



## CORRESPONDIENTE AL MES DE JUNIO DE 2020

# *Escuela Nacional Central de Agricultura*

## **ENCA**

Finca Barcena, Villa Nueva. Guatemala C.A

Numeral 4 Numero y nombre de funcionarios, servidores publicos, empleados, jornales, retribucion a destajo. fecha de actualizacion 03/07/2020

PBX (502) 6665-1345

| <b>Puesto Funcional</b>                        | <b>Puesto Nominal</b> | <b>Sueldo</b> | <b>Honorarios</b> | <b>Jornal diario</b> | <b>A destajo por tarea</b> | <b>Bonif. Incentivo</b> | <b>Bonif. Profesional</b> | <b>Bono 14</b> | <b>Bono Vacacional</b> | <b>Aguinaldo</b> |
|--|-----------------------|---------------|-------------------|----------------------|----------------------------|-------------------------|---------------------------|----------------|------------------------|------------------|
| Director                                       | Profesional VI        | Q30,750.00    | Q0.00             | Q0.00                | Q0.00                      | Q250.00                 | Q375.00                   | Q30,750.00     | Q2,500.00              | Q30,750.00       |
| Sub-Director                                   | Profesional V         | Q20,750.00    | Q0.00             | Q0.00                | Q0.00                      | Q250.00                 | Q375.00                   | Q20,750.00     | Q2,500.00              | Q20,750.00       |
| Asesor Juridico                                | Profesional IV        | Q15,800.00    | Q0.00             | Q0.00                | Q0.00                      | Q250.00                 | Q375.00                   | Q15,800.00     | Q2,500.00              | Q15,800.00       |
| Auditor Interno                                | Profesional IV        | Q15,800.00    | Q0.00             | Q0.00                | Q0.00                      | Q250.00                 | Q375.00                   | Q15,800.00     | Q2,500.00              | Q15,800.00       |
| Coordinador Academico                          | Profesional IV        | Q15,800.00    | Q0.00             | Q0.00                | Q0.00                      | Q250.00                 | Q375.00                   | Q15,800.00     | Q2,500.00              | Q15,800.00       |
| Coordinador de CENAF                           | Profesional IV        | Q15,800.00    | Q0.00             | Q0.00                | Q0.00                      | Q250.00                 | Q375.00                   | Q15,800.00     | Q2,500.00              | Q15,800.00       |
| Coordinador de Produccion                      | Profesional IV        | Q15,800.00    | Q0.00             | Q0.00                | Q0.00                      | Q250.00                 | Q375.00                   | Q15,800.00     | Q2,500.00              | Q15,800.00       |
| Coordinador de Vida Estudiantil                | Profesional IV        | Q15,800.00    | Q0.00             | Q0.00                | Q0.00                      | Q250.00                 | Q375.00                   | Q15,800.00     | Q2,500.00              | Q15,800.00       |
| Coordinador Administrativo Financiero          | Profesional IV        | Q15,800.00    | Q0.00             | Q0.00                | Q0.00                      | Q250.00                 | Q375.00                   | Q15,800.00     | Q2,500.00              | Q15,800.00       |
| Jefe de Seccion de Investigacion               | Profesional III       | Q12,950.00    | Q0.00             | Q0.00                | Q0.00                      | Q250.00                 | Q375.00                   | Q12,950.00     | Q2,500.00              | Q12,950.00       |
| Jefe de Sección de Planificacion Institucional | Profesional III       | Q12,950.00    | Q0.00             | Q0.00                | Q0.00                      | Q250.00                 | Q375.00                   | Q12,950.00     | Q2,500.00              | Q12,950.00       |
| Jefe de Sección Administrativa                 | Profesional III       | Q12,950.00    | Q0.00             | Q0.00                | Q0.00                      | Q250.00                 | Q375.00                   | Q12,950.00     | Q2,500.00              | Q12,950.00       |
| Encargado de Servicios de Salud                | Profesional II        | Q10,200.00    | Q0.00             | Q0.00                | Q0.00                      | Q250.00                 | Q375.00                   | Q10,200.00     | Q2,500.00              | Q10,200.00       |
| Encargado de Unidad de Proyectos               | Profesional II        | Q10,200.00    | Q0.00             | Q0.00                | Q0.00                      | Q250.00                 | Q375.00                   | Q10,200.00     | Q2,500.00              | Q10,200.00       |
| Encargado de Supervision Estudiantil           | Profesional I         | Q9,000.00     | Q0.00             | Q0.00                | Q0.00                      | Q250.00                 | Q375.00                   | Q9,000.00      | Q2,500.00              | Q9,000.00        |



