



**DIRECCIÓN DE RECURSOS HUMANOS**

Directora: **Licda. Carmen Leticia Morales Reyes**

Responsable de actualización de información: **Edgar Geovanny Maeda Ramírez**

Fecha de Emisión: **29 de noviembre de 2023**

(Artículo 10, numeral 4, Ley de Acceso a la Información Pública)

Nómina Personal Supernumerario Renglón 021

| No. | Nombre del Empleado / Servidor Público | Cargo   | Dependencia                            | Sueldo Base | Complemento Personal Al Salario | Bonificación Antigüedad | Bonificación Profesional | Bonificación Incentivo | Gastos Representación | Total Devenigado | Total Descuentos | Líquido  | Válidos |
|-----|--|---|--|-------------|---------------------------------|-------------------------|--------------------------|------------------------|-----------------------|------------------|------------------|----------|---------|
| 1   | ABIGAIL ROSALÍO CLEMENTE RAMIREZ       | ASESOR DE AUDITORIA                                 | Auditoria                              | 7,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 7,250.00         | 427.58           | 6,822.42 | 0.00    |
| 2   | ALVIN ALEXANDER BARILLAS LÁZARO        | GUARDIA ELECTORAL DE SEGURIDAD                      | Departamento de Seguridad de Edificios | 6,060.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 6,310.00         | 292.70           | 6,017.30 | 0.00    |
| 3   | ANA LISETH DEL CID DEL CID             | OFICINISTA ELECTORAL                                | Dirección de Recursos Humanos          | 4,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 4,250.00         | 228.20           | 4,021.80 | 0.00    |
| 4   | ANA MARYSABEL GULARTE ESTRADA          | ANALISTA ELECTORAL DE RECURSOS HUMANOS              | Dirección de Recursos Humanos          | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00         | 292.34           | 4,957.66 | 0.00    |
| 5   | ANA ODILIA RIVERA ESTRADA              | AUXILIAR DE AUDITORIA ELECTORAL                     | Auditoría Administrativa Financiera    | 7,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 7,250.00         | 341.55           | 6,908.45 | 0.00    |
| 6   | ANDREA DESIRÉ MIRA LÓPEZ               | ANALISTA ELECTORAL DE CONTABILIDAD                  | Departamento de Contabilidad           | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00         | 241.50           | 5,008.50 | 0.00    |
| 7   | ANDREA EUNICE SOTO CUELLAR             | ANALISTA ELECTORAL DE CONTABILIDAD                  | Departamento de Contabilidad           | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00         | 241.50           | 5,008.50 | 0.00    |
| 8   | ANGEL VINICIO JUÁREZ GONZALEZ          | ANALISTA ELECTORAL DE CONTABILIDAD                  | Departamento de Contabilidad           | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00         | 241.50           | 5,008.50 | 0.00    |
| 9   | ANGELA MIGUEL YUMÁN REYES              | CONTADOR ELECTORAL - MUNICIPAL GUATEMALA MUNICIPIOS | Departamento de Contabilidad           | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00         | 241.50           | 5,008.50 | 0.00    |
| 10  | ANTONIO FRANCISCO LIMATUJ GARCIA       | AUXILIAR OPERATIVO ELECTORAL ESTIBADOR              | Dirección Electoral                    | 3,200.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 3,450.00         | 154.56           | 3,295.44 | 0.00    |
| 11  | BETZY VERALÍ MENDOZA SAMAYOA           | ASESOR DE AUDITORIA                                 | Auditoria                              | 7,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 7,250.00         | 384.32           | 6,865.68 | 0.00    |
| 12  | BRANDON DANIEL ORTIZ LÓPEZ             | ANALISTA ELECTORAL DE CONTABILIDAD                  | Departamento de Contabilidad           | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00         | 241.50           | 5,008.50 | 0.00    |
| 13  | BYRÓN ENRIQUE LÓPEZ RECINOS            | CONTADOR ELECTORAL - MUNICIPAL GUATEMALA MUNICIPIOS | Departamento de Contabilidad           | 5,166.67    | 0.00                            | 0.00                    | 0.00                     | 258.33                 | 0.00                  | 5,425.00         | 249.55           | 5,175.45 | 0.00    |
| 14  | BYRON ESTUARDO CARRILLO REYES          | ANALISTA ELECTORAL DE CONTABILIDAD                  | Departamento de Contabilidad           | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00         | 241.50           | 5,008.50 | 0.00    |
