

Mes de Diciembre 2023 Institucion 028

N°	Nombre del Cargo	Sueldo Bruto Noviembre	Total Sueldo Neto	Dietas	Gastos de Representacion	Bonificacion	Decimocuartomes	Decimotercer mes	Vacaciones	Horas Extras	Total Mensual
1	Director Ejecutivo	L 94,300.00	L 82,035.27			L -	L 94,300.00				L 176,335.27
2	Asistente Técnico De Direccion Ejecutiva	L 41,200.00	L 31,671.84			L -	L 41,200.00				L 72,871.84
3	Secretaria De Direccion Ejecutiva	L 22,352.26	L 13,553.50			L -	L 19,614.13				L 33,167.63
4	Secretaria	L 15,200.00	L 7,267.27			L -	L 15,200.00				L 22,467.27
5	Asesor Tecnico De La Direccion Ejecutiva	L 41,200.00	L 35,496.27			L -	L 41,200.00				L 76,696.27
6	Asistente Administrativo	L 14,700.00	L 14,128.27			L -	L 4,201.75				L 18,330.02
7	Conserje Aseadora	L 10,000.00	L 8,472.27			L -	L 4,941.65				L 13,413.92
8	Conductor De Vehiculos	L 16,532.00	L 14,105.11			L -	L 16,532.00				L 30,637.11
9	Conserje	L 14,589.28	L 5,947.85			L -	L 14,589.28				L 20,537.13
10	Asistente Direccion Ejecutiva	L 31,200.00	L 26,646.27			L -	L 31,200.00				L 57,846.27
11	Tecnico Planificador	L 31,253.16	L 26,793.85			L -	L 31,253.16				L 58,047.01
12	Asistente Upeg	L 29,200.00	L 18,323.95			L -	L 29,200.00				L 47,523.95
13	Jefe Planeamiento Y Gestion De La Evaluacion Upeg	L 36,489.92	L 20,346.43			L -	L 36,489.92				L 56,836.35
14	Tecnico Planificador	L 27,100.00	L 8,847.88			L -	L 27,100.00				L 35,947.88
15	Auditor	L 16,200.00	L 15,517.27			L -	L 3,685.50				L 19,202.77
16	Tecnico Planificador	L 22,868.78	L 16,277.83			L -	L 22,621.02				L 38,898.85
17	Secretaria	L 14,589.28	L 10,331.57			L -	L 14,589.28				L 24,920.85
18	Jefe De Comunicaciones De Icf	L 33,200.00	L 28,836.27			L 13,407.66	L 33,200.00				L 75,443.93
19	Gerente Administrativo	L 51,200.00	L 43,921.27			L -	L 51,200.00				L 95,121.27
20	Sub-Gerente Administrativo Y Financiero	L 48,200.00	L 36,042.80			L -	L 48,200.00				L 84,242.80
21	Secretaria Gerencia Administrativa	L 21,200.00	L 8,284.54			L -	L 21,200.00				L 29,484.54
22	Secretaria	L 12,000.00	L 10,222.27			L -	L 11,700.00				L 21,922.27
23	Asistente Gerencia Administrativa	L 27,200.00	L 23,766.27			L -	L 20,400.03				L 44,166.30
24	Cajero	L 19,200.00	L 16,306.27			L -	L 27,200.00				L 43,506.27
25	Contador General Del Icf	L 30,000.00	L 25,822.27			L -	L 19,200.00				L 45,022.27
26	Conciliador De Cuentas	L 16,200.00	L 15,517.27			L -	L 17,500.00				L 33,017.27
27	Auxiliar Contable	L 16,200.00	L 9,270.33			L -	L 1,500.00				L 10,770.33
28	Contador Ii	L 21,200.00	L 11,157.66			L -	L 1,500.00				L 12,657.66
29	Sub Gerente De Presupuesto	L 36,200.00	L 27,447.18			L -	L 36,200.00				#¡REF!
30	Asistente Administrativo	L 13,200.00	L 11,296.27			L -	L 13,200.00				#¡REF!
31	Planificador Presupuestario	L 16,742.17	L 12,229.96			L -	L 16,323.61				#¡REF!
32	Preinterventor	L 15,000.00	L 12,847.27			L -	L 14,837.50				L 49,047.27
33	Administracion De Bienes	L 19,200.00	L 5,472.91			L -	L 19,200.00				L 18,672.91
34	Preinterventor	L 13,393.10	L 9,437.34			L -	L 13,393.10				L 25,760.95

35	Asistente De Bienes Nacional	L	16,200.00	L	2,871.36			L	-	L	16,200.00			L	17,708.86
36	Auxiliar De Bienes	L	12,997.12	L	1,455.23			L	-	L	12,672.15			L	20,655.23
37	Auxiliar Administrativo	L	11,200.00	L	6,500.27			L	-	L	11,200.00			L	19,893.37
38	Encargado De Almacén	L	19,200.00	L	8,444.07			L	-	L	19,200.00			L	24,644.07
39	Auxiliar De Almacén	L	12,000.00	L	10,222.27			L	-	L	11,700.00			L	22,894.42
40	Asistente De Compras Y Licitaciones	L	35,000.00	L	18,862.27			L	-	L	6,416.67			L	30,062.27
41	Asistente De Compras	L	22,000.00	L	16,426.27			L	-	L	21,449.96			L	35,626.27
42	Auxiliar De Compras	L	19,200.00	L	12,847.27			L	-	L	9,488.00			L	24,547.27
43	Recepcionista	L	15,000.00	L	6,168.63			L	-	L	14,625.00			L	12,585.30
44	Auxiliar Administrativo	L	14,589.28	L	5,416.17			L	-	L	14,589.28			L	26,866.13
45	Mantenimiento Interno	L	16,200.00	L	9,883.27			L	-	L	16,200.00			L	19,371.27
46	Técnico De Mantenimiento	L	16,200.00	L	6,134.27			L	-	L	16,200.00				#iREF!
47	Auxiliar Administrativo	L	14,200.00	L	3,974.88			L	-	L	14,200.00			L	18,564.16
48	Aseadora	L	11,200.00	L	10,888.77			L	-	L	11,200.00			L	27,088.77
49	Conserje Aseadora	L	12,700.00	L	9,148.24			L	-	L	12,700.00			L	25,348.24
50	Conserje Aseadora	L	11,200.00	L	8,312.27			L	-	L	11,200.00			L	22,512.27
51	Aseadora	L	10,000.00	L	8,319.27			L	-	L	4,941.65			L	19,519.27
52	Conserje Aseadora	L	11,200.00	L	8,435.36			L	-	L	11,200.00			L	21,135.36
53	Coordinador De Transporte	L	11,200.00	L	18,196.27			L	-	L	11,200.00			L	29,396.27
54	Conductor De Vehículos	L	21,200.00	L	9,851.58			L	-	L	21,200.00			L	14,793.23
55	Oficial De Transporte	L	16,200.00	L	8,524.27			L	-	L	16,200.00			L	19,724.27
56	Conductor De Vehículos	L	13,997.12	L	7,056.92			L	-	L	13,997.12			L	18,256.92
57	Conductor De Vehículos	L	14,589.28	L	9,320.89			L	-	L	14,589.28			L	30,520.89
58	Conductor De Vehículos	L	14,589.28	L	4,877.54			L	-	L	14,224.51			L	21,077.54
59	Conductor De Vehículos	L	14,589.28	L	11,605.67			L	-	L	14,589.28			L	25,602.79
60	Conductor De Vehículos	L	13,389.28	L	9,563.13			L	-	L	13,311.14			L	24,152.41
61	Conductor De Vehículos	L	17,637.23	L	6,797.29			L	-	L	17,637.23			L	21,021.80
62	Conductor De Vehículos	L	13,200.00	L	9,236.69			L	-	L	13,200.00			L	23,825.97
63	Conductor De Vehículos	L	13,200.00	L	6,480.22			L	-	L	13,200.00			L	19,791.36
64	Sub-Gerencia De Recursos Humanos	L	11,200.00	L	43,921.27			L	-	L	11,200.00			L	61,558.50
65	Asistente De La Subgerencia De Recursos Humanos	L	51,200.00	L	16,496.45			L	-	L	51,200.00			L	67,696.45
66	Oficial De Planillas	L	28,425.96	L	18,522.27			L	-	L	28,425.96			L	46,948.23
67	Preinterventor	L	19,200.00	L	10,497.27			L	-	L	5,488.00			L	15,985.27
68	Preinterventor	L	13,000.00	L	15,332.27			L	-	L	12,924.13			L	28,256.40
69	Secretaria	L	18,000.00	L	18,442.27			L	-	L	7,500.00			L	25,942.27
70	Oficial Administrativo Y De Recursos Humanos	L	19,200.00	L	13,230.27			L	-	L	5,488.00			L	18,718.27
71	Oficial De Gestión Del Conocimiento	L	19,200.00	L	12,805.27			L	-	L	19,200.00			L	32,005.27
72	Auxiliar Administrativo	L	19,200.00	L	13,921.27			L	-	L	19,200.00			L	33,121.27
73	Auxiliar de Comunicaciones	L	18,200.00	L	10,092.27			L	-	L	12,133.36			L	22,225.63
74	Secretaria General	L	16,200.00	L	43,921.27			L	-	L	16,200.00			L	60,121.27
75	Auxiliar Legal	L	12,000.00	L	31,300.75			L	-	L	5,930.00			L	37,230.75
76	Auxiliar Legal	L	51,200.00	L	19,101.77			L	-	L	51,200.00			L	70,301.77
77	Auxiliar Legal	L	36,489.92	L	19,086.53			L	-	L	36,489.92			L	55,576.45
78	Auxiliar Legal	L	22,100.00	L	19,550.84			L	-	L	21,971.12			L	41,521.96
79	Auxiliar Legal	L	24,200.00	L	21,733.77			L	-	L	24,200.00			L	45,933.77
80	Auxiliar Legal	L	26,000.00	L	9,579.11			L	-	L	26,000.00			L	35,579.11
81	Auxiliar Legal	L	25,300.00	L	17,992.27			L	-	L	25,300.00			L	43,292.27