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| Puesto Funcional  | Puesto Nominal | Sueldo     | Honorarios | Jornal diario | A destajo por tarea | Bonif. Incentivo | Bonif. Profesional | Bono 14    | Bono Vacacional | Aguinaldo  |
|---|----------------|------------|------------|---------------|---------------------|------------------|--------------------|------------|-----------------|------------|
| Encargado de la Unidad de Practicas Agricolas y Forestales supervisadas | Profesional I  | Q9,000.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q375.00            | Q9,000.00  | Q2,500.00       | Q9,000.00  |
| Encargado de Higiene y Seguridad Ocupacional                            | Profesional I  | Q13,488.88 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q375.00            | Q13,488.88 | Q2,500.00       | Q13,488.88 |
| Encargado de Unidad de Informatica                                      | Profesional I  | Q9,000.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q375.00            | Q9,000.00  | Q2,500.00       | Q9,000.00  |
| Encargado de Admision de Personal                                       | Profesional I  | Q9,000.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q375.00            | Q9,000.00  | Q2,500.00       | Q9,000.00  |
| Encargado de Unidad de Admisión   | Profesional I  | Q9,000.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q375.00            | Q9,000.00  | Q2,500.00       | Q9,000.00  |
| Encargado de Compras  | Técnico V      | Q8,000.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q8,000.00  | Q2,500.00       | Q8,000.00  |
| Encargado de Unidad de Control Academico                                | Tecnico V      | Q8,000.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q8,000.00  | Q2,500.00       | Q8,000.00  |
| Encargado de Mercadeo, Comercializacion e Industrialización             | Tecnico V      | Q8,000.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q8,000.00  | Q2,500.00       | Q8,000.00  |
| Encargado Finca   | Tecnico V      | Q8,000.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q8,000.00  | Q2,500.00       | Q8,000.00  |
| Encargado de Servicios Generales  | Tecnico V      | Q8,000.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q8,000.00  | Q2,500.00       | Q8,000.00  |
| Encargado de Inventarios  | Técnico IV     | Q6,000.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q6,000.00  | Q2,500.00       | Q6,000.00  |
| Encargado de Beneficios y Compensaciones                                | Técnico IV     | Q6,000.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q6,000.00  | Q2,500.00       | Q6,000.00  |
| Encargado de Presupuesto  | Técnco IV      | Q8,330.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q8,330.00  | Q2,500.00       | Q8,330.00  |
| Encargado de Cocina   | Técnico III    | Q5,500.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q5,500.00  | Q2,500.00       | Q5,500.00  |
| Encargado de Bodega de Herramientas                                     | Técnico I      | Q4,192.70  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q4,192.70  | Q2,500.00       | Q4,192.70  |