| 15  | CARLOS ANDRÉS DE LA ROSA FLORES        | ANALISTA ELECTORAL DE CONTABILIDAD                  | Departamento de Contabilidad           | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00         | 675.51           | 4,574.49 | 0.00    |

| No. | Nombre del Empleado / Servidor Público | Cargo   | Dependencia                            | Sueldo Base | Complemento Personal Al Salario | Bonificación Antigüedad | Bonificación Profesional | Bonificación Incentivo | Gastos Representación | Total Devengado | Total Descuentos | Líquido  | Válidos |
|-----|--|---|--|-------------|---------------------------------|-------------------------|--------------------------|------------------------|-----------------------|-----------------|------------------|----------|---------|
| 16  | CARLOS ARTURO DURÁN QUIROA             | ANALISTA ELECTORAL DE CONTABILIDAD                  | Departamento de Contabilidad           | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 17  | CARLOS ARTURO ROJAS CASTILLO           | ANALISTA ELECTORAL DE CONTABILIDAD                  | Departamento de Contabilidad           | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 18  | CARLOS MATEO TZI MACZ                  | OFICINISTA ELECTORAL                                | Magistraturas                          | 1,600.00    | 0.00                            | 0.00                    | 0.00                     | 1,000.00               | 0.00                  | 2,600.00        | 93.25            | 2,506.75 | 0.00    |
| 19  | CÉSAR AUGUSTO AVILA GÓMEZ              | ASESOR ELECTORAL CONTABLE                           | Departamento de Contabilidad           | 10,000.00   | 0.00                            | 0.00                    | 375.00                   | 250.00                 | 0.00                  | 10,625.00       | 767.81           | 9,857.19 | 0.00    |
| 20  | CÉSAR FERNANDO ALFARO GARCÍA           | ANALISTA ELECTORAL DE CONTABILIDAD                  | Departamento de Contabilidad           | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 451.50           | 4,798.50 | 0.00    |
| 21  | CÉSAR IVAN HERNÁNDEZ LÓPEZ             | GUARDIA ELECTORAL DE SEGURIDAD                      | Departamento de Seguridad de Edificios | 6,060.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 6,310.00        | 304.19           | 6,005.81 | 0.00    |
| 22  | CINTIA MARGARITA CALDERÓN              | CONTADOR ELECTORAL - MUNICIPAL DISTRITO CENTRAL     | Departamento de Contabilidad           | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 23  | CLAUDIA MÓNICA REYES FLORES            | CONTADOR ELECTORAL - DEPARTAMENTAL                  | Departamento de Contabilidad           | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 24  | DALLANA ISABEL RUANO OVALLE            | OFICINISTA ELECTORAL - INVENTARIOS JUNTAS           | Departamento de Contabilidad           | 4,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 4,250.00        | 363.53           | 3,886.47 | 0.00    |
| 25  | DANIA VERALICE VALLADARES AYALA        | CONTADOR ELECTORAL - MUNICIPAL DISTRITO CENTRAL     | Departamento de Contabilidad           | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 26  | DANIEL FERNANDO GUAMUCH UXLÁ           | CONTADOR ELECTORAL - MUNICIPAL GUATEMALA MUNICIPIOS | Departamento de Contabilidad           | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 27  | DANIELA ELIZABETH URIZAR GÓMEZ         | OFICINISTA ELECTORAL - INVENTARIOS TSE              | Departamento de Contabilidad           | 4,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 4,250.00        | 196.46           | 4,053.54 | 0.00    |
| 28  | DULCE PATRICIA MIRANDA QUIÑONEZ        | ANALISTA ELECTORAL DE CONTABILIDAD                  | Departamento de Contabilidad           | 0.00        | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 250.00          | 1,786.92         | 129.75   | 0.00    |
| 29  | EDGAR ESTUARDO MORENO GÓMEZ            | CONTADOR ELECTORAL - MUNICIPAL GUATEMALA MUNICIPIOS | Departamento de Contabilidad           | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 30  | EDGAR HUMBERTO OROZCO HERNÁNDEZ        | COORDINADOR ELECTORAL FINANCIERO REGIONAL           | Departamento de Contabilidad           | 10,000.00   | 0.00                            | 0.00                    | 375.00                   | 250.00                 | 0.00                  | 10,625.00       | 665.16           | 9,959.84 | 0.00    |
| 31  | EDNA PATRICIA JUÁREZ SAGASTUME         | COORDINADOR ELECTORAL FINANCIERO REGIONAL           | Departamento de Contabilidad           | 10,000.00   | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 10,250.00       | 689.82           | 9,560.18 | 0.00    |