82	Auxiliar Legal	L	34,336.65	L	19,986.27			L	-	34,336.65			L	54,322.92
83	Auxiliar Legal	L	21,000.00	L	17,992.27			L	-	20,877.50			L	38,869.77
84	Planificador Presupuestario	L	23,200.00	L	5,728.38			L	-	23,064.63			L	28,793.01
85	Asistente De Secretaria General	L	21,000.00	L	29,132.27			L	-	5,197.50			L	34,329.77
86	Auxiliar Legal	L	17,701.81	L	17,877.41			L	-	17,701.81			L	35,579.22
87	Conserje	L	34,000.00	L	8,334.27			L	-	11,333.32			L	19,667.59
88	Secretaria	L	39,200.00	L	5,445.86			L	-	39,200.00			L	44,645.86
89	Asistente Administrativo	L	14,589.28	L	16,093.77			L	-	12,870.00			L	28,963.77
90	Secretaria	L	19,200.00	L	6,185.27			L	-	14,589.28			L	20,774.55
91	Encargado De La Unidad De Servicios Legales	L	11,200.00	L	38,647.27			L	-	19,200.00			L	57,847.27
92	Coordinador De Procuracion Judicial	L	45,000.00	L	38,647.27			L	-	45,000.00			L	83,647.27
93	Procurador Judicial	L	45,000.00	L	30,547.27			L	-	22,237.50			L	52,784.77
94	Jefe De Informatica	L	35,000.00	L	20,043.71			L	-	17,295.85			L	37,339.56
95	Analista Programatico	L	26,966.04	L	12,354.30			L	-	26,966.04			L	39,320.34
96	Analista Programatico	L	21,501.81	L	16,318.96			L	-	21,501.81			L	37,820.77
97	Analista Programador	L	18,934.85	L	16,456.27			L	-	18,934.85			L	35,391.12
98	Auxiliar De Informatica	L	19,200.00	L	9,646.27			L	-	19,200.00			L	28,846.27
99	Auxiliar De Informatica	L	11,200.00	L	9,646.27			L	-	11,200.00			L	20,846.27
100	Auxiliar De Informatica	L	11,200.00	L	9,722.27			L	-	11,200.00			L	20,922.27
101	Auxiliar De Informatica	L	10,000.00	L	9,746.27			L	-	108.33			L	9,854.60
102	Jefatura De Transparencia	L	11,200.00	L	25,466.38			L	-	4,941.65			L	30,408.03
103	Auxiliar De Transparencia	L	34,100.00	L	2,241.39			L	-	6,533.31			L	8,774.70
104	Proyectos	L	21,200.00	L	43,921.27			L	-	34,100.00			L	78,021.27
105	Coordinadora De Cooperacion Externa Ocp	L	51,200.00	L	35,496.27			L	-	51,200.00			L	86,696.27
106	Coordinadora Tecnica Ocp	L	41,200.00	L	35,796.27			L	-	41,200.00			L	76,996.27
107	Coordinadora Administrativa Y Financiera Ocp	L	41,200.00	L	35,360.27			L	-	41,200.00			L	76,560.27
108	Asesor Legal Oficina Coordinadora De Proyectos	L	41,200.00	L	35,360.27			L	-	14,866.32			L	50,226.59
109	Oficial De Monitoreo Y Seguimiento De Proyectos	L	41,200.00	L	28,440.27			L	-	20,359.65			L	48,799.92
110	Oficial De Genero Y Salvaguarda Sociales Y Ambientales	L	33,200.00	L	24,150.27			L	-	11,979.68			L	36,129.95
111	Oficial De Gestion De La Cooperacion	L	33,200.00	L	28,836.27			L	-	33,200.00			L	62,036.27
112	Jefe Del Cipf	L	33,200.00	L	31,255.69			L	-	33,200.00			L	64,455.69
113	Asistente De Estadisticas	L	36,800.00	L	14,512.27			L	-	36,800.00			L	51,312.27
114	Asistente De Presupuesto	L	17,000.00	L	10,057.99			L	-	8,400.85			L	18,458.84
115	Diseñador (A) Grafico	L	24,200.00	L	15,278.45			L	-	24,200.00			L	39,478.45
116	Oficial De Compras y Suministros	L	17,884.00	L	13,882.71			L	-	17,779.64			L	31,662.35
117	Tecnico Forestal	L	16,276.47	L	14,437.73			L	-	15,869.53			L	30,307.26
118	tecnico forestal en cuencas	L	19,200.00	L	14,916.27			L	-	19,200.00			L	34,116.27
119	Tecnico Forestal	L	17,200.00	L	14,599.27			L	-	17,200.00			L	31,799.27
120	Tecnico Forestal	L	17,100.00	L	17,890.76			L	-	8,450.25			L	26,341.01
121	Jefe Área Patrimonio Publico Forestal	L	21,417.31	L	23,612.27			L	-	21,417.31			L	45,029.58
122	Tecnico Forestal	L	28,000.00	L	10,325.20			L	41,999.88	28,000.00			L	80,325.08
123	Jefe Unidad De Monitoreo	L	24,634.07	L	18,203.20			L	-	24,634.07			L	42,837.27
124	Registrador	L	25,000.00	L	14,429.65			L	-	25,000.00			L	39,429.65
125	Auxiliar Legal	L	15,084.38	L	20,307.02			L	-	6,285.15			L	26,592.17
126	Jefe Del Departamento De Cambio Climático	L	5,400.00	L	35,446.77			L	-	26,200.00			L	61,646.77
127	Tecnico En Biología	L	26,200.00	L	22,697.96			L	-	26,741.78			L	49,439.74
128	Secretaria	L	41,300.00	L	8,255.06			L	-	6,710.14			L	14,965.20

129	Supervisor De Auditoria Interna	L	23,475.69	L	8,041.27			L	-	L	13,200.00			L	21,241.27
130	Auditor Interno	L	13,200.00	L	9,845.65			L	-	L	32,200.00			L	42,045.65
131	Auditor	L	32,200.00	L	8,873.47			L	-	L	23,320.00			L	32,193.47
132	Auxiliar De Auditoria	L	23,320.00	L	11,847.27			L	-	L	3,344.00			L	15,191.27
133	Auxiliar Administrativo	L	10,560.00	L	8,144.73			L	-	L	14,625.00			L	22,769.73
134	Secretaria	L	15,000.00	L	8,136.71			L	-	L	11,200.00			L	19,336.71
135	Auditor	L	11,200.00	L	9,379.16			L	-	L	14,589.28			L	23,968.44
136	Auxiliar Administrativo De RRHH	L	14,589.28	L	12,247.27			L	-	L	15,726.13			L	27,973.40
137	Conductor De Vehiculos	L	15,726.13	L	11,336.27			L	-	L	14,912.50			L	26,248.77
138	Jefe Del Departamento De Manejo Forestal	L	15,000.00	L	28,339.84			L	-	L	15,000.00			L	43,339.84
139	Tecnico Forestal Privado Y Ejidal	L	13,200.00	L	23,125.28			L	-	L	13,200.00			L	36,325.28
140	Auxiliar Administrativo	L	39,700.00	L	4,958.76			L	-	L	39,700.00			L	44,658.76
141	Secretaria	L	31,200.00	L	4,777.25			L	-	L	31,200.00			L	35,977.25
142	Tecnico De La Unidad De Industria	L	16,367.87	L	15,606.27			L	-	L	16,367.87			L	31,974.14
143	Tecnico Forestal	L	14,589.28	L	10,665.87			L	-	L	14,589.28			L	25,255.15
144	Tecnico Planificador	L	19,200.00	L	21,007.05			L	-	L	19,200.00			L	40,207.05
145	Tecnico Forestal	L	30,791.67	L	21,105.55			L	-	L	30,791.67			L	51,897.22
146	Tecnico Forestal	L	24,452.26	L	16,513.27			L	-	L	24,452.26			L	40,965.53
147	Motorista De Direccion	L	36,200.00	L	12,609.77			L	-	L	33,183.37			L	45,793.14
148	Paratecnico	L	25,152.26	L	10,282.99			L	-	L	25,005.52			L	35,288.51
149	Tecnico Forestal Regional	L	18,100.00	L	16,339.77			L	-	L	18,100.00			L	34,439.77
150	Secretaria	L	16,200.00	L	11,992.18			L	-	L	16,200.00			L	28,192.18
151	Asistente De La Coordinacion Del PNR	L	19,100.00	L	34,897.27			L	-	L	9,438.60			L	44,335.87
152	Asistente De La Coordinacion Del PNR	L	20,976.86	L	24,097.27			L	-	L	20,976.86			L	45,074.13
153	Administrador del programa nacional de reforestacion	L	40,000.00	L	27,120.27			L	-	L	39,766.63			L	66,886.90
154	Conductor De Vehiculos	L	25,000.00	L	11,336.27			L	-	L	12,354.15			L	23,690.42
155	Conductor De Vehiculos	L	28,100.00	L	11,336.27			L	-	L	2,341.67			L	13,677.94
156	Aseadora	L	13,200.00	L	9,396.27			L	-	L	13,815.85			L	23,212.12
157	Técnico En Viveros Nacionales	L	13,200.00	L	17,322.27			L	-	L	13,200.00			L	30,522.27
158	Tecnico / Enlace Amsure	L	11,200.00	L	18,166.27			L	-	L	8,800.00			L	26,966.27
159	Tecnico De Reforestacion	L	20,000.00	L	19,222.27			L	-	L	13,200.00			L	32,422.27
160	Tecnico De Reforestacion	L	21,200.00	L	17,122.27			L	-	L	11,200.00			L	28,322.27
161	Viverista	L	20,000.00	L	9,890.69			L	-	L	19,883.37			L	29,774.06
162	Viverista	L	20,000.00	L	5,848.78			L	-	L	3,533.34			L	9,382.12
163	Viverista	L	10,368.42	L	9,646.27			L	-	L	9,883.35			L	19,529.62
164	Viverista	L	11,200.00	L	6,809.27			L	-	L	9,883.35			L	16,692.62
165	Viverista	L	11,200.00	L	6,155.27			L	-	L	3,050.06			L	9,205.33