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| Puesto Funcional                                 | Puesto Nominal | Sueldo     | Honorarios | Jornal diario | A destajo por tarea | Bonif. Incentivo | Bonif. Profesional | Bono 14    | Bono Vacacional | Aguinaldo  |
|--|----------------|------------|------------|---------------|---------------------|------------------|--------------------|------------|-----------------|------------|
| Asistente de asesoria Juridica                   | Profesional II | Q10,200.00 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q375.00            | Q10,200.00 | Q2,500.00       | Q10,200.00 |
| Asistente de Auditoria Interna                   | Profesional I  | Q9,000.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q375.00            | Q9,000.00  | Q2,500.00       | Q9,000.00  |
| Asistente de la Unidad de Proyectos de Inversión | Profesional I  | Q9,000.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q375.00            | Q9,000.00  | Q2,500.00       | Q9,000.00  |
| Asistente de Consejo Directivo                   | Asistente III  | Q5,750.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q5,750.00  | Q2,500.00       | Q5,750.00  |
| Asistente de Auditoria Interna                   | Tecnico III    | Q6,250.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q6,250.00  | Q2,500.00       | Q6,250.00  |
| Asistente de Auditoria Interna                   | Tecnico III    | Q5,500.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q5,500.00  | Q2,500.00       | Q5,500.00  |
| Analista de Compras                              | Técnico III    | Q5,500.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q5,500.00  | Q2,500.00       | Q5,500.00  |
| Secretaria de Direccion                          | Asistente III  | Q5,500.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q5,500.00  | Q2,500.00       | Q5,500.00  |
| Secretaria                                       | Asistente II   | Q4,500.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q4,500.00  | Q2,500.00       | Q4,500.00  |
| Secretaria                                       | Asistente II   | Q5,750.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q5,750.00  | Q2,500.00       | Q5,750.00  |
| Secretaria                                       | Asistente II   | Q4,750.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q4,750.00  | Q2,500.00       | Q4,750.00  |
| Secretaria de Sub-Dirección                      | Asistente II   | Q4,500.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q4,500.00  | Q2,500.00       | Q4,500.00  |
| Asistente de Beneficios y Compensaciones         | Asistente II   | Q4,500.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q4,500.00  | Q2,500.00       | Q4,500.00  |
| Asistente de Desarrollo de Personal              | Asistente II   | Q4,500.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q4,500.00  | Q2,500.00       | Q4,500.00  |
| Asistente de Logística                           | Tecnico II     | Q4,500.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q4,500.00  | Q2,500.00       | Q4,500.00  |
| Asistente de Control Interno                     | Operativo II   | Q4,000.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q4,000.00  | Q2,500.00       | Q4,000.00  |
| Asistente de Control Interno                     | Operativo II   | Q3,900.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q3,900.00  | Q2,500.00       | Q3,900.00  |
| Asistente de Reproducciones                      | Asistente I    | Q4,000.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q4,000.00  | Q2,500.00       | Q4,000.00  |
| Asistente Contable                               | Asistente I    | Q4,250.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q4,250.00  | Q2,500.00       | Q4,000.00  |
| Asistente Contable                               | Asistente I    | Q4,000.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q4,000.00  | Q2,500.00       | Q4,000.00  |



