

**DEFENSORIA DE LA MUJER INDIGENA
NOMINA DE SALARIO PERSONAL 011 Y 022
AGOSTO 2015**

No.	Nombre Completo	Sueldo Base Renglón 011	Bonificación Productividad 66- 2000 Renglón 015	Bono Profesional Renglón 014	Bono Monetario DEMI Renglón 015	Bono por antigüedad, Renglón 013	Bono de responsabilidad DEMI Renglón 015	Complemento salarial Renglón 012	TOTAL MENSUAL AGOSTO
1	Berta Marina Mucia Pachola	Q12,000.00	Q250.00	Q375.00	Q3,000.00	Q0.00	Q0.00	Q6,000.00	Q21,625.00
2	Juana Estela Cutzal Sirín	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,922.00
3	Carmen Azucena Chutá Perén	Q2,441.00	Q250.00	Q0.00	Q1,500.00	Q0.00	Q0.00	Q1,500.00	Q5,691.00
4	Tomasa Griselda Aquino Gallina	Q4,944.71	Q112.90	Q169.35	Q1,354.84	Q0.00	Q0.00	Q1,806.45	Q8,388.25
5	María Caidla Ramírez Méndez	Q2,441.00	Q250.00	Q0.00	Q1,500.00	Q0.00	Q0.00	Q1,500.00	Q5,691.00
		Q28,123.71	Q1,112.90	Q919.35	Q7,354.84	Q0.00	Q0.00	Q12,806.45	Q50,317.25
UNIDAD DE AUDITORIA INTERNA									
6	Oscar Leonel Monzón Guzmán	Q10,261.00	Q250.00	Q375.00	Q0.00	Q0.00	Q1,575.00	Q3,000.00	Q15,461.00
7	Debora Esther Pérez Gómez	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,922.00
		Q16,558.00	Q500.00	Q750.00	Q0.00	Q0.00	Q1,575.00	Q5,000.00	Q24,383.00
UNIDAD DE ADMINISTRACION FINANCIERA									
8	Victor Anibal López Aquino	Q4,634.00	Q112.90	Q0.00	Q0.00	Q0.00	Q711.29	Q1,806.45	Q7,264.64
9	Gurmercinda del Rosario García Feliciano	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q1,800.00	Q8,722.00
10	Jose Francisco Alonso Martínez	Q5,835.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,460.00
11	Emma Minerva Gabriel Martín	Q5,835.00	Q250.00	Q0.00	Q0.00	Q0.00	Q0.00	Q1,500.00	Q7,585.00
12	Rudy Giovanni Samayoá Ramírez	Q5,835.00	Q250.00	Q0.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,085.00
13	Tomasa Anabel Cuy Sacuj	Q3,525.00	Q250.00	Q0.00	Q0.00	Q0.00	Q1,500.00	Q1,800.00	Q7,075.00
14	Alex Eduardo Siquinajay Siquinajay	Q3,295.00	Q250.00	Q0.00	Q1,000.00	Q0.00	Q0.00	Q0.00	Q4,545.00
15	Ana Marleny Socó Abaj	Q1,381.00	Q250.00	Q0.00	Q500.00	Q0.00	Q0.00	Q1,300.00	Q3,431.00
16	Raquel Agrupina Monica Chiac Tiúl	Q1,105.00	Q250.00	Q0.00	Q450.00	Q0.00	Q0.00	Q1,000.00	Q2,805.00
17	Marlon Israel Oseas Xocob Chali	Q1,105.00	Q250.00	Q0.00	Q1,400.00	Q0.00	Q0.00	Q0.00	Q2,755.00
18	Brayan Omar Hernández Miranda	Q1,105.00	Q250.00	Q0.00	Q1,000.00	Q0.00	Q0.00	Q1,000.00	Q3,355.00
19	Hugo Leonel Colón Tzian	Q1,168.00	Q250.00	Q0.00	Q1,400.00	Q0.00	Q0.00	Q1,500.00	Q4,318.00
20	Francisco Sarat	Q1,168.00	Q250.00	Q0.00	Q1,400.00	Q0.00	Q0.00	Q0.00	Q2,818.00
21	Lucrecia Edelmira Calderón Urizar de Monroy	Q1,105.00	Q250.00	Q0.00	Q1,000.00	Q0.00	Q0.00	Q1,000.00	Q3,355.00
		Q43,393.00	Q3,362.90	Q750.00	Q8,150.00	Q0.00	Q2,211.29	Q16,706.45	Q74,573.64
UNIDAD DE RECURSOS HUMANOS									