166	Viverista	L	11,200.00	L	9,496.27			L	-	5,097.84			L	14,594.11
167	Restauracion	L	11,200.00	L	15,769.27			L	-	764.04			L	16,533.31
168	Tecnico Geomatico / Tig	L	11,200.00	L	19,222.27			L	-	11,200.00			L	30,422.27
169	Tecnico Forestal	L	21,200.00	L	20,602.27			L	-	11,200.00			L	31,802.27
170	Jefe De Unidad	L	20,000.00	L	22,182.26			L	-	11,200.00			L	33,382.26
171	Promotor Social	L	36,589.92	L	9,835.11			L	-	11,200.00			L	21,035.11
172	Tecnico Forestal	L	24,000.00	L	14,690.61			L	-	11,200.00			L	25,890.61
173	Secretaria de Desarrollo Forestal Comunitario	L	28,167.58	L	5,105.20			L	-	21,200.00			L	26,305.20
174	Secretaria	L	21,860.07	L	1,516.95			L	-	3,333.34			L	4,850.29
175	Conserje	L	33,116.00	L	7,055.58			L	-	9,116.68			L	16,172.26
176	Asesor De La Region Forestal De Noroccidente	L	17,576.63	L	32,121.27			L	-	17,576.63			L	49,697.90
177	Jefe Depto Areas Protegidas	L	17,359.71	L	30,543.76			L	-	17,359.71			L	47,903.47
178	Tecnico Forestal	L	14,589.28	L	16,782.26			L	21,884.07	14,589.28			L	53,255.61
179	Tecnico Forestal	L	36,200.00	L	15,209.38			L	-	33,540.76			L	48,750.14
180	Tecnico En Turismo	L	38,100.00	L	10,482.48			L	-	22,000.00			L	32,482.48
181	Técnico En Biología	L	19,317.31	L	16,874.07			L	-	17,359.71			L	34,233.78
182	Secretaria	L	20,968.78	L	12,619.20			L	-	14,589.28			L	27,208.48
183	Tecnico Forestal Regional	L	22,969.60	L	16,119.95			L	-	22,969.60			L	39,089.55
184	Tecnico Forestal	L	20,840.00	L	23,171.27			L	-	17,576.63			L	40,747.90
185	Asistente Administrativo	L	14,856.90	L	11,789.84			L	-	14,856.90			L	26,646.74
186	Secretaria	L	25,352.26	L	14,122.05			L	-	25,352.26			L	39,474.31
187	Paratécnico	L	26,200.00	L	7,243.20			L	-	26,200.00			L	33,443.20
188	Jefe Del Departamento De Vida Silvestre	L	19,200.00	L	28,555.51			L	-	19,200.00			L	47,755.51
189	Secretaria	L	16,551.46	L	5,078.67			L	-	16,551.46			L	21,630.13
190	Biologo	L	9,500.00	L	7,053.31			L	-	9,500.00			L	16,553.31
191	Tecnico Forestal Regional	L	38,200.00	L	11,558.76			L	-	38,100.00			L	49,658.76
192	Asistente Ejecutiva	L	15,506.65	L	15,382.27			L	-	12,121.64			L	27,503.91
193	Tecnico De Apoyo	L	20,517.31	L	22,422.27			L	-	20,968.78			L	43,391.05
194	De Incendios Forestales	L	25,352.26	L	20,147.58			L	-	22,969.60			L	43,117.18
195	Auxiliar Administrativo	L	8,022.90	L	9,388.05			L	-				L	9,388.05
196	Tecnico De Apoyo	L	18,000.00	L	18,862.27			L	-	14,856.90			L	33,719.17
197	Auxiliar Administrativo	L	36,100.00	L	9,347.27			L	-	25,352.26			L	34,699.53
198	Tecnico Apoyo	L	23,200.00	L	20,286.27			L	-	26,200.00			L	46,486.27
199	Motorista	L	27,200.00	L	7,561.49			L	-	19,200.00			L	26,761.49
200	Jefe de Brigadas	L	15,200.00	L	9,165.50			L	-	16,137.69			L	25,303.19
201	Auxiliar De Bioseguridad	L	22,000.00	L	3,665.09			L	-	8,922.12			L	12,587.21
202	Tecnico En Mantenimiento	L	13,200.00	L	5,092.88			L	-	13,200.00			L	18,292.88
203	Auxiliar De Bioseguridad	L	13,200.00	L	8,152.05			L	-	13,200.00			L	21,352.05
204	Auxiliar De Bioseguridad	L	11,200.00	L	8,472.27			L	-	7,466.64			L	15,938.91
205	Secretaria	L	11,200.00	L	9,012.05			L	-	13,200.00			L	22,212.05
206	Tecnico Apoyo	L	11,200.00	L	21,722.27			L	-	11,200.00			L	32,922.27
207	Tecnico Forestal	L	10,000.00	L	21,163.83			L	-	11,200.00			L	32,363.83
208	Secretaria	L	11,200.00	L	3,390.77			L	-	11,200.00			L	14,590.77
209	Tecnico Forestal	L	22,000.00	L	17,122.27			L	-	3,774.98			L	20,897.25