| 32  | EDUARDO ENRIQUE SALAS ALIÑADO          | COORDINADOR ELECTORAL FINANCIERO REGIONAL           | Departamento de Contabilidad           | 10,000.00   | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 10,250.00       | 671.98           | 9,578.02 | 0.00    |
| 33  | EDWIN BARRIOS MORALES                  | CONTADOR ELECTORAL - MUNICIPAL GUATEMALA MUNICIPIOS | Departamento de Contabilidad           | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 34  | EDWIN ARMANDO DE LEÓN MEZA             | ASESOR REGIONAL ELECTORAL                           | Magistraturas                          | 10,000.00   | 0.00                            | 0.00                    | 375.00                   | 250.00                 | 0.00                  | 10,625.00       | 1,153.79         | 9,471.21 | 0.00    |
| 35  | EDWIN GUSTAVO RODRÍGUEZ MEJÍA          | ASESOR DE AUDITORIA                                 | Auditoría                              | 7,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 7,250.00        | 384.32           | 6,865.68 | 0.00    |
| 36  | EDWIN HAROLDO AJCIGINAC SACTIC         | CONTADOR ELECTORAL - MUNICIPAL GUATEMALA MUNICIPIOS | Departamento de Contabilidad           | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 37  | ELIDA ETELVINA SÁNCHEZ JUÁREZ          | OFICINISTA ELECTORAL                                | Sección de Almacén                     | 4,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 4,250.00        | 218.20           | 4,031.80 | 0.00    |
| 38  | ELIDA MARLENI DE LEÓN GONZÁLEZ         | ASESOR DE AUDITORIA                                 | Auditoría                              | 7,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 7,250.00        | 427.58           | 6,822.42 | 0.00    |

| No. | Nombre del Empleado / Servidor Público | Cargo                                     | Dependencia                   | Sueldo Base | Complemento Personal Al Salario | Bonificación Antigüedad | Bonificación Profesional | Bonificación Incentivo | Gastos Representación | Total Devengado | Total Descuentos | Líquido  | Válidos |
|-----|--|---|-------------------------------|-------------|---------------------------------|-------------------------|--------------------------|------------------------|-----------------------|-----------------|------------------|----------|---------|
| 39  | ELVIS ESTUARDO FERNÁNDEZ OLIVA         | AUXILIAR OPERATIVO ELECTORAL ESTIBADOR    | Dirección Electoral           | 3,200.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 3,450.00        | 334.56           | 3,115.44 | 0.00    |
| 40  | E MELI PAMELA JUÁREZ CARRERA           | ANALISTA ELECTORAL DE CONTABILIDAD        | Departamento de Contabilidad  | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 252.43           | 4,997.57 | 0.00    |
| 41  | E MELIN DENISE MATÍAS PÉREZ            | COORDINADOR ELECTORAL FINANCIERO REGIONAL | Departamento de Contabilidad  | 10,000.00   | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 10,250.00       | 647.05           | 9,602.95 | 0.00    |
| 42  | EMILIA MARIBEL HERRERA VARGAS          | ANALISTA ELECTORAL DE RECURSOS HUMANOS    | Dirección de Recursos Humanos | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 291.50           | 4,958.50 | 0.00    |
| 43  | ERICKA AZUCENA BLANCO HERNÁNDEZ        | ANALISTA ELECTORAL DE RECURSOS HUMANOS    | Dirección de Recursos Humanos | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 291.50           | 4,958.50 | 0.00    |
| 44  | EVELIN XIOMARA ALAY YUPE               | ASESOR DE AUDITORIA                       | Auditoría                     | 7,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 7,250.00        | 427.58           | 6,822.42 | 0.00    |
| 45  | EVELYN VIVIANA CHAVEZ FUENTES          | ANALISTA ELECTORAL DE CONTABILIDAD        | Departamento de Contabilidad  | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 46  | FLOR DE MARÍA BARRERA ROJAS            | ANALISTA ELECTORAL DE CONTABILIDAD        | Departamento de Contabilidad  | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 47  | FREDI ELÍ HERNÁNDEZ LÓPEZ              | ANALISTA ELECTORAL DE CONTABILIDAD        | Departamento de Contabilidad  | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 48  | FREDY LEONEL BOBADILLA MARROQUÍN       | ANALISTA ELECTORAL DE CONTABILIDAD        | Departamento de Contabilidad  | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 551.50           | 4,698.50 | 0.00    |
