técnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93   | -      | 277.29   | -          | -            | 748.22      | 9,251.78            |

28 MAY 2020

FONDO DE TIERRAS  
COORDINACION DE RECURSOS HUMANOS  
NOMINA PERSONAL 022  
CORRESPONDIENTE AL MES DE MAYO 2020

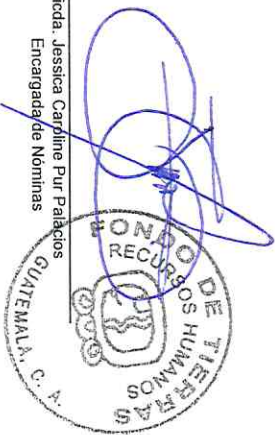
| No.                                                          | ID   | Nombre_Empleado                     | Contrato | Puesto | Cargo                            | Sede          | Dias Lab. | Salario Base | Bono Prof. | Bono Gobierno | Salario Devengado | IGSS      | Fianza   | ISR       | Desc. BI  | Desc. Varios | Total Desc. | Liquidado a Recibir |
|--------------------------------------------------------------|------|-------------------------------------|----------|--------|----------------------------------|---------------|-----------|--------------|------------|---------------|-------------------|-----------|----------|-----------|-----------|--------------|-------------|---------------------|
| 155                                                          | 590  | Mirna Patricia, Mairin Santisleben  | 239      | 0002   | Asistente Tecnico I              | Departamental | 31        | 5,750.00     | -          | 250.00        | 6,000.00          | 277.73    | -        | 86.95     | -         | -            | 364.68      | 5,635.32            |
| Total                                                        |      |                                     |          |        |                                  |               | 31        | 15,125.00    | 375.00     | 500.00        | 16,000.00         | 748.66    | -        | 364.24    | -         | 302.94       | 1,415.84    | 14,584.16           |
| 1703-0054 - REGULARIZACION PETEN                             |      |                                     |          |        |                                  |               |           |              |            |               |                   |           |          |           |           |              |             |                     |
| 1703-0054 - REGULARIZACION PETEN                             |      |                                     |          |        |                                  |               |           |              |            |               |                   |           |          |           |           |              |             |                     |
| 156                                                          | 1550 | JUAN JOSE, BERGES LIMA              | 287      | 0001   | Subcoordinador-Tecnico           | Departamental | 31        | 13,375.00    | 375.00     | 250.00        | 14,000.00         | 664.13    | 184.80   | 467.63    | -         | 2,979.00     | 4,295.56    | 9,704.44            |
| 157                                                          | 1570 | Jennifer Griselda, Giron Guzman     | 288      | 0002   | Tecnico Profesional              | Departamental | 31        | 7,750.00     | -          | 250.00        | 8,000.00          | 374.33    | -        | 182.12    | -         | -            | 556.45      | 7,443.55            |
| 158                                                          | 1169 | Hilda Maribel, Giron Quezada        | 289      | 0003   | Tecnico Profesional              | Departamental | 31        | 7,750.00     | -          | 250.00        | 8,000.00          | 374.33    | -        | 182.12    | -         | -            | 556.45      | 7,443.55            |
| 159                                                          | 2314 | Damaris, Zamora Cortes              | 290      | 0004   | Tecnico Profesional              | Departamental | 31        | 7,750.00     | -          | 250.00        | 8,000.00          | 374.33    | -        | 182.12    | -         | -            | 556.45      | 7,443.55            |
| 160                                                          | 812  | Seyla Alexi, Escobar Cordova        | 291      | 0005   | Tecnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93    | -        | 277.29    | -         | -            | 748.22      | 9,251.78            |
| 161                                                          | 2171 | Byron David, Coy Cac                | 292      | 0006   | Tecnico Profesional              | Departamental | 31        | 7,750.00     | -          | 250.00        | 8,000.00          | 374.33    | -        | 182.12    | -         | -            | 556.45      | 7,443.55            |
| 162                                                          | 607  | Claudia Margoth, Reynoso Cortez     | 293      | 0007   | Encargado de Archivo             | Departamental | 31        | 5,750.00     | -          | 250.00        | 6,000.00          | 277.73    | 77.28    | 86.95     | -         | -            | 441.96      | 5,558.04            |
| 163                                                          | 1688 | ORLANDO, CHUB COC                   | 294      | 0008   | Tecnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93    | -        | 277.29    | -         | -            | 748.22      | 9,251.78            |
| 164                                                          | 1962 | Emilia Guadalupe, Lopez Tesucun     | 295      | 0009   | Tecnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93    | -        | 277.29    | -         | -            | 748.22      | 9,251.78            |
| 165                                                          | 2119 | Melvin Geovanny, Hernandez Gonzalez | 348      | 0010   | Tecnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93    | -        | 277.29    | -         | -            | 748.22      | 9,251.78            |
| Total                                                        |      |                                     |          |        |                                  |               | 31        | 87,625.00    | 1,875.00   | 2,500.00      | 92,000.00         | 4,322.90  | 262.08   | 2,392.22  | -         | 2,979.00     | 9,956.20    | 82,043.80           |