210	Tecnico De Apoyo	L	13,200.00	L	18,196.27			L	-	L	13,200.00			L	31,396.27
211	Tecnico De Unidad De Alerta Temprana Y Monitoreo	L	20,000.00	L	17,301.27			L	-	L	19,500.04			L	36,801.31
212	Tecnico Forestal	L	21,200.00	L	18,704.83			L	-	L	14,080.36			L	32,785.19
213	Jefe Del Departamento De Salud Y Sanidad Forestal	L	20,200.00	L	27,101.52			L	-	L	11,783.31			L	38,884.83
214	Motorista	L	22,868.78	L	9,632.27			L	-	L	20,200.00			L	29,832.27
215	Tecnico Forestal	L	36,900.00	L	15,279.27			L	-	L	36,900.00			L	52,179.27
216	Tecnico Forestal Cuencas	L	13,200.00	L	19,235.11			L	-	L	13,200.00			L	32,435.11
217	Secretaria	L	21,200.00	L	4,927.88			L	-	L	21,200.00			L	26,127.88
218	Tecnico Forestal	L	22,968.78	L	18,813.57			L	-	L	22,968.78			L	41,782.35
219	Asistente Laboratorio	L	14,589.28	L	15,517.27			L	-	L	14,589.28			L	30,106.55
220	Jefe Del Depto De Cuencas Hidrográficas	L	20,575.69	L	16,351.91			L	-	L	10,167.82			L	26,519.73
221	Tecnico Forestal Cuencas	L	16,200.00	L	14,985.26			L	-	L	5,400.00			L	20,385.26
222	Tecnico Forestal Cuencas	L	36,100.00	L	16,543.27			L	-	L	36,100.00			L	52,643.27
223	Tecnico Forestal	L	18,117.31	L	8,487.57			L	-	L	17,664.43			L	26,152.00
224	Secretaria	L	19,300.00	L	3,307.45			L	28,950.09	L	19,300.00			L	51,557.54
225	Tecnico Forestal	L	31,271.69	L	12,345.10			L	-	L	31,271.69			L	43,616.79
226	Administrador	L	14,589.28	L	16,806.27			L	-	L	14,589.28			L	31,395.55
227	Asistente Administrativo	L	24,068.78	L	11,529.99			L	-	L	24,068.78			L	35,598.77
228	Secretaria	L	19,200.00	L	9,612.52			L	-	L	19,200.00			L	28,812.52
229	Conductor De Vehiculos	L	16,100.00	L	8,509.29			L	-	L	16,100.00			L	24,609.29
230	Aseadora / Conserje	L	14,589.28	L	7,848.04			L	-	L	14,589.28			L	22,437.32
231	Tecnico Forestal Cuencas	L	14,589.28	L	14,586.53			L	-	L	14,589.28			L	29,175.81
232	Jefe De Unidad	L	14,589.28	L	22,162.55			L	-	L	14,589.28			L	36,751.83
233	Tecnico De Manejo	L	21,100.00	L	16,512.77			L	-	L	21,100.00			L	37,612.77
234	Jefe Regional	L	25,352.26	L	32,216.27			L	-	L	25,352.26			L	57,568.53
235	Tecnico Forestal Regional	L	37,200.00	L	25,074.53			L	-	L	37,200.00			L	62,274.53
236	Auxiliar Legal	L	25,352.26	L	21,298.27			L	-	L	3,105.65			L	24,403.92
237	Tecnico Forestal	L	24,800.00	L	18,355.33			L	-	L	11,556.41			L	29,911.74
238	Tecnico Forestal Unidad	L	23,475.69	L	18,087.31			L	-	L	23,475.69			L	41,563.00
239	Conserje / Aseador	L	14,589.28	L	11,979.67			L	-	L	23,475.69			L	35,455.36
240	Administrador	L	15,361.63	L	6,114.14			L	-	L	15,361.63			L	21,475.77
241	Tecnico Forestal Regional	L	21,158.93	L	13,944.98			L	-	L	21,158.93			L	35,103.91
242	Tecnico Forestal Unidad	L	24,068.78	L	12,314.04			L	-	L	24,068.78			L	36,382.82
243	Tecnico Forestal	L	26,200.00	L	21,270.77			L	-	L	26,200.00			L	47,470.77
244	Jefe Oficina Local	L	24,300.00	L	26,571.64			L	-	L	24,300.00			L	50,871.64
245	Conductor De Vehiculos	L	30,669.69	L	10,095.98			L	-	L	30,669.69			L	40,765.67
246	Secretaria	L	14,589.28	L	4,568.51			L	-	L	14,589.28			L	19,157.79
247	Asistente Administrativo	L	15,200.00	L	7,697.22			L	-	L	15,200.00			L	22,897.22
248	Aseadora / Conserje	L	17,181.59	L	5,075.87			L	-	L	17,181.59			L	22,257.46
249	Tecnico Forestal	L	14,589.28	L	16,562.55			L	-	L	14,589.28			L	31,151.83
250	Tecnico Forestal	L	25,352.26	L	16,409.51			L	-	L	25,352.26			L	41,761.77
251	Tecnico Forestal Regional	L	18,644.96	L	18,189.50			L	-	L	17,091.25			L	35,280.75
252	Tecnico Forestal Regional	L	25,300.00	L	19,363.83			L	-	L	25,300.00			L	44,663.83
253	Administrador	L	24,068.78	L	19,949.27			L	36,103.08	L	24,068.78			L	80,121.13
254	Técnico Agrícola	L	22,600.00	L	14,713.38			L	-	L	15,010.14			L	29,723.52
255	Jefe De La Region Forestal De Noroccidente	L	25,552.00	L	42,847.27			L	-	L	25,552.00			L	68,399.27
256	Tecnico Forestal Regional	L	50,000.00	L	16,790.05			L	-	L	37,208.36			L	53,998.41

257	Jefe De Unidad	L	24,252.26	L	20,870.77			L	-	L	24,252.26			L	45,123.03
258	Asistente Administrativo	L	24,300.00	L	8,672.27			L	-	L	24,300.00			L	32,972.27
259	Tecnico Forestal	L	10,000.00	L	18,696.27			L	-	L	4,941.65			L	23,637.92
260	Tecnico En Reforestacion	L	21,200.00	L	16,622.27			L	-	L	15,370.03			L	31,992.30
261	Unidad De Manejo Del Cajon	L	20,000.00	L	14,451.27			L	-	L	19,783.37			L	34,234.64
262	Tecnico Forestal Regional	L	31,769.68	L	15,641.27			L	-	L	31,769.68			L	47,410.95
263	Conserje Aseadora	L	21,400.00	L	9,955.30			L	-	L	10,575.15			L	20,530.45
264	Conductor De Vehiculos	L	14,589.28	L	10,702.50			L	-	L	14,589.28			L	25,291.78
265	Administradora	L	12,268.42	L	9,736.51			L	-	L	6,062.65			L	15,799.16
266	Tecnico Forestal	L	14,589.28	L	16,679.76			L	-	L	14,589.28			L	31,269.04
267	Tecnico Forestal	L	19,617.31	L	18,826.63			L	-	L	19,617.31			L	38,443.94
268	Jefe De Unidad	L	21,368.00	L	25,312.83			L	-	L	21,368.00			L	46,680.83
269	Administradora	L	28,592.80	L	16,856.27			L	-	L	28,592.80			L	45,449.07
270	Administrador	L	19,200.00	L	12,546.51			L	-	L	19,200.00			L	31,746.51
271	Tecnico Forestal	L	16,367.87	L	18,373.51			L	-	L	16,367.87			L	34,741.38
272	Asistente Administrativo	L	21,844.96	L	10,016.21			L	-	L	21,844.96			L	31,861.17
273	Asistente De La Jefatura Regional	L	13,468.42	L	10,679.96			L	-	L	13,468.42			L	24,148.38
274	Conductor De Vehiculos	L	16,100.00	L	10,441.08			L	-	L	16,100.00			L	26,541.08
275	Técnico En Biología	L	13,468.42	L	10,105.80			L	-	L	13,468.42			L	23,574.22
276	Aseadora	L	20,100.00	L	10,309.72			L	-	L	20,100.00			L	30,409.72
277	Jefe Regional	L	13,489.28	L	23,319.72			L	-	L	13,489.28			L	36,809.00
278	Jefe De Unidad	L	35,100.00	L	26,198.77			L	-	L	35,100.00			L	61,298.77
279	Tecnico Forestal	L	30,700.00	L	11,016.49			L	-	L	30,700.00			L	41,716.49
280	Tecnico De Unidad De Diagnostico Sanitario Forestal	L	21,117.31	L	17,201.27			L	-	L	21,117.31			L	38,318.58
281	Tecnico Forestal	L	20,200.00	L	20,189.82			L	-	L	20,200.00			L	40,389.82
282	Tecnico Forestal	L	22,868.77	L	15,116.27			L	-	L	11,300.98			L	26,417.25
283	Secretaria	L	19,217.31	L	8,638.99			L	-	L	16,654.98			L	25,293.97
284	Aseadora / Conserje	L	17,200.00	L	12,579.67			L	-	L	8,499.65			L	21,079.32
285	Jefe de Unidad	L	14,589.28	L	20,842.21			L	-	L	14,589.28			L	35,431.55
286	Paratécnico	L	14,589.28	L	9,108.77			L	-	L	14,589.28			L	23,698.05
287	Tecnico Forestal	L	24,000.00	L	14,847.76			L	-	L	24,000.00			L	38,847.76
288	Asistente Administrativo	L	10,700.00	L	12,148.79			L	-	L	10,700.00			L	22,848.79
289	Secretaria	L	18,017.31	L	9,802.67			L	-	L	8,903.54			L	18,706.21
290	Aseadora / Conserje	L	13,884.38	L	13,569.76			L	-	L	12,727.33			L	26,297.09
291	Conductor De Vehiculos	L	14,589.28	L	9,993.55			L	-	L	14,589.28			L	24,582.83
292	Administrador	L	14,589.28	L	10,258.18			L	-	L	2,431.54			L	12,689.72
293	Auxiliar Administrativo	L	12,589.28	L	8,672.27			L	-	L	7,051.47			L	15,723.74
294	Tecnico Forestal	L	19,200.00	L	17,891.35			L	-	L	12,589.28			L	30,480.63
295	Tecnico Forestal Unidad	L	10,000.00	L	15,200.65			L	-	L	19,200.00			L	34,400.65
296	Tecnico Forestal Unidad	L	20,884.00	L	19,363.83			L	-	L	9,166.63			L	28,530.46
297	Tecnico Forestal Regional	L	22,068.78	L	15,359.99			L	-	L	3,480.66			L	18,840.65
298	Tecnico Forestal	L	24,068.78	L	21,017.55			L	-	L	22,068.78			L	43,086.33
299	Jefe Regional	L	22,868.78	L	29,330.12			L	-	L	24,068.78			L	53,398.90
300	Tecnico Forestal	L	24,352.26	L	18,696.27			L	-	L	3,811.46			L	22,507.73
301	Tecnico Forestal	L	36,200.00	L	14,729.69			L	-	L	14,205.52			L	28,935.21
302	Tecnico de Apoyo	L	21,200.00	L	9,993.85			L	-	L	36,200.00			L	46,193.85