| 49  | FREDY LEONEL TENÍ CÚ                   | ANALISTA ELECTORAL                        | Magistraturas                 | 2,000.00    | 0.00                            | 0.00                    | 0.00                     | 100.00                 | 0.00                  | 2,100.00        | 96.60            | 2,003.40 | 0.00    |
| 50  | GERMAN IVAN MATIAS CHELEY              | ANALISTA ELECTORAL DE CONTABILIDAD        | Departamento de Contabilidad  | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 252.43           | 4,997.57 | 0.00    |
| 51  | GERSON DIONICIO RIVAS GÓMEZ            | ANALISTA ELECTORAL DE CONTABILIDAD        | Departamento de Contabilidad  | 1,666.67    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 1,916.67        | 80.50            | 2,947.28 | 0.00    |
| 52  | GIOVANI DAVID DÍAZ RUIZ                | ASESOR REGIONAL ELECTORAL                 | Magistraturas                 | 1,666.67    | 0.00                            | 0.00                    | 62.50                    | 41.67                  | 0.00                  | 1,770.84        | 370.22           | 1,400.62 | 0.00    |
| 53  | HEBER ISAÍAS RODAS DURÁN               | ANALISTA ELECTORAL DE CONTABILIDAD        | Departamento de Contabilidad  | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 54  | HÉCTOR LEONEL ALFARO GARCÍA            | ANALISTA ELECTORAL DE CONTABILIDAD        | Departamento de Contabilidad  | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 253.63           | 4,996.37 | 0.00    |
| 55  | HELEN ESTHER RODRIGUEZ DAVILA          | OFICINISTA ELECTORAL - INVENTARIOS JUNTAS | Departamento de Contabilidad  | 4,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 4,250.00        | 193.20           | 4,056.80 | 0.00    |
| 56  | HENRY EDDY MENCHÚ YAX                  | ANALISTA ELECTORAL DE CONTABILIDAD        | Departamento de Contabilidad  | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 57  | HERVE HAROLDO SÁNCHEZ GOMAR            | ASESOR DE AUDITORIA                       | Auditoría                     | 7,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 7,250.00        | 427.58           | 6,822.42 | 0.00    |
| 58  | JACKELIN MISHÉL MARTÍNEZ GALINDO       | ANALISTA ELECTORAL DE CONTABILIDAD        | Departamento de Contabilidad  | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 59  | JACKELINE DAYANNA MELÉNDEZ MARTÍNEZ    | ANALISTA ELECTORAL DE RECURSOS HUMANOS    | Dirección de Recursos Humanos | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 291.50           | 4,958.50 | 0.00    |
| 60  | JACLYN YADIRA CITALÁN QUAN             | ASESOR DE AUDITORIA                       | Auditoría                     | 7,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 7,250.00        | 427.58           | 6,822.42 | 0.00    |
| 61  | JAVIER EDUARDO RODAS LÓPEZ             | ANALISTA ELECTORAL DE CONTABILIDAD        | Departamento de Contabilidad  | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 541.50           | 4,708.50 | 0.00    |
|     |  |   |                               |             |                                 |                         |                          |                        |                       |                 |                  |          |         |

| No. | Nombre del Empleado / Servidor Público | Cargo   | Dependencia                   | Sueldo Base | Complemento Personal Al Salario | Bonificación Antigüedad | Bonificación Profesional | Bonificación Incentivo | Gastos Representación | Total Devengado | Total Descuentos | Líquido  | Válidos |
|-----|--|---|-------------------------------|-------------|---------------------------------|-------------------------|--------------------------|------------------------|-----------------------|-----------------|------------------|----------|---------|
| 62  | JESSICA MARÍA OLIVA ESTRADA            | ASESOR ELECTORAL CONTABLE                           | Departamento de Contabilidad  | 10,000.00   | 0.00                            | 0.00                    | 375.00                   | 250.00                 | 0.00                  | 10,625.00       | 665.16           | 9,959.84 | 0.00    |
| 63  | JONATÁN ISRAEL JUÁREZ CARRERA          | ANALISTA ELECTORAL DE CONTABILIDAD                  | Departamento de Contabilidad  | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 64  | JORGE HUMBERTO FLORES MADRÍZ           | ASESOR ELECTORAL CONTABLE                           | Departamento de Contabilidad  | 10,000.00   | 0.00                            | 0.00                    | 375.00                   | 250.00                 | 0.00                  | 10,625.00       | 665.16           | 9,959.84 | 0.00    |