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| Puesto Funcional                            | Puesto Nominal  | Sueldo     | Honorarios | Jornal diario | A destajo por tarea | Bonif. Incentivo | Bonif. Profesional | Bono 14    | Bono Vacacional | Aguinaldo  |
|---|-----------------|------------|------------|---------------|---------------------|------------------|--------------------|------------|-----------------|------------|
| Asistente de Almacen                        | Asistente I     | Q4,000.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q4,000.00  | Q2,500.00       | Q4,000.00  |
| Asistente de Inventarios                    | Asistente I     | Q4,000.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q4,000.00  | Q2,500.00       | Q4,000.00  |
| Asistente de Presupuesto                    | Asistente I     | Q4,000.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q4,000.00  | Q2,500.00       | Q4,000.00  |
| Asistente de Tesoreria                      | Asistente I     | Q4,000.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q4,000.00  | Q2,500.00       | Q4,000.00  |
| Recepcionista                               | Asistente I     | Q4,000.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q4,000.00  | Q2,500.00       | Q4,000.00  |
| Asistente de Unidad de Control Academico    | Asistente I     | Q4,000.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q4,000.00  | Q2,500.00       | Q4,000.00  |
| Catedratico con Maestria                    | Profesional III | Q12,950.00 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q375.00            | Q12,950.00 | Q2,500.00       | Q12,950.00 |
| Catedratico con Maestria                    | Profesional III | Q14,630.25 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q375.00            | Q14,630.25 | Q2,500.00       | Q14,630.25 |
| Catedratico Profesional                     | Profesional II  | Q13,640.72 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q375.00            | Q13,640.72 | Q2,500.00       | Q13,640.72 |
| Catedratico Profesional                     | Profesional II  | Q10,918.60 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q375.00            | Q10,918.60 | Q2,500.00       | Q10,918.60 |
| Catedratico Profesional                     | Profesional II  | Q10,976.49 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q375.00            | Q10,976.49 | Q2,500.00       | Q10,976.49 |
| Catedratico Profesional                     | Profesional II  | Q10,825.90 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q375.00            | Q10,825.90 | Q2,500.00       | Q10,825.90 |
| Catedratico Profesional                     | Profesional II  | Q10,615.82 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q375.00            | Q10,615.82 | Q2,500.00       | Q10,615.82 |
| Catedratico Profesional                     | Profesional II  | Q10,200.00 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q375.00            | Q10,200.00 | Q2,500.00       | Q10,200.00 |
| Analista de Estudios y Desarrollo Academico | Profesional I   | Q9,000.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q375.00            | Q9,000.00  | Q2,500.00       | Q9,000.00  |
| Administrador Educativo                     | Profesional I   | Q9,000.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q375.00            | Q9,000.00  | Q2,500.00       | Q9,000.00  |
| Supervisor de Operación y Gestion           | Profesional I   | Q9,000.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q375.00            | Q9,000.00  | Q2,500.00       | Q9,000.00  |
| Odontóloga                                  | Profesional I   | Q5,450.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q375.00            | Q5,450.00  | Q2,500.00       | Q5,450.00  |
| Pedagogo                                    | Profesional I   | Q9,000.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q375.00            | Q9,000.00  | Q2,500.00       | Q9,000.00  |
| Psicologo                                   | Profesional I   | Q9,000.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q375.00            | Q9,000.00  | Q2,500.00       | Q9,000.00  |
| Tecnico de Agroindustria                    | Tecnico V       | Q8,000.00  | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q8,000.00  | Q2,500.00       | Q8,000.00  |



