

**DEFENSORIA DE LA MUJER INDIGENA  
NOMINA DE SALARIO PERSONAL 011 Y 022  
SEPTIEMBRE 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 SEPTIEMBRE
1	Berta Marina Mucia Jochola	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	Vacante	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00
5	Maria Cacilda Ramirez Méndez	Q2,441.00	Q250.00	Q0.00	Q1,500.00	Q0.00	Q0.00	Q1,500.00	Q5,691.00
		Q23,179.00	Q1,000.00	Q750.00	Q6,000.00	Q0.00	Q0.00	Q11,000.00	Q41,929.00
<b>UNIDAD DE AUDITORIA INTERNA</b>									
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
<b>UNIDAD DE ADMINISTRACION FINANCIERA</b>									
8	Magda Evelin Marcos González de Chocoj	Q10,261.00	Q250.00	Q375.00	Q0.00	Q0.00	Q1,575.00	Q2,000.00	Q14,461.00
9	Gumerinda del Rosario Garcia Feliciano	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q1,800.00	Q8,722.00
10	Jose Francisco Alonzo Martinez	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 Samayoa Ramirez	Q5,835.00	Q250.00	Q0.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,085.00
13	Tomasa Anabeli 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 Aba	Q1,381.00	Q250.00	Q0.00	Q500.00	Q0.00	Q0.00	Q1,300.00	Q3,431.00
16	Raquel Agripina Monica Chiac Tiül	Q1,105.00	Q250.00	Q0.00	Q450.00	Q0.00	Q0.00	Q1,000.00	Q2,805.00
17	Marlon Israel Oseas Xocop 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
		Q49,020.00	Q3,500.00	Q1,125.00	Q8,150.00	Q0.00	Q3,075.00	Q16,900.00	Q81,770.00
<b>UNIDAD DE RECURSOS HUMANOS</b>									
22	Vacante	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00
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 Rodriguez	Q1,682.00	Q250.00	Q0.00	Q1,500.00	Q0.00	Q0.00	Q0.00	Q3,432.00
		Q8,732.00	Q750.00	Q375.00	Q1,500.00	Q0.00	Q0.00	Q3,000.00	Q14,357.00
<b>DIRECCION DE SERVICIO SOCIAL</b>									
26	Engma Azuzena 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
<b>DIRECCION JURIDICA</b>									
28	Maria 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 Dailia Curuchich Simón	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00	Q1,393.55	Q1,393.55
30	Vacante	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00
		Q10,261.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q4,393.55	Q15,279.55
<b>UNIDAD DE PSICOLOGIA</b>									
31	Ingrid Beatriz Sitán Ajsivinac	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
<b>UNIDAD DE INFORMATICA</b>									
32	Vacante	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00
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
		Q2,490.00	Q250.00	Q0.00	Q1,500.00	Q0.00	Q0.00	Q1,500.00	Q5,740.00
<b>UNIDAD DE EDUCACION Y FORMACION</b>									
34	Rosa María Garcia 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
<b>UNIDAD DE PLANIFICACION</b>									
35	Vacante	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00
		Q0.00	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00
<b>UNIDAD DE COMUNICACION SOCIAL</b>									
36	Maria 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
<b>UNIDAD DE PROYECTOS</b>									
37	Vacante	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00
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
		Q2,441.00	Q250.00	Q0.00	Q1,500.00	Q0.00	Q0.00	Q1,500.00	Q5,691.00
<b>REGIONAL SANTA ROSA</b>									
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	Arlyn 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
<b>REGIONAL SOLOLA</b>									
42	Concepción Susuna Coché Queiejú	Q7,000.00	Q250.00	Q0.00	Q0.00	Q0.00	Q0.00	Q3,000.00	Q10,250.00
43	Enma Lucrecia Ajcalón López	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,922.00



Encargada de Recursos Humanos a.i.  
Ana Isabel Tipaz Coxaj  
Defensoría de la Mujer Indígena