303	Tecnico Forestal Regional	L	20,200.00	L	13,038.23			L	-	L	4,770.01			L	17,808.24
304	Conductor De Vehiculos	L	16,200.00	L	11,437.89			L	-	L	20,200.00			L	31,637.89
305	Administrador	L	23,352.26	L	12,729.30			L	-	L	16,200.00			L	28,929.30
306	Jefe De Unidad	L	10,171.29	L	23,169.27			L	-	L	23,352.26			L	46,521.53
307	Tecnico Forestal	L	26,950.83	L	18,803.16			L	-	L	2,532.80			L	21,335.96
308	Secretaria	L	24,068.78	L	4,281.81			L	-	L	6,301.86			L	10,583.67
309	Secretaria	L	13,468.42	L	4,970.16			L	-	L	12,285.07			L	17,255.23
310	Tecnico Forestal	L	15,228.14	L	11,789.27			L	-	L	24,068.78			L	35,858.05
311	Conductor De Vehiculos	L	21,200.00	L	7,056.46			L	-	L	13,468.42			L	20,524.88
312	Auxiliar Administrativo	L	11,200.00	L	11,276.27			L	-	L	11,200.00			L	22,476.27
313	Tecnico Forestal	L	13,200.00	L	16,727.27			L	-	L	6,523.00			L	23,250.27
314	Paratecnico	L	19,000.00	L	11,336.27			L	-	L	11,083.31			L	22,419.58
315	Tecnico De Apoyo	L	13,200.00	L	19,728.27			L	-	L	13,200.00			L	32,928.27
316	Tecnico Forestal	L	24,200.00	L	17,447.57			L	-	L	24,200.00			L	41,647.57
317	Conductor De Vehiculos	L	20,140.00	L	8,472.27			L	-	L	14,500.00			L	22,972.27
318	Asistente Administrativo	L	10,000.00	L	8,246.27			L	-	L	10,000.00			L	18,246.27
319	Paratécnico	L	13,200.00	L	9,298.77			L	-	L	13,200.00			L	22,498.77
320	Paratécnico	L	10,700.00	L	9,298.77			L	-	L	10,700.00			L	19,998.77
321	Viverista	L	10,700.00	L	5,564.17			L	-	L	10,700.00			L	16,264.17
322	Tecnico Forestal	L	14,589.28	L	23,791.05			L	-	L	14,589.28			L	38,380.33
323	Asistente Administrativo	L	24,068.78	L	5,627.56			L	-	L	24,068.78			L	29,696.34
324	Tecnico Forestal	L	15,200.00	L	19,696.26			L	-	L	15,200.00			L	34,896.26
325	Auxiliar Administrativo	L	22,317.31	L	9,849.90			L	-	L	22,317.31			L	32,167.21
326	Tecnico Forestal	L	13,689.28	L	24,414.33			L	-	L	13,689.28			L	38,103.61
327	Tecnico Forestal Regional	L	28,371.02	L	15,118.86			L	-	L	28,371.02			L	43,489.88
328	Jefe De Regional	L	24,068.78	L	32,964.06			L	-	L	24,068.78			L	57,032.84
329	Tecnico Forestal Unidad	L	38,534.62	L	16,132.03			L	-	L	38,534.62			L	54,666.65
330	Administradora	L	24,068.78	L	12,433.77			L	-	L	24,068.78			L	36,502.55
331	Jefe De Unidad	L	14,500.00	L	17,258.70			L	-	L	14,500.00			L	31,758.70
332	Aseadora / Conserje	L	28,592.80	L	10,602.50			L	-	L	28,592.80			L	39,195.30
333	Conductor De Vehiculos	L	12,268.42	L	7,576.27			L	-	L	12,268.42			L	19,844.69
334	Tecnico Forestal	L	14,589.28	L	17,035.27			L	-	L	14,589.28			L	31,624.55
335	Tecnico En Biologia	L	19,900.00	L	14,324.35			L	-	L	19,900.00			L	34,224.35
336	Jefe Regional	L	16,784.00	L	32,237.55			L	-	L	16,784.00			L	49,021.55
337	Aseadora / Conserje	L	37,589.92	L	5,596.83			L	-	L	37,589.92			L	43,186.75
338	Administrador	L	14,589.28	L	6,653.37			L	-	L	7,294.62			L	13,947.99
339	Asistente Administrativo	L	19,200.00	L	1,612.91			L	-	L	6,929.89			L	8,542.80
340	Tecnico Forestal Regional	L	15,084.38	L	21,912.55			L	-	L	19,200.00			L	41,112.55
341	Tecnico Forestal Regional	L	25,352.26	L	11,859.21			L	-	L	15,084.38			L	26,943.59
342	Tecnico Forestal Regional	L	25,352.26	L	14,955.03			L	-	L	25,352.26			L	40,307.29
343	Secretaria	L	25,352.26	L	3,683.23			L	-	L	25,352.26			L	29,035.49
344	Conductor De Vehiculos	L	14,589.28	L	7,706.39			L	-	L	14,589.28			L	22,295.67

345	Conductor De Vehiculos	L	14,589.28	L	4,092.96			L	-	L	14,589.28			L	18,682.24
346	Tecnico Forestal	L	14,589.28	L	17,585.26			L	-	L	14,589.28			L	32,174.54
347	Administradora	L	20,517.31	L	16,426.27			L	-	L	6,839.12			L	23,265.39
348	Asistente Administrativo	L	19,200.00	L	7,580.72			L	-	L	13,440.00			L	21,020.72
349	Aseadora / Conserje	L	14,589.28	L	12,487.89			L	-	L	14,589.28			L	27,077.17
350	Conductor De Vehiculos	L	14,589.28	L	12,487.89			L	-	L	10,212.47			L	22,700.36
351	Tecnico Forestal	L	14,589.28	L	17,296.27			L	-	L	10,212.47			L	27,508.74
352	Tecnico Forestal	L	20,200.00	L	15,367.95			L	-	L	4,544.99			L	19,912.94
353	Tecnico Forestal	L	19,300.00	L	16,512.77			L	-	L	2,997.34			L	19,510.11
354	Tecnico Forestal	L	22,000.00	L	18,912.27			L	-	L	4,342.49			L	23,254.76
355	Paratécnico	L	10,700.00	L	9,108.77			L	-	L	10,871.65			L	19,980.42
356	Tecnico Forestal Regional	L	24,152.26	L	20,734.75			L	-	L	10,700.00			L	31,434.75
357	Tecnico Forestal	L	19,900.00	L	16,853.77			L	-	L	22,139.59			L	38,993.36
358	Jefe Regional	L	33,200.00	L	28,636.27			L	-	L	18,241.63			L	46,877.90
359	Tecnico Forestal	L	15,084.38	L	17,662.51			L	-	L	33,200.00			L	50,862.51
360	Auxiliar Administrativo	L	14,589.28	L	9,390.95			L	-	L	14,589.28			L	23,980.23
361	Aseadora / Conserje	L	14,589.28	L	12,479.67			L	-	L	14,589.28			L	27,068.95
362	Conductor De Vehiculos	L	14,589.28	L	5,525.84			L	-	L	14,589.28			L	20,115.12
363	Secretaria	L	14,589.28	L	9,441.69			L	-	L	14,589.28			L	24,030.97
364	Auxiliar Administrativo	L	14,589.28	L	6,097.04			L	-	L	14,589.28			L	20,686.32
365	Aseadora / Conserje	L	13,468.42	L	6,940.43			L	-	L	13,468.42			L	20,408.85
366	Secretaria	L	19,200.00	L	9,488.78			L	-	L	19,200.00			L	28,688.78
367	Administrador	L	21,068.78	L	16,456.27			L	-	L	13,468.42			L	29,924.69
368	Tecnico Forestal Agua Fria	L	20,200.00	L	20,791.05			L	-	L	19,200.00			L	39,991.05
369	Tecnico Forestal	L	24,352.26	L	17,201.27			L	-	L	8,778.65			L	25,979.92
370	Tecnico Forestal Yoro	L	24,068.78	L	20,817.55			L	-	L	20,200.00			L	41,017.55
371	Tecnico Forestal Regional	L	22,100.00	L	12,881.67			L	-	L	24,352.26			L	37,233.93
372	Tecnico Forestal	L	25,352.26	L	19,201.77			L	-	L	24,068.78			L	43,270.55
373	Tecnico Forestal	L	35,789.92	L	21,212.55			L	-	L	22,100.00			L	43,312.55
374	Jefe Regional	L	19,884.00	L	24,687.27			L	8,030.09	L	25,352.26			L	58,069.62
375	Tecnico Forestal Regional	L	21,117.31	L	18,622.26			L	-	L	35,789.92			L	54,412.18
376	Tecnico Forestal Regional	L	20,744.96	L	20,467.23			L	-	L	19,884.00			L	40,351.23
377	tecnico forestal regional	L	24,252.26	L	21,428.05			L	-	L	16,893.89			L	38,321.94
378	Jefe De Unidad	L	27,500.00	L	18,338.85			L	-	L	8,643.75			L	26,982.60
379	Conserje / Aseador	L	14,589.28	L	12,487.89			L	-	L	13,689.28			L	26,177.17
380	Asistente Administrativo	L	13,689.28	L	10,090.13			L	-	L	20,844.96			L	30,935.09
381	Motorista	L	20,844.96	L	8,839.11			L	-	L	20,644.96			L	29,484.07
382	Tecnico Forestal	L	20,644.96	L	13,284.24			L	-	L	23,475.69			L	36,759.93
383	Tecnico Digitalizador	L	23,475.69	L	16,081.10			L	-	L	24,068.78			L	40,149.88
384	Secretaria	L	24,068.78	L	15,755.39			L	-	L	42,037.56			L	57,792.95
385	Tecnico Forestal Regional	L	42,037.56	L	12,214.43			L	16,976.72	L	25,866.95			L	55,058.10
386	Tecnico Forestal Regional	L	25,866.95	L	20,563.83			L	-	L	25,352.26			L	45,916.09
387	Jefe Regional	L	25,352.26	L	35,145.89			L	-	L	29,267.58			L	64,413.47
388	Tecnico Forestal Regional	L	29,267.58	L	15,646.12			L	-	L	24,068.78			L	39,714.90
389	Tecnico Forestal	L	24,068.78	L	17,919.57			L	-	L	22,268.78			L	40,188.35
390	Tecnico Forestal Regional	L	22,268.78	L	25,116.76			L	-	L	20,200.00			L	45,316.76
391	Tecnico Forestal Regional	L	20,200.00	L	20,613.83			L	-	L	31,769.68			L	52,383.51