| 1703-0060 - DCAS PETEN                                       |      |                                     |          |        |                                  |               |           |              |            |               |                   |           |          |           |           |              |             |                     |
| 166                                                          | 1097 | Nery Aroldo, Rivas Cuculista        | 322      | 0001   | Subcoordinador-Tecnico           | Departamental | 31        | 13,375.00    | 375.00     | 250.00        | 14,000.00         | 664.13    | 184.80   | 467.63    | -         | -            | 1,316.56    | 12,683.44           |
| 167                                                          | 2215 | Gustavo, Rodriguez Ortiz            | 323      | 0002   | Tecnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93    | -        | 277.29    | -         | -            | 748.22      | 9,251.78            |
| 168                                                          | 2352 | Walter Otoniel, Casal Tello         | 361      | 0003   | Tecnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93    | -        | 277.29    | -         | -            | 748.22      | 9,251.78            |
| 169                                                          | 1993 | Osmin, Hidalgo Cruz                 | 324      | 0004   | Tecnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93    | -        | 277.29    | -         | -            | 748.22      | 9,251.78            |
| Total                                                        |      |                                     |          |        |                                  |               | 31        | 41,500.00    | 1,500.00   | 1,000.00      | 44,000.00         | 2,076.92  | 184.80   | 1,259.55  | -         | -            | 3,521.27    | 40,478.73           |
| 1804-0035 - DIRECCION Y COORDINACION OFICINA REGIONAL IZABAL |      |                                     |          |        |                                  |               |           |              |            |               |                   |           |          |           |           |              |             |                     |
| 170                                                          | 2062 | Byron Estuardo, Turcios Martinez    | 190      | 0001   | Coordinador Regional             | Departamental | 31        | 14,375.00    | 375.00     | 250.00        | 15,000.00         | 712.43    | 198.24   | 515.21    | -         | -            | 1,425.88    | 13,574.12           |
| 171                                                          | 534  | Glendy Yadira, Leiva Rodriguez      | 191      | 0002   | Secretaria Ejecutiva III         | Departamental | 31        | 4,750.00     | -          | 250.00        | 5,000.00          | 229.49    | 63.84    | 39.36     | -         | -            | 332.63      | 4,667.37            |
| 172                                                          | 2293 | Ovidio, Sanic Laros                 | 192      | 0003   | Asistente Tecnico II             | Departamental | 31        | 6,250.00     | -          | 250.00        | 6,500.00          | 301.88    | -        | 110.74    | -         | -            | 412.62      | 6,087.38            |
| 173                                                          | 1797 | Viviana Lizbeth, Escobar Gomez      | 193      | 0004   | Encargado de Atencion al Publico | Departamental | 31        | 3,750.00     | -          | 250.00        | 4,000.00          | 181.13    | -        | -         | -         | -            | 181.13      | 3,818.87            |
| 174                                                          | 2091 | Jorge Ivan, Sandoval Ramirez        | 194      | 0005   | Asistente Administrativo II      | Departamental | 31        | 7,750.00     | -          | 250.00        | 8,000.00          | 374.33    | 104.16   | 182.12    | -         | -            | 660.61      | 7,339.39            |
| 175                                                          | 850  | Juan, Jo Tzalam                     | 195      | 0006   | Operativo II                     | Departamental | 31        | 3,750.00     | -          | 250.00        | 4,000.00          | 181.13    | -        | -         | -         | -            | 181.13      | 3,818.87            |
| 176                                                          | 137  | Sabino, Vasquez Lopez               | 196      | 0007   | Operativo II                     | Departamental | 31        | 3,750.00     | -          | 250.00        | 4,000.00          | 181.13    | -        | -         | -         | -            | 181.13      | 3,818.87            |
| 177                                                          | 2015 | Dora Elizabeth, Miranda Vasquez     | 197      | 0008   | Operativo I                      | Departamental | 31        | 2,950.00     | -          | 250.00        | 3,200.00          | 142.49    | -        | -         | -         | -            | 142.49      | 3,057.51            |
| Total                                                        |      |                                     |          |        |                                  |               | 31        | 47,325.00    | 375.00     | 2,000.00      | 49,700.00         | 2,303.95  | 366.24   | 847.43    | -         | -            | 3,517.62    | 46,182.38           |
| 1804-0041 - ACCESO IZABAL                                    |      |                                     |          |        |                                  |               |           |              |            |               |                   |           |          |           |           |              |             |                     |
| 178                                                          | 2037 | Elder Osvaldo, Valdes Hernandez     | 224      | 0001   | Subcoordinador-Tecnico           | Departamental | 31        | 13,375.00    | 375.00     | 250.00        | 14,000.00         | 664.13    | 184.80   | 467.63    | -         | -            | 1,316.56    | 12,683.44           |