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| Puesto Funcional   | Puesto Nominal | Sueldo    | Honorarios | Jornal diario | A destajo por tarea | Bonif. Incentivo | Bonif. Profesional | Bono 14   | Bono Vacacional | Aguinaldo |
|--|----------------|-----------|------------|---------------|---------------------|------------------|--------------------|-----------|-----------------|-----------|
| Tecnico de Producción  | Tecnico V      | Q8,561.00 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q8,561.00 | Q2,500.00       | Q8,561.00 |
| Tecnico de Producción  | Tecnico V      | Q8,000.00 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q8,000.00 | Q2,500.00       | Q8,000.00 |
| Tecnico de Producción  | Tecnico V      | Q8,000.00 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q375.00            | Q8,000.00 | Q2,500.00       | Q8,000.00 |
| Contador   | Técnico IV     | Q6,000.00 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q6,000.00 | Q2,500.00       | Q6,000.00 |
| Tesorero   | Técnico IV     | Q6,000.00 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q6,000.00 | Q2,500.00       | Q6,000.00 |
| Bibliotecario  | Tecnico IV     | Q6,000.00 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q6,000.00 | Q2,500.00       | Q6,000.00 |
| Técnico de Almacén   | Técnico IV     | Q6,000.00 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q6,000.00 | Q2,500.00       | Q6,000.00 |
| Técnico de Apoyo Pedagógico                                  | Tecnico III    | Q5,500.00 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q5,500.00 | Q2,500.00       | Q5,500.00 |
| Tecnico de Cultura y Deporte                                 | Tecnico III    | Q5,550.00 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q5,550.00 | Q2,500.00       | Q5,550.00 |
| Tecnico de Informatica                                       | Tecnico III    | Q5,500.00 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q5,500.00 | Q2,500.00       | Q5,500.00 |
| Técnico de Laboratorio                                       | Técnico III    | Q5,500.00 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q5,500.00 | Q2,500.00       | Q5,500.00 |
| Carpintero   | Técnico III    | Q5,500.00 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q5,500.00 | Q2,500.00       | Q5,500.00 |
| Electricista   | Técnico III    | Q5,500.00 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q5,500.00 | Q2,500.00       | Q5,500.00 |
| Mecanico   | Tecnico III    | Q5,500.00 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q5,500.00 | Q2,500.00       | Q5,500.00 |
| Supervisor Estudiantil                                       | Tecnico II     | Q4,500.00 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q4,500.00 | Q2,500.00       | Q4,500.00 |
| Supervisor Estudiantil                                       | Tecnico II     | Q4,564.50 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q4,564.50 | Q2,500.00       | Q4,564.50 |
| Supervisor Estudiantil                                       | Tecnico II     | Q5,350.00 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q5,350.00 | Q2,500.00       | Q5,350.00 |
| Supervisor Estudiantil                                       | Tecnico II     | Q4,500.00 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q4,500.00 | Q2,500.00       | Q4,500.00 |
| Supervisor Estudiantil                                       | Tecnico II     | Q4,832.35 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q4,832.35 | Q2,500.00       | Q4,832.35 |
| Técnico de Apicultura y Cunicultura                          | Técnico II     | Q4,500.00 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q4,500.00 | Q2,500.00       | Q4,500.00 |
| Enfermera  | Tecnico I      | Q4,000.00 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q4,000.00 | Q2,500.00       | Q4,000.00 |
| Piloto Mensajero   | Técnico I      | Q4,000.00 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q4,000.00 | Q2,500.00       | Q4,000.00 |
| Operativo de Mercadeo y Comercialización e Industrialización | Operativo II   | Q3,900.00 | Q0.00      | Q0.00         | Q0.00               | Q250.00          | Q0.00              | Q3,900.00 | Q2,500.00       | Q3,900.00 |



## CORRESPONDIENTE AL MES DE JUNIO DE 2020

# *Escuela Nacional Central de Agricultura*

## ENCA

Finca Barcena, Villa Nueva. Guatemala C.A

Numeral 4 Numero y nombre de funcionarios, servidores publicos, empleados, jornales, retribucion a destajo. fecha de actualizacion 03/07/2020