| 65  | JOSÉ GUILLERMO MIRANDA MONTERROSO      | ASESOR REGIONAL ELECTORAL                           | Magistraturas                 | 10,000.00   | 0.00                            | 0.00                    | 375.00                   | 250.00                 | 0.00                  | 10,625.00       | 761.19           | 9,863.81 | 0.00    |
| 66  | JOSÉ MANUEL MONTERROSO BARRIOS         | ANALISTA ELECTORAL DE CONTABILIDAD                  | Departamento de Contabilidad  | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 67  | JOSÉ MAURICIO OSORIO BARAHONA          | OFICINISTA ELECTORAL - INVENTARIOS TSE              | Departamento de Contabilidad  | 4,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 4,250.00        | 193.20           | 4,056.80 | 0.00    |
| 68  | JOSÉ RONALDO BRÁN JOLÓN                | ANALISTA ELECTORAL DE CONTABILIDAD                  | Departamento de Contabilidad  | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 654.10           | 4,595.90 | 0.00    |
| 69  | JOSÉ VALENTÍN AVEA MÉNDEZ              | ANALISTA ELECTORAL DE CONTABILIDAD                  | Departamento de Contabilidad  | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 541.50           | 4,708.50 | 0.00    |
| 70  | JOSELINE MARISOL GARZO VELASQUEZ       | ANALISTA ELECTORAL DE CONTABILIDAD                  | Departamento de Contabilidad  | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 71  | JOSELYN MARIELOS ABULARACH HERNÁNDEZ   | ANALISTA ELECTORAL DE CONTABILIDAD                  | Departamento de Contabilidad  | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 72  | JOSUE ALEXANDER LÓPEZ CASTAÑEDA        | AUXILIAR OPERATIVO ELECTORAL ESTIBADOR              | Dirección Electoral           | 3,200.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 3,450.00        | 154.56           | 3,295.44 | 0.00    |
| 73  | JUAN CARLOS REYES QUEXEL               | PILOTO ELECTORAL I                                  | Auditoría                     | 3,500.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 3,750.00        | 169.05           | 3,580.95 | 0.00    |
| 74  | KAREN ANDREA MARROQUÍN CASTAÑEDA       | ANALISTA ELECTORAL DE CONTABILIDAD                  | Departamento de Contabilidad  | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 75  | KAREN CONSUELO VILLATORO MARTÍNEZ      | ANALISTA ELECTORAL DE CONTABILIDAD                  | Departamento de Contabilidad  | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 252.43           | 4,997.57 | 0.00    |
| 76  | KAREN YANIRA LARA CORDERO              | ANALISTA ELECTORAL DE CONTABILIDAD                  | Departamento de Contabilidad  | 3,500.00    | 0.00                            | 0.00                    | 0.00                     | 175.00                 | 0.00                  | 3,675.00        | 479.05           | 3,195.95 | 0.00    |
| 77  | KATHIAN ADRIANA CARRERA ORDOÑEZ        | ANALISTA ELECTORAL DE CONTABILIDAD                  | Departamento de Contabilidad  | 833.33      | 0.00                            | 0.00                    | 0.00                     | 41.67                  | 0.00                  | 875.00          | 40.25            | 834.75   | 0.00    |
| 78  | KEVIN HAROLDO SOLORZANO LUCERO         | OFICINISTA ELECTORAL                                | Dirección de Recursos Humanos | 4,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 4,250.00        | 223.20           | 4,026.80 | 0.00    |
| 79  | LESLEY ABIGAIL ESPINOZA QUIC           | ANALISTA ELECTORAL DE CONTABILIDAD                  | Departamento de Contabilidad  | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 80  | LESLEY ORLENDA ORDOÑEZ DE LEÓN         | ANALISTA ELECTORAL DE CONTABILIDAD                  | Departamento de Contabilidad  | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 81  | LIGIA EDITH CHANONA WINTER             | ANALISTA ELECTORAL DE CONTABILIDAD                  | Departamento de Contabilidad  | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 643.00           | 4,607.00 | 0.00    |
| 82  | LILI ADRIANA QUIÑÓNEZ YOOL             | CONTADOR ELECTORAL - MUNICIPAL GUATEMALA MUNICIPIOS | Departamento de Contabilidad  | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 83  | MADLYN PAOLA JAL RAMOS                 | ANALISTA ELECTORAL DE CONTABILIDAD                  | Departamento de Contabilidad  | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 84  | MAICKELYN AMANDA MARROQUIN MANUEL      | ANALISTA ELECTORAL DE CONTABILIDAD                  | Departamento de Contabilidad  | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 541.50           | 4,708.50 | 0.00    |