22	Magda Evelin Marcos González de Chocó	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,922.00
23	Ana Isabel Tipaz Coxaj	Q3,525.00	Q250.00	Q0.00	Q0.00	Q0.00	Q0.00	Q1,200.00	Q4,975.00
24	Luis Eduardo Asencio Leonardo	Q3,525.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q1,800.00	Q5,950.00
25	Paula Aracely Mejía Rodríguez	Q1,682.00	Q250.00	Q0.00	Q1,500.00	Q0.00	Q0.00	Q0.00	Q3,432.00
		Q15,029.00	Q1,000.00	Q750.00	Q1,500.00	Q0.00	Q0.00	Q5,000.00	Q23,279.00
DIRECCION DE SERVICIO SOCIAL									
26	Émilia Azucena Socoy Iquic	Q10,261.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q3,000.00	Q13,886.00
27	Sonia Esperanza Ocox Choc	Q2,441.00	Q250.00	Q0.00	Q1,500.00	Q0.00	Q0.00	Q1,500.00	Q5,691.00
		Q12,702.00	Q500.00	Q375.00	Q1,500.00	Q0.00	Q0.00	Q4,500.00	Q19,577.00
DIRECCION JURIDICA									
28	María Antonia Guantá Quex	Q10,261.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q3,000.00	Q13,886.00
29	Gloria Evelyn Dalila Curuchich Simón	Q4,875.10	Q193.55	Q290.32	Q0.00	Q0.00	Q0.00	Q1,393.55	Q6,752.52
30	Regina Coroy	Q2,441.00	Q250.00	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00	Q2,691.00
		Q17,577.10	Q693.55	Q665.32	Q0.00	Q0.00	Q0.00	Q4,393.55	Q23,329.52
UNIDAD DE PSICOLOGIA									
31	Ingrid Beatriz Sitán Ajsivnac	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,922.00
		Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,922.00
UNIDAD DE INFORMATICA									
32	Clara Luz Lara García de Hernández	Q3,453.19	Q137.10	Q0.00	Q0.00	Q0.00	Q0.00	Q1,096.77	Q4,687.06
33	Luis Gerardo Barrientos Yac	Q2,490.00	Q250.00	Q0.00	Q1,500.00	Q0.00	Q0.00	Q1,500.00	Q5,740.00
		Q5,943.19	Q387.10	Q0.00	Q1,500.00	Q0.00	Q0.00	Q2,596.77	Q10,427.06
UNIDAD DE EDUCACION Y FORMACION									
34	Rosa María García Balán	Q5,835.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q0.00	Q6,460.00
		Q5,835.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q0.00	Q6,460.00
UNIDAD DE PLANIFICACION									
35	Guillermo Arturo García Ramírez	Q2,635.16	Q112.90	Q0.00	Q0.00	Q0.00	Q0.00	Q903.23	Q3,651.29
		Q2,635.16	Q112.90	Q0.00	Q0.00	Q0.00	Q0.00	Q903.23	Q3,651.29
UNIDAD DE COMUNICACION SOCIAL									
36	María Reyes Vicente Batz	Q2,441.00	Q250.00	Q0.00	Q1,500.00	Q0.00	Q0.00	Q1,500.00	Q5,691.00
		Q2,441.00	Q250.00	Q0.00	Q1,500.00	Q0.00	Q0.00	Q1,500.00	Q5,691.00
UNIDAD DE PROYECTOS									
37	Shirley Gabriela Sinay Cifuentes	Q3,453.19	Q137.10	Q0.00	Q0.00	Q0.00	Q0.00	Q1,096.77	Q4,687.06
38	Brenda Estefanía Celeste Xiquitá Patal	Q2,441.00	Q250.00	Q0.00	Q1,500.00	Q0.00	Q0.00	Q1,500.00	Q5,691.00
		Q5,894.19	Q387.10	Q0.00	Q1,500.00	Q0.00	Q0.00	Q2,596.77	Q10,378.06
REGIONAL SANTA ROSA									
39	Orfa Marisela López de la Cruz	Q7,000.00	Q250.00	Q0.00	Q0.00	Q0.00	Q0.00	Q3,000.00	Q10,250.00