PBX (502) 6665-1345

| <b>Puesto Funcional</b>    | <b>Puesto Nominal</b> | <b>Sueldo</b> | <b>Honorarios</b> | <b>Jornal diario</b> | <b>A destajo por tarea</b> | <b>Bonif. Incentivo</b> | <b>Bonif. Profesional</b> | <b>Bono 14</b> | <b>Bono Vacacional</b> | <b>Aguinaldo</b> |
|----------------------------|-----------------------|---------------|-------------------|----------------------|----------------------------|-------------------------|---------------------------|----------------|------------------------|------------------|
| Operativo de Agroindustria | Operativo II          | Q3,900.00     | Q0.00             | Q0.00                | Q0.00                      | Q250.00                 | Q0.00                     | Q3,900.00      | Q2,500.00              | Q3,900.00        |
| peon                       | Operativo II          | Q3,900.00     | Q0.00             | Q0.00                | Q0.00                      | Q250.00                 | Q0.00                     | Q3,900.00      | Q2,500.00              | Q3,900.00        |
| peon                       | Operativo II          | Q3,954.00     | Q0.00             | Q0.00                | Q0.00                      | Q250.00                 | Q0.00                     | Q3,954.00      | Q2,500.00              | Q3,954.00        |
| Panadero                   | Operativo II          | Q3,900.00     | Q0.00             | Q0.00                | Q0.00                      | Q250.00                 | Q0.00                     | Q3,900.00      | Q2,500.00              | Q3,900.00        |
| Fontanero                  | Operativo II          | Q3,900.00     | Q0.00             | Q0.00                | Q0.00                      | Q250.00                 | Q0.00                     | Q3,900.00      | Q2,500.00              | Q3,900.00        |
| Herrero                    | Operativo II          | Q3,900.00     | Q0.00             | Q0.00                | Q0.00                      | Q250.00                 | Q0.00                     | Q3,900.00      | Q2,500.00              | Q3,900.00        |
| Mensajero                  | Operativo II          | Q3,900.00     | Q0.00             | Q0.00                | Q0.00                      | Q250.00                 | Q0.00                     | Q3,900.00      | Q2,500.00              | Q3,900.00        |
| peon                       | Operativo I           | Q3,850.00     | Q0.00             | Q0.00                | Q0.00                      | Q250.00                 | Q0.00                     | Q3,850.00      | Q2,500.00              | Q3,850.00        |
| Auxiliar de Cocina         | Operativo I           | Q3,850.00     | Q0.00             | Q0.00                | Q0.00                      | Q250.00                 | Q0.00                     | Q3,850.00      | Q2,500.00              | Q3,850.00        |
| Auxiliar de Lavanderia     | Operativo I           | Q3,850.00     | Q0.00             | Q0.00                | Q0.00                      | Q250.00                 | Q0.00                     | Q3,850.00      | Q2,500.00              | Q3,850.00        |
| Tortillero                 | Operativo I           | Q3,850.00     | Q0.00             | Q0.00                | Q0.00                      | Q250.00                 | Q0.00                     | Q3,850.00      | Q2,500.00              | Q3,850.00        |
| Servicios Profesionales    |                       | Q0.00         | Q12,240.00        | Q0.00                | Q0.00                      | Q0.00                   | Q0.00                     | Q0.00          | Q0.00                  | Q0.00            |
| Servicios Profesionales    |                       | Q0.00         | Q12,000.00        | Q0.00                | Q0.00                      | Q0.00                   | Q0.00                     | Q0.00          | Q0.00                  | Q0.00            |
| Servicios Profesionales    |                       | Q0.00         | Q10,200.00        | Q0.00                | Q0.00                      | Q0.00                   | Q0.00                     | Q0.00          | Q0.00                  | Q0.00            |
| Servicios Profesionales    |                       | Q0.00         | Q7,500.00         | Q0.00                | Q0.00                      | Q0.00                   | Q0.00                     | Q0.00          | Q0.00                  | Q0.00            |
| Servicios Profesionales    |                       | Q0.00         | Q6,100.00         | Q0.00                | Q0.00                      | Q0.00                   | Q0.00                     | Q0.00          | Q0.00                  | Q0.00            |
| Servicios Tecnicos         |                       | Q0.00         | Q9,600.00         | Q0.00                | Q0.00                      | Q0.00                   | Q0.00                     | Q0.00          | Q0.00                  | Q0.00            |
| Servicios Tecnicos         |                       | Q0.00         | Q6,000.00         | Q0.00                | Q0.00                      | Q0.00                   | Q0.00                     | Q0.00          | Q0.00                  | Q0.00            |
| Servicios Tecnicos         |                       | Q0.00         | Q4,500.00         | Q0.00                | Q0.00                      | Q0.00                   | Q0.00                     | Q0.00          | Q0.00                  | Q0.00            |
| Servicios Tecnicos         |                       | Q0.00         | Q4,000.00         | Q0.00                | Q0.00                      | Q0.00                   | Q0.00                     | Q0.00          | Q0.00                  | Q0.00            |
| Servicios Tecnicos         |                       | Q0.00         | Q3,000.00         | Q0.00                | Q0.00                      | Q0.00                   | Q0.00                     | Q0.00          | Q0.00                  | Q0.00            |
| Jornal                     | Jornal                | Q0.00         | Q0.00             | Q92.88               | Q0.00                      | Q250.00                 | Q0.00                     | Q92.88         | Q2,500.00              | Q92.88           |