| No. | Nombre del Empleado / Servidor Público | Cargo                                     | Dependencia                            | Sueldo Base | Complemento Personal Al Salario | Bonificación Antigüedad | Bonificación Profesional | Bonificación Incentivo | Gastos Representación | Total Devengado | Total Descuentos | Líquido   | Válidos |
|-----|--|---|--|-------------|---------------------------------|-------------------------|--------------------------|------------------------|-----------------------|-----------------|------------------|-----------|---------|
| 85  | MARÍA ALEJANDRA AJCALÓN JACINTO        | ANALISTA ELECTORAL DE CONTABILIDAD        | Departamento de Contabilidad           | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50  | 0.00    |
| 86  | MARÍA CLAUDIA NINETTE MONTOYA GONZÁLEZ | ANALISTA ELECTORAL DE CONTABILIDAD        | Departamento de Contabilidad           | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50  | 0.00    |
| 87  | MARIA EUGENIA CORDÓN MORALES           | ASESOR DE AUDITORIA                       | Auditoría                              | 7,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 7,250.00        | 305.89           | 6,944.11  | 0.00    |
| 88  | MARÍA JOSÉ FLORES ORTEGA               | ANALISTA ELECTORAL DE CONTABILIDAD        | Departamento de Contabilidad           | 3,166.67    | 0.00                            | 0.00                    | 0.00                     | 158.33                 | 0.00                  | 3,325.00        | 477.95           | 2,847.05  | 0.00    |
| 89  | MARÍA JOSÉ LETONA PÉREZ                | ANALISTA ELECTORAL DE CONTABILIDAD        | Departamento de Contabilidad           | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50  | 0.00    |
| 90  | MARILYN NINETH CONTRERAS MILIÁN        | COORDINADOR ELECTORAL FINANCIERO REGIONAL | Departamento de Contabilidad           | 10,000.00   | 0.00                            | 0.00                    | 375.00                   | 250.00                 | 0.00                  | 10,625.00       | 767.81           | 9,857.19  | 0.00    |
| 91  | MARIO IXCOY MARTINEZ                   | ASESOR DE AUDITORIA                       | Auditoría                              | 7,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 7,250.00        | 454.32           | 6,795.68  | 0.00    |
| 92  | MARIO ABNER LEMUS HERNÁNDEZ            | ANALISTA ELECTORAL DE CONTABILIDAD        | Departamento de Contabilidad           | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50  | 0.00    |
| 93  | MARLENY AZUCENA MEJÍA AVILA            | ASESOR DE AUDITORIA                       | Auditoría                              | 7,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 7,250.00        | 438.10           | 6,811.90  | 0.00    |
| 94  | MARLLORY GUADALUPE ALVAREZ HERNÁNDEZ   | ANALISTA ELECTORAL DE CONTABILIDAD        | Departamento de Contabilidad           | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50  | 0.00    |
| 95  | MARTA ELVIRA RAMIREZ HERNANDEZ         | OFICINISTA ELECTORAL                      | Dirección de Recursos Humanos          | 4,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 4,250.00        | 228.20           | 4,021.80  | 0.00    |
| 96  | MICHEEL ARMAS RAMÍREZ                  | ANALISTA ELECTORAL DE CONTABILIDAD        | Departamento de Contabilidad           | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 541.50           | 4,708.50  | 0.00    |
| 97  | MIRELLA BEATRIZ ALVAREZ SOLARES        | ANALISTA ELECTORAL DE CONTABILIDAD        | Departamento de Contabilidad           | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 252.43           | 4,997.57  | 0.00    |
| 98  | MISAEI ANTONIO FAJARDO ROSALES         | ANALISTA ELECTORAL DE CONTABILIDAD        | Departamento de Contabilidad           | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 252.43           | 4,997.57  | 0.00    |
| 99  | MYNOR HUGO CABRERA ARCHILA             | ASESOR REGIONAL ELECTORAL                 | Magistraturas                          | 1,666.67    | 0.00                            | 0.00                    | 62.50                    | 41.67                  | 0.00                  | 1,770.84        | 343.60           | 1,427.24  | 0.00    |
| 100 | MYNOR MISAEI ESTEBAN ALVARADO          | ANALISTA ELECTORAL DE CONTABILIDAD        | Departamento de Contabilidad           | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50  | 0.00    |