40	Cindy Julissa Nataly Arana Mendoza	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,922.00
41	Arlin Marisol Guzman Herrarte de García	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,922.00
		Q19,594.00	Q750.00	Q750.00	Q0.00	Q0.00	Q0.00	Q7,000.00	Q28,094.00
REGIONAL SOLOLA									
42	Concepción Susuna Coché Quiéj	Q7,000.00	Q250.00	Q0.00	Q0.00	Q0.00	Q0.00	Q3,000.00	Q10,250.00
43	Enma Lucrecia Ajaaló López	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,922.00

No.	Nombre Completo	Sueldo Base Rengl�n 011	Bonificaci�n Productividad 66- 2000 Rengl�n 015	Bono Profesional Rengl�n 014	Bono Monetario DEMI Rengl�n 015	Bono por antiguedad. Rengl�n 013	Bono de responsabilidad DEMI Rengl�n 015	Complemento salarial Rengl�n 012	TOTAL MENSUAL AGOSTO
44	Josefina Chavajay Dionicio	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,922.00
		Q19,594.00	Q750.00	Q750.00	Q0.00	Q0.00	Q0.00	Q7,000.00	Q28,094.00
	REGIONAL DE QUETZALTENANGO								
45	Rosa Elvira Colop Garcia	Q7,000.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q3,000.00	Q10,625.00
46	Karla Mar�a Toc Mend�z	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,922.00
47	Juana Mar�a Tax	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q0.00	Q6,922.00
48	Lidia Carina de Le�n P�rez	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,922.00
		Q25,891.00	Q1,000.00	Q1,500.00	Q0.00	Q0.00	Q0.00	Q7,000.00	Q35,391.00
	REGIONAL DE SUCHITEPEQUEZ								
49	Rosal�a Francisca Solval Garcia	Q7,000.00	Q250.00	Q0.00	Q0.00	Q0.00	Q0.00	Q3,000.00	Q10,250.00
50	Sandra Elizabeth Reyes Ramos	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q1,800.00	Q8,722.00
51	Manuela Bartola Xum Chox	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q1,800.00	Q8,722.00
		Q19,594.00	Q750.00	Q750.00	Q0.00	Q0.00	Q0.00	Q6,600.00	Q27,694.00
	REGIONAL DE SAN MARCOS								
52	Monica Violeta Garcia Matias	Q7,000.00	Q250.00	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00	Q7,250.00
53	Silvia Carmelina Navarro Bautista de Dominguez	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,922.00
54	Samai Elizama Vel�squez Vel�squez	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,922.00
		Q19,594.00	Q750.00	Q750.00	Q0.00	Q0.00	Q0.00	Q4,000.00	Q25,094.00
	REGIONAL HUEHUETENANGO								
55	Mar�a Magdalena Ordo�ez Mend�za	Q7,000.00	Q250.00	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00	Q7,250.00
56	Ana Mar�a Basilio Juarez de Fern�ndez	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,922.00
57	Miriam Yolanda Hern�ndez L�pez	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q1,800.00	Q8,722.00
58	Jeimy Aleida L�pez Garc�a	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,922.00
		Q25,891.00	Q1,000.00	Q1,125.00	Q0.00	Q0.00	Q0.00	Q5,800.00	Q33,816.00
	REGIONAL QUICHE								