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 SEPTIEMBRE
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
	<b>REGIONAL DE QUETZALTENANGO</b>								Q10,625.00
45	Rosa Elvira Colop Garc�a	Q7,000.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q3,000.00	Q8,922.00
46	Karla Maria Toc Mend�z	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q0.00	Q6,922.00
47	Juana Mar�a Tax	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,922.00
48	Lidia Carina de Le�n P�rez	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q7,000.00	Q35,391.00
		Q25,891.00	Q1,000.00	Q1,500.00	Q0.00	Q0.00	Q0.00		
	<b>REGIONAL DE SUCHITEPEQUEZ</b>								Q10,250.00
49	Rosal�a Francisca Solva Garc�a	Q7,000.00	Q250.00	Q0.00	Q0.00	Q0.00	Q0.00	Q3,000.00	Q8,722.00
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	Q6,600.00	Q27,694.00
		Q19,594.00	Q750.00	Q750.00	Q0.00	Q0.00	Q0.00		
	<b>REGIONAL DE SAN MARCOS</b>								Q7,250.00
52	Monica Violeta Garc�a Matias	Q7,000.00	Q250.00	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00	Q8,922.00
		Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,922.00
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	Q4,000.00	Q25,094.00
		Q19,594.00	Q750.00	Q750.00	Q0.00	Q0.00	Q0.00		
	<b>REGIONAL HUEHUETENANGO</b>								Q7,250.00
55	Mar�a Magdalena Ordo�ez Mend�za	Q7,000.00	Q250.00	Q0.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,922.00
56	Ana Mar�a Basilio Juarez de Fern�ndez	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q1,800.00	Q8,722.00
57	Miriam Yolanda Hern�ndez L�pez	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,922.00
58	Jeimy Aleida L�pez Garc�a	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q5,800.00	Q33,816.00
		Q25,891.00	Q1,000.00	Q1,125.00	Q0.00	Q0.00	Q0.00		
	<b>REGIONAL QUICHE</b>								Q7,250.00
59	Rosa Rebeca Aceytuno	Q7,000.00	Q250.00	Q0.00	Q0.00	Q0.00	Q0.00	Q1,800.00	Q8,722.00
60	Delia Aracely Alonzo Sequ�n	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q1,000.00	Q3,531.00
		Q2,281.00	Q250.00	Q0.00	Q0.00	Q0.00	Q0.00	Q1,000.00	Q8,922.00
61	Angelica Hermelinda Vel�squez L�pez de Ajanel	Q2,281.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q3,531.00
62	Marleny Cecibel Vel�squez P�rez	Q6,297.00	Q250.00	Q0.00	Q0.00	Q0.00	Q0.00	Q1,000.00	Q8,922.00
63	Margarita R�n Suy de Pacajoj	Q2,281.00	Q250.00	Q0.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,922.00
64	Sandra Izael Xon Gonzalez	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q7,800.00	Q40,878.00
		Q30,453.00	Q1,500.00	Q1,125.00	Q0.00	Q0.00	Q0.00		
	<b>REGIONAL BAJA VERAPAZ</b>								Q10,625.00
65	Lucia Gonz�lez Alvarado	Q7,000.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q3,000.00	Q8,922.00
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	Q7,000.00	Q28,469.00
		Q19,594.00	Q750.00	Q1,125.00	Q0.00	Q0.00	Q0.00		
	<b>REGIONAL ALTA VERAPAZ</b>								Q8,722.00
68	Miriam Aracely Mus Coy de Camey	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q1,000.00	Q3,531.00
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� lom	Q2,281.00	Q250.00	Q0.00	Q0.00	Q0.00	Q0.00	Q2,000.00	Q8,922.00
71	Berinda Janeth Herrera de Mor�n	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q5,800.00	Q24,706.00
		Q17,156.00	Q1,000.00	Q750.00	Q0.00	Q0.00	Q0.00		
	<b>REGIONAL ALTA PETEN</b>								Q0.00
72	Vacante	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00	Q0.00
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
		Q12,594.00	Q500.00	Q750.00	Q0.00	Q0.00	Q0.00	Q3,800.00	Q17,644.00
	<b>REGIONAL ALTA IZABAL</b>								Q10,625.00
75	Delsy Carolina Fuentes Rodriguez	Q7,000.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q3,000.00	Q8,922.00
76	Karen Janeth Ramirez Jeronimo	Q6,297.00	Q250.00	Q375.00	Q0.00	Q0.00	Q0.00	Q5,000.00	Q19,547.00
		Q13,297.00	Q500.00	Q750.00	Q0.00	Q0.00	Q0.00		
	<b>RENGLON 022</b>								Q5,191.00
77	Ana Patricia Saquil Acan de Buch	Q2,441.00	Q250.00	Q0.00	Q0.00	Q0.00	Q1,000.00	Q1,500.00	Q3,210.00
78	Erick Antonio Bizarro Nanichoc	Q1,460.00	Q250.00	Q0.00	Q1,500.00	Q0.00	Q0.00	Q0.00	Q8,401.00
		Q3,901.00	Q500.00	Q0.00	Q1,500.00	Q0.00	Q1,000.00	Q1,500.00	

Ana Isabel Pipaz Coxaj  
Encargada de Recursos Humanos a.i.  
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