| Total                                                        |      |                                     |          |        |                                  |               | 31        | 13,375.00    | 375.00     | 250.00        | 14,000.00         | 664.13    | 184.80   | 467.63    | -         | -            | 1,316.56    | 12,683.44           |
| 1804-0055 - REGULARIZACION IZABAL                            |      |                                     |          |        |                                  |               |           |              |            |               |                   |           |          |           |           |              |             |                     |
| 179                                                          | 2118 | LUIS ALFREDO, ALEGRIA GOMEZ         | 296      | 0001   | Subcoordinador-Tecnico           | Departamental | 31        | 13,375.00    | 375.00     | 250.00        | 14,000.00         | 664.13    | 184.80   | 467.63    | -         | -            | 1,316.56    | 12,683.44           |
| 180                                                          | 2287 | Maria Elena, Oliva Barrios          | 297      | 0002   | Tecnico Profesional              | Departamental | 31        | 7,750.00     | -          | 250.00        | 8,000.00          | 374.33    | -        | 182.12    | -         | -            | 556.45      | 7,443.55            |
| 181                                                          | 1900 | Erick Giovanni, De Leon Chamele     | 298      | 0003   | Tecnico Profesional              | Departamental | 31        | 7,750.00     | -          | 250.00        | 8,000.00          | 374.33    | -        | 182.12    | -         | -            | 556.45      | 7,443.55            |
| 182                                                          | 1899 | Yuliana Vanessa, Reyes Castro       | 299      | 0004   | Tecnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93    | -        | 277.29    | -         | -            | 748.22      | 9,251.78            |
| 183                                                          | 2269 | Diana Raquel, Aguilar Morales       | 357      | 0005   | Tecnico Profesional              | Departamental | 31        | 7,750.00     | -          | 250.00        | 8,000.00          | 374.33    | -        | 182.12    | -         | -            | 556.45      | 7,443.55            |
| 184                                                          | 609  | Norman Anibal, Valledares Asencio   | 300      | 0006   | Tecnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93    | -        | 277.29    | -         | -            | 748.22      | 9,251.78            |
| 185                                                          | 2233 | Dany Radu Alexander, Arbizu Iacone  | 301      | 0007   | Tecnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93    | -        | 277.29    | -         | -            | 748.22      | 9,251.78            |
| 186                                                          | 1999 | José Amilcar, Castillo Ramirez      | 354      | 0008   | Tecnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93    | -        | 277.29    | -         | -            | 748.22      | 9,251.78            |
| 187                                                          | 135  | Victor Hugo, Benitez Diaz           | 358      | 0009   | Tecnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93    | -        | 277.29    | -         | -            | 748.22      | 9,251.78            |
| 188                                                          | 1951 | Malin Carolina, Laros Ortiz         | 302      | 0010   | Encargado de Archivo             | Departamental | 31        | 5,750.00     | -          | 250.00        | 6,000.00          | 277.73    | 77.28    | 86.95     | -         | -            | 441.96      | 5,558.04            |
| Total                                                        |      |                                     |          |        |                                  |               | 31        | 89,250.00    | 2,250.00   | 2,500.00      | 94,000.00         | 4,419.50  | 262.08   | 2,450.80  | -         | -            | 8,697.86    | 85,302.14           |
| 1804-0061 - DCAS IZABAL                                      |      |                                     |          |        |                                  |               |           |              |            |               |                   |           |          |           |           |              |             |                     |
| 189                                                          | 2232 | Jesús Antonio, Camposco Lopez       | 325      | 0001   | Subcoordinador-Tecnico           | Departamental | 31        | 13,375.00    | 375.00     | 250.00        | 14,000.00         | 664.13    | 184.80   | 467.63    | -         | -            | 1,316.56    | 12,683.44           |
| 190                                                          | 2040 | Johana Elizabeth, Cab Chiccoj       | 326      | 0002   | Tecnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93    | -        | 277.29    | -         | -            | 748.22      | 9,251.78            |
| 191                                                          | 2155 | Pedro Abimeal, Perez Catu           | 327      | 0003   | Tecnico Especialista             | Departamental | 31        | 9,375.00     | 375.00     | 250.00        | 10,000.00         | 470.93    | -        | 277.29    | -         | -            | 748.22      | 9,251.78            |
| Total                                                        |      |                                     |          |        |                                  |               | 31        | 32,125.00    | 1,125.00   | 750.00        | 34,000.00         | 1,605.99  | 184.80   | 1,022.21  | -         | -            | 2,813.00    | 31,187.00           |
| Total General                                                |      |                                     |          |        |                                  |               |           | 1,538,045.96 | 33,919.35  | 47,266.13     | 1,619,231.44      | 75,675.22 | 8,169.24 | 40,486.91 | 23,632.87 | 45,192.52    | 193,156.76  | 1,426,074.68        |