392	Tecnico Forestal	L	31,769.68	L	19,502.83			L	-	L	24,068.78			L	43,571.61
393	Tecnico Forestal	L	24,068.78	L	17,301.27			L	-	L	33,000.00			L	50,301.27
394	Jefe De Unidad	L	33,000.00	L	17,817.14			L	-	L	10,700.00			L	28,517.14
395	Tecnico Forestal Unidad	L	10,700.00	L	16,124.83			L	-	L	15,097.12			L	31,221.95
396	Asistente Administrativo	L	15,097.12	L	11,593.77			L	-	L	14,589.28			L	26,183.05
397	Viverista	L	14,589.28	L	8,794.63			L	-	L	19,200.00			L	27,994.63
398	Tecnico Forestal	L	19,200.00	L	29,207.27			L	-	L	22,068.78			L	51,276.05
399	Paratécnico	L	22,068.78	L	9,298.77			L	-	L	29,202.71			L	38,501.48
400	Tecnico Forestal Unidad	L	29,202.71	L	20,662.11			L	-	L	14,589.28			L	35,251.39
401	Administrador	L	14,589.28	L	10,733.19			L	-	L	19,358.93			L	30,092.12
402	Conductor De Vehiculos	L	19,358.93	L	12,679.67			L	-	L	13,689.28			L	26,368.95
403	Aseadora / Conserje	L	13,689.28	L	11,507.14			L	-	L	28,592.80			L	40,099.94
404	Administrador	L	28,592.80	L	16,906.27			L	-	L	24,068.78			L	40,975.05
405	Tecnico Forestal	L	24,068.78	L	14,472.07			L	-	L	10,268.42			L	24,740.49
406	Tecnico Forestal Regional	L	10,268.42	L	20,609.47			L	-	L	18,000.00			L	38,609.47
407	Administrador	L	18,000.00	L	12,679.67			L	-	L	16,367.87			L	29,047.54
408	Tecnico Forestal Regional	L	16,367.87	L	16,448.52			L	-	L	10,700.00			L	27,148.52
409	Conductor De Vehiculos	L	10,700.00	L	11,474.17			L	-	L	14,589.28			L	26,063.45
410	Jefe De Sub Zona	L	14,589.28	L	19,015.35			L	-	L	20,644.96			L	39,660.31
411	Tecnico Forestal Unidad	L	20,644.96	L	11,307.30			L	-	L	19,100.00			L	30,407.30
412	Secretaria	L	19,100.00	L	8,707.13			L	-	L	22,300.00			L	31,007.13
413	Administrador	L	22,300.00	L	15,472.27			L	-	L	36,489.92			L	51,962.19
414	Administrador	L	36,489.92	L	9,373.80			L	-	L	14,589.28			L	23,963.08
415	Paratecnico	L	14,589.28	L	9,118.77			L	-	L	10,700.00			L	19,818.77
416	Conseje / Aseador	L	10,700.00	L	8,390.73			L	-	L	21,158.93			L	29,549.66
417	Tecnico Forestal	L	21,158.93	L	18,199.51			L	-	L	23,552.26			L	41,751.77
418	Tecnico Forestal	L	23,552.26	L	16,716.77			L	-	L	18,400.00			L	35,116.77
419	Tecnico Forestal	L	18,400.00	L	12,037.44			L	-	L	23,068.78			L	35,106.22
420	Jefe Regional	L	23,068.78	L	21,244.31			L	-	L	14,589.28			L	35,833.59
421	Adminstradora Sub Zona	L	14,589.28	L	8,209.86			L	-	L	16,844.96			L	25,054.82
422	Paratécnico	L	16,844.96	L	9,118.77			L	-	L	14,589.28			L	23,708.05
423	Tecnico Forestal	L	14,589.28	L	18,059.52			L	-	L	23,100.00			L	41,159.52
424	Tecnico Forestal Regional	L	23,100.00	L	15,430.18			L	-	L	12,589.28			L	28,019.46
425	Tecnico En Areas Protegidas	L	12,589.28	L	15,590.27			L	-	L	14,589.28			L	30,179.55
426	Tecnico Forestal Unidad	L	14,589.28	L	10,945.87			L	-	L	21,800.00			L	32,745.87
427	Conserje / Aseador	L	21,800.00	L	10,232.05			L	-	L	15,984.00			L	26,216.05
428	Asistente Estadístico Forestal	L	15,984.00	L	16,567.23			L	-	L	21,200.00			L	37,767.23
429	Conductor De Lancha	L	21,200.00	L	12,511.89			L	-	L	17,744.96			L	30,256.85
430	Tecnico Forestal	L	17,744.96	L	14,999.77			L	-	L	18,300.00			L	33,299.77
431	Conductor De Vehiculos	L	18,300.00	L	10,914.67			L	-	L	18,000.00			L	28,914.67
432	Conserje / Aseador	L	18,000.00	L	6,511.62			L	-	L	13,489.28			L	20,000.90
433	Tecnico Forestal	L	13,489.28	L	18,933.27			L	-	L	14,589.28			L	33,522.55
434	Tecnico Forestal	L	14,589.28	L	10,251.95			L	-	L	31,200.00			L	41,451.95
435	Tecnico Forestal Regional	L	31,200.00	L	18,196.27			L	-	L	38,100.00			L	56,296.27
436	tecnico forestal regional	L	38,100.00	L	15,504.01			L	-	L	25,352.26			L	40,856.27
437	Tecnico Forestal	L	25,352.26	L	10,047.20			L	-	L	25,352.26			L	35,399.46
438	Administrador	L	25,352.26	L	15,832.27			L	-	L	25,352.26			L	41,184.53