| 101 | NANCY MARIELA AGUILAR BARRERA          | ASESOR DE AUDITORIA                       | Auditoría                              | 7,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 7,250.00        | 427.58           | 6,822.42  | 0.00    |
| 102 | NORMA ROSARIO VILLACINDA JIMÉNEZ       | AUXILIAR DE AUDITORIA ELECTORAL           | Auditoría Administrativa Financiera    | 7,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 7,250.00        | 338.10           | 6,911.90  | 0.00    |
| 103 | OBED AROLDI MARTÍNEZ PÉREZ             | ANALISTA ELECTORAL DE CONTABILIDAD        | Departamento de Contabilidad           | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50  | 0.00    |
| 104 | OLGA EMILIA PAIZ NAVAS                 | ASESOR DE AUDITORIA                       | Auditoría                              | 7,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 7,250.00        | 427.58           | 6,822.42  | 0.00    |
| 105 | OLGA MARINA GIRON CASTRO               | COORDINADOR ELECTORAL FINANCIERO REGIONAL | Departamento de Contabilidad           | 10,000.00   | 0.00                            | 0.00                    | 375.00                   | 250.00                 | 0.00                  | 10,625.00       | 551.33           | 10,073.67 | 0.00    |
| 106 | OLIVERIO HERNÁNDEZ MORALES             | GUARDIA ELECTORAL DE SEGURIDAD            | Departamento de Seguridad de Edificios | 6,060.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 6,310.00        | 304.19           | 6,005.81  | 0.00    |
| 107 | OSCAR FERNANDO AJIN NIJ                | COORDINADOR ELECTORAL FINANCIERO REGIONAL | Departamento de Contabilidad           | 10,000.00   | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 10,250.00       | 647.05           | 9,602.95  | 0.00    |

| No. | Nombre del Empleado / Servidor Público | Cargo  | Dependencia   | Saludo Base | Complemento Personal Al Salario | Bonificación Antigüedad | Bonificación Profesional | Bonificación Incentivo | Gastos Representación | Total Devengado | Total Descuentos | Líquido  | Válidos |
|-----|--|--|---|-------------|---------------------------------|-------------------------|--------------------------|------------------------|-----------------------|-----------------|------------------|----------|---------|
| 108 | PABLO DANIEL SOLIS LOPEZ               | OFICINISTA ELECTORAL - INVENTARIOS TSE               | Departamento de Contabilidad                          | 4,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 4,250.00        | 196.46           | 4,053.54 | 0.00    |
| 109 | PEDRO PABLO GARCÍA HUERTAS             | CONTADOR ELECTORAL - MUNICIPAL GUATEMALA MUNICIPIOS  | Departamento de Contabilidad                          | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 110 | ROEL DE JESÚS JUÁREZ JUÁREZ            | ANALISTA ELECTORAL DE CONTABILIDAD                   | Departamento de Contabilidad                          | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 252.43           | 4,997.57 | 0.00    |
| 111 | ROLANDO EDUARDO SURET POCOP            | ANALISTA ELECTORAL DE CONTABILIDAD                   | Departamento de Contabilidad                          | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 112 | ROSA LEONOR HERNANDEZ SOLORZANO        | ANALISTA ELECTORAL DE RECURSOS HUMANOS               | Dirección de Recursos Humanos                         | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 294.20           | 4,955.80 | 0.00    |
| 113 | RUDI ARIEL RUANO GONZÁLEZ              | ANALISTA ELECTORAL DE CONTABILIDAD                   | Departamento de Contabilidad                          | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 541.50           | 4,708.50 | 0.00    |
| 114 | RUDY HUMBERTO CÓRDOVA CAHUEX           | OFICINISTA ELECTORAL                                 | Unidad de Archivo General                             | 4,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 4,250.00        | 258.20           | 3,991.80 | 0.00    |
| 115 | RUTILIA CHOPÉN POZ                     | CONTADOR ELECTORAL - MUNICIPAL GUATEMALA MUNICIPIOS  | Departamento de Contabilidad                          | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 116 | SAMUEL ALFONSO LAPARRA RENOJ           | ENCARGADO DEL FONDO ROTATIVO INSTITUCIONAL ELECTORAL | Departamento de Contabilidad                          | 10,000.00   | 0.00                            | 0.00                    | 375.00                   | 250.00                 | 0.00                  | 10,625.00       | 797.43           | 9,827.57 | 0.00    |