Cantidad en letras: UN MILLON SEISCIENTOS DIECINUEVE MIL DOSCIENTOS TREINTA Y UN QUETZALES CON 44/100

FONDO DE TIERRAS  
COORDINACIÓN DE RECURSOS HUMANOS  
NÓMINA PERSONAL 022  
CORRESPONDIENTE AL MES DE MAYO 2020

| No. | ID | Nombre Empleado | Contrato | Puesto | Cargo | Sede | Días Lab. | Salario Base | Bono Prof. | Bono Gobierno | Salario Devengado | IGSS | Fianza | ISR | Desc. BI | Desc. Varios | Total Desc. | Liquidado a Recibir |
|-----|----|-----------------|----------|--------|-------|------|-----------|--------------|------------|---------------|-------------------|------|--------|-----|----------|--------------|-------------|---------------------|
|-----|----|-----------------|----------|--------|-------|------|-----------|--------------|------------|---------------|-------------------|------|--------|-----|----------|--------------|-------------|---------------------|

Elaborado por: \_\_\_\_\_  
Licda. Jessica Carpline Pur Palacios  
Encargada de Nóminas



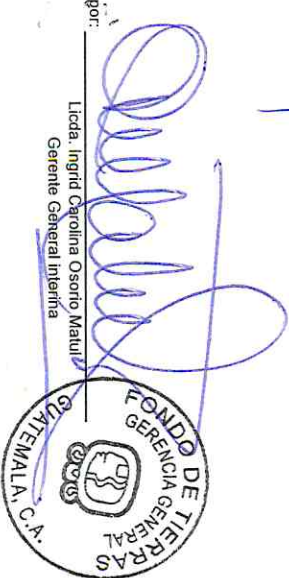
Aprobado por: \_\_\_\_\_  
Lic. Otto René Hernández Castro  
Director Administrativo Financiero interno



Revisado por: \_\_\_\_\_  
Ing. Karín Francisca Gutiérrez Castiño  
Coordinadora de Recursos Humanos



Autorizado por: \_\_\_\_\_  
Licda. Ingrid Carolina Osorio Matute  
Gerente General interna



FONDO DE TIERRAS  
VISADO  
28 MAY 2020  
CONTABILIDAD