439	Secretaria	L	25,352.26	L	11,495.17			L	-	L	13,200.00			L	24,695.17
440	Conductor De Vehiculos	L	13,200.00	L	10,989.67			L	-	L	34,100.00			L	45,089.67
441	Tecnico Forestal Regional	L	34,100.00	L	18,973.51			L	-	L	23,352.26			L	42,325.77
442	Coordinador de Areas Protegidas	L	23,352.26	L	26,896.27			L	-	L	4,863.10			L	31,759.37
443	Jefe Regional	L	4,863.10	L	25,419.71			L	-	L	26,792.80			L	52,212.51
444	Tecnico Forestal	L	26,792.80	L	20,163.83			L	-	L	11,489.28			L	31,653.11
445	Tecnico Forestal Regional	L	11,489.28	L	16,162.07			L	-	L	14,589.28			L	30,751.35
446	Tecnico Forestal	L	14,589.28	L	15,029.86			L	-	L	23,168.78			L	38,198.64
447	Tecnico Forestal	L	23,168.78	L	17,466.52			L	-	L	23,200.00			L	40,666.52
448	Paratécnico	L	23,200.00	L	9,098.77			L	-	L	10,268.42			L	19,367.19
449	Asistente Administrativo	L	10,268.42	L	11,296.27			L	-	L	14,589.28			L	25,885.55
450	Auxiliar Legal	L	14,589.28	L	21,124.74			L	5,891.87	L	14,589.28			L	41,605.89
451	Secretaria	L	14,589.28	L	11,507.14			L	-	L	14,589.28			L	26,096.42
452	Tecnico Forestal Jefe De Unidad	L	14,589.28	L	19,146.26			L	-	L	13,468.42			L	32,614.68
453	Tecnico Forestal de la Regional Francisco Morazan	L	13,468.42	L	19,122.55			L	-	L	22,317.31			L	41,439.86
454	Tecnico Forestal	L	22,317.31	L	17,891.35			L	-	L	19,158.93			L	37,050.28
455	Auxiliar Administrativo	L	19,158.93	L	12,488.67			L	-	L	19,200.00			L	31,688.67
456	Tecnico Forestal	L	19,200.00	L	19,396.26			L	-	L	31,769.00			L	51,165.26
457	Tecnico Forestal Jefe De Unidad	L	31,769.00	L	23,201.83			L	-	L	21,117.31			L	44,319.14
458	Administrador	L	21,117.31	L	12,856.76			L	-	L	25,352.26			L	38,209.02
459	secretaria	L	25,352.26	L	9,705.17			L	-	L	21,117.31			L	30,822.48
460	Aseadora / Conserje	L	21,117.31	L	10,816.45			L	-	L	22,868.78			L	33,685.23
461	Tecnico Forestal	L	22,868.78	L	19,958.33			L	-	L	20,517.31			L	40,475.64
462	Tecnico Forestal	L	20,517.31	L	14,511.27			L	-	L	39,200.00			L	53,711.27
463	Jefe De Sub Zona Oficina Local	L	39,200.00	L	23,299.27			L	-	L	20,200.00			L	43,499.27
464	Auxiliar Administrativo	L	20,200.00	L	8,712.50			L	-	L	20,200.00			L	28,912.50
465	Asistente Administrativo	L	20,200.00	L	12,779.67			L	-	L	27,601.54			L	40,381.21
466	Secretaria	L	27,601.54	L	12,679.67			L	-	L	27,200.00			L	39,879.67
467	Conserje/Aseadora	L	27,200.00	L	8,096.60			L	-	L	17,751.46			L	25,848.06
468	Conductor De Vehiculos	L	17,751.46	L	12,679.67			L	-	L	10,700.00			L	23,379.67
469	Conductor De Vehiculos	L	10,700.00	L	12,679.67			L	-	L	3,566.70			L	16,246.37
470	Tecnico Forestal Regional	L	3,566.70	L	7,422.24			L	-	L	25,352.26			L	32,774.50
471	Tecnico Forestal Regional	L	25,352.26	L	16,169.52			L	-	L	21,052.00			L	37,221.52
472	Administradora	L	21,052.00	L	8,638.09			L	-	L	24,692.45			L	33,330.54
473	Tecnico Forestal Regional	L	24,692.45	L	22,758.84			L	-	L	12,389.28			L	35,148.12
474	Tecnico Forestal	L	12,389.28	L	17,094.33			L	-	L	16,200.00			L	33,294.33
475	Tecnico Forestal Regional	L	16,200.00	L	16,579.74			L	-	L	15,097.12			L	31,676.86
476	Tecnico Forestal	L	15,097.12	L	18,022.26			L	-	L	19,844.96			L	37,867.22
477	Tecnico Forestal Regional	L	19,844.96	L	20,189.83			L	-	L	24,543.52			L	44,733.35
478	Tecnico Forestal	L	24,543.52	L	16,246.21			L	-	L	13,200.00				#¡VALOR!
479	Jefe Regional	L	13,200.00	L	28,227.94			L	-	L	19,333.25			L	28,227.94
480	Tecnico Forestal	L	19,333.25	L	17,801.27			L	-	L	24,068.78			L	17,801.27
481	Tecnico De Unidad DE Prevencion Y Manejo	L	24,068.78	L	17,001.27			L	-	L	13,389.28			L	17,001.27
482	Jefe De Unidad	L	13,389.28	L	20,616.45			L	-	L	17,984.00			L	20,616.45
483	Jefe de Unidad	L	17,984.00	L	22,916.27			L	-	L	20,044.96			L	22,916.27
484	Secretaria	L	20,044.96	L	7,877.42			L	-	L	14,589.28			L	7,877.42
485	Paratecnico	L	14,589.28	L	9,248.77			L	-	L	13,567.04			L	9,248.77

486	Tecnico Forestal Regional	L	13,567.04	L	21,762.55			L	-	L	10,368.42				L	21,762.55				
487	Tecnico Forestal	L	10,368.42	L	18,063.81			L	-	L	24,068.78				L	18,063.81				
488	Tecnico Forestal Regional	L	24,068.78	L	16,829.41			L	-	L	12,589.28				L	16,829.41				
489	Conserje/Aseadora	L	12,589.28	L	10,810.67			L	-	L	21,844.96				L	10,810.67				
490	Administrador	L	21,844.96	L	11,012.87			L	-	L	24,068.78				L	11,012.87				
491	Tecnico Forestal	L	24,068.78	L	16,727.27			L	-	L	13,468.42				L	16,727.27				
492	Auxiliar Administrativo	L	13,468.42	L	13,234.19			L	-	L	22,317.31				L	13,234.19				
493	Tecnico Forestal	L	22,317.31	L	16,883.51			L	-	L	20,884.00				L	16,883.51				
494	Jefe De Unidad	L	20,884.00	L	20,788.72			L	-	L	19,000.00				L	20,788.72				
PERSONAL PERMANENTE		L	10,259,443.55	L	7,640,300.30	L	0.00	L	0.00	L	173,243.46	L	9,096,827.17	L	0.00	L	0.00	L	0.00	#jREF!

Nota: Existe una diferencia con el total de sueldo de planilla con lo Devengado en Siafi la cual se debe a las deducciones realizadas a cada uno de los empleados durante el mes, mediante los convenios con los que cuenta el ICF con diversas instituciones.




Aprobado por la Sub Gerencia de Recursos Humanos:

Instituto Nacional de Conservación y Desarrollo Forestal, Areas Protegidas y Vida Silvestre

Sub Gerencia de Recursos Humanos

Planillas de Sueldos y Salarios Personal Jornal



Mes de Diciembre 2023 Institucion 028

N°	Nombre del Cargo	Sueldo Noviembre	Total Sueldo Neto	Dietas	Gastos de Representacion	Bonificacion	Decimocuartomes	Decimotercer mes	Vacaciones	Horas Extras	Total Mensual
1	Jornal	L. 12,000.00	L. 11,368.91					L -			L. 11,368.91
2	Jornal	L. 12,000.00	L. 11,368.91					L -			L. 11,368.91
3	Jornal	L. 12,000.00	L. 11,368.91					L -			L. 11,368.91
4	Jornal	L. 12,000.00	L. 11,408.91					L -			L. 11,408.91
5	Jornal	L. 12,000.00	L. 11,368.91					L 12,941.57			L. 11,368.91
6	Jornal	L. 12,000.00	L. 11,408.91					L 12,941.57			L. 11,408.91
7	Jornal	L. 12,000.00	L. 11,368.91					L 12,941.57			L. 11,368.91
8	Jornal	L. 12,000.00	L. 11,368.91					L 12,941.57			L. 11,368.91
9	Jornal	L. 12,000.00	L. 11,608.91					L -			L. 11,608.91
10	Jornal	L. 10,080.87	L. 9,702.33					L -			L. 9,702.33
11	Jornal	L. 13,000.00	L. 12,348.91					L 12,941.57			L. 12,348.91
12	Encargado De Mantenimiento	L. 13,968.42	L. 4,341.33					L -			L. 4,341.33
13	Encargada De Fotocopiadora	L. 13,968.42	L. 8,773.33				L 6,984.21	L 6,984.21			L. 8,773.33
14	Conserje Aseadora	L. 13,968.42	L. 6,262.33				L 6,984.21	L 6,984.21			L. 6,262.33
15	Conserje Aseadora	L. 13,968.42	L. 11,018.33				L 6,984.21	L 6,984.21			L. 11,018.33
16	Conserje Aseadora	L. 13,968.42	L. 2,030.33				L 6,984.21	L 6,984.21			L. 2,030.33
17	Conserje Aseadora	L. 13,968.42	L. 6,956.33				L 6,984.21	L 6,984.21			L. 6,956.33
18	Conserje Aseadora	L. 13,968.42	L. 4,057.33				L 6,984.21	L 6,984.21			L. 4,057.33
19	Conserje Aseadora	L. 13,968.42	L. 3,430.33				L 6,984.21	L 6,984.21			L. 3,430.33
20	Conserje Aseadora	L. 13,968.42	L. 8,422.33				L 6,984.21	L 6,984.21			L. 8,422.33
21	Conserje Aseadora	L. 13,968.42	L. 5,997.33				L 6,984.21	L 6,984.21			L. 5,997.33
22	Encargado De Mantenimiento	L. 13,968.42	L. 3,735.33				L 6,984.21	L 6,384.00			L. 3,735.33
23	Encargado De Mantenimiento	L. 13,968.42	L. 13,577.33				L 6,984.21	L 155,734.96			L. 13,577.33
24	Conserje Aseadora	L. 12,768.00	L. 12,176.91					L 0.00			L. 12,176.91
TOTAL PERSONAL JORNAL (12200)		L. 311,469.91	L. 215,470.30	L. 0.00	L. 0.00	L. 0.00	L. 76,826.31	L. 289,684.70	L. 0.00	L. 0.00	L. 215,470.30

Nota: Existe una diferencia con el total de sueldo de planilla con lo Devengado en Siafi la cual se debe a las deducciones realizadas a cada uno de los empleados durante el mes, mediante los convenios con los que cuenta el ICF con diversas instituciones.