| 117 | SANDRA FRANCISCA NIJ PATZÁN            | ASESOR REGIONAL ELECTORAL                            | Magistraturas   | 10,000.00   | 0.00                            | 0.00                    | 375.00                   | 250.00                 | 0.00                  | 10,625.00       | 761.19           | 9,863.81 | 0.00    |
| 118 | SANDY DANIELA NOVA AGUILAR             | ANALISTA ELECTORAL DE CONTABILIDAD                   | Departamento de Contabilidad                          | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 119 | SARA LETICIA ORTIZ MARROQUÍN           | ASESOR ELECTORAL EN RECURSOS HUMANOS                 | Departamento de Reclutamiento y Selección de Personal | 10,000.00   | 0.00                            | 0.00                    | 375.00                   | 250.00                 | 0.00                  | 10,625.00       | 761.19           | 9,863.81 | 0.00    |
| 120 | SAURY ELIZABETH TRONCONI PACHECO       | OFICINISTA ELECTORAL - INVENTARIOS TSE               | Departamento de Contabilidad                          | 4,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 4,250.00        | 196.46           | 4,053.54 | 0.00    |
| 121 | SONIA ESPERANZA RAMÍREZ CONTRERAS      | ANALISTA ELECTORAL DE CONTABILIDAD                   | Departamento de Contabilidad                          | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 122 | SONIA MARLENY CIFUENTES CASTAÑEDA      | ANALISTA ELECTORAL DE CONTABILIDAD                   | Departamento de Contabilidad                          | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 123 | SUIDY ANALÍ MORALES CASTILLO           | OFICINISTA ELECTORAL - INVENTARIOS JUNTAS            | Departamento de Contabilidad                          | 4,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 4,250.00        | 532.98           | 3,717.02 | 0.00    |
| 124 | TELMA ODILIA SILVA ECHEVERRIA          | AUXILIAR DE AUDITORIA ELECTORAL                      | Auditoría Administrativa Financiera                   | 7,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 7,250.00        | 384.32           | 6,865.68 | 0.00    |
| 125 | VICTOR MANUEL FLORES DUEÑAS            | ANALISTA ELECTORAL DE CONTABILIDAD                   | Departamento de Contabilidad                          | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 252.43           | 4,997.57 | 0.00    |
| 126 | VICTOR MANUEL SÁNCHEZ ISMALEJ          | GUARDIA ELECTORAL DE SEGURIDAD                       | Departamento de Seguridad de Edificios                | 6,060.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 6,310.00        | 304.19           | 6,005.81 | 0.00    |
| 127 | WENDY CAROLINA GARCÍA OXLAJ            | ANALISTA ELECTORAL DE CONTABILIDAD                   | Departamento de Contabilidad                          | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 601.50           | 4,648.50 | 0.00    |
| 128 | WILLY ROLANDO ISMATUL GUZMÁN           | ANALISTA ELECTORAL DE CONTABILIDAD                   | Departamento de Contabilidad                          | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 129 | YENI MARIELY LÓPEZ LÓPEZ               | CONTADOR ELECTORAL - MUNICIPAL GUATEMALA MUNICIPIOS  | Departamento de Contabilidad                          | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |
| 130 | YOSELIN ZUCELY GUZMÁN LÓPEZ            | ANALISTA ELECTORAL DE CONTABILIDAD                   | Departamento de Contabilidad                          | 5,000.00    | 0.00                            | 0.00                    | 0.00                     | 250.00                 | 0.00                  | 5,250.00        | 241.50           | 5,008.50 | 0.00    |

| No. | Nombre del Empleado / Servidor Público | Cargo | Dependencia | Sueldo Base | Complemento Personal Al Salario | Bonificación Antigüedad | Bonificación Profesional | Bonificación Incentivo | Gastos Representación | Total Devengado | Total Descuentos | Líquido | Viajes |
|-----|--|-------|-------------|-------------|---------------------------------|-------------------------|--------------------------|------------------------|-----------------------|-----------------|------------------|---------|--------|
|     |  |       |             |             |                                 |                         |                          |                        |                       |                 |                  |         |        |