59	Rosa Rebeca Aceytuno	Q7,000.00	Q250.00	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00	Q7,250.00
60	Delia Aracelly Alonzo Sequ�n	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q1,800.00	Q8,722.00
61	Angelica Hermelinda Vel�squez L�pez de Ajanel	Q2,281.00	Q250.00	Q0.00	Q0.00	Q0.00	Q0.00	Q1,000.00	Q3,531.00
62	Marleny Cecibel Vel�squez P�rez	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,922.00
63	Margarita R�n Suy de Pacajol	Q2,281.00	Q250.00	Q0.00	Q0.00	Q0.00	Q0.00	Q1,000.00	Q3,531.00
64	Sandra Izabel Xon Gonzalez	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,922.00
		Q30,453.00	Q1,500.00	Q1,125.00	Q0.00	Q0.00	Q0.00	Q7,800.00	Q40,878.00
	REGIONAL BAJA VERAPAZ								
65	Luc�a Gonz�lez Alvarado	Q7,000.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q3,000.00	Q10,625.00
66	Aura Sucely Morales San Jose	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,922.00
67	Paulina Tahuico Coloch de Amperez	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,922.00
		Q19,594.00	Q750.00	Q1,125.00	Q0.00	Q0.00	Q0.00	Q7,000.00	Q28,469.00
	REGIONAL ALTA VERAPAZ								
68	Miriam Aracely Mus Coy de Carney	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q1,800.00	Q8,722.00
69	Mar�a Rebeca Cac Sacrab	Q2,281.00	Q250.00	Q0.00	Q0.00	Q0.00	Q0.00	Q1,000.00	Q3,531.00
70	Lubia Esperanza Xon� Jom	Q2,281.00	Q250.00	Q0.00	Q0.00	Q0.00	Q0.00	Q1,000.00	Q3,531.00
71	Berinda Janeth Herrera de Mor�n	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,922.00
		Q17,156.00	Q1,000.00	Q750.00	Q0.00	Q0.00	Q0.00	Q5,800.00	Q24,706.00
	REGIONAL ALTA PETEN								
72	Carmen Mar�a Cohanj M�	Q7,000.00	Q250.00	Q0.00	Q0.00	Q0.00	Q0.00	Q3,000.00	Q10,250.00
73	Nohelia Judith Rios Valdez de Ordo�ez	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q1,800.00	Q8,722.00
74	Anna Jaquelyne Hern�ndez y Hern�ndez	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,922.00
		Q19,594.00	Q750.00	Q750.00	Q0.00	Q0.00	Q0.00	Q6,800.00	Q27,894.00
	REGIONAL ALTA IZABAL								
75	Delsy Carolina Fuentes Rodriguez	Q7,000.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q3,000.00	Q10,625.00
76	Karen Janeth Ramirez Jeronimo	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,922.00
		Q13,297.00	Q500.00	Q750.00	Q0.00	Q0.00	Q0.00	Q5,000.00	Q19,547.00
	REGLON 022								
77	Ana Patricia Saquill Acan de Buch	Q2,441.00	Q250.00	Q0.00	Q0.00	Q0.00	Q1,000.00	Q1,500.00	Q5,191.00
78	Erick Antonio Bizarro Nanichoc	Q1,460.00	Q250.00	Q0.00	Q1,500.00	Q0.00	Q0.00	Q0.00	Q3,210.00
		Q3,901.00	Q500.00	Q0.00	Q1,500.00	Q0.00	Q1,000.00	Q1,500.00	Q8,401.00

J.C. Luis Augusto Abarca Leonardo
Analista Admisi n de Personal
Defensoria de la Mujer Indigena

Ana Isabel Tipaz Coxaj
Encargada de Recursos Humanos a.i.
Defensoria de la Mujer Indigena