Aprobado por la Sub Gerencia de Recursos Humanos:

Mes de Diciembre 2023 Institucion 028

N°	Nombre del Cargo	Sueldo Bruto Noviembre	Total Sueldo Neto	Dietas	Auxilio De Cesantia	Gastos de Representacion	Bonificacion	Decimocuartomes	Decimotercer mes	Vacaciones	Horas Extras	Total Mensual
1	Asistente Legal de la secretaria general	L 38,000.00	L 29,415.48					18,778.35	18,778.35			L 29,415.48
2	Conductor de Vehiculos de la Direccion	L 20,000.00	L 19,108.91					10,000.02	10,000.02			L 19,108.91
3	Tecnico de Mantenimiento	L 13,000.00	L 12,348.91					L 6,424.15	L 6,424.15			L 12,348.91
4	Auxiliar Contable	L 20,000.00	L 19,108.91					L 9,883.35	L 9,883.35			L 19,108.91
5	Tecnico Forestal	L 21,000.00	L 19,083.91					L 10,377.50	L 10,377.50			L 19,083.91
6	Auxiliar De Informatica	L 10,080.87	L 9,500.73					L 4,956.41	L 4,956.41			L 9,500.73
7	Planificador Presupuestario	L 15,000.00	L 14,233.91					L 7,412.50	L 7,412.50			L 14,233.91
8	Conserje/Aseadora	L 10,080.87	L 9,502.33					L 4,981.62	L 4,981.62			L 9,502.33
9	Motorista	L 12,000.00	L 11,368.91					L 5,930.00	L 5,930.00			L 11,368.91
10	Motorista	L 12,000.00	L 11,508.91					L 5,900.00	L 5,900.00			L 11,508.91
11	Tecnico de Apoyo	L 25,000.00	L 23,983.91					L 12,354.15	L 12,354.15			L 23,983.91
12	Tecnico de Apoyo	L 25,000.00	L 23,983.91					L 12,354.15	L 12,354.15			L 23,983.91
13	Tecnico de Apoyo	L 25,000.00	L 23,983.91					L 12,354.15	L 12,354.15			L 23,983.91
14	Tecnico de Apoyo	L 25,000.00	L 23,983.91					L 12,354.15	L 12,354.15			L 23,983.91
15	Tecnico de Apoyo	L 25,000.00	L 23,983.91					L 12,354.15	L 12,354.15			L 23,983.91
16	Tecnico de Apoyo	L 25,000.00	L 23,983.91					L 12,354.15	L 12,354.15			L 23,983.91
17	Tecnico de Apoyo	L 25,000.00	L 23,983.91					L 12,354.15	L 12,354.15			L 23,983.91
18	Tecnico de Apoyo	L 25,000.00	L 23,983.91					L 12,354.15	L 12,354.15			L 23,983.91
19	Tecnico de Apoyo	L 25,000.00	L 23,983.91					L 12,354.15	L 12,354.15			L 23,983.91
20	asistente administrativo	L 15,000.00	L 14,308.91					L 7,375.00	L 7,375.00			L 14,308.91
21	Tecnico de Apoyo	L 25,000.00	L 23,983.91					L 12,354.15	L 12,354.15			L 23,983.91
22	Tecnico 2	L 20,000.00	L 19,608.91					L 10,883.36	L 10,883.36			L 19,608.91
23	Motorista	L 13,200.00	L 12,544.91					L 6,017.00	L 6,017.00			L 12,544.91
24	Aseadora	L 11,000.00	L 10,612.27					L 5,435.85	L 5,435.85			L 10,612.27
25	Auxiliar Administrativo	L 14,600.00	L 13,928.91					L 7,178.35	L 7,178.35			L 13,928.91
26	Administradora/Secretaria	L 17,000.00	L 16,608.91					L 9,250.86	L 9,250.86			L 16,608.91
27	Asistente Legal de la Direccion Ejecutiva	L 40,000.00	L 20,565.00					L 19,766.65	L 19,766.65			L 20,565.00
28	Auxiliar De Archivo	L 14,000.00	L 13,328.91					L 5,833.35	L 5,833.35			L 13,328.91
29	Tecnico De Mantenimiento	L 13,000.00	L 12,348.91					L 5,416.65	L 5,416.65			L 12,348.91
30	Motorista	L 12,000.00	L 11,368.91					L 4,300.00	L 4,300.00			L 11,368.91
31	GUARDA RECURSOS	L 12,000.00	L 11,368.91					L 4,900.00	L 4,900.00			L 11,368.91
32	Planificador	L 35,000.00	L 33,558.91					L 14,379.18	L 14,379.18			L 33,558.91
33	Tecnico 1	L 20,000.00	L 19,108.91					L 8,000.02	L 8,000.02			L 19,108.91
34	Asistente legal	L 30,000.00	L 28,808.91					L 11,425.00	L 11,425.00			L 28,808.91
35	Asistente Legal de la Secretaria General	L 13,000.00	L 12,348.91					L 3,715.82	L 3,715.82			L 12,348.91
36	Conductor de Vehiculos de la Direccion	L 15,000.00	L 14,308.91					L 4,287.50	L 4,287.50			L 14,308.91
37	Auxiliar Contable	L 12,000.00	L 11,558.91					L 3,670.00	L 3,670.00			L 11,558.91
38	Auxiliar Contable	L 24,000.00	L 23,008.91					L 6,860.00	L 6,860.00			L 23,008.91
39	Asistente Legal de la secretaria general	L 25,000.00	L 23,983.91					L 7,145.82	L 7,145.82			L 23,983.91
40	Conductor de Vehiculos	L 12,000.00	L 11,358.91					L 2,730.00	L 2,730.00			L 11,358.91
41	Tecnico Forestal	L 20,000.00	L 19,608.91					9,883.35	9,883.35			L 19,608.91
42	Tecnico Forestal	L 20,000.00	L 19,608.91					9,883.35	9,883.35			L 19,608.91
43	Tecnico Forestal	L 20,000.00	L 19,608.91					9,883.35	9,883.35			L 19,608.91

44	Tecnico Forestal	L	20,000.00	L	19,608.91									9,883.35	9,883.35							L	19,608.91
45	Tecnico Forestal	L	20,000.00	L	19,608.91									9,883.35	9,883.35							L	19,608.91
46	Tecnico Forestal	L	20,000.00	L	19,608.91									9,883.35	9,883.35							L	19,608.91
47	Tecnico Forestal	L	20,000.00	L	19,108.91									9,883.35	9,883.35							L	19,108.91
48	Tecnico Forestal	L	20,000.00	L	19,608.91									9,883.35	9,883.35							L	19,608.91
49	Tecnico Forestal	L	20,000.00	L	19,608.91									9,883.35	9,883.35							L	19,608.91
50	Tecnico Forestal	L	20,000.00	L	19,608.91									9,883.35	9,883.35							L	19,608.91
51	Conductor De Vehiculos	L	12,000.00	L	11,408.91									5,930.00	5,930.00							L	11,408.91
52	Digitalizador	L	10,080.87	L	9,602.33									4,981.62	4,981.62							L	9,602.33
53	Tecnico Forestal	L	21,200.00	L	20,308.91									10,476.35	10,476.35							L	20,308.91
54	Tecnico Forestal	L	20,000.00	L	19,608.91									9,883.35	9,883.35							L	19,608.91
55	Tecnico Forestal	L	20,000.00	L	19,608.91									8,216.68	8,216.68							L	19,608.91
56	Tecnico Forestal	L	20,000.00	L	19,608.91									9,383.35	9,383.35							L	19,608.91
57	Tecnico Forestal	L	20,000.00	L	19,208.91									6,116.68	6,116.68							L	19,208.91
58	Tecnico Forestal	L	20,000.00	L	19,408.91									6,116.68	6,116.68							L	19,408.91
59	Tecnico Forestal	L	20,000.00	L	19,608.91									6,333.35	6,333.35							L	19,608.91
60	Tecnico Forestal	L	20,000.00	L	19,258.91									4,500.01	4,500.01							L	19,258.91
61	Tecnico Forestal	L	20,000.00	L	19,108.91									3,783.34	3,783.34							L	19,108.91
62	Tecnico Areas Protegidas	L	20,000.00	L	19,458.91									2,166.66	2,166.66							L	19,458.91
63	Supervisor de infraestructura y Obras civiles	L	26,000.00	L	23,566.88									3,333.34	3,333.34							L	23,566.88
64	Guarda Recursos Paratecnico	L	12,000.00	L	11,608.91									1,970.00	1,970.00							L	11,608.91
65	Guarda Recursos	L	10,080.87	L	9,702.33									1,982.49	1,982.49							L	9,702.33
66	Tecnico Areas Protegidas	L	20,000.00	L	19,608.91									9,883.35	9,883.35							L	19,608.91
67	Guarda Recursos	L	10,080.87	L	9,702.33									3,783.34	3,783.34							L	9,702.33
68	Tecnico Areas Protegidas	L	25,000.00	L	24,608.91									9,883.35	9,883.35							L	24,608.91
69	Guarda Recursos Paratecnico	L	12,000.00	L	11,608.91									L 5,930.00	L 5,930.00							L	11,608.91
70	Auxiliar de Bienes	L	12,000.00	L	11,368.91									L 5,930.00	L 5,930.00							L	11,368.91
71	Auxiliar de Bienes	L	12,000.00	L	11,368.91									L 5,930.00	L 5,930.00							L	11,368.91
72	Tecnico Forestal	L	20,000.00	L	19,608.91									9,883.35	9,883.35							L	19,608.91
73	Tecnico Forestal	L	20,000.00	L	19,108.91									9,883.35	9,883.35							L	19,108.91
Total Personal no permanente		L	1,371,404.35	L	1,294,202.01	L 0.00	L 0.00	L 0.00	L 0.00	L 0.00	L 601,869.95	L 601,869.95	L 0.00	L 0.00	L 1,294,202.01								

Nota: Existe una diferencia con el total de sueldo de planilla con lo Devengado en Siafi la cual se debe a las deducciones realizadas a cada uno de los empleados durante el mes, mediante los convenios con los que cuenta el ICF con diversas instituciones.

Aprobado por la Sub Gerencia de Recursos Humanos:

