

| ANEXO N° 3 RELACIÓN DE PUESTOS CARGOS FIJOS PRESUPUESTO INICIAL 2026 | | | | | | | | | | | | | | |
|--|---------------|----------|-----|---------------------|-------|------------------------|----------------------------|--------------------------------|---|------------------|------------------|-------------------|-----------------------------|---------------|
| PROGRAMA | 149 + 9 PN | N° PLAZA | CF | CENTRO FUNCIONAL | CF DP | DEPENDENCIA | CATEGORÍA / CLASE | NOMBRE | PUESTO | RÉGIMEN SALARIAL | SALARIO I SEM | SALARIO II SEM | FUENTE DE FINANCIAMIENTO | DRIVER NÓMINA |
| 1. ADMINISTRACIÓN SUPERIOR | 1 | 51100 | 100 | CSC | 100 | CONSEJO | MIEMBRO DEL CONSEJO | WATSON CARAZO CARLOS | MIEMBRO DEL CONSEJO SUTEL | SALARIO GLOBAL | 5,492,500.00 | 5,492,500.00 | 1. REGULACIÓN | 85.58% |
| 3. ESPECTRO | 1 | 51100 | 299 | CSC - ESP | 100 | CONSEJO | MIEMBRO DEL CONSEJO | WATSON CARAZO CARLOS | MIEMBRO DEL CONSEJO SUTEL | SALARIO GLOBAL | 5,492,500.00 | 5,492,500.00 | 2. ESPECTRO | 9.22% |
| 4. FONATEL | 1 | 51100 | 399 | CSC - FON | 100 | CONSEJO | MIEMBRO DEL CONSEJO | WATSON CARAZO CARLOS | MIEMBRO DEL CONSEJO SUTEL | SALARIO GLOBAL | 5,492,500.00 | 5,492,500.00 | 3. FONATEL | 5.20% |
| 1. ADMINISTRACIÓN SUPERIOR | 2 | 51101 | 100 | CSC | 100 | CONSEJO | MIEMBRO DEL CONSEJO | ARIAS LEITON CINTHYA | MIEMBRO DEL CONSEJO SUTEL | SALARIO GLOBAL | 5,492,500.00 | 5,492,500.00 | 1. REGULACIÓN | 85.58% |
| 3. ESPECTRO | 2 | 51101 | 299 | CSC - ESP | 100 | CONSEJO | MIEMBRO DEL CONSEJO | ARIAS LEITON CINTHYA | MIEMBRO DEL CONSEJO SUTEL | SALARIO GLOBAL | 5,492,500.00 | 5,492,500.00 | 2. ESPECTRO | 9.22% |
| 4. FONATEL | 2 | 51101 | 399 | CSC - FON | 100 | CONSEJO | MIEMBRO DEL CONSEJO | ARIAS LEITON CINTHYA | MIEMBRO DEL CONSEJO SUTEL | SALARIO GLOBAL | 5,492,500.00 | 5,492,500.00 | 3. FONATEL | 5.20% |
| 1. ADMINISTRACIÓN SUPERIOR | 3 | 51102 | 100 | CSC | 100 | CONSEJO | MIEMBRO DEL CONSEJO | CHACON LOAIZA FEDERICO | MIEMBRO DEL CONSEJO SUTEL | SALARIO GLOBAL | 5,492,500.00 | 5,492,500.00 | 1. REGULACIÓN | 85.58% |
| 3. ESPECTRO | 3 | 51102 | 299 | CSC - ESP | 100 | CONSEJO | MIEMBRO DEL CONSEJO | CHACON LOAIZA FEDERICO | MIEMBRO DEL CONSEJO SUTEL | SALARIO GLOBAL | 5,492,500.00 | 5,492,500.00 | 2. ESPECTRO | 9.22% |
| 4. FONATEL | 3 | 51102 | 399 | CSC - FON | 100 | CONSEJO | MIEMBRO DEL CONSEJO | CHACON LOAIZA FEDERICO | MIEMBRO DEL CONSEJO SUTEL | SALARIO GLOBAL | 5,492,500.00 | 5,492,500.00 | 3. FONATEL | 5.20% |
| 1. ADMINISTRACIÓN SUPERIOR | 4 | 13304 | 100 | CSC | 110 | SECRETARÍA DEL CONSEJO | SECRETARIA 3 | DIAZ CALVO KATHERINE | SECRETARIA EJECUTIVA 3 | SALARIO GLOBAL | 720,063.50 | 731,224.49 | 1. REGULACIÓN | 91.67% |
| 3. ESPECTRO | 4 | 13304 | 299 | CSC - ESP | 110 | SECRETARÍA DEL CONSEJO | SECRETARIA 3 | DIAZ CALVO KATHERINE | SECRETARIA EJECUTIVA 3 | SALARIO GLOBAL | 720,063.50 | 731,224.49 | 2. ESPECTRO | 3.75% |
| 4. FONATEL | 4 | 13304 | 399 | CSC - FON | 110 | SECRETARÍA DEL CONSEJO | SECRETARIA 3 | DIAZ CALVO KATHERINE | SECRETARIA EJECUTIVA 3 | SALARIO GLOBAL | 720,063.50 | 731,224.49 | 3. FONATEL | 4.58% |
| 1. ADMINISTRACIÓN SUPERIOR | 5 | 51201 | 100 | CSC | 110 | SECRETARÍA DEL CONSEJO | GESTOR TÉCNICO PROFESIONAL | MIRANDA ROBINSON GABRIELA | GESTOR TÉCNICO ESPECIALIZADO ADMINISTRATIVO | SALARIO GLOBAL | 964,493.22 | 979,442.87 | 1. REGULACIÓN | 86.25% |
| 3. ESPECTRO | 5 | 51201 | 299 | CSC - ESP | 110 | SECRETARÍA DEL CONSEJO | GESTOR TÉCNICO PROFESIONAL | MIRANDA ROBINSON GABRIELA | GESTOR TÉCNICO ESPECIALIZADO ADMINISTRATIVO | SALARIO GLOBAL | 964,493.22 | 979,442.87 | 2. ESPECTRO | 1.67% |
| 4. FONATEL | 5 | 51201 | 399 | CSC - FON | 110 | SECRETARÍA DEL CONSEJO | GESTOR TÉCNICO PROFESIONAL | MIRANDA ROBINSON GABRIELA | GESTOR TÉCNICO ESPECIALIZADO ADMINISTRATIVO | SALARIO GLOBAL | 964,493.22 | 979,442.87 | 3. FONATEL | 12.08% |
| 1. ADMINISTRACIÓN SUPERIOR | 6 | 95210 | 100 | CSC | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL 2 | ZAMORA VEGA GUISELLE | GESTOR PROFESIONAL DEL CONSEJO | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 75.83% |
| 3. ESPECTRO | 6 | 95210 | 299 | CSC - ESP | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL 2 | ZAMORA VEGA GUISELLE | GESTOR PROFESIONAL DEL CONSEJO | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 13.33% |
| 4. FONATEL | 6 | 95210 | 399 | CSC - FON | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL 2 | ZAMORA VEGA GUISELLE | GESTOR PROFESIONAL DEL CONSEJO | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 10.83% |
| 1. ADMINISTRACIÓN SUPERIOR | 7 | 51308 | 100 | CSC | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL JEFE | CASCANTE ALVARADO LUIS ALBERTO | JEFE SECRETARIO DEL CONSEJO SUTEL | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 1. REGULACIÓN | 87.50% |
| 3. ESPECTRO | 7 | 51308 | 299 | CSC - ESP | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL JEFE | CASCANTE ALVARADO LUIS ALBERTO | JEFE SECRETARIO DEL CONSEJO SUTEL | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 2. ESPECTRO | 4.58% |
| 4. FONATEL | 7 | 51308 | 399 | CSC - FON | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL JEFE | CASCANTE ALVARADO LUIS ALBERTO | JEFE SECRETARIO DEL CONSEJO SUTEL | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 3. FONATEL | 7.92% |
| 1. ADMINISTRACIÓN SUPERIOR | 8 | 51200 | 100 | CSC | 110 | SECRETARÍA DEL CONSEJO | SECRETARIA 3 | ALVARADO SEGURA ARLYN | SECRETARIA EJECUTIVA 3 | SALARIO GLOBAL | 720,063.50 | 731,224.49 | 1. REGULACIÓN | 87.08% |
| 3. ESPECTRO | 8 | 51200 | 299 | CSC - ESP | 110 | SECRETARÍA DEL CONSEJO | SECRETARIA 3 | ALVARADO SEGURA ARLYN | SECRETARIA EJECUTIVA 3 | SALARIO GLOBAL | 720,063.50 | 731,224.49 | 2. ESPECTRO | 5.00% |
| 4. FONATEL | 8 | 51200 | 399 | CSC - FON | 110 | SECRETARÍA DEL CONSEJO | SECRETARIA 3 | ALVARADO SEGURA ARLYN | SECRETARIA EJECUTIVA 3 | SALARIO GLOBAL | 720,063.50 | 731,224.49 | 3. FONATEL | 7.92% |
| 1. ADMINISTRACIÓN SUPERIOR | 9 | 62215 | 100 | CSC | 110 | SECRETARÍA DEL CONSEJO | SECRETARIA 3 | PLAZA VACANTE | SECRETARIA EJECUTIVA 3 | SALARIO GLOBAL | 720,063.50 | 731,224.49 | 1. REGULACIÓN | 85.67% |
| 3. ESPECTRO | 9 | 62215 | 299 | CSC - ESP | 110 | SECRETARÍA DEL CONSEJO | SECRETARIA 3 | PLAZA VACANTE | SECRETARIA EJECUTIVA 3 | SALARIO GLOBAL | 720,063.50 | 731,224.49 | 2. ESPECTRO | 5.67% |
| 4. FONATEL | 9 | 62215 | 399 | CSC - FON | 110 | SECRETARÍA DEL CONSEJO | SECRETARIA 3 | PLAZA VACANTE | SECRETARIA EJECUTIVA 3 | SALARIO GLOBAL | 720,063.50 | 731,224.49 | 3. FONATEL | 8.67% |
| 1. ADMINISTRACIÓN SUPERIOR | 10 | P / A | 100 | CSC | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL DEL CONSEJO | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 85.67% |
| 3. ESPECTRO | 10 | P / A | 299 | CSC - ESP | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL DEL CONSEJO | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 5.67% |
| 4. FONATEL | 10 | P / A | 399 | CSC - FON | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL DEL CONSEJO | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 8.67% |
| 1. ADMINISTRACIÓN SUPERIOR | 11 | 61101 | 100 | CSC | 120 | ASESORES | ASESOR 3 | SERRANO GOMEZ ROSEMARY | ASESOR TÉCNICO DEL SUPERINTENDENTE 3 | SALARIO GLOBAL | 3,986,774.81 | 4,048,569.82 | 1. REGULACIÓN | 91.25% |
| 3. ESPECTRO | 11 | 61101 | 299 | CSC - ESP | 120 | ASESORES | ASESOR 3 | SERRANO GOMEZ ROSEMARY | ASESOR TÉCNICO DEL SUPERINTENDENTE 3 | SALARIO GLOBAL | 3,986,774.81 | 4,048,569.82 | 2. ESPECTRO | 2.75% |
| 4. FONATEL | 11 | 61101 | 399 | CSC - FON | 120 | ASESORES | ASESOR 3 | SERRANO GOMEZ ROSEMARY | ASESOR TÉCNICO DEL SUPERINTENDENTE 3 | SALARIO GLOBAL | 3,986,774.81 | 4,048,569.82 | 3. FONATEL | 6.00% |
| 1. ADMINISTRACIÓN SUPERIOR | 12 | 51300 | 100 | CSC | 120 | ASESORES | ASESOR 3 | BREALEY ZAMORA JORGE | ASESOR TÉCNICO DEL SUPERINTENDENTE 3 | SALARIO GLOBAL | 3,986,774.81 | 4,048,569.82 | 1. REGULACIÓN | 99.67% |
| 3. ESPECTRO | 12 | 51300 | 299 | CSC - ESP | 120 | ASESORES | ASESOR 3 | BREALEY ZAMORA JORGE | ASESOR TÉCNICO DEL SUPERINTENDENTE 3 | SALARIO GLOBAL | 3,986,774.81 | 4,048,569.82 | 2. ESPECTRO | 0.17% |
| 4. FONATEL | 12 | 51300 | 399 | CSC - FON | 120 | ASESORES | ASESOR 3 | BREALEY ZAMORA JORGE | ASESOR TÉCNICO DEL SUPERINTENDENTE 3 | SALARIO GLOBAL | 3,986,774.81 | 4,048,569.82 | 3. FONATEL | 0.17% |
| 1. ADMINISTRACIÓN SUPERIOR | 13 | 51304 | 100 | CSC | 120 | ASESORES | ASESOR 2 | BRENES AKERMAN MARIANA | ASESOR TÉCNICO DEL SUPERINTENDENTE 2 | SALARIO GLOBAL | 3,297,906.32 | 3,349,023.87 | 1. REGULACIÓN | 87.50% |
| 3. ESPECTRO | 13 | 51304 | 299 | CSC - ESP | 120 | ASESORES | ASESOR 2 | BRENES AKERMAN MARIANA | ASESOR TÉCNICO DEL SUPERINTENDENTE 2 | SALARIO GLOBAL | 3,297,906.32 | 3,349,023.87 | 2. ESPECTRO | 12.50% |
| 4. FONATEL | 13 | 51304 | 399 | CSC - FON | 120 | ASESORES | ASESOR 2 | BRENES AKERMAN MARIANA | ASESOR TÉCNICO DEL SUPERINTENDENTE 2 | SALARIO GLOBAL | 3,297,906.32 | 3,349,023.87 | 3. FONATEL | 0.00% |
| 1. ADMINISTRACIÓN SUPERIOR | 14 | 51303 | 100 | CSC | 120 | ASESORES | ASESOR 2 | MORALES CHAVES IVANNIA | ASESOR TÉCNICO DEL SUPERINTENDENTE 2 | SALARIO GLOBAL | 3,297,906.32 | 3,349,023.87 | 1. REGULACIÓN | 95.25% |
| 3. ESPECTRO | 14 | 51303 | 299 | CSC - ESP | 120 | ASESORES | ASESOR 2 | MORALES CHAVES IVANNIA | ASESOR TÉCNICO DEL SUPERINTENDENTE 2 | SALARIO GLOBAL | 3,297,906.32 | 3,349,023.87 | 2. ESPECTRO | 0.42% |
| 4. FONATEL | 14 | 51303 | 399 | CSC - FON | 120 | ASESORES | ASESOR 2 | MORALES CHAVES IVANNIA | ASESOR TÉCNICO DEL SUPERINTENDENTE 2 | SALARIO GLOBAL | 3,297,906.32 | 3,349,023.87 | 3. FONATEL | 4.33% |
| 1. ADMINISTRACIÓN SUPERIOR | 15 | 51307 | 100 | CSC | 120 | ASESORES | ASESOR 1 | CHINCHILLA MEDINA ANGELICA | ASESOR 1 DEL CONSEJO | SALARIO GLOBAL | 2,528,601.09 | 2,567,794.41 | 1. REGULACIÓN | 91.75% |
| 3. ESPECTRO | 15 | 51307 | 299 | CSC - ESP | 120 | ASESORES | ASESOR 1 | CHINCHILLA MEDINA ANGELICA | ASESOR 1 DEL CONSEJO | SALARIO GLOBAL | 2,528,601.09 | 2,567,794.41 | 2. ESPECTRO | 0.08% |
| 4. FONATEL | 15 | 51307 | 399 | CSC - FON | 120 | ASESORES | ASESOR 1 | CHINCHILLA MEDINA ANGELICA | ASESOR 1 DEL CONSEJO | SALARIO GLOBAL | 2,528,601.09 | 2,567,794.41 | 3. FONATEL | 8.17% |
| 1. ADMINISTRACIÓN SUPERIOR | 16 | 62316 | 100 | CSC | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | CASTRO SEGURA ANDRES | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 3. ESPECTRO | 16 | 62316 | 299 | CSC - ESP | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | CASTRO SEGURA ANDRES | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 0.00% |
| 4. FONATEL | 16 | 62316 | 399 | CSC - FON | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | CASTRO SEGURA ANDRES | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 0.00% |
| 1. ADMINISTRACIÓN SUPERIOR | 17 | 51218 | 100 | CSC | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | ZUÑIGA GARITA PAULA IRENE | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 3. ESPECTRO | 17 | 51218 | 299 | CSC - ESP | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | ZUÑIGA GARITA PAULA IRENE | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 0.00% |
| 4. FONATEL | 17 | 51218 | 399 | CSC - FON | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | ZUÑIGA GARITA PAULA IRENE | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 0.00% |
| 1. ADMINISTRACIÓN SUPERIOR | 18 | 51216 | 100 | CSC | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | MOLINA HERNÁNDEZ SHARON | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 91.67% |
| 3. ESPECTRO | 18 | 51216 | 299 | CSC - ESP | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | MOLINA HERNÁNDEZ SHARON | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 0.00% |
| 4. FONATEL | 18 | 51216 | 399 | CSC - FON | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | MOLINA HERNÁNDEZ SHARON | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 8.33% |
| 1. ADMINISTRACIÓN SUPERIOR | 19 | 51215 | 100 | CSC | 130 | UNIDAD JURÍDICA | PROFESIONAL JEFE | ALLEN CHAVES MARIA MARTA | JEFE UNIDAD JURÍDICA SUTEL | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 1. REGULACIÓN | 88.33% |
| 3. ESPECTRO | 19 | 51215 | 299 | CSC - ESP | 130 | UNIDAD JURÍDICA | PROFESIONAL JEFE | ALLEN CHAVES MARIA MARTA | JEFE UNIDAD JURÍDICA SUTEL | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 2. ESPECTRO | 4.58% |
| 4. FONATEL | 19 | 51215 | 399 | CSC - FON | 130 | UNIDAD JURÍDICA | PROFESIONAL JEFE | ALLEN CHAVES MARIA MARTA | JEFE UNIDAD JURÍDICA SUTEL | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 3. FONATEL | 7.08% |
| 1. ADMINISTRACIÓN SUPERIOR | 20 | 51217 | 100 | CSC | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | CHAVES PERALTA ANA GABRIELA | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 99.17% |
| 3. ESPECTRO | 20 | 51217 | 299 | CSC - ESP | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | CHAVES PERALTA ANA GABRIELA | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 0.00% |
| 4. FONATEL | 20 | 51217 | 399 | CSC - FON | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | CHAVES PERALTA ANA GABRIELA | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 0.83% |
| 1. ADMINISTRACIÓN SUPERIOR | 21 | 95227 | 100 | CSC | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | ESPINOZA GONZALEZ YESSICA | ESPECIALISTA EN COMPETENCIA | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 3. ESPECTRO | 21 | 95227 | 299 | CSC - ESP | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | ESPINOZA GONZALEZ YESSICA | ESPECIALISTA EN COMPETENCIA | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 0.00% |
| 4. FONATEL | 21 | 95227 | 399 | CSC - FON | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | ESPINOZA GONZALEZ YESSICA | ESPECIALISTA EN COMPETENCIA | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 0.00% |

| ANEXO N° 3 RELACIÓN DE PUESTOS CARGOS FIJOS PRESUPUESTO INICIAL 2026 | | | | | | | | | | | | | | |
|--|---------------|----------|-----|---------------------|-------|---|----------------------------|-------------------------------|--|------------------|------------------|-------------------|-----------------------------|---------------|
| PROGRAMA | 149 + 9 PN | N° PLAZA | CF | CENTRO FUNCIONAL | CF DP | DEPENDENCIA | CATEGORÍA / CLASE | NOMBRE | PUESTO | RÉGIMEN SALARIAL | SALARIO I SEM | SALARIO II SEM | FUENTE DE FINANCIAMIENTO | DRIVER NÓMINA |
| 1. ADMINISTRACIÓN SUPERIOR | 22 | 95228 | 100 | CSC | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | CERDAS RODRÍGUEZ BERNARDA | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 99.17% |
| 3. ESPECTRO | 22 | 95228 | 299 | CSC - ESP | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | CERDAS RODRÍGUEZ BERNARDA | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 0.00% |
| 4. FONATEL | 22 | 95228 | 399 | CSC - FON | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | CERDAS RODRÍGUEZ BERNARDA | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 0.83% |
| 1. ADMINISTRACIÓN SUPERIOR | 23 | 51302 | 100 | CSC | 140 | COMUNICACIÓN | PROFESIONAL 5 | CASTELLON RUIZ EDUARDO | ESPECIALISTA EN COMUNICACIÓN | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 51.60% |
| 3. ESPECTRO | 23 | 51302 | 299 | CSC - ESP | 140 | COMUNICACIÓN | PROFESIONAL 5 | CASTELLON RUIZ EDUARDO | ESPECIALISTA EN COMUNICACIÓN | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 35.85% |
| 4. FONATEL | 23 | 51302 | 399 | CSC - FON | 140 | COMUNICACIÓN | PROFESIONAL 5 | CASTELLON RUIZ EDUARDO | ESPECIALISTA EN COMUNICACIÓN | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 12.55% |
| 1. ADMINISTRACIÓN SUPERIOR | 24 | 95239 | 100 | CSC | 140 | COMUNICACIÓN | PROFESIONAL 2 | ALVARADO BLANDO FIORELLA | GESTOR PROFESIONAL EN COMUNICACIÓN | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 47.69% |
| 3. ESPECTRO | 24 | 95239 | 299 | CSC - ESP | 140 | COMUNICACIÓN | PROFESIONAL 2 | ALVARADO BLANDO FIORELLA | GESTOR PROFESIONAL EN COMUNICACIÓN | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 39.31% |
| 4. FONATEL | 24 | 95239 | 399 | CSC - FON | 140 | COMUNICACIÓN | PROFESIONAL 2 | ALVARADO BLANDO FIORELLA | GESTOR PROFESIONAL EN COMUNICACIÓN | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 13.00% |
| 1. ADMINISTRACIÓN SUPERIOR | 25 | 52213 | 100 | CSC | 160 | REGISTRO NACIONAL DE TELECOMUNICACIONES | PROFESIONAL JEFE | KNORR BRICEÑO JOLENE | JEFE UNIDAD REGISTRO NACIONAL DE TELECOMUNI | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 1. REGULACIÓN | 64.02% |
| 3. ESPECTRO | 25 | 52213 | 299 | CSC - ESP | 160 | REGISTRO NACIONAL DE TELECOMUNICACIONES | PROFESIONAL JEFE | KNORR BRICEÑO JOLENE | JEFE UNIDAD REGISTRO NACIONAL DE TELECOMUNI | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 2. ESPECTRO | 35.48% |
| 4. FONATEL | 25 | 52213 | 399 | CSC - FON | 160 | REGISTRO NACIONAL DE TELECOMUNICACIONES | PROFESIONAL JEFE | KNORR BRICEÑO JOLENE | JEFE UNIDAD REGISTRO NACIONAL DE TELECOMUNI | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 3. FONATEL | 0.50% |
| 1. ADMINISTRACIÓN SUPERIOR | 26 | 95231 | 100 | CSC | 160 | REGISTRO NACIONAL DE TELECOMUNICACIONES | GESTOR TÉCNICO PROFESIONAL | FALLAS ARBUSTINI JONATHAN | GESTOR TÉCNICO PROFESIONAL RNT | SALARIO GLOBAL | 964,493.22 | 979,442.87 | 1. REGULACIÓN | 69.19% |
| 3. ESPECTRO | 26 | 95231 | 299 | CSC - ESP | 160 | REGISTRO NACIONAL DE TELECOMUNICACIONES | GESTOR TÉCNICO PROFESIONAL | FALLAS ARBUSTINI JONATHAN | GESTOR TÉCNICO PROFESIONAL RNT | SALARIO GLOBAL | 964,493.22 | 979,442.87 | 2. ESPECTRO | 29.64% |
| 4. FONATEL | 26 | 95231 | 399 | CSC - FON | 160 | REGISTRO NACIONAL DE TELECOMUNICACIONES | GESTOR TÉCNICO PROFESIONAL | FALLAS ARBUSTINI JONATHAN | GESTOR TÉCNICO PROFESIONAL RNT | SALARIO GLOBAL | 964,493.22 | 979,442.87 | 3. FONATEL | 1.17% |
| 1. ADMINISTRACIÓN SUPERIOR | 27 | P / A | 100 | CSC | 160 | REGISTRO NACIONAL DE TELECOMUNICACIONES | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL RNT | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 66.60% |
| 3. ESPECTRO | 27 | P / A | 299 | CSC - ESP | 160 | REGISTRO NACIONAL DE TELECOMUNICACIONES | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL RNT | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 32.56% |
| 4. FONATEL | 27 | P / A | 399 | CSC - FON | 160 | REGISTRO NACIONAL DE TELECOMUNICACIONES | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL RNT | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 0.83% |
| 1. ADMINISTRACIÓN SUPERIOR | 28 | 61201 | 500 | DGO | 500 | DIRECCIÓN GENERAL DE OPERACIONES | DIRECTOR GENERAL | CAMBRONERO ARCE ALAN DAVID | DIRECTOR GENERAL DE OPERACIONES | SALARIO GLOBAL | 4,315,183.58 | 4,382,068.92 | 1. REGULACIÓN | 89.58% |
| 3. ESPECTRO | 28 | 61201 | 298 | DGO - ESP | 500 | DIRECCIÓN GENERAL DE OPERACIONES | DIRECTOR GENERAL | CAMBRONERO ARCE ALAN DAVID | DIRECTOR GENERAL DE OPERACIONES | SALARIO GLOBAL | 4,315,183.58 | 4,382,068.92 | 2. ESPECTRO | 5.42% |
| 4. FONATEL | 28 | 61201 | 398 | DGO - FON | 500 | DIRECCIÓN GENERAL DE OPERACIONES | DIRECTOR GENERAL | CAMBRONERO ARCE ALAN DAVID | DIRECTOR GENERAL DE OPERACIONES | SALARIO GLOBAL | 4,315,183.58 | 4,382,068.92 | 3. FONATEL | 5.00% |
| 1. ADMINISTRACIÓN SUPERIOR | 29 | 51219 | 500 | DGO | 500 | DIRECCIÓN GENERAL DE OPERACIONES | PROFESIONAL 2 | MENDOZA ALFARO EDUARDO | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 98.33% |
| 3. ESPECTRO | 29 | 51219 | 298 | DGO - ESP | 500 | DIRECCIÓN GENERAL DE OPERACIONES | PROFESIONAL 2 | MENDOZA ALFARO EDUARDO | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 1.67% |
| 4. FONATEL | 29 | 51219 | 398 | DGO - FON | 500 | DIRECCIÓN GENERAL DE OPERACIONES | PROFESIONAL 2 | MENDOZA ALFARO EDUARDO | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 0.00% |
| 1. ADMINISTRACIÓN SUPERIOR | 30 | 51313 | 500 | DGO | 500 | DIRECCIÓN GENERAL DE OPERACIONES | PROFESIONAL 5 | GUTIERREZ QUIROS YESSENIA | ESPECIALISTA EN ESTRATEGÍA Y EVALUACIÓN | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 96.42% |
| 3. ESPECTRO | 30 | 51313 | 298 | DGO - ESP | 500 | DIRECCIÓN GENERAL DE OPERACIONES | PROFESIONAL 5 | GUTIERREZ QUIROS YESSENIA | ESPECIALISTA EN ESTRATEGÍA Y EVALUACIÓN | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 0.00% |
| 4. FONATEL | 30 | 51313 | 398 | DGO - FON | 500 | DIRECCIÓN GENERAL DE OPERACIONES | PROFESIONAL 5 | GUTIERREZ QUIROS YESSENIA | ESPECIALISTA EN ESTRATEGÍA Y EVALUACIÓN | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 3.58% |
| 1. ADMINISTRACIÓN SUPERIOR | 31 | 61209 | 500 | DGO | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL 2 | PEREIRA ARROYO GONZALO | GESTOR PROFESIONAL EN PROVEEDURÍA Y SERVIC | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 70.42% |
| 3. ESPECTRO | 31 | 61209 | 298 | DGO - ESP | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL 2 | PEREIRA ARROYO GONZALO | GESTOR PROFESIONAL EN PROVEEDURÍA Y SERVIC | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 16.83% |
| 4. FONATEL | 31 | 61209 | 398 | DGO - FON | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL 2 | PEREIRA ARROYO GONZALO | GESTOR PROFESIONAL EN PROVEEDURÍA Y SERVIC | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 12.75% |
| 1. ADMINISTRACIÓN SUPERIOR | 32 | 61210 | 500 | DGO | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 3 | HERNANDEZ RIVERA RICARDO | ASISTENTE DE SERVICIOS GENERALES | SALARIO GLOBAL | 673,038.95 | 683,471.05 | 1. REGULACIÓN | 74.25% |
| 3. ESPECTRO | 32 | 61210 | 298 | DGO - ESP | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 3 | HERNANDEZ RIVERA RICARDO | ASISTENTE DE SERVICIOS GENERALES | SALARIO GLOBAL | 673,038.95 | 683,471.05 | 2. ESPECTRO | 15.92% |
| 4. FONATEL | 32 | 61210 | 398 | DGO - FON | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 3 | HERNANDEZ RIVERA RICARDO | ASISTENTE DE SERVICIOS GENERALES | SALARIO GLOBAL | 673,038.95 | 683,471.05 | 3. FONATEL | 9.83% |
| 1. ADMINISTRACIÓN SUPERIOR | 33 | 61212 | 500 | DGO | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 1 | MORA VARGAS EVAL | GESTOR DE APOYO 1 | SALARIO GLOBAL | 609,849.70 | 619,302.37 | 1. REGULACIÓN | 82.33% |
| 3. ESPECTRO | 33 | 61212 | 298 | DGO - ESP | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 1 | MORA VARGAS EVAL | GESTOR DE APOYO 1 | SALARIO GLOBAL | 609,849.70 | 619,302.37 | 2. ESPECTRO | 8.50% |
| 4. FONATEL | 33 | 61212 | 398 | DGO - FON | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 1 | MORA VARGAS EVAL | GESTOR DE APOYO 1 | SALARIO GLOBAL | 609,849.70 | 619,302.37 | 3. FONATEL | 9.17% |
| 1. ADMINISTRACIÓN SUPERIOR | 34 | 61206 | 500 | DGO | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL JEFE | SAENZ CHAVES JUAN CARLOS | JEFE PROVEEDURÍA Y SERVICIOS GENERALES | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 1. REGULACIÓN | 80.08% |
| 3. ESPECTRO | 34 | 61206 | 298 | DGO - ESP | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL JEFE | SAENZ CHAVES JUAN CARLOS | JEFE PROVEEDURÍA Y SERVICIOS GENERALES | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 2. ESPECTRO | 15.42% |
| 4. FONATEL | 34 | 61206 | 398 | DGO - FON | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL JEFE | SAENZ CHAVES JUAN CARLOS | JEFE PROVEEDURÍA Y SERVICIOS GENERALES | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 3. FONATEL | 4.50% |
| 1. ADMINISTRACIÓN SUPERIOR | 35 | 51314 | 500 | DGO | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL 5 | CHACON GONZALEZ NOILLY | ESPECIALISTA EN PROVEEDURÍA Y SERVICIOS GENE | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 72.92% |
| 3. ESPECTRO | 35 | 51314 | 298 | DGO - ESP | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL 5 | CHACON GONZALEZ NOILLY | ESPECIALISTA EN PROVEEDURÍA Y SERVICIOS GENE | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 13.75% |
| 4. FONATEL | 35 | 51314 | 398 | DGO - FON | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL 5 | CHACON GONZALEZ NOILLY | ESPECIALISTA EN PROVEEDURÍA Y SERVICIOS GENE | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 13.33% |
| 1. ADMINISTRACIÓN SUPERIOR | 36 | 52206 | 500 | DGO | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 1 | SANCHEZ PORRAS REINALDO | GESTOR DE APOYO 1 | SALARIO GLOBAL | 609,849.70 | 619,302.37 | 1. REGULACIÓN | 75.42% |
| 3. ESPECTRO | 36 | 52206 | 298 | DGO - ESP | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 1 | SANCHEZ PORRAS REINALDO | GESTOR DE APOYO 1 | SALARIO GLOBAL | 609,849.70 | 619,302.37 | 2. ESPECTRO | 15.42% |
| 4. FONATEL | 36 | 52206 | 398 | DGO - FON | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 1 | SANCHEZ PORRAS REINALDO | GESTOR DE APOYO 1 | SALARIO GLOBAL | 609,849.70 | 619,302.37 | 3. FONATEL | 9.17% |
| 1. ADMINISTRACIÓN SUPERIOR | 37 | P / A | 500 | DGO | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 3 | PLAZA NUEVA | ASISTENTE DE SERVICIOS GENERALES | SALARIO GLOBAL | 673,038.95 | 683,471.05 | 1. REGULACIÓN | 75.90% |
| 3. ESPECTRO | 37 | P / A | 298 | DGO - ESP | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 3 | PLAZA NUEVA | ASISTENTE DE SERVICIOS GENERALES | SALARIO GLOBAL | 673,038.95 | 683,471.05 | 2. ESPECTRO | 14.31% |
| 4. FONATEL | 37 | P / A | 398 | DGO - FON | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 3 | PLAZA NUEVA | ASISTENTE DE SERVICIOS GENERALES | SALARIO GLOBAL | 673,038.95 | 683,471.05 | 3. FONATEL | 9.79% |
| 1. ADMINISTRACIÓN SUPERIOR | 38 | 52202 | 500 | DGO | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | MORALES SANCHEZ YASMIN SUSANA | GESTOR DE APOYO 2 | SALARIO GLOBAL | 629,443.27 | 639,199.64 | 1. REGULACIÓN | 87.67% |
| 3. ESPECTRO | 38 | 52202 | 298 | DGO - ESP | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | MORALES SANCHEZ YASMIN SUSANA | GESTOR DE APOYO 2 | SALARIO GLOBAL | 629,443.27 | 639,199.64 | 2. ESPECTRO | 9.83% |
| 4. FONATEL | 38 | 52202 | 398 | DGO - FON | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | MORALES SANCHEZ YASMIN SUSANA | GESTOR DE APOYO 2 | SALARIO GLOBAL | 629,443.27 | 639,199.64 | 3. FONATEL | 2.50% |
| 1. ADMINISTRACIÓN SUPERIOR | 39 | 61205 | 500 | DGO | 520 | GESTIÓN DOCUMENTAL | PROFESIONAL JEFE | BEJARANO MUÑOZ TATIANA | JEFE DE GESTIÓN DOCUMENTAL | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 1. REGULACIÓN | 87.00% |
| 3. ESPECTRO | 39 | 61205 | 298 | DGO - ESP | 520 | GESTIÓN DOCUMENTAL | PROFESIONAL JEFE | BEJARANO MUÑOZ TATIANA | JEFE DE GESTIÓN DOCUMENTAL | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 2. ESPECTRO | 8.17% |
| 4. FONATEL | 39 | 61205 | 398 | DGO - FON | 520 | GESTIÓN DOCUMENTAL | PROFESIONAL JEFE | BEJARANO MUÑOZ TATIANA | JEFE DE GESTIÓN DOCUMENTAL | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 3. FONATEL | 4.83% |
| 1. ADMINISTRACIÓN SUPERIOR | 40 | 61213 | 500 | DGO | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | MOJICA AGUERO MARIA TERESA | GESTOR DE APOYO 2 | SALARIO GLOBAL | 629,443.27 | 639,199.64 | 1. REGULACIÓN | 91.50% |
| 3. ESPECTRO | 40 | 61213 | 298 | DGO - ESP | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | MOJICA AGUERO MARIA TERESA | GESTOR DE APOYO 2 | SALARIO GLOBAL | 629,443.27 | 639,199.64 | 2. ESPECTRO | 5.75% |
| 4. FONATEL | 40 | 61213 | 398 | DGO - FON | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | MOJICA AGUERO MARIA TERESA | GESTOR DE APOYO 2 | SALARIO GLOBAL | 629,443.27 | 639,199.64 | 3. FONATEL | 2.75% |
| 1. ADMINISTRACIÓN SUPERIOR | 41 | 61211 | 500 | DGO | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | ULLOA VALERIN MARÍA JOSÉ | GESTOR DE APOYO 2 | SALARIO GLOBAL | 629,443.27 | 639,199.64 | 1. REGULACIÓN | 74.75% |
| 3. ESPECTRO | 41 | 61211 | 298 | DGO - ESP | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | ULLOA VALERIN MARÍA JOSÉ | GESTOR DE APOYO 2 | SALARIO GLOBAL | 629,443.27 | 639,199.64 | 2. ESPECTRO | 15.25% |
| 4. FONATEL | 41 | 61211 | 398 | DGO - FON | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | ULLOA VALERIN MARÍA JOSÉ | GESTOR DE APOYO 2 | SALARIO GLOBAL | 629,443.27 | 639,199.64 | 3. FONATEL | 10.00% |
| 1. ADMINISTRACIÓN SUPERIOR | 42 | 52201 | 500 | DGO | 520 | GESTIÓN DOCUMENTAL | GESTOR TÉCNICO PROFESIONAL | ALTAMIRANO BUSTOS SARA | GESTOR TÉCNICO PROFEIONAL EN GESTIÓN DOCUM | SALARIO GLOBAL | 964,493.22 | 979,442.87 | 1. REGULACIÓN | 94.50% |
| 3. ESPECTRO | 42 | 52201 | 298 | DGO - ESP | 520 | GESTIÓN DOCUMENTAL | GESTOR TÉCNICO PROFESIONAL | ALTAMIRANO BUSTOS SARA | GESTOR TÉCNICO PROFEIONAL EN GESTIÓN DOCUM | SALARIO GLOBAL | 964,493.22 | 979,442.87 | 2. ESPECTRO | 3.00% |
| 4. FONATEL | 42 | 52201 | 398 | DGO - FON | 520 | GESTIÓN DOCUMENTAL | GESTOR TÉCNICO PROFESIONAL | ALTAMIRANO BUSTOS SARA | GESTOR TÉCNICO PROFEIONAL EN GESTIÓN DOCUM | SALARIO GLOBAL | 964,493.22 | 979,442.87 | 3. FONATEL | 2.50% |

| ANEXO N° 3 RELACIÓN DE PUESTOS CARGOS FIJOS PRESUPUESTO INICIAL 2026 | | | | | | | | | | | | | | |
|--|---------------|----------|-----|---------------------|-------|---------------------------------|-------------------|----------------------------------|---|------------------|------------------|-------------------|-----------------------------|---------------|
| PROGRAMA | 149 + 9 PN | N° PLAZA | CF | CENTRO FUNCIONAL | CF DP | DEPENDENCIA | CATEGORÍA / CLASE | NOMBRE | PUESTO | RÉGIMEN SALARIAL | SALARIO I SEM | SALARIO II SEM | FUENTE DE FINANCIAMIENTO | DRIVER NÓMINA |
| 1. ADMINISTRACIÓN SUPERIOR | 43 | P / A | 500 | DGO | 520 | GESTIÓN DOCUMENTAL | PROFESIONAL 5 | PLAZA NUEVA | ESPECIALISTA EN GESTIÓN DOCUMENTAL | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 87.08% |
| 3. ESPECTRO | 43 | P / A | 298 | DGO - ESP | 520 | GESTIÓN DOCUMENTAL | PROFESIONAL 5 | PLAZA NUEVA | ESPECIALISTA EN GESTIÓN DOCUMENTAL | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 8.40% |
| 4. FONATEL | 43 | P / A | 398 | DGO - FON | 520 | GESTIÓN DOCUMENTAL | PROFESIONAL 5 | PLAZA NUEVA | ESPECIALISTA EN GESTIÓN DOCUMENTAL | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 4.52% |
| 1. ADMINISTRACIÓN SUPERIOR | 44 | 51311 | 500 | DGO | 530 | RECURSOS HUMANOS | PROFESIONAL 5 | CALDERON MARCHENA PRISCILLA | ESPECIALISTA EN RECURSOS HUMANOS | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 81.25% |
| 3. ESPECTRO | 44 | 51311 | 298 | DGO - ESP | 530 | RECURSOS HUMANOS | PROFESIONAL 5 | CALDERON MARCHENA PRISCILLA | ESPECIALISTA EN RECURSOS HUMANOS | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 5.83% |
| 4. FONATEL | 44 | 51311 | 398 | DGO - FON | 530 | RECURSOS HUMANOS | PROFESIONAL 5 | CALDERON MARCHENA PRISCILLA | ESPECIALISTA EN RECURSOS HUMANOS | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 12.92% |
| 1. ADMINISTRACIÓN SUPERIOR | 45 | 95224 | 500 | DGO | 530 | RECURSOS HUMANOS | PROFESIONAL 2 | MURILLO SANDI KAREN | GESTOR PROFESIONAL EN RECURSOS HUMANOS | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 82.24% |
| 3. ESPECTRO | 45 | 95224 | 298 | DGO - ESP | 530 | RECURSOS HUMANOS | PROFESIONAL 2 | MURILLO SANDI KAREN | GESTOR PROFESIONAL EN RECURSOS HUMANOS | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 8.85% |
| 4. FONATEL | 45 | 95224 | 398 | DGO - FON | 530 | RECURSOS HUMANOS | PROFESIONAL 2 | MURILLO SANDI KAREN | GESTOR PROFESIONAL EN RECURSOS HUMANOS | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 8.91% |
| 1. ADMINISTRACIÓN SUPERIOR | 46 | 51316 | 500 | DGO | 530 | RECURSOS HUMANOS | PROFESIONAL JEFE | RODRIGUEZ BADILLA EMMANUEL JOSUE | JEFE DE RECURSOS HUMANOS | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 1. REGULACIÓN | 84.50% |
| 3. ESPECTRO | 46 | 51316 | 298 | DGO - ESP | 530 | RECURSOS HUMANOS | PROFESIONAL JEFE | RODRIGUEZ BADILLA EMMANUEL JOSUE | JEFE DE RECURSOS HUMANOS | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 2. ESPECTRO | 7.67% |
| 4. FONATEL | 46 | 51316 | 398 | DGO - FON | 530 | RECURSOS HUMANOS | PROFESIONAL JEFE | RODRIGUEZ BADILLA EMMANUEL JOSUE | JEFE DE RECURSOS HUMANOS | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 3. FONATEL | 7.83% |
| 1. ADMINISTRACIÓN SUPERIOR | 47 | 61216 | 500 | DGO | 530 | RECURSOS HUMANOS | PROFESIONAL 3 | MORA FALLAS MELISSA | PROFESIONAL EN RECURSOS HUMANOS | SALARIO GLOBAL | 1,691,904.32 | 1,718,128.83 | 1. REGULACIÓN | 77.92% |
| 3. ESPECTRO | 47 | 61216 | 298 | DGO - ESP | 530 | RECURSOS HUMANOS | PROFESIONAL 3 | MORA FALLAS MELISSA | PROFESIONAL EN RECURSOS HUMANOS | SALARIO GLOBAL | 1,691,904.32 | 1,718,128.83 | 2. ESPECTRO | 6.67% |
| 4. FONATEL | 47 | 61216 | 398 | DGO - FON | 530 | RECURSOS HUMANOS | PROFESIONAL 3 | MORA FALLAS MELISSA | PROFESIONAL EN RECURSOS HUMANOS | SALARIO GLOBAL | 1,691,904.32 | 1,718,128.83 | 3. FONATEL | 15.42% |
| 1. ADMINISTRACIÓN SUPERIOR | 48 | 95240 | 500 | DGO | 530 | RECURSOS HUMANOS | PROFESIONAL 5 | PLAZA VACANTE | ESPECIALISTA EN RECURSOS HUMANOS | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 81.48% |
| 3. ESPECTRO | 48 | 95240 | 298 | DGO - ESP | 530 | RECURSOS HUMANOS | PROFESIONAL 5 | PLAZA VACANTE | ESPECIALISTA EN RECURSOS HUMANOS | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 7.25% |
| 4. FONATEL | 48 | 95240 | 398 | DGO - FON | 530 | RECURSOS HUMANOS | PROFESIONAL 5 | PLAZA VACANTE | ESPECIALISTA EN RECURSOS HUMANOS | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 11.27% |
| 1. ADMINISTRACIÓN SUPERIOR | 49 | 51309 | 500 | DGO | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 5 | JIMENEZ DELGADO SHARON | ESPECIALISTA EN PLANIFICACIÓN Y CONTROL INTER | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 66.75% |
| 3. ESPECTRO | 49 | 51309 | 298 | DGO - ESP | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 5 | JIMENEZ DELGADO SHARON | ESPECIALISTA EN PLANIFICACIÓN Y CONTROL INTER | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 25.25% |
| 4. FONATEL | 49 | 51309 | 398 | DGO - FON | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 5 | JIMENEZ DELGADO SHARON | ESPECIALISTA EN PLANIFICACIÓN Y CONTROL INTER | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 8.00% |
| 1. ADMINISTRACIÓN SUPERIOR | 50 | 61202 | 500 | DGO | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL JEFE | MEDINA ZAMORA LIANETTE | JEFE DE PLANIFICACIÓN, PRESUPUESTO Y CONTROL | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 1. REGULACIÓN | 76.42% |
| 3. ESPECTRO | 50 | 61202 | 298 | DGO - ESP | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL JEFE | MEDINA ZAMORA LIANETTE | JEFE DE PLANIFICACIÓN, PRESUPUESTO Y CONTROL | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 2. ESPECTRO | 12.17% |
| 4. FONATEL | 50 | 61202 | 398 | DGO - FON | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL JEFE | MEDINA ZAMORA LIANETTE | JEFE DE PLANIFICACIÓN, PRESUPUESTO Y CONTROL | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 3. FONATEL | 11.42% |
| 1. ADMINISTRACIÓN SUPERIOR | 51 | 61214 | 500 | DGO | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 2 | MOREIRA MIRANDA OSCAR | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTR | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 86.50% |
| 3. ESPECTRO | 51 | 61214 | 298 | DGO - ESP | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 2 | MOREIRA MIRANDA OSCAR | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTR | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 6.67% |
| 4. FONATEL | 51 | 61214 | 398 | DGO - FON | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 2 | MOREIRA MIRANDA OSCAR | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTR | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 6.83% |
| 1. ADMINISTRACIÓN SUPERIOR | 52 | 61215 | 500 | DGO | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 2 | CALVO CALVO ANA YANCI | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTR | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 79.67% |
| 3. ESPECTRO | 52 | 61215 | 298 | DGO - ESP | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 2 | CALVO CALVO ANA YANCI | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTR | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 12.33% |
| 4. FONATEL | 52 | 61215 | 398 | DGO - FON | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 2 | CALVO CALVO ANA YANCI | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTR | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 8.00% |
| 1. ADMINISTRACIÓN SUPERIOR | 53 | P / A | 500 | DGO | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTR | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 77.33% |
| 3. ESPECTRO | 53 | P / A | 298 | DGO - ESP | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTR | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 14.10% |
| 4. FONATEL | 53 | P / A | 398 | DGO - FON | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTR | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 8.56% |
| 1. ADMINISTRACIÓN SUPERIOR | 54 | P / A | 500 | DGO | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 5 | PLAZA NUEVA | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTR | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 77.33% |
| 3. ESPECTRO | 54 | P / A | 298 | DGO - ESP | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 5 | PLAZA NUEVA | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTR | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 14.10% |
| 4. FONATEL | 54 | P / A | 398 | DGO - FON | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 5 | PLAZA NUEVA | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTR | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 8.56% |
| 1. ADMINISTRACIÓN SUPERIOR | 55 | 95215 | 500 | DGO | 550 | FINANZAS | PROFESIONAL 2 | MONGE QUESADA SILVIA | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 89.98% |
| 3. ESPECTRO | 55 | 95215 | 298 | DGO - ESP | 550 | FINANZAS | PROFESIONAL 2 | MONGE QUESADA SILVIA | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 2.13% |
| 4. FONATEL | 55 | 95215 | 398 | DGO - FON | 550 | FINANZAS | PROFESIONAL 2 | MONGE QUESADA SILVIA | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 7.89% |
| 1. ADMINISTRACIÓN SUPERIOR | 56 | 51315 | 500 | DGO | 550 | FINANZAS | PROFESIONAL 2 | FUNG WU STEPHANNIE | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 54.31% |
| 3. ESPECTRO | 56 | 51315 | 298 | DGO - ESP | 550 | FINANZAS | PROFESIONAL 2 | FUNG WU STEPHANNIE | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 31.80% |
| 4. FONATEL | 56 | 51315 | 398 | DGO - FON | 550 | FINANZAS | PROFESIONAL 2 | FUNG WU STEPHANNIE | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 13.89% |
| 1. ADMINISTRACIÓN SUPERIOR | 57 | 51312 | 500 | DGO | 550 | FINANZAS | PROFESIONAL 5 | RODRIGUEZ ALBERTA MONICA | ESPECIALISTA EN FINANZAS | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 58.29% |
| 3. ESPECTRO | 57 | 51312 | 298 | DGO - ESP | 550 | FINANZAS | PROFESIONAL 5 | RODRIGUEZ ALBERTA MONICA | ESPECIALISTA EN FINANZAS | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 22.40% |
| 4. FONATEL | 57 | 51312 | 398 | DGO - FON | 550 | FINANZAS | PROFESIONAL 5 | RODRIGUEZ ALBERTA MONICA | ESPECIALISTA EN FINANZAS | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 19.31% |
| 1. ADMINISTRACIÓN SUPERIOR | 58 | 61217 | 500 | DGO | 550 | FINANZAS | PROFESIONAL 5 | JIMENEZ SEAS EDEN ALBERTO | ESPECIALISTA EN FINANZAS | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 59.10% |
| 3. ESPECTRO | 58 | 61217 | 298 | DGO - ESP | 550 | FINANZAS | PROFESIONAL 5 | JIMENEZ SEAS EDEN ALBERTO | ESPECIALISTA EN FINANZAS | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 21.75% |
| 4. FONATEL | 58 | 61217 | 398 | DGO - FON | 550 | FINANZAS | PROFESIONAL 5 | JIMENEZ SEAS EDEN ALBERTO | ESPECIALISTA EN FINANZAS | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 19.15% |
| 1. ADMINISTRACIÓN SUPERIOR | 59 | 51310 | 500 | DGO | 550 | FINANZAS | PROFESIONAL 5 | FERNÁNDEZ CAMBRONERO ANDRES | ESPECIALISTA EN PLANIFICACIÓN Y CONTROL INTER | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 50.11% |
| 3. ESPECTRO | 59 | 51310 | 298 | DGO - ESP | 550 | FINANZAS | PROFESIONAL 5 | FERNÁNDEZ CAMBRONERO ANDRES | ESPECIALISTA EN PLANIFICACIÓN Y CONTROL INTER | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 28.69% |
| 4. FONATEL | 59 | 51310 | 398 | DGO - FON | 550 | FINANZAS | PROFESIONAL 5 | FERNÁNDEZ CAMBRONERO ANDRES | ESPECIALISTA EN PLANIFICACIÓN Y CONTROL INTER | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 21.20% |
| 1. ADMINISTRACIÓN SUPERIOR | 60 | 61204 | 500 | DGO | 550 | FINANZAS | PROFESIONAL JEFE | CAMPOS RAMIREZ MARIO LUIS | JEFE UNIDAD DE FINANZAS | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 1. REGULACIÓN | 62.36% |
| 3. ESPECTRO | 60 | 61204 | 298 | DGO - ESP | 550 | FINANZAS | PROFESIONAL JEFE | CAMPOS RAMIREZ MARIO LUIS | JEFE UNIDAD DE FINANZAS | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 2. ESPECTRO | 21.35% |
| 4. FONATEL | 60 | 61204 | 398 | DGO - FON | 550 | FINANZAS | PROFESIONAL JEFE | CAMPOS RAMIREZ MARIO LUIS | JEFE UNIDAD DE FINANZAS | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 3. FONATEL | 16.29% |
| 1. ADMINISTRACIÓN SUPERIOR | 61 | 95217 | 500 | DGO | 550 | FINANZAS | GESTOR DE APOYO 3 | LEITÓN DÍAZ ALONSO | GESTOR DE APOYO 3 | SALARIO GLOBAL | 673,038.95 | 683,471.05 | 1. REGULACIÓN | 62.36% |
| 3. ESPECTRO | 61 | 95217 | 298 | DGO - ESP | 550 | FINANZAS | GESTOR DE APOYO 3 | LEITÓN DÍAZ ALONSO | GESTOR DE APOYO 3 | SALARIO GLOBAL | 673,038.95 | 683,471.05 | 2. ESPECTRO | 21.35% |
| 4. FONATEL | 61 | 95217 | 398 | DGO - FON | 550 | FINANZAS | GESTOR DE APOYO 3 | LEITÓN DÍAZ ALONSO | GESTOR DE APOYO 3 | SALARIO GLOBAL | 673,038.95 | 683,471.05 | 3. FONATEL | 16.29% |
| 1. ADMINISTRACIÓN SUPERIOR | 62 | P / A | 500 | DGO | 550 | FINANZAS | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 62.36% |
| 3. ESPECTRO | 62 | P / A | 298 | DGO - ESP | 550 | FINANZAS | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 21.35% |
| 4. FONATEL | 62 | P / A | 398 | DGO - FON | 550 | FINANZAS | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 16.29% |
| 1. ADMINISTRACIÓN SUPERIOR | 63 | 61203 | 500 | DGO | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL JEFE | HERRERA CESPEDES ALEXANDER | JEFE TECNOLOGÍA DE LA INFORMACIÓN | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 1. REGULACIÓN | 96.08% |
| 3. ESPECTRO | 63 | 61203 | 298 | DGO - ESP | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL JEFE | HERRERA CESPEDES ALEXANDER | JEFE TECNOLOGÍA DE LA INFORMACIÓN | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 2. ESPECTRO | 1.92% |
| 4. FONATEL | 63 | 61203 | 398 | DGO - FON | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL JEFE | HERRERA CESPEDES ALEXANDER | JEFE TECNOLOGÍA DE LA INFORMACIÓN | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 3. FONATEL | 2.00% |

| ANEXO N° 3 RELACIÓN DE PUESTOS CARGOS FIJOS PRESUPUESTO INICIAL 2026 | | | | | | | | | | | | | | |
|--|---------------|----------|-----|---------------------|-------|-------------------------------|-------------------|----------------------------------|---|------------------|------------------|-------------------|-----------------------------|---------------|
| PROGRAMA | 149 + P 9N | N° PLAZA | CF | CENTRO FUNCIONAL | CF DP | DEPENDENCIA | CATEGORÍA / CLASE | NOMBRE | PUESTO | RÉGIMEN SALARIAL | SALARIO I SEM | SALARIO II SEM | FUENTE DE FINANCIAMIENTO | DRIVER NÓMINA |
| 1. ADMINISTRACIÓN SUPERIOR | 64 | 51202 | 500 | DGO | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 5 | MALDONADO GRANADOS RICHARD | ESPECIALISTA EN TECNOLOGÍAS DE INFORMACIÓN | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 95.50% |
| 3. ESPECTRO | 64 | 51202 | 298 | DGO - ESP | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 5 | MALDONADO GRANADOS RICHARD | ESPECIALISTA EN TECNOLOGÍAS DE INFORMACIÓN | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 3.08% |
| 4. FONATEL | 64 | 51202 | 398 | DGO - FON | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 5 | MALDONADO GRANADOS RICHARD | ESPECIALISTA EN TECNOLOGÍAS DE INFORMACIÓN | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 1.42% |
| 1. ADMINISTRACIÓN SUPERIOR | 65 | 95221 | 500 | DGO | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | MONTTOYA ARAYA STEVEN | GESTOR PROFESIONAL EN TECNOLOGÍAS DE LA INF | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 95.92% |
| 3. ESPECTRO | 65 | 95221 | 298 | DGO - ESP | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | MONTTOYA ARAYA STEVEN | GESTOR PROFESIONAL EN TECNOLOGÍAS DE LA INF | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 3.00% |
| 4. FONATEL | 65 | 95221 | 398 | DGO - FON | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | MONTTOYA ARAYA STEVEN | GESTOR PROFESIONAL EN TECNOLOGÍAS DE LA INF | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 1.08% |
| 1. ADMINISTRACIÓN SUPERIOR | 66 | 61207 | 500 | DGO | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | NOGUERA MORALES ANA YANSY | GESTOR PROFESIONAL EN TECNOLOGÍAS DE LA INF | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 96.17% |
| 3. ESPECTRO | 66 | 61207 | 298 | DGO - ESP | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | NOGUERA MORALES ANA YANSY | GESTOR PROFESIONAL EN TECNOLOGÍAS DE LA INF | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 1.63% |
| 4. FONATEL | 66 | 61207 | 398 | DGO - FON | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | NOGUERA MORALES ANA YANSY | GESTOR PROFESIONAL EN TECNOLOGÍAS DE LA INF | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 2.00% |
| 1. ADMINISTRACIÓN SUPERIOR | 67 | 51211 | 500 | DGO | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | PLAZA VACANTE | GESTOR PROFESIONAL EN TECNOLOGÍAS DE LA INF | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 95.92% |
| 3. ESPECTRO | 67 | 51211 | 298 | DGO - ESP | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | PLAZA VACANTE | GESTOR PROFESIONAL EN TECNOLOGÍAS DE LA INF | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 2.46% |
| 4. FONATEL | 67 | 51211 | 398 | DGO - FON | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | PLAZA VACANTE | GESTOR PROFESIONAL EN TECNOLOGÍAS DE LA INF | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 1.63% |
| 1. ADMINISTRACIÓN SUPERIOR | 68 | P / A | 500 | DGO | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 5 | PLAZA NUEVA | ESPECIALISTA EN TECNOLOGÍAS DE INFORMACIÓN | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 95.92% |
| 3. ESPECTRO | 68 | P / A | 298 | DGO - ESP | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 5 | PLAZA NUEVA | ESPECIALISTA EN TECNOLOGÍAS DE INFORMACIÓN | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 2.46% |
| 4. FONATEL | 68 | P / A | 398 | DGO - FON | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 5 | PLAZA NUEVA | ESPECIALISTA EN TECNOLOGÍAS DE INFORMACIÓN | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 1.63% |
| 2. REGULACIÓN | 69 | 51207 | 210 | DGC | 210 | CALIDAD | DIRECTOR GENERAL | FALLAS FALLAS GLENN | DIRECTOR GENERAL DE CALIDAD | SALARIO GLOBAL | 4,315,183.58 | 4,382,068.92 | 1. REGULACIÓN | 55.42% |
| 3. ESPECTRO | 69 | 51207 | 220 | ESPECTRO | 210 | CALIDAD | DIRECTOR GENERAL | FALLAS FALLAS GLENN | DIRECTOR GENERAL DE CALIDAD | SALARIO GLOBAL | 4,315,183.58 | 4,382,068.92 | 2. ESPECTRO | 44.58% |
| 2. REGULACIÓN | 70 | 51210 | 210 | DGC | 210 | CALIDAD | PROFESIONAL JEFE | VALVERDE CANOSSA CESAR GUSTAVO | JEFE UNIDAD CALIDAD DE REDES | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 71 | 51210 | 210 | DGC | 210 | CALIDAD | PROFESIONAL JEFE | PLAZA NUEVA | JEFE UNIDAD PROTECCIÓN DEL USUARIO | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 72 | 51306 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 5 | QUESADA CHINCHILLA NICOLE SUSANA | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 73 | 62208 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 2 | JARA ULATE ANDRES | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 74 | 62202 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 5 | STELLER SOLORZANO LEONARDO | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 75 | 42201 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 4 | SANCHEZ SAENZ JOSE ALFONSO | COORDINADOR DE REGULACIÓN | SALARIO GLOBAL | 1,889,309.48 | 1,918,593.78 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 76 | 42101 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 5 | ESCOBAR VALERIO MICHAEL | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 77 | 43404 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 5 | BONILLA ORTIZ NOELIA | ESPECIALISTA EN REGULACIÓN | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 78 | 22154 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 5 | RAMIREZ ALFARO NATALIA | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 79 | 95220 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 2 | MORALES PORRAS JOSE MARIA | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 80 | 95211 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 2 | RODRIGUEZ PANIAGUA GERSON | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 81 | 51212 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | GESTOR TÉCNICO | PLAZA VACANTE | GESTOR TÉCNICO EN REGULACIÓN | SALARIO GLOBAL | 720,063.50 | 731,224.49 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 82 | 62210 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 2 | PLAZA VACANTE | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 83 | 62211 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 2 | MUÑOZ RAMIREZ MELISSA | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 84 | 62212 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 2 | RIVAS MORA LUCIA | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 85 | 62209 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 2 | JIMENEZ REY HUMBERTO | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 86 | 13210 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 2 | PLAZA VACANTE | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 87 | 62206 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 2 | QUESADA CUBERO LISETH | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 88 | 62214 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | GESTOR TÉCNICO | LUGO ARGUEDAS ELIZABETH | GESTOR TÉCNICO EN REGULACIÓN | SALARIO GLOBAL | 720,063.50 | 731,224.49 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 89 | 95222 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 2 | MONGE BADILLA LUIS MIGUEL | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 90 | 52204 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 2 | PLAZA VACANTE | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 91 | 62213 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | GESTOR TÉCNICO | PICON JIRIK JONATHAN | GESTOR TÉCNICO EN REGULACIÓN | SALARIO GLOBAL | 720,063.50 | 731,224.49 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 92 | 44201 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 5 | CASCANTE ARIAS CARMEN | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 93 | 52212 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | GESTOR TÉCNICO | RODRIGUEZ HERRERA LORENZO | GESTOR TÉCNICO EN REGULACIÓN | SALARIO GLOBAL | 720,063.50 | 731,224.49 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 94 | 62201 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 5 | DE LA O VARGAS ALONSO | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 95 | 95214 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 5 | CORRALES ACUÑA ALLAN ARTURO | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 96 | 51205 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 5 | SALAZAR ANGULO MONICA | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 97 | 52211 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | GESTOR TÉCNICO | SANCHEZ FALLAS NICOLE | GESTOR TÉCNICO EN REGULACIÓN | SALARIO GLOBAL | 720,063.50 | 731,224.49 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 98 | 51206 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 5 | PLAZA VACANTE | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 99 | 95225 | 400 | DGM | 400 | DIRECCIÓN GENERAL DE MERCADOS | DIRECTOR GENERAL | MUÑOZ BARQUERO DERYHAN | DIRECTOR GENERAL DE MERCADOS | SALARIO GLOBAL | 4,315,183.58 | 4,382,068.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 100 | 13104 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | IRIGARAY FLORES ERICK | ESPECIALISTA EN REGULACIÓN | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 101 | 62312 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | MOLINA MONTTOYA LAURA | ESPECIALISTA EN REGULACIÓN | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 102 | 62301 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | CARBALLO HERNANDEZ JOSUE | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 103 | 52102 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | PORRAS ALVARADO LUISIANA | ESPECIALISTA EN ESTRATEGIA Y EVALUACIÓN | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 104 | 62311 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | SEGURA CHING ANA LUCRECIA | ESPECIALISTA EN REGULACIÓN | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 105 | 52101 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | CORTÉS MARTÍNEZ ILEANA | ESPECIALISTA EN ESTRATEGIA Y EVALUACIÓN | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 106 | 52104 | 400 | DGM | 410 | MERCADOS | PROFESIONAL JEFE | GARCIA RODRIGUEZ JUAN GABRIEL | JEFE UNIDAD DE MERCADOS DE TELECOMUNICACIONES | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 107 | 62305 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | RUIZ ARRIETA MAX ALBERTO | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 108 | 61208 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 2 | UGALDE ARIAS YULIANA STEPHANIE | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 109 | 51203 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | OVARES CHACON JUAN CARLOS | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 110 | 62309 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 2 | ARROYO VEGA KARLA MELISSA | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 111 | 95212 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 2 | RAMIREZ RETANA ORLANDO | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 112 | 62304 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | SALAZAR VARGAS JEFFREY | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 113 | 52103 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | VARGAS BOLAÑOS DAVID | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 114 | 62307 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 2 | CAMPOS CARRION MAURICIO | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 115 | 62314 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | AMADOR GRANADOS MAURICIO | ESPECIALISTA EN REGULACIÓN | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |

| ANEXO N° 3 RELACIÓN DE PUESTOS CARGOS FIJOS PRESUPUESTO INICIAL 2026 | | | | | | | | | | | | | | |
|--|---------------|----------|-----|---------------------|-------|------------------------------------|-------------------|--------------------------------|--|------------------|------------------|-------------------|-----------------------------|---------------|
| PROGRAMA | 149 + 9 PN | N° PLAZA | CF | CENTRO FUNCIONAL | CF DP | DEPENDENCIA | CATEGORÍA / CLASE | NOMBRE | PUESTO | RÉGIMEN SALARIAL | SALARIO I SEM | SALARIO II SEM | FUENTE DE FINANCIAMIENTO | DRIVER NÓMINA |
| 2. REGULACIÓN | 116 | 62313 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | CALDERON MONTOYA LAURA | ESPECIALISTA EN REGULACIÓN | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 117 | 95213 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 2 | CASTILLO PORRAS PATRICIA | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 118 | 62303 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | QUESADA UMAÑA LEONARDO | ESPECIALISTA EN REGULACIÓN | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 119 | 95216 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 2 | GUZMÁN FERNÁNDEZ JUAN PABLO | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 120 | 62310 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 2 | ROJAS LOPEZ YORLENY | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 121 | 95229 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 2 | CALDERON SOLIS DANIEL | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 122 | 25001 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | DIRECTOR GENERAL | PLAZA VACANTE | DIRECTOR GENERAL DE COMPETENCIA | SALARIO GLOBAL | 4,315,183.58 | 4,382,068.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 123 | 34101 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL JEFE | LEON CAMPOS SILVIA ELENA | JEFE DE COMPETENCIA | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 124 | 62302 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL JEFE | RODRIGUEZ ZAMORA ANA EUGENIA | JEFE DE COMPETENCIA | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 125 | 62306 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL 5 | RODRIGUEZ DURAN VICTORIA | ESPECIALISTA EN COMPETENCIA | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 126 | 62317 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL 5 | MEJIAS JIMENEZ KARLA | ESPECIALISTA EN COMPETENCIA | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 127 | 62315 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL 3 | LOPEZ CARRILLO LAURA YULIANA | PROFESIONAL EN COMPETENCIA | SALARIO GLOBAL | 1,691,904.32 | 1,718,128.83 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 128 | 62308 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL 3 | CASAFONT MATA MARIA FERNANDA | PROFESIONAL EN COMPETENCIA | SALARIO GLOBAL | 1,691,904.32 | 1,718,128.83 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 129 | 95230 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL 3 | PLAZA VACANTE | PROFESIONAL EN COMPETENCIA | SALARIO GLOBAL | 1,691,904.32 | 1,718,128.83 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 130 | 95235 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL 2 | CORRALES SANCHEZ MICHELLE | GESTOR PROFESIONAL EN EN COMPETENCIA | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 131 | 95236 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL 2 | VILLALOBOS CAMPOS LIAINY | GESTOR PROFESIONAL EN EN COMPETENCIA | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 132 | 95237 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL 2 | PLAZA VACANTE | GESTOR PROFESIONAL EN EN COMPETENCIA | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 133 | 95238 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL 2 | CRUZ VILLALOBOS MARLON JOSE | GESTOR PROFESIONAL EN EN COMPETENCIA | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 3. ESPECTRO | 134 | 52209 | 220 | ESPECTRO | 220 | ESPECTRO | PROFESIONAL JEFE | GONZALEZ GUILLEN ESTEBAN | JEFE UNIDAD ESPECTRO RADIOELÉCTRICO | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 135 | 52100 | 220 | ESPECTRO | 221 | ESTUDIOS DE ASIGNACIÓN | PROFESIONAL 5 | ACUÑA MURILLO ADRIAN | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 136 | 52205 | 220 | ESPECTRO | 221 | ESTUDIOS DE ASIGNACIÓN | PROFESIONAL 1 | LEDEZMA FALLAS EMILIO | GESTOR BACHILLER EN TELECOMUNICACIONES | SALARIO GLOBAL | 1,366,651.14 | 1,387,834.23 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 137 | 62216 | 220 | ESPECTRO | 221 | ESTUDIOS DE ASIGNACIÓN | PROFESIONAL 2 | BADILLA CASTILLO DIEGO ARMANDO | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 138 | 52210 | 220 | ESPECTRO | 221 | ESTUDIOS DE ASIGNACIÓN | GESTOR TÉCNICO | VILLEGAS JIMENEZ EDUARDO | GESTOR BACHILLER EN TELECOMUNICACIONES | SALARIO GLOBAL | 720,063.50 | 731,224.49 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 139 | 62217 | 220 | ESPECTRO | 221 | ESTUDIOS DE ASIGNACIÓN | PROFESIONAL 5 | GODINEZ CHAVES KEVIN ALBERTO | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 140 | 62218 | 220 | ESPECTRO | 221 | ESTUDIOS DE ASIGNACIÓN | PROFESIONAL 2 | BRENES MENDEZ JOSE | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 141 | 52203 | 220 | ESPECTRO | 221 | ESTUDIOS DE ASIGNACIÓN | GESTOR TÉCNICO | MARIN LEDEZMA MINERVA | GESTOR BACHILLER EN TELECOMUNICACIONES | SALARIO GLOBAL | 720,063.50 | 731,224.49 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 142 | 62207 | 220 | ESPECTRO | 222 | ESTUDIOS TÉCNICOS | PROFESIONAL 2 | VEGA ARGUELLO MARIO | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 143 | 62205 | 220 | ESPECTRO | 222 | ESTUDIOS TÉCNICOS | PROFESIONAL 2 | LEIVA JIMENEZ KAREN IVONNE | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 144 | 62219 | 220 | ESPECTRO | 222 | ESTUDIOS TÉCNICOS | PROFESIONAL 5 | CASTRO GONZALEZ DANIEL | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 145 | 62203 | 220 | ESPECTRO | 222 | ESTUDIOS TÉCNICOS | PROFESIONAL 5 | GARRO MORA LUIS JAVIER | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 146 | 22155 | 220 | ESPECTRO | 222 | ESTUDIOS TÉCNICOS | PROFESIONAL 5 | ARCE VILLALOBOS PEDRO JOSE | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 147 | 51204 | 220 | ESPECTRO | 223 | ASESORIA JURÍDICA | PROFESIONAL 5 | SOLORZANO GONZALEZ JUAN CARLOS | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 148 | 62204 | 220 | ESPECTRO | 223 | ASESORIA JURÍDICA | PROFESIONAL 5 | GAMBOA MADRIGAL ROBERTO | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 100.00% |
| 4. FONATEL | 149 | 95226 | 300 | FONATEL | 300 | DIRECCIÓN GENERAL DE FONATEL | DIRECTOR GENERAL | MAZON VILLEGAS ADRIAN | DIRECTOR GENERAL FONATEL | SALARIO GLOBAL | 4,315,183.58 | 4,382,068.92 | 3. FONATEL | 100.00% |
| 4. FONATEL | 150 | 63102 | 300 | FONATEL | 301 | ADMINISTRACIÓN Y CONTROL DEL FONDO | PROFESIONAL 5 | VILLALOBOS CASCANTE JORGE | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 100.00% |
| 4. FONATEL | 151 | 63103 | 300 | FONATEL | 301 | ADMINISTRACIÓN Y CONTROL DEL FONDO | PROFESIONAL 5 | RODRIGUEZ SANCHEZ HANNY | ESPECIALISTA EN ADMINISTRACIÓN Y CONTROL FON | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 100.00% |
| 4. FONATEL | 152 | 52214 | 300 | FONATEL | 301 | ADMINISTRACIÓN Y CONTROL DEL FONDO | PROFESIONAL JEFE | BERMUDEZ QUESADA PAOLA | JEFE UNIDAD ADMINISTRACIÓN Y CONTROL DEL FON | SALARIO GLOBAL | 2,650,519.47 | 2,691,602.52 | 3. FONATEL | 100.00% |
| 4. FONATEL | 153 | 63104 | 300 | FONATEL | 301 | ADMINISTRACIÓN Y CONTROL DEL FONDO | PROFESIONAL 5 | ROJAS GIRALT FRANCISCO | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 100.00% |
| 4. FONATEL | 154 | 63105 | 300 | FONATEL | 301 | ADMINISTRACIÓN Y CONTROL DEL FONDO | PROFESIONAL 2 | BRENES LEANDRO LUIS MIGUEL | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 100.00% |
| 4. FONATEL | 155 | 63101 | 300 | FONATEL | 301 | ADMINISTRACIÓN Y CONTROL DEL FONDO | PROFESIONAL 5 | BARAHONA GOMEZ IVANNIA | ESPECIALISTA EN ADMINISTRACIÓN Y CONTROL FON | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 100.00% |
| 4. FONATEL | 156 | 95232 | 300 | FONATEL | 301 | ADMINISTRACIÓN Y CONTROL DEL FONDO | PROFESIONAL 2 | PLAZA VACANTE | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTR | SALARIO GLOBAL | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 100.00% |
| 4. FONATEL | 157 | 95233 | 300 | FONATEL | 301 | ADMINISTRACIÓN Y CONTROL DEL FONDO | PROFESIONAL 5 | PLAZA VACANTE | ESPECIALISTA EN ESTRATEGIA Y EVALUACIÓN | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 100.00% |
| 4. FONATEL | 158 | 95234 | 300 | FONATEL | 301 | ADMINISTRACIÓN Y CONTROL DEL FONDO | PROFESIONAL 5 | SOLIS ALVARADO JUAN PABLO | ESPECIALISTA EN REGULACIÓN | SALARIO GLOBAL | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 100.00% |

Fuente: Recursos Humanos-Sute.

| | |
|--|--------------------|
| | PLAZAS VACANTES |
| | PLAZAS NUEVAS |
| | REASIGNACIONES |
| | JORNADAS AMPLIADAS |

| ESTIMACIÓN I SEMESTRE 2026 | | | | | | ESTIMACIÓN II SEMESTRE 2026 | | | | | | CARGAS PATRONALES | | | | | | | | | | TOTAL CARGAS PATRONALES | |
|----------------------------|--------------|--------------|--------------|--------------|--------------|-----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-------------------------|------------|
| ene-26 | feb-26 | mar-26 | abr-26 | may-26 | jun-26 | jul-26 | ago-26 | sept-26 | oct-26 | nov-26 | dic-26 | CARGOS FUOS ANUAL | 0.04.01 (9.25%) | 0.04.02 (0.50%) | 0.04.03 (1.50%) | 0.04.04 (5.00%) | 0.04.05 (0.50%) | 0.05.01 (5.58%) | 0.05.02 (3.00%) | 0.05.03 (1.50%) | 0.05.05 (5.00%) | | |
| 667,340.90 | 667,340.90 | 667,340.90 | 667,340.90 | 667,340.90 | 667,340.90 | 667,684.68 | 667,684.68 | 677,684.68 | 677,684.68 | 677,684.68 | 677,684.68 | 8,070,153.50 | 746,489.20 | 40,350.77 | 121,052.30 | 403,507.68 | 40,350.77 | 450,314.57 | 242,104.61 | 121,052.30 | 403,507.68 | 2,568,729.86 | |
| 285,899.90 | 285,899.90 | 285,899.90 | 285,899.90 | 285,899.90 | 285,899.90 | 290,331.35 | 290,331.35 | 290,331.35 | 290,331.35 | 290,331.35 | 290,331.35 | 3,457,387.54 | 19,808.35 | 17,286.94 | 51,860.81 | 172,869.38 | 17,286.94 | 192,922.22 | 103,721.63 | 51,860.81 | 172,869.38 | 1,100,486.45 | |
| 11,252.42 | 11,252.42 | 11,252.42 | 11,252.42 | 11,252.42 | 11,252.42 | 11,426.83 | 11,426.83 | 11,426.83 | 11,426.83 | 11,426.83 | 11,426.83 | 136,075.53 | 12,586.99 | 680.38 | 2,041.13 | 6,803.78 | 680.38 | 7,593.01 | 4,082.27 | 2,041.13 | 6,803.78 | 43,312.84 | |
| - | - | - | - | - | - | - | - | - | - | - | - | 1,107,563.03 | 1,107,563.03 | 102,449.58 | 5,537.82 | 16,613.45 | 55,378.15 | 5,537.82 | 61,802.02 | 33,226.89 | 16,613.45 | 55,378.15 | 352,537.31 |
| - | - | - | - | - | - | - | - | - | - | - | - | 541,493.27 | 541,493.27 | 50,088.13 | 2,707.47 | 8,122.40 | 27,074.66 | 2,707.47 | 30,215.32 | 16,244.80 | 12,270.46 | 172,357.31 | |
| - | - | - | - | - | - | - | - | - | - | - | - | 13,857.62 | 13,857.62 | 1,281.83 | 69.29 | 692.88 | 69.29 | 773.25 | 415.73 | 207.86 | 692.88 | 4,410.88 | |
| 3,865,685.29 | 3,865,685.29 | 3,865,685.29 | 3,865,685.29 | 3,865,685.29 | 3,865,685.29 | 3,925,603.41 | 3,925,603.41 | 3,925,603.41 | 3,925,603.41 | 3,925,603.41 | 3,925,603.41 | 46,747,732.18 | 4,324,165.23 | 233,738.66 | 701,215.98 | 2,337,386.61 | 233,738.66 | 2,608,523.46 | 1,402,431.97 | 701,215.98 | 2,337,386.61 | 14,879,803.15 | |
| 233,739.11 | 233,739.11 | 233,739.11 | 233,739.11 | 233,739.11 | 233,739.11 | 237,362.07 | 237,362.07 | 237,362.07 | 237,362.07 | 237,362.07 | 237,362.07 | 2,826,607.06 | 261,461.15 | 14,133.04 | 42,399.11 | 141,330.35 | 14,133.04 | 157,724.67 | 84,798.21 | 42,399.11 | 141,330.35 | 899,709.03 | |
| 215,759.18 | 215,759.18 | 215,759.18 | 215,759.18 | 215,759.18 | 215,759.18 | 219,103.45 | 219,103.45 | 219,103.45 | 219,103.45 | 219,103.45 | 219,103.45 | 2,609,175.75 | 241,348.76 | 13,045.88 | 39,137.64 | 130,458.79 | 13,045.88 | 145,592.01 | 78,275.27 | 39,137.64 | 130,458.79 | 830,500.64 | |
| 1,610,239.97 | 1,610,239.97 | 1,610,239.97 | 1,610,239.97 | 1,610,239.97 | 1,610,239.97 | 1,635,198.69 | 1,635,198.69 | 1,635,198.69 | 1,635,198.69 | 1,635,198.69 | 1,635,198.69 | 19,472,631.97 | 1,801,218.46 | 97,363.16 | 292,089.48 | 973,631.60 | 97,363.16 | 1,082,059.68 | 584,178.96 | 292,089.48 | 973,631.60 | 6,198,138.76 | |
| 27,292.20 | 27,292.20 | 27,292.20 | 27,292.20 | 27,292.20 | 27,292.20 | 27,715.23 | 27,715.23 | 27,715.23 | 27,715.23 | 27,715.23 | 27,715.23 | 330,044.61 | 30,529.13 | 1,650.22 | 4,950.67 | 16,502.23 | 1,650.22 | 18,416.49 | 9,901.34 | 4,950.67 | 16,502.23 | 105,053.20 | |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| 2,061,058.51 | 2,061,058.51 | 2,061,058.51 | 2,061,058.51 | 2,061,058.51 | 2,061,058.51 | 2,093,004.91 | 2,093,004.91 | 2,093,004.91 | 2,093,004.91 | 2,093,004.91 | 2,093,004.91 | 24,924,380.51 | 2,305,505.20 | 124,621.90 | 373,865.71 | 1,246,219.03 | 124,621.90 | 1,390,780.43 | 747,731.42 | 373,865.71 | 1,246,219.03 | 7,933,430.32 | |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| 76,599.41 | 76,599.41 | 76,599.41 | 76,599.41 | 76,599.41 | 76,599.41 | 77,786.70 | 77,786.70 | 77,786.70 | 77,786.70 | 77,786.70 | 77,786.70 | 928,316.65 | 85,684.29 | 4,631.58 | 13,894.75 | 46,315.83 | 4,631.58 | 51,688.47 | 27,789.50 | 13,894.75 | 46,315.83 | 294,846.59 | |
| 1,153,085.57 | 1,153,085.57 | 1,383,714.69 | 1,383,714.69 | 1,383,714.69 | 1,383,714.69 | 1,528,599.09 | 1,528,599.09 | 1,528,599.09 | 1,528,599.09 | 1,528,599.09 | 1,528,599.09 | 17,012,644.45 | 1,573,669.61 | 85,063.22 | 255,169.67 | 850,632.22 | 85,063.22 | 949,305.56 | 510,379.33 | 255,169.67 | 850,632.22 | 5,415,124.73 | |
| 275,651.25 | 275,651.25 | 330,781.50 | 330,781.50 | 330,781.50 | 330,781.50 | 365,416.59 | 365,416.59 | 365,416.59 | 365,416.59 | 365,416.59 | 365,416.59 | 4,066,926.92 | 376,190.84 | 20,334.64 | 61,003.92 | 230,346.40 | 20,334.64 | 226,934.58 | 122,007.84 | 61,003.92 | 203,346.40 | 1,294,503.19 | |
| 208,785.35 | 208,785.35 | 250,542.42 | 250,542.42 | 250,542.42 | 250,542.42 | 276,775.93 | 276,775.93 | 276,775.93 | 276,775.93 | 276,775.93 | 276,775.93 | 3,680,396.98 | 324,936.63 | 15,401.98 | 46,205.94 | 154,019.98 | 15,401.98 | 171,886.10 | 92,411.88 | 46,205.94 | 154,019.98 | 980,490.04 | |
| 499,731.42 | 499,731.42 | 499,731.42 | 499,731.42 | 499,731.42 | 499,731.42 | 1,030,466.92 | 1,030,466.92 | 1,030,466.92 | 1,030,466.92 | 1,030,466.92 | 1,030,466.92 | 9,181,190.03 | 849,260.08 | 45,905.95 | 137,717.85 | 459,059.90 | 45,905.95 | 512,310.40 | 275,435.70 | 137,717.85 | 459,059.90 | 2,922,372.79 | |
| 107,125.37 | 107,125.37 | 107,125.37 | 107,125.37 | 107,125.37 | 107,125.37 | 220,896.95 | 220,896.95 | 220,896.95 | 220,896.95 | 220,896.95 | 220,896.95 | 1,968,133.89 | 182,052.38 | 9,840.67 | 29,522.01 | 98,406.69 | 9,840.67 | 109,821.67 | 59,044.02 | 29,522.01 | 98,406.69 | 626,457.02 | |
| 66,182.16 | 66,182.16 | 66,182.16 | 66,182.16 | 66,182.16 | 66,182.16 | 136,470.37 | 136,470.37 | 136,470.37 | 136,470.37 | 136,470.37 | 136,470.37 | 1,215,915.18 | 112,472.15 | 6,079.58 | 18,238.73 | 60,795.76 | 6,079.58 | 67,848.07 | 36,477.46 | 18,238.73 | 60,795.76 | 387,025.80 | |
| 502,109.59 | 502,109.59 | 502,109.59 | 502,109.59 | 502,109.59 | 502,109.59 | 562,724.50 | 562,724.50 | 562,724.50 | 562,724.50 | 562,724.50 | 562,724.50 | 6,389,004.53 | 590,982.92 | 31,945.02 | 95,835.07 | 319,450.23 | 31,945.02 | 356,506.45 | 191,670.14 | 95,835.07 | 319,450.23 | 2,033,620.14 | |
| 51,837.22 | 51,837.22 | 51,837.22 | 51,837.22 | 51,837.22 | 51,837.22 | 58,095.04 | 58,095.04 | 58,095.04 | 58,095.04 | 58,095.04 | 58,095.04 | 693,593.59 | 61,012.41 | 3,297.97 | 9,893.90 | 32,979.68 | 3,297.97 | 36,805.32 | 19,787.81 | 9,893.90 | 32,979.68 | 299,948.64 | |
| 55,902.89 | 55,902.89 | 55,902.89 | 55,902.89 | 55,902.89 | 55,902.89 | 62,651.51 | 62,651.51 | 62,651.51 | 62,651.51 | 62,651.51 | 62,651.51 | 711,326.42 | 65,797.69 | 3,556.63 | 10,669.90 | 35,566.32 | 3,556.63 | 39,692.01 | 21,339.79 | 10,669.90 | 35,566.32 | 226,415.20 | |
| 2,122,624.34 | 2,122,624.34 | 2,122,624.34 | 2,122,624.34 | 2,122,624.34 | 2,122,624.34 | 2,155,525.02 | 2,155,525.02 | 2,155,525.02 | 2,155,525.02 | 2,155,525.02 | 2,155,525.02 | 26,886,896.19 | 2,374,372.90 | 128,344.48 | 385,033.44 | 1,283,444.81 | 128,344.48 | 1,432,324.41 | 770,066.89 | 385,033.44 | 1,283,444.81 | 8,170,409.66 | |
| 408,621.75 | 408,621.75 | 408,621.75 | 408,621.75 | 408,621.75 | 408,621.75 | 414,955.39 | 414,955.39 | 414,955.39 | 414,955.39 | 414,955.39 | 414,955.39 | 4,641,482.85 | 427,085.31 | 24,707.31 | 74,121.94 | 247,073.14 | 24,707.31 | 275,733.63 | 148,243.89 | 74,121.94 | 247,073.14 | 1,572,867.62 | |
| 119,273.38 | 119,273.38 | 119,273.38 | 119,273.38 | 119,273.38 | 119,273.38 | 121,122.11 | 121,122.11 | 121,122.11 | 121,122.11 | 121,122.11 | 121,122.11 | 1,442,372.94 | 133,419.50 | 7,211.86 | 21,635.59 | 72,118.65 | 7,211.86 | 80,484.41 | 43,271.19 | 21,635.59 | 72,118.65 | 499,107.31 | |
| 1,870,450.67 | 1,714,579.79 | 1,558,708.90 | 1,558,708.90 | 1,558,708.90 | 1,558,708.90 | 1,582,868.88 | 1,582,868.88 | 1,582,868.88 | 1,582,868.88 | 1,582,868.88 | 1,582,868.88 | 19,317,079.38 | 1,786,829.19 | 96,585.40 | 289,756.19 | 965,853.97 | 96,585.40 | 1,077,893.63 | 579,512.38 | 289,756.19 | 965,853.97 | 6,148,626.36 | |
| 352,713.56 | 323,320.76 | 293,927.96 | 293,927.96 | 293,927.96 | 293,927.96 | 298,483.85 | 298,483.85 | 298,483.85 | 298,483.85 | 298,483.85 | 298,483.85 | 3,642,648.25 | 336,945.06 | 18,213.25 | 54,639.74 | 182,132.46 | 18,213.25 | 203,259.83 | 109,279.48 | 54,639.74 | 182,132.46 | 1,159,455.26 | |
| 342,025.27 | 313,523.16 | 285,021.06 | 285,021.06 | 285,021.06 | 285,021.06 | 289,438.88 | 289,438.88 | 289,438.88 | 289,438.88 | 289,438.88 | 289,438.88 | 3,632,256.94 | 328,734.60 | 17,661.33 | 52,983.99 | 176,613.30 | 17,661.33 | 197,100.44 | 105,967.98 | 52,983.99 | 176,613.30 | 1,124,320.25 | |
| 459,928.32 | 459,928.32 | 459,928.32 | 459,928.32 | 459,928.32 | 459,928.32 | 467,057.21 | 467,057.21 | 467,057.21 | 467,057.21 | 467,057.21 | 467,057.21 | 5,561,913.14 | 514,676.97 | 27,809.57 | 83,428.70 | 278,095.66 | 27,809.57 | 310,354.75 | 166,857.39 | 83,428.70 | 278,095.66 | 1,770,356.95 | |
| 94,018.50 | 94,018.50 | 94,018.50 | 94,018.50 | 94,018.50 | 94,018.50 | 95,475.78 | 95,475.78 | 95,475.78 | 95,475.78 | 95,475.78 | 95,475.78 | 1,136,965.67 | 105,169.32 | 5,684.83 | 17,054.49 | 56,848.28 | 5,684.83 | 63,442.68 | 34,108.97 | 17,054.49 | 56,848.28 | 361,896.17 | |
| 55,902.89 | 55,902.89 | 55,902.89 | 55,902.89 | 55,902.89 | 55,902.89 | 56,769.38 | 56,769.38 | 56,769.38 | 56,769.38 | 56,769.38 | 56,769.38 | 676,033.64 | 62,533.11 | 3,380.17 | 10,140.50 | 33,801.68 | 3,380.17 | 37,722.68 | 20,281.01 | 10,140.50 | 33,801.68 | 215,181.51 | |
| - | - | - | - | - | - | 518,773.51 | 518,773.51 | 518,773.51 | 518,773.51 | 518,773.51 | 518,773.51 | 5,182,641.09 | 287,919.30 | 15,563.21 | 46,689.62 | 155,632.05 | 15,563.21 | 173,685.37 | 93,379.23 | 46,689.62 | 155,632.05 | 990,753.66 | |
| - | - | - | - | - | - | 97,774.33 | 97,774.33 | 97,774.33 | 97,774.33 | 97,774.33 | 97,774.33 | 586,645.99 | 54,264.75 | 2,933.23 | 8,799.69 | 29,332.30 | 2,933.23 | 32,734.85 | 17,599.38 | 8,799.69 | 29,332.30 | 186,729.42 | |
| - | - | - | - | - | - | 66,923.21 | 66,923.21 | 66,923.21 | 66,923.21 | 66,923.21 | 66,923.21 | 401,539.24 | 37,142.38 | 2,007.70 | 6,023.09 | 20,076.96 | 2,007.70 | 22,405.89 | 12,046.18 | 6,023.09 | 20,076.96 | 127,809.94 | |
| 551,811.93 | 551,811.93 | 551,811.93 | 551,811.93 | 551,811.93 | 551,811.93 | 560,365.02 | 560,365.02 | 560,365.02 | 560,365.02 | 560,365.02 | 560,365.02 | 6,785,134.69 | 632,925.67 | 33,925.67 | 101,777.02 | 339,256.73 | 33,925.67 | 372,610.52 | 203,554.04 | 101,777.02 | | | |

| ESTIMACIÓN I SEMESTRE 2026 | | | | | | ESTIMACIÓN II SEMESTRE 2026 | | | | | | CARGOS FUOS ANUAL | CARGAS PATRONALES | | | | | | | | | | TOTAL CARGAS PATRONALES |
|----------------------------|--------------|--------------|--------------|--------------|--------------|-----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|--------------|-------------------------|
| ene-26 | feb-26 | mar-26 | abr-26 | may-26 | jun-26 | jul-26 | ago-26 | sept-26 | oct-26 | nov-26 | dic-26 | | 0.04.01 (9.25%) | 0.04.02 (0.50%) | 0.04.03 (1.50%) | 0.04.04 (5.00%) | 0.04.05 (0.50%) | 0.05.01 (5.58%) | 0.05.02 (3.00%) | 0.05.03 (1.50%) | 0.05.05 (5.00%) | | |
| 1,416,465.33 | 1,416,465.33 | 1,416,465.33 | 1,416,465.33 | 1,416,465.33 | 1,416,465.33 | 1,438,420.54 | 1,438,420.54 | 1,438,420.54 | 1,438,420.54 | 1,438,420.54 | 1,438,420.54 | 17,129,315.24 | 1,584,461.66 | 85,646.58 | 256,939.73 | 856,465.76 | 85,646.58 | 955,815.79 | 513,879.46 | 256,939.73 | 856,465.76 | 5,482,261.04 | |
| 109,168.81 | 109,168.81 | 109,168.81 | 109,168.81 | 109,168.81 | 109,168.81 | 110,860.93 | 110,860.93 | 110,860.93 | 110,860.93 | 110,860.93 | 110,860.93 | 1,320,178.44 | 122,116.51 | 6,600.89 | 19,802.68 | 66,008.92 | 6,600.89 | 73,665.96 | 39,605.35 | 19,802.68 | 66,008.92 | 420,212.80 | |
| 111,898.03 | 111,898.03 | 111,898.03 | 111,898.03 | 111,898.03 | 111,898.03 | 113,632.45 | 113,632.45 | 113,632.45 | 113,632.45 | 113,632.45 | 113,632.45 | 1,353,182.90 | 125,169.42 | 6,765.91 | 20,297.74 | 67,659.14 | 6,765.91 | 75,507.61 | 40,595.49 | 20,297.74 | 67,659.14 | 470,718.12 | |
| 1,304,567.30 | 1,304,567.30 | 1,304,567.30 | 1,304,567.30 | 1,304,567.30 | 1,304,567.30 | 1,729,397.32 | 1,729,397.32 | 1,729,397.32 | 1,729,397.32 | 1,729,397.32 | 1,729,397.32 | 18,203,787.70 | 1,683,850.82 | 91,018.94 | 273,056.82 | 910,189.38 | 91,018.94 | 1,015,711.35 | 546,113.63 | 273,056.82 | 910,189.38 | 6,794,265.62 | |
| 201,962.30 | 201,962.30 | 201,962.30 | 201,962.30 | 201,962.30 | 201,962.30 | 267,730.97 | 267,730.97 | 267,730.97 | 267,730.97 | 267,730.97 | 267,730.97 | 2,618,159.60 | 260,677.76 | 14,090.80 | 42,272.39 | 140,907.98 | 14,090.80 | 157,253.31 | 84,544.79 | 42,272.39 | 140,907.98 | 897,020.20 | |
| 131,002.57 | 131,002.57 | 131,002.57 | 131,002.57 | 131,002.57 | 131,002.57 | 173,663.33 | 173,663.33 | 173,663.33 | 173,663.33 | 173,663.33 | 173,663.33 | 1,827,995.42 | 169,089.58 | 9,139.98 | 27,419.93 | 91,399.77 | 9,139.98 | 102,002.14 | 54,839.86 | 27,419.93 | 91,399.77 | 581,850.94 | |
| - | - | - | - | - | - | 1,285,986.77 | 1,285,986.77 | 1,285,986.77 | 1,285,986.77 | 1,285,986.77 | 1,285,986.77 | 17,129,920.60 | 713,722.66 | 38,579.60 | 115,738.60 | 385,796.03 | 38,579.60 | 423,548.37 | 231,477.62 | 115,738.60 | 385,796.03 | 2,455,977.53 | |
| - | - | - | - | - | - | 234,540.15 | 234,540.15 | 234,540.15 | 234,540.15 | 234,540.15 | 234,540.15 | 1,407,240.91 | 130,169.78 | 7,036.20 | 21,108.61 | 70,362.05 | 7,036.20 | 78,524.04 | 42,217.23 | 21,108.61 | 70,362.05 | 447,924.78 | |
| - | - | - | - | - | - | 142,387.00 | 142,387.00 | 142,387.00 | 142,387.00 | 142,387.00 | 142,387.00 | 854,322.03 | 79,024.79 | 4,271.61 | 12,814.83 | 42,716.10 | 4,271.61 | 47,671.17 | 25,629.66 | 12,814.83 | 42,716.10 | 271,930.70 | |
| - | - | - | - | - | - | 1,678,745.51 | 1,678,745.51 | 1,678,745.51 | 1,678,745.51 | 1,678,745.51 | 1,678,745.51 | 5,036,236.54 | 465,851.88 | 25,181.18 | 75,543.55 | 251,811.83 | 25,181.18 | 281,022.00 | 151,087.10 | 75,543.55 | 251,811.83 | 1,603,034.09 | |
| - | - | - | - | - | - | - | - | - | 306,172.07 | 306,172.07 | 306,172.07 | 918,516.20 | 84,962.75 | 4,592.58 | 13,777.74 | 45,925.81 | 4,592.58 | 51,253.20 | 27,555.49 | 13,777.74 | 45,925.81 | 292,363.71 | |
| - | - | - | - | - | - | - | - | - | 185,874.03 | 185,874.03 | 185,874.03 | 557,022.10 | 51,580.04 | 2,788.11 | 8,364.33 | 27,881.10 | 2,788.11 | 31,115.31 | 16,728.66 | 8,364.33 | 27,881.10 | 177,491.11 | |
| 1,473,437.80 | 1,473,437.80 | 1,473,437.80 | 1,473,437.80 | 1,473,437.80 | 1,473,437.80 | 1,496,276.09 | 1,496,276.09 | 1,496,276.09 | 1,496,276.09 | 1,496,276.09 | 1,496,276.09 | 17,818,283.36 | 1,648,191.21 | 89,091.42 | 267,274.25 | 890,914.17 | 89,091.42 | 994,260.21 | 534,548.50 | 267,274.25 | 890,914.17 | 5,671,559.59 | |
| 34,865.79 | 34,865.79 | 34,865.79 | 34,865.79 | 34,865.79 | 34,865.79 | 35,406.21 | 35,406.21 | 35,406.21 | 35,406.21 | 35,406.21 | 35,406.21 | 421,631.99 | 39,000.96 | 2,108.16 | 6,324.48 | 21,081.60 | 2,108.16 | 23,527.06 | 12,648.96 | 6,324.48 | 21,081.60 | 134,205.46 | |
| 129,228.58 | 129,228.58 | 129,228.58 | 129,228.58 | 129,228.58 | 129,228.58 | 131,231.62 | 131,231.62 | 131,231.62 | 131,231.62 | 131,231.62 | 131,231.62 | 1,562,761.39 | 7,818.81 | 2,818.16 | 23,441.42 | 78,138.06 | 7,818.81 | 87,200.05 | 46,882.84 | 23,441.42 | 78,138.06 | 497,426.90 | |
| 889,357.37 | 889,357.37 | 889,357.37 | 889,357.37 | 889,357.37 | 889,357.37 | 903,142.41 | 903,142.41 | 903,142.41 | 903,142.41 | 903,142.41 | 903,142.41 | 10,754,998.67 | 994,837.38 | 53,774.99 | 161,324.98 | 537,749.93 | 53,774.99 | 600,128.93 | 322,649.96 | 161,324.98 | 537,749.93 | 3,423,316.08 | |
| 520,694.29 | 520,694.29 | 520,694.29 | 520,694.29 | 520,694.29 | 520,694.29 | 528,765.05 | 528,765.05 | 528,765.05 | 528,765.05 | 528,765.05 | 528,765.05 | 6,296,756.05 | 582,449.90 | 31,483.78 | 94,451.34 | 314,837.80 | 31,483.78 | 351,358.99 | 188,902.68 | 94,451.34 | 314,837.80 | 2,004,257.46 | |
| 227,480.51 | 227,480.51 | 227,480.51 | 227,480.51 | 227,480.51 | 227,480.51 | 231,006.46 | 231,006.46 | 231,006.46 | 231,006.46 | 231,006.46 | 231,006.46 | 2,750,921.82 | 254,460.27 | 13,754.61 | 41,263.83 | 137,546.09 | 13,754.61 | 153,501.44 | 82,527.65 | 41,263.83 | 137,546.09 | 875,618.42 | |
| 1,245,969.54 | 1,245,969.54 | 1,245,969.54 | 1,245,969.54 | 1,245,969.54 | 1,245,969.54 | 1,265,282.07 | 1,265,282.07 | 1,265,282.07 | 1,265,282.07 | 1,265,282.07 | 1,265,282.07 | 15,067,509.68 | 1,393,744.65 | 75,337.55 | 226,012.65 | 753,375.48 | 75,337.55 | 840,767.04 | 452,025.29 | 226,012.65 | 753,375.48 | 4,795,988.33 | |
| 478,853.19 | 478,853.19 | 478,853.19 | 478,853.19 | 478,853.19 | 478,853.19 | 486,275.41 | 486,275.41 | 486,275.41 | 486,275.41 | 486,275.41 | 486,275.41 | 5,790,771.59 | 535,646.37 | 28,953.86 | 86,861.57 | 289,538.58 | 28,953.86 | 323,125.05 | 173,723.15 | 86,861.57 | 289,538.58 | 1,843,202.60 | |
| 412,835.18 | 412,835.18 | 412,835.18 | 412,835.18 | 412,835.18 | 412,835.18 | 419,234.13 | 419,234.13 | 419,234.13 | 419,234.13 | 419,234.13 | 419,234.13 | 4,992,415.89 | 461,798.47 | 24,962.08 | 74,886.24 | 249,620.79 | 24,962.08 | 276,576.81 | 149,772.48 | 74,886.24 | 249,620.79 | 1,589,085.98 | |
| 1,263,391.45 | 1,263,391.45 | 1,263,391.45 | 1,263,391.45 | 1,263,391.45 | 1,263,391.45 | 1,282,974.02 | 1,282,974.02 | 1,282,974.02 | 1,282,974.02 | 1,282,974.02 | 1,282,974.02 | 15,278,192.86 | 1,413,232.84 | 76,390.96 | 229,172.89 | 763,909.64 | 76,390.96 | 852,523.16 | 458,345.79 | 229,172.89 | 763,909.64 | 4,863,048.79 | |
| 464,994.04 | 464,994.04 | 464,994.04 | 464,994.04 | 464,994.04 | 464,994.04 | 472,201.45 | 472,201.45 | 472,201.45 | 472,201.45 | 472,201.45 | 472,201.45 | 5,623,172.90 | 520,143.49 | 28,115.86 | 84,347.59 | 281,158.64 | 28,115.86 | 313,773.05 | 168,695.19 | 84,347.59 | 281,158.64 | 1,779,855.93 | |
| 409,272.42 | 409,272.42 | 409,272.42 | 409,272.42 | 409,272.42 | 409,272.42 | 415,616.14 | 415,616.14 | 415,616.14 | 415,616.14 | 415,616.14 | 415,616.14 | 4,949,331.39 | 457,813.15 | 24,746.66 | 74,239.97 | 247,466.57 | 24,746.66 | 276,172.69 | 148,479.94 | 74,239.97 | 247,466.57 | 1,575,372.18 | |
| 1,071,216.01 | 1,071,216.01 | 1,071,216.01 | 1,071,216.01 | 1,071,216.01 | 1,071,216.01 | 1,087,819.86 | 1,087,819.86 | 1,087,819.86 | 1,087,819.86 | 1,087,819.86 | 1,087,819.86 | 12,954,215.91 | 1,198,264.94 | 64,771.08 | 194,313.23 | 647,710.76 | 64,771.08 | 722,845.21 | 388,626.46 | 194,313.23 | 647,710.76 | 4,123,326.70 | |
| 613,222.80 | 613,222.80 | 613,222.80 | 613,222.80 | 613,222.80 | 613,222.80 | 622,727.75 | 622,727.75 | 622,727.75 | 622,727.75 | 622,727.75 | 622,727.75 | 7,415,703.32 | 685,952.56 | 37,078.52 | 111,235.65 | 370,785.12 | 37,078.52 | 413,796.25 | 222,241.71 | 111,235.65 | 370,785.12 | 2,360,416.37 | |
| 453,219.11 | 453,219.11 | 453,219.11 | 453,219.11 | 453,219.11 | 453,219.11 | 460,244.00 | 460,244.00 | 460,244.00 | 460,244.00 | 460,244.00 | 460,244.00 | 5,480,778.64 | 506,972.02 | 27,403.89 | 82,211.68 | 274,038.92 | 27,403.89 | 305,827.45 | 164,423.36 | 82,211.68 | 274,038.92 | 1,744,531.84 | |
| 1,652,797.68 | 1,652,797.68 | 1,652,797.68 | 1,652,797.68 | 1,652,797.68 | 1,652,797.68 | 1,678,416.04 | 1,678,416.04 | 1,678,416.04 | 1,678,416.04 | 1,678,416.04 | 1,678,416.04 | 18,987,282.34 | 1,848,832.62 | 99,936.41 | 299,809.24 | 999,364.12 | 99,936.41 | 1,115,290.35 | 599,618.47 | 299,809.24 | 999,364.12 | 6,361,951.87 | |
| 565,952.17 | 565,952.17 | 565,952.17 | 565,952.17 | 565,952.17 | 565,952.17 | 574,724.43 | 574,724.43 | 574,724.43 | 574,724.43 | 574,724.43 | 574,724.43 | 6,844,059.59 | 633,075.51 | 34,220.30 | 102,660.89 | 342,202.98 | 34,220.30 | 381,898.63 | 205,321.79 | 102,660.89 | 342,202.98 | 2,178,464.17 | |
| 431,769.62 | 431,769.62 | 431,769.62 | 431,769.62 | 431,769.62 | 431,769.62 | 438,462.05 | 438,462.05 | 438,462.05 | 438,462.05 | 438,462.05 | 438,462.05 | 5,221,390.04 | 482,978.58 | 26,106.95 | 78,320.85 | 261,069.50 | 26,106.95 | 291,353.56 | 156,641.70 | 78,320.85 | 261,069.50 | 1,661,968.45 | |
| 419,693.07 | 419,693.07 | 419,693.07 | 419,693.07 | 419,693.07 | 419,693.07 | 426,198.31 | 426,198.31 | 426,198.31 | 426,198.31 | 426,198.31 | 426,198.31 | 5,075,348.26 | 469,469.71 | 25,376.74 | 76,130.22 | 253,767.41 | 25,376.74 | 283,204.41 | 152,600.45 | 76,130.22 | 253,767.41 | 1,615,483.35 | |
| 143,715.32 | 143,715.32 | 143,715.32 | 143,715.32 | 143,715.32 | 143,715.32 | 145,942.90 | 145,942.90 | 145,942.90 | 145,942.90 | 145,942.90 | 145,942.90 | 1,737,949.31 | 160,760.31 | 8,689.75 | 26,069.24 | 86,897.47 | 8,689.75 | 96,977.57 | 52,138.48 | 26,069.24 | 86,897.47 | 553,189.27 | |
| 109,630.57 | 109,630.57 | 109,630.57 | 109,630.57 | 109,630.57 | 109,630.57 | 111,329.84 | 111,329.84 | 111,329.84 | 111,329.84 | 111,329.84 | 111,329.84 | 1,325,762.44 | 122,633.03 | 6,628.81 | 19,886.44 | 66,288.12 | 6,628.81 | 73,977.54 | 39,772.87 | 19,886.44 | 66,288.12 | 421,990.19 | |
| - | - | - | - | - | - | 1,036,958.48 | 1,036,958.48 | 1,036,958.48 | 1,036,958.48 | 1,036,958.48 | 1,036,958.48 | 6,221,750.87 | 575,511.96 | 31,108.75 | 93,326.26 | 311,087.54 | 31,108.75 | 347,173.70 | 186,652.83 | 93,326.26 | 311,087.54 | 1,980,383.30 | |
| - | - | - | - | - | - | 355,085.24 | 355,085.24 | 355,085.24 | 355,085.24 | 355,085.24 | 355,085.24 | 2,130,511.21 | 197,072.31 | 10,652.56 | 31,957.67 | 106,525.57 | 10,652.56 | 118,882.54 | 63,915.34 | 31,957.67 | 106,525.57 | 678,14 | |

| ESTIMACIÓN I SEMESTRE 2026 | | | | | | ESTIMACIÓN II SEMESTRE 2026 | | | | | | CARGAS PATRONALES | | | | | | | | | | | | | | TOTAL CARGAS PATRONALES |
|----------------------------|--------------|--------------|--------------|--------------|--------------|-----------------------------|--------------|--------------|--------------|--------------|--------------|--------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|---------------|--|--|--|-------------------------|
| ene-26 | feb-26 | mar-26 | abr-26 | may-26 | jun-26 | jul-26 | ago-26 | sept-26 | oct-26 | nov-26 | dic-26 | CARGOS FIJOS ANUAL | 0.04.01 (9.25%) | 0.04.02 (0.50%) | 0.04.03 (1.50%) | 0.04.04 (5.00%) | 0.04.05 (0.50%) | 0.05.01 (5.58%) | 0.05.02 (3.00%) | 0.05.03 (1.50%) | 0.05.05 (5.00%) | | | | | |
| 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 19,802,676.58 | 1,831,747.58 | 99,013.38 | 297,040.15 | 990,133.83 | 99,013.38 | 1,104,989.35 | 594,080.30 | 297,040.15 | 990,133.83 | 6,303,191.96 | | | | |
| 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 19,802,676.58 | 1,831,747.58 | 99,013.38 | 297,040.15 | 990,133.83 | 99,013.38 | 1,104,989.35 | 594,080.30 | 297,040.15 | 990,133.83 | 6,303,191.96 | | | | |
| 720,063.50 | 720,063.50 | 720,063.50 | 720,063.50 | 720,063.50 | 720,063.50 | 731,224.49 | 731,224.49 | 731,224.49 | 731,224.49 | 731,224.49 | 731,224.49 | 8,707,727.96 | 805,464.84 | 43,538.64 | 130,615.92 | 435,386.40 | 43,538.64 | 485,891.22 | 261,231.84 | 130,615.92 | 435,386.40 | 2,771,669.81 | | | | |
| 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 25,850,697.16 | 2,391,189.49 | 129,253.49 | 387,760.46 | 1,292,534.86 | 129,253.49 | 1,442,468.90 | 775,520.91 | 387,760.46 | 1,292,534.86 | 8,228,276.90 | | | | |
| 720,063.50 | 720,063.50 | 720,063.50 | 720,063.50 | 720,063.50 | 720,063.50 | 731,224.49 | 731,224.49 | 731,224.49 | 731,224.49 | 731,224.49 | 731,224.49 | 8,707,727.96 | 805,464.84 | 43,538.64 | 130,615.92 | 435,386.40 | 43,538.64 | 485,891.22 | 261,231.84 | 130,615.92 | 435,386.40 | 2,771,669.81 | | | | |
| 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,604,949.93 | 2,604,949.93 | 2,604,949.93 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 27,153,172.12 | 2,511,668.42 | 135,765.86 | 407,297.58 | 1,357,658.61 | 135,765.86 | 1,515,147.00 | 814,595.16 | 407,297.58 | 1,357,658.61 | 8,642,854.69 | | | | |
| 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,604,949.93 | 2,604,949.93 | 2,604,949.93 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 27,153,172.12 | 2,511,668.42 | 135,765.86 | 407,297.58 | 1,357,658.61 | 135,765.86 | 1,515,147.00 | 814,595.16 | 407,297.58 | 1,357,658.61 | 8,642,854.69 | | | | |
| 720,063.50 | 720,063.50 | 720,063.50 | 720,063.50 | 720,063.50 | 720,063.50 | 731,224.49 | 731,224.49 | 731,224.49 | 731,224.49 | 731,224.49 | 731,224.49 | 8,707,727.96 | 805,464.84 | 43,538.64 | 130,615.92 | 435,386.40 | 43,538.64 | 485,891.22 | 261,231.84 | 130,615.92 | 435,386.40 | 2,771,669.81 | | | | |
| - | - | - | - | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 17,300,065.50 | 1,600,256.06 | 86,500.33 | 259,500.98 | 865,003.27 | 86,500.33 | 965,343.05 | 519,001.96 | 259,500.98 | 865,003.27 | 5,506,610.85 | | | | |
| 4,315,183.58 | 4,315,183.58 | 4,315,183.58 | 4,315,183.58 | 4,315,183.58 | 4,315,183.58 | 4,382,068.92 | 4,382,068.92 | 4,382,068.92 | 4,382,068.92 | 4,382,068.92 | 4,382,068.92 | 52,183,514.99 | 4,826,975.14 | 260,917.57 | 782,752.72 | 2,609,175.75 | 260,917.57 | 2,911,840.14 | 1,565,505.45 | 782,752.72 | 2,609,175.75 | 16,610,012.82 | | | | |
| 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 25,850,697.16 | 2,391,189.49 | 129,253.49 | 387,760.46 | 1,292,534.86 | 129,253.49 | 1,442,468.90 | 775,520.91 | 387,760.46 | 1,292,534.86 | 8,228,276.90 | | | | |
| 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 25,850,697.16 | 2,391,189.49 | 129,253.49 | 387,760.46 | 1,292,534.86 | 129,253.49 | 1,442,468.90 | 775,520.91 | 387,760.46 | 1,292,534.86 | 8,228,276.90 | | | | |
| 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 25,850,697.16 | 2,391,189.49 | 129,253.49 | 387,760.46 | 1,292,534.86 | 129,253.49 | 1,442,468.90 | 775,520.91 | 387,760.46 | 1,292,534.86 | 8,228,276.90 | | | | |
| 2,565,189.50 | 2,565,189.50 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 26,705,760.32 | 2,470,282.83 | 133,528.80 | 400,586.40 | 1,335,288.02 | 133,528.80 | 1,490,181.43 | 801,172.81 | 400,586.40 | 1,335,288.02 | 8,500,443.51 | | | | |
| 2,565,189.50 | 2,565,189.50 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 26,705,760.32 | 2,470,282.83 | 133,528.80 | 400,586.40 | 1,335,288.02 | 133,528.80 | 1,490,181.43 | 801,172.81 | 400,586.40 | 1,335,288.02 | 8,500,443.51 | | | | |
| 2,565,189.50 | 2,565,189.50 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 26,705,760.32 | 2,470,282.83 | 133,528.80 | 400,586.40 | 1,335,288.02 | 133,528.80 | 1,490,181.43 | 801,172.81 | 400,586.40 | 1,335,288.02 | 8,500,443.51 | | | | |
| 2,650,519.47 | 2,650,519.47 | 2,650,519.47 | 2,650,519.47 | 2,650,519.47 | 2,650,519.47 | 2,691,602.52 | 2,691,602.52 | 2,691,602.52 | 2,691,602.52 | 2,691,602.52 | 2,691,602.52 | 32,052,731.97 | 2,964,877.71 | 160,263.66 | 480,790.98 | 1,602,636.60 | 160,263.66 | 1,788,542.44 | 961,581.96 | 480,790.98 | 1,602,636.60 | 10,202,384.59 | | | | |
| 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 25,850,697.16 | 2,391,189.49 | 129,253.49 | 387,760.46 | 1,292,534.86 | 129,253.49 | 1,442,468.90 | 775,520.91 | 387,760.46 | 1,292,534.86 | 8,228,276.90 | | | | |
| 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 19,802,676.58 | 1,831,747.58 | 99,013.38 | 297,040.15 | 990,133.83 | 99,013.38 | 1,104,989.35 | 594,080.30 | 297,040.15 | 990,133.83 | 6,303,191.96 | | | | |
| 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 19,802,676.58 | 1,831,747.58 | 99,013.38 | 297,040.15 | 990,133.83 | 99,013.38 | 1,104,989.35 | 594,080.30 | 297,040.15 | 990,133.83 | 6,303,191.96 | | | | |
| 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 19,802,676.58 | 1,831,747.58 | 99,013.38 | 297,040.15 | 990,133.83 | 99,013.38 | 1,104,989.35 | 594,080.30 | 297,040.15 | 990,133.83 | 6,303,191.96 | | | | |
| 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 19,802,676.58 | 1,831,747.58 | 99,013.38 | 297,040.15 | 990,133.83 | 99,013.38 | 1,104,989.35 | 594,080.30 | 297,040.15 | 990,133.83 | 6,303,191.96 | | | | |
| 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 25,850,697.16 | 2,391,189.49 | 129,253.49 | 387,760.46 | 1,292,534.86 | 129,253.49 | 1,442,468.90 | 775,520.91 | 387,760.46 | 1,292,534.86 | 8,228,276.90 | | | | |
| 1,965,038.61 | 1,965,038.61 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 20,467,689.45 | 1,892,336.27 | 102,288.45 | 306,865.34 | 1,022,884.47 | 102,288.45 | 1,141,539.07 | 613,730.68 | 306,865.34 | 1,022,884.47 | 6,511,682.55 | | | | |
| 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 25,850,697.16 | 2,391,189.49 | 129,253.49 | 387,760.46 | 1,292,534.86 | 129,253.49 | 1,442,468.90 | 775,520.91 | 387,760.46 | 1,292,534.86 | 8,228,276.90 | | | | |
| 1,965,038.61 | 1,965,038.61 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 20,467,689.45 | 1,892,336.27 | 102,288.45 | 306,865.34 | 1,022,884.47 | 102,288.45 | 1,141,539.07 | 613,730.68 | 306,865.34 | 1,022,884.47 | 6,511,682.55 | | | | |
| 1,965,038.61 | 1,965,038.61 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 20,467,689.45 | 1,892,336.27 | 102,288.45 | 306,865.34 | 1,022,884.47 | 102,288.45 | 1,141,539.07 | 613,730.68 | 306,865.34 | 1,022,884.47 | 6,511,682.55 | | | | |
| 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 19,802,676.58 | 1,831,747.58 | 99,013.38 | 297,040.15 | 990,133.83 | 99,013.38 | 1,104,989.35 | 594,080.30 | 297,040.15 | 990,133.83 | 6,303,191.96 | | | | |
| 4,315,183.58 | 4,315,183.58 | 4,315,183.58 | 4,315,183.58 | 4,315,183.58 | 4,315,183.58 | 4,382,068.92 | 4,382,068.92 | 4,382,068.92 | 4,382,068.92 | 4,382,068.92 | 4,382,068.92 | 52,183,514.99 | 4,826,975.14 | 260,917.57 | 782,752.72 | 2,609,175.75 | 260,917.57 | 2,911,840.14 | 1,565,505.45 | 782,752.72 | 2,609,175.75 | 16,610,012.82 | | | | |
| 2,650,519.47 | 2,650,519.47 | 2,650,519.47 | 2,650,519.47 | 2,650,519.47 | 2,650,519.47 | 2,691,602.52 | 2,691,602.52 | 2,691,602.52 | 2,691,602.52 | 2,691,602.52 | 2,691,602.52 | 32,052,731.97 | 2,964,877.71 | 160,263.66 | 480,790.98 | 1,602,636.60 | 160,263.66 | 1,788,542.44 | 961,581.96 | 480,790.98 | 1,602,636.60 | 10,202,384.59 | | | | |
| 2,650,519.47 | 2,650,519.47 | 2,650,519.47 | 2,650,519.47 | 2,650,519.47 | 2,650,519.47 | 2,691,602.52 | 2,691,602.52 | 2,691,602.52 | 2,691,602.52 | 2,691,602.52 | 2,691,602.52 | 32,052,731.97 | 2,964,877.71 | 160,263.66 | 480,790.98 | 1,602,636.60 | 160,263.66 | 1,788,542.44 | 961,581.96 | 480,790.98 | 1,602,636.60 | 10,202,384.59 | | | | |
| 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | | | | | | | | | | | | | | | | | | | | | | |

| PROGRAMA / CF | ENERO 26 | FEBRERO 26 | MARZO 26 | ABRIL 26 | MAYO 26 | JUNIO 26 | JULIO 26 | AGOSTO 26 | SEPTIEMBRE 26 | OCTUBRE 26 | NOVIEMBRE 26 | DICIEMBRE 26 | TOTAL ANUAL |
|-----------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-------------------------|-----------------------|-----------------------|-------------------------|
| 1. ADMINISTRACIÓN SUPERIOR | 106,395,460.81 | 106,239,589.92 | 106,314,338.15 | 106,470,531.42 | 106,470,531.42 | 106,470,531.42 | 114,733,338.81 | 114,978,638.56 | 114,654,031.68 | 115,743,283.41 | 115,743,283.41 | 120,357,560.32 | 1,334,571,119.34 |
| 100 | 55,558,092.63 | 55,558,092.63 | 55,558,092.63 | 55,714,285.91 | 55,714,285.91 | 55,714,285.91 | 57,354,387.11 | 57,275,079.97 | 57,275,079.97 | 56,685,586.19 | 56,685,586.19 | 59,217,712.15 | 678,310,567.21 |
| 500 | 50,837,368.18 | 50,681,497.29 | 50,756,245.51 | 50,756,245.51 | 50,756,245.51 | 50,756,245.51 | 57,378,951.70 | 57,703,558.59 | 57,378,951.70 | 59,057,697.22 | 59,057,697.22 | 61,139,848.17 | 656,260,552.13 |
| 2. REGULACIÓN | 121,063,664.21 | 121,063,664.21 | 118,798,550.15 | 118,798,550.15 | 123,293,803.75 | 123,293,803.75 | 127,975,750.83 | 127,975,750.83 | 127,975,750.83 | 126,673,275.86 | 126,673,275.86 | 129,364,878.39 | 1,492,950,718.82 |
| 210 | 47,063,189.01 | 47,063,189.01 | 47,063,189.01 | 47,063,189.01 | 49,920,910.43 | 49,920,910.43 | 51,997,159.51 | 51,997,159.51 | 51,997,159.51 | 50,694,684.54 | 50,694,684.54 | 53,386,287.07 | 598,861,711.58 |
| 400 | 50,120,627.38 | 50,120,627.38 | 47,855,513.32 | 47,855,513.32 | 47,855,513.32 | 47,855,513.32 | 49,613,029.16 | 49,613,029.16 | 49,613,029.16 | 49,613,029.16 | 49,613,029.16 | 49,613,029.16 | 589,341,483.01 |
| 800 | 23,879,847.82 | 23,879,847.82 | 23,879,847.82 | 23,879,847.82 | 25,517,379.99 | 25,517,379.99 | 26,365,562.16 | 26,365,562.16 | 26,365,562.16 | 26,365,562.16 | 26,365,562.16 | 26,365,562.16 | 304,747,524.23 |
| 3. ESPECTRO | 41,993,512.04 | 41,964,119.24 | 41,989,856.70 | 42,118,599.47 | 42,118,599.47 | 42,118,599.47 | 43,104,173.31 | 43,078,221.48 | 43,038,804.17 | 43,333,585.05 | 43,333,585.05 | 44,022,675.41 | 512,214,330.87 |
| 220 | 29,749,947.56 | 29,749,947.56 | 29,749,947.56 | 29,749,947.56 | 29,749,947.56 | 29,749,947.56 | 29,342,755.10 | 29,342,755.10 | 29,342,755.10 | 29,342,755.10 | 29,342,755.10 | 29,342,755.10 | 354,556,215.99 |
| 298 | 6,962,833.61 | 6,933,440.81 | 6,959,178.26 | 6,959,178.26 | 6,959,178.26 | 6,959,178.26 | 8,146,503.45 | 8,185,920.76 | 8,146,503.45 | 8,452,675.52 | 8,452,675.52 | 8,506,040.81 | 91,623,306.97 |
| 299 | 5,280,730.87 | 5,280,730.87 | 5,280,730.87 | 5,409,473.65 | 5,409,473.65 | 5,409,473.65 | 5,614,914.76 | 5,549,545.62 | 5,549,545.62 | 5,538,154.43 | 5,538,154.43 | 6,173,879.49 | 66,034,807.91 |
| 4. FONATEL | 31,653,137.67 | 31,624,635.56 | 31,637,890.53 | 31,680,460.91 | 31,680,460.91 | 31,680,460.91 | 33,020,544.37 | 33,018,424.85 | 32,998,929.26 | 33,102,217.21 | 33,102,217.21 | 33,295,469.39 | 388,494,848.77 |
| 300 | 23,066,714.88 | 23,066,714.88 | 23,066,714.88 | 23,066,714.88 | 23,066,714.88 | 23,066,714.88 | 23,424,248.96 | 23,424,248.96 | 23,424,248.96 | 23,424,248.96 | 23,424,248.96 | 23,424,248.96 | 278,945,783.06 |
| 398 | 5,570,377.82 | 5,541,875.71 | 5,555,130.68 | 5,555,130.68 | 5,555,130.68 | 5,555,130.68 | 6,357,587.86 | 6,377,083.45 | 6,357,587.86 | 6,543,461.89 | 6,543,461.89 | 6,578,737.26 | 72,090,696.46 |
| 399 | 3,016,044.97 | 3,016,044.97 | 3,016,044.97 | 3,058,615.35 | 3,058,615.35 | 3,058,615.35 | 3,238,707.55 | 3,217,092.44 | 3,217,092.44 | 3,134,506.35 | 3,134,506.35 | 3,292,483.18 | 37,458,369.25 |
| TOTAL PROGRAMA CF | 301,105,774.72 | 300,892,008.93 | 298,740,635.52 | 299,068,141.96 | 303,563,395.55 | 303,563,395.55 | 318,833,807.33 | 319,051,035.72 | 318,667,515.94 | 318,852,361.53 | 318,852,361.53 | 327,040,583.51 | 3,728,231,017.80 |
| | | | | | | | | | | | | | |
| PROGRAMA / CF | SS CCSS (9.25%) | IMAS (0.50%) | INA (1.50%) | FODESAF (5.00%) | BP (0.50%) | SP CCSS (5.58%) | ROPC (3.00%) | FCL (1.50%) | ASAR (5.00%) | TOTAL ANUAL | | | |
| 1. ADMINISTRACIÓN SUPERIOR | 123,447,828.54 | 6,672,855.60 | 20,018,566.79 | 66,728,555.97 | 6,672,855.60 | 74,469,068.46 | 40,037,133.58 | 20,018,566.79 | 66,728,555.97 | 424,793,987.29 | | | |
| 100 | 62,743,727.47 | 3,391,552.84 | 10,174,658.51 | 33,915,528.36 | 3,391,552.84 | 37,849,729.65 | 20,349,317.02 | 10,174,658.51 | 33,915,528.36 | 215,906,253.54 | | | |
| 500 | 60,704,101.07 | 3,281,302.76 | 9,843,908.28 | 32,813,027.61 | 3,281,302.76 | 36,619,338.81 | 19,687,816.56 | 9,843,908.28 | 32,813,027.61 | 208,887,733.74 | | | |
| 2. REGULACIÓN | 138,097,941.49 | 7,464,753.59 | 22,394,260.78 | 74,647,535.94 | 7,464,753.59 | 83,306,650.11 | 44,788,521.56 | 22,394,260.78 | 74,647,535.94 | 475,206,213.80 | | | |
| 210 | 55,394,708.32 | 2,994,308.56 | 8,982,925.67 | 29,943,085.58 | 2,994,308.56 | 33,416,483.51 | 17,965,851.35 | 8,982,925.67 | 29,943,085.58 | 190,617,682.80 | | | |
| 400 | 54,514,087.18 | 2,946,707.42 | 8,840,122.25 | 29,467,074.15 | 2,946,707.42 | 32,885,254.75 | 17,680,244.49 | 8,840,122.25 | 29,467,074.15 | 187,587,394.04 | | | |
| 800 | 28,189,145.99 | 1,523,737.62 | 4,571,212.86 | 15,237,376.21 | 1,523,737.62 | 17,004,911.85 | 9,142,425.73 | 4,571,212.86 | 15,237,376.21 | 97,001,136.96 | | | |
| 3. ESPECTRO | 47,379,825.61 | 2,561,071.65 | 7,683,214.96 | 25,610,716.54 | 2,561,071.65 | 28,581,559.66 | 15,366,429.93 | 7,683,214.96 | 25,610,716.54 | 163,037,821.52 | | | |
| 220 | 32,796,449.98 | 1,772,781.08 | 5,318,343.24 | 17,727,810.80 | 1,772,781.08 | 19,784,236.85 | 10,636,686.48 | 5,318,343.24 | 17,727,810.80 | 112,855,243.55 | | | |
| 298 | 8,475,155.89 | 458,116.53 | 1,374,349.60 | 4,581,165.35 | 458,116.53 | 5,112,580.53 | 2,748,699.21 | 1,374,349.60 | 4,581,165.35 | 29,163,698.61 | | | |
| 299 | 6,108,219.73 | 330,174.04 | 990,522.12 | 3,301,740.40 | 330,174.04 | 3,684,742.28 | 1,981,044.24 | 990,522.12 | 3,301,740.40 | 21,018,879.36 | | | |
| 4. FONATEL | 35,935,773.51 | 1,942,474.24 | 5,827,422.73 | 19,424,742.44 | 1,942,474.24 | 21,678,012.56 | 11,654,845.46 | 5,827,422.73 | 19,424,742.44 | 123,657,910.36 | | | |
| 300 | 25,802,484.93 | 1,394,728.92 | 4,184,186.75 | 13,947,289.15 | 1,394,728.92 | 15,565,174.69 | 8,368,373.49 | 4,184,186.75 | 13,947,289.15 | 88,788,442.75 | | | |
| 398 | 6,668,389.42 | 360,453.48 | 1,081,360.45 | 3,604,534.82 | 360,453.48 | 4,022,660.86 | 2,162,720.89 | 1,081,360.45 | 3,604,534.82 | 22,946,468.68 | | | |
| 399 | 3,464,899.16 | 187,291.85 | 561,875.54 | 1,872,918.46 | 187,291.85 | 2,090,177.00 | 1,123,751.08 | 561,875.54 | 1,872,918.46 | 11,922,998.93 | | | |
| TOTAL PROGRAMA CF | 344,861,369.15 | 18,641,155.09 | 55,923,465.27 | 186,411,550.89 | 18,641,155.09 | 208,035,290.79 | 111,846,930.53 | 55,923,465.27 | 186,411,550.89 | 1,186,695,932.97 | | | |

ANEXO N° 3.1
RELACIÓN DE PUESTOS ESTIMADA - AGUINALDO A PAGAR EN DICIEMBRE 2026
PRESUPUESTO INICIAL 2026

| PROGRAMA | 149 + 9 PN | N° PLAZA | CF | CENTRO FUNCIONAL | CF DP | DEPENDENCIA | CATEGORÍA / CLASE | NOMBRE | PUESTO | RÉGIMEN SALARIAL | SALARIO II SEM 25 | SALARIO I SEM | SALARIO II SEM | FUENTE DE FINANCIAMIENTO | DRIVER NÓMINA |
|----------------------------|---------------|----------|-----|---------------------|-------|------------------------|----------------------------|--------------------------------|---|------------------|----------------------|------------------|-------------------|-----------------------------|---------------|
| 1. ADMINISTRACIÓN SUPERIOR | 1 | 51100 | 100 | CSC | 100 | CONSEJO | MIEMBRO DEL CONSEJO | WATSON CARAZO CARLOS | MIEMBRO DEL CONSEJO SUTEL | SALARIO GLOBAL | 5,492,500.00 | 5,492,500.00 | 5,492,500.00 | 1. REGULACIÓN | 85.58% |
| 3. ESPECTRO | 1 | 51100 | 299 | CSC - ESP | 100 | CONSEJO | MIEMBRO DEL CONSEJO | WATSON CARAZO CARLOS | MIEMBRO DEL CONSEJO SUTEL | SALARIO GLOBAL | 5,492,500.00 | 5,492,500.00 | 5,492,500.00 | 2. ESPECTRO | 9.22% |
| 4. FONATEL | 1 | 51100 | 399 | CSC - FON | 100 | CONSEJO | MIEMBRO DEL CONSEJO | WATSON CARAZO CARLOS | MIEMBRO DEL CONSEJO SUTEL | SALARIO GLOBAL | 5,492,500.00 | 5,492,500.00 | 5,492,500.00 | 3. FONATEL | 5.20% |
| 1. ADMINISTRACIÓN SUPERIOR | 2 | 51101 | 100 | CSC | 100 | CONSEJO | MIEMBRO DEL CONSEJO | ARIAS LEITON CINTHYA | MIEMBRO DEL CONSEJO SUTEL | SALARIO GLOBAL | 5,492,500.00 | 5,492,500.00 | 5,492,500.00 | 1. REGULACIÓN | 85.58% |
| 3. ESPECTRO | 2 | 51101 | 299 | CSC - ESP | 100 | CONSEJO | MIEMBRO DEL CONSEJO | ARIAS LEITON CINTHYA | MIEMBRO DEL CONSEJO SUTEL | SALARIO GLOBAL | 5,492,500.00 | 5,492,500.00 | 5,492,500.00 | 2. ESPECTRO | 9.22% |
| 4. FONATEL | 2 | 51101 | 399 | CSC - FON | 100 | CONSEJO | MIEMBRO DEL CONSEJO | ARIAS LEITON CINTHYA | MIEMBRO DEL CONSEJO SUTEL | SALARIO GLOBAL | 5,492,500.00 | 5,492,500.00 | 5,492,500.00 | 3. FONATEL | 5.20% |
| 1. ADMINISTRACIÓN SUPERIOR | 3 | 51102 | 100 | CSC | 100 | CONSEJO | MIEMBRO DEL CONSEJO | CHACON LOAIZA FEDERICO | MIEMBRO DEL CONSEJO SUTEL | SALARIO GLOBAL | 5,492,500.00 | 5,492,500.00 | 5,492,500.00 | 1. REGULACIÓN | 85.58% |
| 3. ESPECTRO | 3 | 51102 | 299 | CSC - ESP | 100 | CONSEJO | MIEMBRO DEL CONSEJO | CHACON LOAIZA FEDERICO | MIEMBRO DEL CONSEJO SUTEL | SALARIO GLOBAL | 5,492,500.00 | 5,492,500.00 | 5,492,500.00 | 2. ESPECTRO | 9.22% |
| 4. FONATEL | 3 | 51102 | 399 | CSC - FON | 100 | CONSEJO | MIEMBRO DEL CONSEJO | CHACON LOAIZA FEDERICO | MIEMBRO DEL CONSEJO SUTEL | SALARIO GLOBAL | 5,492,500.00 | 5,492,500.00 | 5,492,500.00 | 3. FONATEL | 5.20% |
| 1. ADMINISTRACIÓN SUPERIOR | 4 | 13304 | 100 | CSC | 110 | SECRETARÍA DEL CONSEJO | SECRETARIA 3 | DIAZ CALVO KATHERINE | SECRETARIA EJECUTIVA 3 | SALARIO GLOBAL | 709,072.88 | 720,063.50 | 731,224.49 | 1. REGULACIÓN | 91.67% |
| 3. ESPECTRO | 4 | 13304 | 299 | CSC - ESP | 110 | SECRETARÍA DEL CONSEJO | SECRETARIA 3 | DIAZ CALVO KATHERINE | SECRETARIA EJECUTIVA 3 | SALARIO GLOBAL | 709,072.88 | 720,063.50 | 731,224.49 | 2. ESPECTRO | 3.75% |
| 4. FONATEL | 4 | 13304 | 399 | CSC - FON | 110 | SECRETARÍA DEL CONSEJO | SECRETARIA 3 | DIAZ CALVO KATHERINE | SECRETARIA EJECUTIVA 3 | SALARIO GLOBAL | 709,072.88 | 720,063.50 | 731,224.49 | 3. FONATEL | 4.58% |
| 1. ADMINISTRACIÓN SUPERIOR | 5 | 51201 | 100 | CSC | 110 | SECRETARÍA DEL CONSEJO | GESTOR TÉCNICO PROFESIONAL | MIRANDA ROBINSON GABRIELA | GESTOR TÉCNICO ESPECIALIZADO ADMINISTRATIVO | SALARIO GLOBAL | 949,771.76 | 964,493.22 | 979,442.87 | 1. REGULACIÓN | 86.25% |
| 3. ESPECTRO | 5 | 51201 | 299 | CSC - ESP | 110 | SECRETARÍA DEL CONSEJO | GESTOR TÉCNICO PROFESIONAL | MIRANDA ROBINSON GABRIELA | GESTOR TÉCNICO ESPECIALIZADO ADMINISTRATIVO | SALARIO GLOBAL | 949,771.76 | 964,493.22 | 979,442.87 | 2. ESPECTRO | 1.67% |
| 4. FONATEL | 5 | 51201 | 399 | CSC - FON | 110 | SECRETARÍA DEL CONSEJO | GESTOR TÉCNICO PROFESIONAL | MIRANDA ROBINSON GABRIELA | GESTOR TÉCNICO ESPECIALIZADO ADMINISTRATIVO | SALARIO GLOBAL | 949,771.76 | 964,493.22 | 979,442.87 | 3. FONATEL | 12.08% |
| 1. ADMINISTRACIÓN SUPERIOR | 6 | 95210 | 100 | CSC | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL 2 | ZAMORA VEGA GUISELLE | GESTOR PROFESIONAL DEL CONSEJO | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 75.83% |
| 3. ESPECTRO | 6 | 95210 | 299 | CSC - ESP | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL 2 | ZAMORA VEGA GUISELLE | GESTOR PROFESIONAL DEL CONSEJO | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 13.33% |
| 4. FONATEL | 6 | 95210 | 399 | CSC - FON | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL 2 | ZAMORA VEGA GUISELLE | GESTOR PROFESIONAL DEL CONSEJO | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 10.83% |
| 1. ADMINISTRACIÓN SUPERIOR | 7 | 51308 | 100 | CSC | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL JEFE | CASCANTE ALVARADO LUIS ALBERTO | JEFE SECRETARIO DEL CONSEJO SUTEL | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 1. REGULACIÓN | 87.50% |
| 3. ESPECTRO | 7 | 51308 | 299 | CSC - ESP | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL JEFE | CASCANTE ALVARADO LUIS ALBERTO | JEFE SECRETARIO DEL CONSEJO SUTEL | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 2. ESPECTRO | 4.58% |
| 4. FONATEL | 7 | 51308 | 399 | CSC - FON | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL JEFE | CASCANTE ALVARADO LUIS ALBERTO | JEFE SECRETARIO DEL CONSEJO SUTEL | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 3. FONATEL | 7.92% |
| 1. ADMINISTRACIÓN SUPERIOR | 8 | 51200 | 100 | CSC | 110 | SECRETARÍA DEL CONSEJO | SECRETARIA 3 | ALVARADO SEGURA ARLYN | SECRETARIA EJECUTIVA 3 | SALARIO GLOBAL | 709,072.88 | 720,063.50 | 731,224.49 | 1. REGULACIÓN | 87.08% |
| 3. ESPECTRO | 8 | 51200 | 299 | CSC - ESP | 110 | SECRETARÍA DEL CONSEJO | SECRETARIA 3 | ALVARADO SEGURA ARLYN | SECRETARIA EJECUTIVA 3 | SALARIO GLOBAL | 709,072.88 | 720,063.50 | 731,224.49 | 2. ESPECTRO | 5.00% |
| 4. FONATEL | 8 | 51200 | 399 | CSC - FON | 110 | SECRETARÍA DEL CONSEJO | SECRETARIA 3 | ALVARADO SEGURA ARLYN | SECRETARIA EJECUTIVA 3 | SALARIO GLOBAL | 709,072.88 | 720,063.50 | 731,224.49 | 3. FONATEL | 7.92% |
| 1. ADMINISTRACIÓN SUPERIOR | 9 | 62215 | 100 | CSC | 110 | SECRETARÍA DEL CONSEJO | SECRETARIA 3 | PLAZA VACANTE | SECRETARIA EJECUTIVA 3 | SALARIO GLOBAL | 709,072.88 | 720,063.50 | 731,224.49 | 1. REGULACIÓN | 85.67% |
| 3. ESPECTRO | 9 | 62215 | 299 | CSC - ESP | 110 | SECRETARÍA DEL CONSEJO | SECRETARIA 3 | PLAZA VACANTE | SECRETARIA EJECUTIVA 3 | SALARIO GLOBAL | 709,072.88 | 720,063.50 | 731,224.49 | 2. ESPECTRO | 5.67% |
| 4. FONATEL | 9 | 62215 | 399 | CSC - FON | 110 | SECRETARÍA DEL CONSEJO | SECRETARIA 3 | PLAZA VACANTE | SECRETARIA EJECUTIVA 3 | SALARIO GLOBAL | 709,072.88 | 720,063.50 | 731,224.49 | 3. FONATEL | 8.67% |
| 1. ADMINISTRACIÓN SUPERIOR | 10 | P / A | 100 | CSC | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL DEL CONSEJO | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 85.67% |
| 3. ESPECTRO | 10 | P / A | 299 | CSC - ESP | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL DEL CONSEJO | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 5.67% |
| 4. FONATEL | 10 | P / A | 399 | CSC - FON | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL DEL CONSEJO | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 8.67% |
| 1. ADMINISTRACIÓN SUPERIOR | 11 | 61101 | 100 | CSC | 120 | ASESORES | ASESOR 3 | SERRANO GOMEZ ROSEMARY | ASESOR TÉCNICO DEL SUPERINTENDENTE 3 | SALARIO GLOBAL | 3,925,923.00 | 3,986,774.81 | 4,048,569.82 | 1. REGULACIÓN | 91.25% |
| 3. ESPECTRO | 11 | 61101 | 299 | CSC - ESP | 120 | ASESORES | ASESOR 3 | SERRANO GOMEZ ROSEMARY | ASESOR TÉCNICO DEL SUPERINTENDENTE 3 | SALARIO GLOBAL | 3,925,923.00 | 3,986,774.81 | 4,048,569.82 | 2. ESPECTRO | 2.75% |
| 4. FONATEL | 11 | 61101 | 399 | CSC - FON | 120 | ASESORES | ASESOR 3 | SERRANO GOMEZ ROSEMARY | ASESOR TÉCNICO DEL SUPERINTENDENTE 3 | SALARIO GLOBAL | 3,925,923.00 | 3,986,774.81 | 4,048,569.82 | 3. FONATEL | 6.00% |
| 1. ADMINISTRACIÓN SUPERIOR | 12 | 51300 | 100 | CSC | 120 | ASESORES | ASESOR 3 | BREALEY ZAMORA JORGE | ASESOR TÉCNICO DEL SUPERINTENDENTE 3 | SALARIO GLOBAL | 3,925,923.00 | 3,986,774.81 | 4,048,569.82 | 1. REGULACIÓN | 99.67% |
| 3. ESPECTRO | 12 | 51300 | 299 | CSC - ESP | 120 | ASESORES | ASESOR 3 | BREALEY ZAMORA JORGE | ASESOR TÉCNICO DEL SUPERINTENDENTE 3 | SALARIO GLOBAL | 3,925,923.00 | 3,986,774.81 | 4,048,569.82 | 2. ESPECTRO | 0.17% |
| 4. FONATEL | 12 | 51300 | 399 | CSC - FON | 120 | ASESORES | ASESOR 3 | BREALEY ZAMORA JORGE | ASESOR TÉCNICO DEL SUPERINTENDENTE 3 | SALARIO GLOBAL | 3,925,923.00 | 3,986,774.81 | 4,048,569.82 | 3. FONATEL | 0.17% |
| 1. ADMINISTRACIÓN SUPERIOR | 13 | 51304 | 100 | CSC | 120 | ASESORES | ASESOR 2 | BRENES AKERMAN MARIANA | ASESOR TÉCNICO DEL SUPERINTENDENTE 2 | SALARIO GLOBAL | 3,247,569.00 | 3,297,906.32 | 3,349,023.87 | 1. REGULACIÓN | 87.50% |
| 3. ESPECTRO | 13 | 51304 | 299 | CSC - ESP | 120 | ASESORES | ASESOR 2 | BRENES AKERMAN MARIANA | ASESOR TÉCNICO DEL SUPERINTENDENTE 2 | SALARIO GLOBAL | 3,247,569.00 | 3,297,906.32 | 3,349,023.87 | 2. ESPECTRO | 12.50% |
| 4. FONATEL | 13 | 51304 | 399 | CSC - FON | 120 | ASESORES | ASESOR 2 | BRENES AKERMAN MARIANA | ASESOR TÉCNICO DEL SUPERINTENDENTE 2 | SALARIO GLOBAL | 3,247,569.00 | 3,297,906.32 | 3,349,023.87 | 3. FONATEL | 0.00% |
| 1. ADMINISTRACIÓN SUPERIOR | 14 | 51303 | 100 | CSC | 120 | ASESORES | ASESOR 2 | MORALES CHAVES IVANNIA | ASESOR TÉCNICO DEL SUPERINTENDENTE 2 | SALARIO GLOBAL | 3,247,569.00 | 3,297,906.32 | 3,349,023.87 | 1. REGULACIÓN | 95.25% |
| 3. ESPECTRO | 14 | 51303 | 299 | CSC - ESP | 120 | ASESORES | ASESOR 2 | MORALES CHAVES IVANNIA | ASESOR TÉCNICO DEL SUPERINTENDENTE 2 | SALARIO GLOBAL | 3,247,569.00 | 3,297,906.32 | 3,349,023.87 | 2. ESPECTRO | 0.42% |
| 4. FONATEL | 14 | 51303 | 399 | CSC - FON | 120 | ASESORES | ASESOR 2 | MORALES CHAVES IVANNIA | ASESOR TÉCNICO DEL SUPERINTENDENTE 2 | SALARIO GLOBAL | 3,247,569.00 | 3,297,906.32 | 3,349,023.87 | 3. FONATEL | 4.33% |
| 1. ADMINISTRACIÓN SUPERIOR | 15 | 51307 | 100 | CSC | 120 | ASESORES | ASESOR 1 | CHINCHILLA MEDINA ANGELICA | ASESOR 1 DEL CONSEJO | SALARIO GLOBAL | 2,490,006.00 | 2,528,601.09 | 2,567,794.41 | 1. REGULACIÓN | 91.75% |
| 3. ESPECTRO | 15 | 51307 | 299 | CSC - ESP | 120 | ASESORES | ASESOR 1 | CHINCHILLA MEDINA ANGELICA | ASESOR 1 DEL CONSEJO | SALARIO GLOBAL | 2,490,006.00 | 2,528,601.09 | 2,567,794.41 | 2. ESPECTRO | 0.08% |
| 4. FONATEL | 15 | 51307 | 399 | CSC - FON | 120 | ASESORES | ASESOR 1 | CHINCHILLA MEDINA ANGELICA | ASESOR 1 DEL CONSEJO | SALARIO GLOBAL | 2,490,006.00 | 2,528,601.09 | 2,567,794.41 | 3. FONATEL | 8.17% |
| 1. ADMINISTRACIÓN SUPERIOR | 16 | 62316 | 100 | CSC | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | CASTRO SEGURA ANDRES | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 3. ESPECTRO | 16 | 62316 | 299 | CSC - ESP | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | CASTRO SEGURA ANDRES | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 0.00% |
| 4. FONATEL | 16 | 62316 | 399 | CSC - FON | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | CASTRO SEGURA ANDRES | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 0.00% |
| 1. ADMINISTRACIÓN SUPERIOR | 17 | 51218 | 100 | CSC | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | ZUÑIGA GARITA PAULA IRENE | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 3. ESPECTRO | 17 | 51218 | 299 | CSC - ESP | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | ZUÑIGA GARITA PAULA IRENE | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 0.00% |
| 4. FONATEL | 17 | 51218 | 399 | CSC - FON | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | ZUÑIGA GARITA PAULA IRENE | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 0.00% |
| 1. ADMINISTRACIÓN SUPERIOR | 18 | 51216 | 100 | CSC | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | MOLINA HERNÁNDEZ SHARON | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 91.67% |
| 3. ESPECTRO | 18 | 51216 | 299 | CSC - ESP | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | MOLINA HERNÁNDEZ SHARON | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 0.00% |
| 4. FONATEL | 18 | 51216 | 399 | CSC - FON | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | MOLINA HERNÁNDEZ SHARON | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 8.33% |
| 1. ADMINISTRACIÓN SUPERIOR | 19 | 51215 | 100 | CSC | 130 | UNIDAD JURÍDICA | PROFESIONAL JEFE | ALLEN CHAVES MARIA MARTA | JEFE UNIDAD JURÍDICA SUTEL | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 1. REGULACIÓN | 88.33% |
| 3. ESPECTRO | 19 | 51215 | 299 | CSC - ESP | 130 | UNIDAD JURÍDICA | PROFESIONAL JEFE | ALLEN CHAVES MARIA MARTA | JEFE UNIDAD JURÍDICA SUTEL | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 2. ESPECTRO | 4.58% |
| 4. FONATEL | 19 | 51215 | 399 | CSC - FON | 130 | UNIDAD JURÍDICA | PROFESIONAL JEFE | ALLEN CHAVES MARIA MARTA | JEFE UNIDAD JURÍDICA SUTEL | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 3. FONATEL | 7.08% |
| 1. ADMINISTRACIÓN SUPERIOR | 20 | 51217 | 100 | CSC | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | CHAVES PERALTA ANA GABRIELA | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 99.17% |
| 3. ESPECTRO | 20 | 51217 | 299 | CSC - ESP | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | CHAVES PERALTA ANA GABRIELA | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 0.00% |
| 4. FONATEL | 20 | 51217 | 399 | CSC - FON | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | CHAVES PERALTA ANA GABRIELA | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 0.83% |
| 1. ADMINISTRACIÓN SUPERIOR | 21 | 95227 | 100 | CSC | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | ESPINOZA GONZALEZ YESSICA | ESPECIALISTA EN COMPETENCIA | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 3. ESPECTRO | 21 | 95227 | 299 | CSC - ESP | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | ESPINOZA GONZALEZ YESSICA | ESPECIALISTA EN COMPETENCIA | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 0.00% |
| 4. FONATEL | 21 | 95227 | 399 | CSC - FON | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | ESPINOZA GONZALEZ YESSICA | ESPECIALISTA EN COMPETENCIA | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 0.00% |
| 1. ADMINISTRACIÓN SUPERIOR | 22 | 95228 | 100 | CSC | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | CERDAS RODRÍGUEZ BERNARDA | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 99.17% |
| 3. ESPECTRO | 22 | 95228 | 299 | CSC - ESP | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | CERDAS RODRÍGUEZ BERNARDA | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 0.00% |
| 4. FONATEL | 22 | 95228 | 399 | CSC - FON | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | CERDAS RODRÍGUEZ BERNARDA | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 0.83% |

ANEXO N° 3.1
RELACIÓN DE PUESTOS ESTIMADA - AGUINALDO A PAGAR EN DICIEMBRE 2026
PRESUPUESTO INICIAL 2026

| PROGRAMA | 149 + 9 PN | N° PLAZA | CF | CENTRO FUNCIONAL | CF DP | DEPENDENCIA | CATEGORÍA / CLASE | NOMBRE | PUESTO | RÉGIMEN SALARIAL | SALARIO II SEM 25 | SALARIO I SEM | SALARIO II SEM | FUENTE DE FINANCIAMIENTO | DRIVER NÓMINA |
|----------------------------|---------------|----------|-----|---------------------|-------|---|----------------------------|-------------------------------|---|------------------|----------------------|------------------|-------------------|-----------------------------|---------------|
| 1. ADMINISTRACIÓN SUPERIOR | 23 | 51302 | 100 | CSC | 140 | COMUNICACIÓN | PROFESIONAL 5 | CASTELLON RUIZ EDUARDO | ESPECIALISTA EN COMUNICACIÓN | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 51.60% |
| 3. ESPECTRO | 23 | 51302 | 299 | CSC - ESP | 140 | COMUNICACIÓN | PROFESIONAL 5 | CASTELLON RUIZ EDUARDO | ESPECIALISTA EN COMUNICACIÓN | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 35.85% |
| 4. FONATEL | 23 | 51302 | 399 | CSC - FON | 140 | COMUNICACIÓN | PROFESIONAL 5 | CASTELLON RUIZ EDUARDO | ESPECIALISTA EN COMUNICACIÓN | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 12.55% |
| 1. ADMINISTRACIÓN SUPERIOR | 24 | 95239 | 100 | CSC | 140 | COMUNICACIÓN | PROFESIONAL 2 | ALVARADO BLANDO FIORELLA | GESTOR PROFESIONAL EN COMUNICACIÓN | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 47.69% |
| 3. ESPECTRO | 24 | 95239 | 299 | CSC - ESP | 140 | COMUNICACIÓN | PROFESIONAL 2 | ALVARADO BLANDO FIORELLA | GESTOR PROFESIONAL EN COMUNICACIÓN | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 39.31% |
| 4. FONATEL | 24 | 95239 | 399 | CSC - FON | 140 | COMUNICACIÓN | PROFESIONAL 2 | ALVARADO BLANDO FIORELLA | GESTOR PROFESIONAL EN COMUNICACIÓN | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 13.00% |
| 1. ADMINISTRACIÓN SUPERIOR | 25 | 52213 | 100 | CSC | 160 | REGISTRO NACIONAL DE TELECOMUNICACIONES | PROFESIONAL JEFE | KNORR BRICEÑO JOLENE | JEFE UNIDAD REGISTRO NACIONAL DE TELECOMUNICACIONES | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 1. REGULACIÓN | 64.02% |
| 3. ESPECTRO | 25 | 52213 | 299 | CSC - ESP | 160 | REGISTRO NACIONAL DE TELECOMUNICACIONES | PROFESIONAL JEFE | KNORR BRICEÑO JOLENE | JEFE UNIDAD REGISTRO NACIONAL DE TELECOMUNICACIONES | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 2. ESPECTRO | 35.48% |
| 4. FONATEL | 25 | 52213 | 399 | CSC - FON | 160 | REGISTRO NACIONAL DE TELECOMUNICACIONES | PROFESIONAL JEFE | KNORR BRICEÑO JOLENE | JEFE UNIDAD REGISTRO NACIONAL DE TELECOMUNICACIONES | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 3. FONATEL | 0.50% |
| 1. ADMINISTRACIÓN SUPERIOR | 26 | 95231 | 100 | CSC | 160 | REGISTRO NACIONAL DE TELECOMUNICACIONES | GESTOR TÉCNICO PROFESIONAL | FALLAS ARBUSTINI JONATHAN | GESTOR TÉCNICO PROFESIONAL RNT | SALARIO GLOBAL | 949,771.76 | 964,493.22 | 979,442.87 | 1. REGULACIÓN | 69.19% |
| 3. ESPECTRO | 26 | 95231 | 299 | CSC - ESP | 160 | REGISTRO NACIONAL DE TELECOMUNICACIONES | GESTOR TÉCNICO PROFESIONAL | FALLAS ARBUSTINI JONATHAN | GESTOR TÉCNICO PROFESIONAL RNT | SALARIO GLOBAL | 949,771.76 | 964,493.22 | 979,442.87 | 2. ESPECTRO | 29.64% |
| 4. FONATEL | 26 | 95231 | 399 | CSC - FON | 160 | REGISTRO NACIONAL DE TELECOMUNICACIONES | GESTOR TÉCNICO PROFESIONAL | FALLAS ARBUSTINI JONATHAN | GESTOR TÉCNICO PROFESIONAL RNT | SALARIO GLOBAL | 949,771.76 | 964,493.22 | 979,442.87 | 3. FONATEL | 1.17% |
| 1. ADMINISTRACIÓN SUPERIOR | 27 | P / A | 100 | CSC | 160 | REGISTRO NACIONAL DE TELECOMUNICACIONES | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL RNT | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 66.60% |
| 3. ESPECTRO | 27 | P / A | 299 | CSC - ESP | 160 | REGISTRO NACIONAL DE TELECOMUNICACIONES | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL RNT | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 32.56% |
| 4. FONATEL | 27 | P / A | 399 | CSC - FON | 160 | REGISTRO NACIONAL DE TELECOMUNICACIONES | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL RNT | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 0.83% |
| 1. ADMINISTRACIÓN SUPERIOR | 28 | 61201 | 500 | DGO | 500 | DIRECCIÓN GENERAL DE OPERACIONES | DIRECTOR GENERAL | CAMBRONERO ARCE ALAN DAVID | DIRECTOR GENERAL DE OPERACIONES | SALARIO GLOBAL | 4,249,319.13 | 4,315,183.58 | 4,382,068.92 | 1. REGULACIÓN | 89.58% |
| 3. ESPECTRO | 28 | 61201 | 298 | DGO - ESP | 500 | DIRECCIÓN GENERAL DE OPERACIONES | DIRECTOR GENERAL | CAMBRONERO ARCE ALAN DAVID | DIRECTOR GENERAL DE OPERACIONES | SALARIO GLOBAL | 4,249,319.13 | 4,315,183.58 | 4,382,068.92 | 2. ESPECTRO | 5.42% |
| 4. FONATEL | 28 | 61201 | 398 | DGO - FON | 500 | DIRECCIÓN GENERAL DE OPERACIONES | DIRECTOR GENERAL | CAMBRONERO ARCE ALAN DAVID | DIRECTOR GENERAL DE OPERACIONES | SALARIO GLOBAL | 4,249,319.13 | 4,315,183.58 | 4,382,068.92 | 3. FONATEL | 5.00% |
| 1. ADMINISTRACIÓN SUPERIOR | 29 | 51219 | 500 | DGO | 500 | DIRECCIÓN GENERAL DE OPERACIONES | PROFESIONAL 2 | MENDOZA ALFARO EDUARDO | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 98.33% |
| 3. ESPECTRO | 29 | 51219 | 298 | DGO - ESP | 500 | DIRECCIÓN GENERAL DE OPERACIONES | PROFESIONAL 2 | MENDOZA ALFARO EDUARDO | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 1.67% |
| 4. FONATEL | 29 | 51219 | 398 | DGO - FON | 500 | DIRECCIÓN GENERAL DE OPERACIONES | PROFESIONAL 2 | MENDOZA ALFARO EDUARDO | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 0.00% |
| 1. ADMINISTRACIÓN SUPERIOR | 30 | 51313 | 500 | DGO | 500 | DIRECCIÓN GENERAL DE OPERACIONES | PROFESIONAL 5 | GUTIERREZ QUIROS YESSENIA | ESPECIALISTA EN ESTRATEGÍA Y EVALUACIÓN | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 96.42% |
| 3. ESPECTRO | 30 | 51313 | 298 | DGO - ESP | 500 | DIRECCIÓN GENERAL DE OPERACIONES | PROFESIONAL 5 | GUTIERREZ QUIROS YESSENIA | ESPECIALISTA EN ESTRATEGÍA Y EVALUACIÓN | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 0.00% |
| 4. FONATEL | 30 | 51313 | 398 | DGO - FON | 500 | DIRECCIÓN GENERAL DE OPERACIONES | PROFESIONAL 5 | GUTIERREZ QUIROS YESSENIA | ESPECIALISTA EN ESTRATEGÍA Y EVALUACIÓN | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 3.58% |
| 1. ADMINISTRACIÓN SUPERIOR | 31 | 61209 | 500 | DGO | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL 2 | PEREIRA ARROYO GONZALO | GESTOR PROFESIONAL EN PROVEEDURÍA Y SERVICIOS GENERALES | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 70.42% |
| 3. ESPECTRO | 31 | 61209 | 298 | DGO - ESP | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL 2 | PEREIRA ARROYO GONZALO | GESTOR PROFESIONAL EN PROVEEDURÍA Y SERVICIOS GENERALES | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 16.83% |
| 4. FONATEL | 31 | 61209 | 398 | DGO - FON | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL 2 | PEREIRA ARROYO GONZALO | GESTOR PROFESIONAL EN PROVEEDURÍA Y SERVICIOS GENERALES | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 12.75% |
| 1. ADMINISTRACIÓN SUPERIOR | 32 | 61210 | 500 | DGO | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 3 | HERNANDEZ RIVERA RICARDO | ASISTENTE DE SERVICIOS GENERALES | SALARIO GLOBAL | 662,766.08 | 673,038.95 | 683,471.05 | 1. REGULACIÓN | 74.25% |
| 3. ESPECTRO | 32 | 61210 | 298 | DGO - ESP | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 3 | HERNANDEZ RIVERA RICARDO | ASISTENTE DE SERVICIOS GENERALES | SALARIO GLOBAL | 662,766.08 | 673,038.95 | 683,471.05 | 2. ESPECTRO | 15.92% |
| 4. FONATEL | 32 | 61210 | 398 | DGO - FON | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 3 | HERNANDEZ RIVERA RICARDO | ASISTENTE DE SERVICIOS GENERALES | SALARIO GLOBAL | 662,766.08 | 673,038.95 | 683,471.05 | 3. FONATEL | 9.83% |
| 1. ADMINISTRACIÓN SUPERIOR | 33 | 61212 | 500 | DGO | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 1 | MORA VARGAS EVAL | GESTOR DE APOYO 1 | SALARIO GLOBAL | 600,541.31 | 609,849.70 | 619,302.37 | 1. REGULACIÓN | 82.33% |
| 3. ESPECTRO | 33 | 61212 | 298 | DGO - ESP | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 1 | MORA VARGAS EVAL | GESTOR DE APOYO 1 | SALARIO GLOBAL | 600,541.31 | 609,849.70 | 619,302.37 | 2. ESPECTRO | 8.50% |
| 4. FONATEL | 33 | 61212 | 398 | DGO - FON | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 1 | MORA VARGAS EVAL | GESTOR DE APOYO 1 | SALARIO GLOBAL | 600,541.31 | 609,849.70 | 619,302.37 | 3. FONATEL | 9.17% |
| 1. ADMINISTRACIÓN SUPERIOR | 34 | 61206 | 500 | DGO | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL JEFE | SAENZ CHAVES JUAN CARLOS | JEFE PROVEEDURÍA Y SERVICIOS GENERALES | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 1. REGULACIÓN | 80.08% |
| 3. ESPECTRO | 34 | 61206 | 298 | DGO - ESP | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL JEFE | SAENZ CHAVES JUAN CARLOS | JEFE PROVEEDURÍA Y SERVICIOS GENERALES | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 2. ESPECTRO | 15.42% |
| 4. FONATEL | 34 | 61206 | 398 | DGO - FON | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL JEFE | SAENZ CHAVES JUAN CARLOS | JEFE PROVEEDURÍA Y SERVICIOS GENERALES | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 3. FONATEL | 4.50% |
| 1. ADMINISTRACIÓN SUPERIOR | 35 | 51314 | 500 | DGO | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL 5 | CHACON GONZALEZ NOILLY | ESPECIALISTA EN PROVEEDURÍA Y SERVICIOS GENERALES | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 72.92% |
| 3. ESPECTRO | 35 | 51314 | 298 | DGO - ESP | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL 5 | CHACON GONZALEZ NOILLY | ESPECIALISTA EN PROVEEDURÍA Y SERVICIOS GENERALES | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 13.75% |
| 4. FONATEL | 35 | 51314 | 398 | DGO - FON | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL 5 | CHACON GONZALEZ NOILLY | ESPECIALISTA EN PROVEEDURÍA Y SERVICIOS GENERALES | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 13.33% |
| 1. ADMINISTRACIÓN SUPERIOR | 36 | 52206 | 500 | DGO | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 1 | SANCHEZ PORRAS REINALDO | GESTOR DE APOYO 1 | SALARIO GLOBAL | 600,541.31 | 609,849.70 | 619,302.37 | 1. REGULACIÓN | 75.42% |
| 3. ESPECTRO | 36 | 52206 | 298 | DGO - ESP | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 1 | SANCHEZ PORRAS REINALDO | GESTOR DE APOYO 1 | SALARIO GLOBAL | 600,541.31 | 609,849.70 | 619,302.37 | 2. ESPECTRO | 15.42% |
| 4. FONATEL | 36 | 52206 | 398 | DGO - FON | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 1 | SANCHEZ PORRAS REINALDO | GESTOR DE APOYO 1 | SALARIO GLOBAL | 600,541.31 | 609,849.70 | 619,302.37 | 3. FONATEL | 9.17% |
| 1. ADMINISTRACIÓN SUPERIOR | 37 | P / A | 500 | DGO | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 3 | PLAZA NUEVA | ASISTENTE DE SERVICIOS GENERALES | SALARIO GLOBAL | 662,766.08 | 673,038.95 | 683,471.05 | 1. REGULACIÓN | 75.90% |
| 3. ESPECTRO | 37 | P / A | 298 | DGO - ESP | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 3 | PLAZA NUEVA | ASISTENTE DE SERVICIOS GENERALES | SALARIO GLOBAL | 662,766.08 | 673,038.95 | 683,471.05 | 2. ESPECTRO | 14.31% |
| 4. FONATEL | 37 | P / A | 398 | DGO - FON | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 3 | PLAZA NUEVA | ASISTENTE DE SERVICIOS GENERALES | SALARIO GLOBAL | 662,766.08 | 673,038.95 | 683,471.05 | 3. FONATEL | 9.79% |
| 1. ADMINISTRACIÓN SUPERIOR | 38 | 52202 | 500 | DGO | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | MORALES SANCHEZ YASMIN SUSANA | GESTOR DE APOYO 2 | SALARIO GLOBAL | 619,835.81 | 629,443.27 | 639,199.64 | 1. REGULACIÓN | 87.67% |
| 3. ESPECTRO | 38 | 52202 | 298 | DGO - ESP | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | MORALES SANCHEZ YASMIN SUSANA | GESTOR DE APOYO 2 | SALARIO GLOBAL | 619,835.81 | 629,443.27 | 639,199.64 | 2. ESPECTRO | 9.83% |
| 4. FONATEL | 38 | 52202 | 398 | DGO - FON | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | MORALES SANCHEZ YASMIN SUSANA | GESTOR DE APOYO 2 | SALARIO GLOBAL | 619,835.81 | 629,443.27 | 639,199.64 | 3. FONATEL | 2.50% |
| 1. ADMINISTRACIÓN SUPERIOR | 39 | 61205 | 500 | DGO | 520 | GESTIÓN DOCUMENTAL | PROFESIONAL JEFE | BEJARANO MUÑOZ TATIANA | JEFE DE GESTIÓN DOCUMENTAL | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 1. REGULACIÓN | 87.00% |
| 3. ESPECTRO | 39 | 61205 | 298 | DGO - ESP | 520 | GESTIÓN DOCUMENTAL | PROFESIONAL JEFE | BEJARANO MUÑOZ TATIANA | JEFE DE GESTIÓN DOCUMENTAL | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 2. ESPECTRO | 8.17% |
| 4. FONATEL | 39 | 61205 | 398 | DGO - FON | 520 | GESTIÓN DOCUMENTAL | PROFESIONAL JEFE | BEJARANO MUÑOZ TATIANA | JEFE DE GESTIÓN DOCUMENTAL | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 3. FONATEL | 4.83% |
| 1. ADMINISTRACIÓN SUPERIOR | 40 | 61213 | 500 | DGO | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | MOJICA AGUERO MARIA TERESA | GESTOR DE APOYO 2 | SALARIO GLOBAL | 619,835.81 | 629,443.27 | 639,199.64 | 1. REGULACIÓN | 91.50% |
| 3. ESPECTRO | 40 | 61213 | 298 | DGO - ESP | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | MOJICA AGUERO MARIA TERESA | GESTOR DE APOYO 2 | SALARIO GLOBAL | 619,835.81 | 629,443.27 | 639,199.64 | 2. ESPECTRO | 5.75% |
| 4. FONATEL | 40 | 61213 | 398 | DGO - FON | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | MOJICA AGUERO MARIA TERESA | GESTOR DE APOYO 2 | SALARIO GLOBAL | 619,835.81 | 629,443.27 | 639,199.64 | 3. FONATEL | 2.75% |
| 1. ADMINISTRACIÓN SUPERIOR | 41 | 61211 | 500 | DGO | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | ULLOA VALERIN MARIA JOSÉ | GESTOR DE APOYO 2 | SALARIO GLOBAL | 619,835.81 | 629,443.27 | 639,199.64 | 1. REGULACIÓN | 74.75% |
| 3. ESPECTRO | 41 | 61211 | 298 | DGO - ESP | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | ULLOA VALERIN MARIA JOSÉ | GESTOR DE APOYO 2 | SALARIO GLOBAL | 619,835.81 | 629,443.27 | 639,199.64 | 2. ESPECTRO | 15.25% |
| 4. FONATEL | 41 | 61211 | 398 | DGO - FON | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | ULLOA VALERIN MARIA JOSÉ | GESTOR DE APOYO 2 | SALARIO GLOBAL | 619,835.81 | 629,443.27 | 639,199.64 | 3. FONATEL | 10.00% |
| 1. ADMINISTRACIÓN SUPERIOR | 42 | 52201 | 500 | DGO | 520 | GESTIÓN DOCUMENTAL | GESTOR TÉCNICO PROFESIONAL | ALTAMIRANO BUSTOS SARA | GESTOR TÉCNICO PROFESIONAL EN GESTIÓN DOCUMENTAL | SALARIO GLOBAL | 949,771.76 | 964,493.22 | 979,442.87 | 1. REGULACIÓN | 94.50% |
| 3. ESPECTRO | 42 | 52201 | 298 | DGO - ESP | 520 | GESTIÓN DOCUMENTAL | GESTOR TÉCNICO PROFESIONAL | ALTAMIRANO BUSTOS SARA | GESTOR TÉCNICO PROFESIONAL EN GESTIÓN DOCUMENTAL | SALARIO GLOBAL | 949,771.76 | 964,493.22 | 979,442.87 | 2. ESPECTRO | 3.00% |
| 4. FONATEL | 42 | 52201 | 398 | DGO - FON | 520 | GESTIÓN DOCUMENTAL | GESTOR TÉCNICO PROFESIONAL | ALTAMIRANO BUSTOS SARA | GESTOR TÉCNICO PROFESIONAL EN GESTIÓN DOCUMENTAL | SALARIO GLOBAL | 949,771.76 | 964,493.22 | 979,442.87 | 3. FONATEL | 2.50% |
| 1. ADMINISTRACIÓN SUPERIOR | 43 | P / A | 500 | DGO | 520 | GESTIÓN DOCUMENTAL | PROFESIONAL 5 | PLAZA NUEVA | ESPECIALISTA EN GESTIÓN DOCUMENTAL | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 87.08% |
| 3. ESPECTRO | 43 | P / A | 298 | DGO - ESP | 520 | GESTIÓN DOCUMENTAL | PROFESIONAL 5 | PLAZA NUEVA | ESPECIALISTA EN GESTIÓN DOCUMENTAL | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 8.40% |
| 4. FONATEL | 43 | P / A | 398 | DGO - FON | 520 | GESTIÓN DOCUMENTAL | PROFESIONAL 5 | PLAZA NUEVA | ESPECIALISTA EN GESTIÓN DOCUMENTAL | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 4.52% |
| 1. ADMINISTRACIÓN SUPERIOR | 44 | 51311 | 500 | DGO | 530 | RECURSOS HUMANOS | PROFESIONAL 5 | CALDERON MARCHENA PRISCILLA | ESPECIALISTA EN RECURSOS HUMANOS | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 81.25% |
| 3. ESPECTRO | 44 | 51311 | 298 | DGO - ESP | 530 | RECURSOS HUMANOS | PROFESIONAL 5 | CALDERON MARCHENA PRISCILLA | ESPECIALISTA EN RECURSOS HUMANOS | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 5.83% |
| 4. FONATEL | 44 | 51311 | 398 | DGO - FON | 530 | RECURSOS HUMANOS | PROFESIONAL 5 | CALDERON MARCHENA PRISCILLA | ESPECIALISTA EN RECURSOS HUMANOS | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 12.92% |

ANEXO N° 3.1
RELACIÓN DE PUESTOS ESTIMADA - AGUINALDO A PAGAR EN DICIEMBRE 2026
PRESUPUESTO INICIAL 2026

| PROGRAMA | 149 + 9 PN | N° PLAZA | CF | CENTRO FUNCIONAL | CF DP | DEPENDENCIA | CATEGORÍA / CLASE | NOMBRE | PUESTO | RÉGIMEN SALARIAL | SALARIO II SEM 25 | SALARIO I SEM | SALARIO II SEM | FUENTE DE FINANCIAMIENTO | DRIVER NÓMINA |
|----------------------------|---------------|----------|-----|---------------------|-------|---------------------------------|-------------------|----------------------------------|---|------------------|----------------------|------------------|-------------------|-----------------------------|---------------|
| 1. ADMINISTRACIÓN SUPERIOR | 45 | 95224 | 500 | DOGO | 530 | RECURSOS HUMANOS | PROFESIONAL 2 | MURILLO SANDI KAREN | GESTOR PROFESIONAL EN RECURSOS HUMANOS | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 82.24% |
| 3. ESPECTRO | 45 | 95224 | 298 | DOGO - ESP | 530 | RECURSOS HUMANOS | PROFESIONAL 2 | MURILLO SANDI KAREN | GESTOR PROFESIONAL EN RECURSOS HUMANOS | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 8.85% |
| 4. FONATEL | 45 | 95224 | 398 | DOGO - FON | 530 | RECURSOS HUMANOS | PROFESIONAL 2 | MURILLO SANDI KAREN | GESTOR PROFESIONAL EN RECURSOS HUMANOS | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 8.91% |
| 1. ADMINISTRACIÓN SUPERIOR | 46 | 51316 | 500 | DOGO | 530 | RECURSOS HUMANOS | PROFESIONAL JEFE | RODRIGUEZ BADILLA EMMANUEL JOSUE | JEFE DE RECURSOS HUMANOS | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 1. REGULACIÓN | 84.50% |
| 3. ESPECTRO | 46 | 51316 | 298 | DOGO - ESP | 530 | RECURSOS HUMANOS | PROFESIONAL JEFE | RODRIGUEZ BADILLA EMMANUEL JOSUE | JEFE DE RECURSOS HUMANOS | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 2. ESPECTRO | 7.67% |
| 4. FONATEL | 46 | 51316 | 398 | DOGO - FON | 530 | RECURSOS HUMANOS | PROFESIONAL JEFE | RODRIGUEZ BADILLA EMMANUEL JOSUE | JEFE DE RECURSOS HUMANOS | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 3. FONATEL | 7.83% |
| 1. ADMINISTRACIÓN SUPERIOR | 47 | 61216 | 500 | DOGO | 530 | RECURSOS HUMANOS | PROFESIONAL 3 | MORA FALLAS MELISSA | PROFESIONAL EN RECURSOS HUMANOS | SALARIO GLOBAL | 1,666,080.08 | 1,691,904.32 | 1,718,128.83 | 1. REGULACIÓN | 77.92% |
| 3. ESPECTRO | 47 | 61216 | 298 | DOGO - ESP | 530 | RECURSOS HUMANOS | PROFESIONAL 3 | MORA FALLAS MELISSA | PROFESIONAL EN RECURSOS HUMANOS | SALARIO GLOBAL | 1,666,080.08 | 1,691,904.32 | 1,718,128.83 | 2. ESPECTRO | 6.67% |
| 4. FONATEL | 47 | 61216 | 398 | DOGO - FON | 530 | RECURSOS HUMANOS | PROFESIONAL 3 | MORA FALLAS MELISSA | PROFESIONAL EN RECURSOS HUMANOS | SALARIO GLOBAL | 1,666,080.08 | 1,691,904.32 | 1,718,128.83 | 3. FONATEL | 15.42% |
| 1. ADMINISTRACIÓN SUPERIOR | 48 | 95240 | 500 | DOGO | 530 | RECURSOS HUMANOS | PROFESIONAL 5 | PLAZA VACANTE | ESPECIALISTA EN RECURSOS HUMANOS | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 81.48% |
| 3. ESPECTRO | 48 | 95240 | 298 | DOGO - ESP | 530 | RECURSOS HUMANOS | PROFESIONAL 5 | PLAZA VACANTE | ESPECIALISTA EN RECURSOS HUMANOS | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 7.25% |
| 4. FONATEL | 48 | 95240 | 398 | DOGO - FON | 530 | RECURSOS HUMANOS | PROFESIONAL 5 | PLAZA VACANTE | ESPECIALISTA EN RECURSOS HUMANOS | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 11.27% |
| 1. ADMINISTRACIÓN SUPERIOR | 49 | 51309 | 500 | DOGO | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 5 | JIMENEZ DELGADO SHARON | ESPECIALISTA EN PLANIFICACIÓN Y CONTROL INTERNO | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 66.75% |
| 3. ESPECTRO | 49 | 51309 | 298 | DOGO - ESP | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 5 | JIMENEZ DELGADO SHARON | ESPECIALISTA EN PLANIFICACIÓN Y CONTROL INTERNO | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 25.25% |
| 4. FONATEL | 49 | 51309 | 398 | DOGO - FON | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 5 | JIMENEZ DELGADO SHARON | ESPECIALISTA EN PLANIFICACIÓN Y CONTROL INTERNO | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 8.00% |
| 1. ADMINISTRACIÓN SUPERIOR | 50 | 61202 | 500 | DOGO | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL JEFE | MEDINA ZAMORA LIANETTE | JEFE DE PLANIFICACIÓN, PRESUPUESTO Y CONTROL | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 1. REGULACIÓN | 76.42% |
| 3. ESPECTRO | 50 | 61202 | 298 | DOGO - ESP | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL JEFE | MEDINA ZAMORA LIANETTE | JEFE DE PLANIFICACIÓN, PRESUPUESTO Y CONTROL | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 2. ESPECTRO | 12.17% |
| 4. FONATEL | 50 | 61202 | 398 | DOGO - FON | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL JEFE | MEDINA ZAMORA LIANETTE | JEFE DE PLANIFICACIÓN, PRESUPUESTO Y CONTROL | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 3. FONATEL | 11.42% |
| 1. ADMINISTRACIÓN SUPERIOR | 51 | 61214 | 500 | DOGO | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 2 | MOREIRA MIRANDA OSCAR | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTROL INTERNO | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 86.50% |
| 3. ESPECTRO | 51 | 61214 | 298 | DOGO - ESP | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 2 | MOREIRA MIRANDA OSCAR | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTROL INTERNO | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 6.67% |
| 4. FONATEL | 51 | 61214 | 398 | DOGO - FON | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 2 | MOREIRA MIRANDA OSCAR | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTROL INTERNO | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 6.83% |
| 1. ADMINISTRACIÓN SUPERIOR | 52 | 61215 | 500 | DOGO | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 2 | CALVO CALVO ANA YANCI | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTROL INTERNO | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 79.67% |
| 3. ESPECTRO | 52 | 61215 | 298 | DOGO - ESP | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 2 | CALVO CALVO ANA YANCI | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTROL INTERNO | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 12.33% |
| 4. FONATEL | 52 | 61215 | 398 | DOGO - FON | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 2 | CALVO CALVO ANA YANCI | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTROL INTERNO | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 8.00% |
| 1. ADMINISTRACIÓN SUPERIOR | 53 | P / A | 500 | DOGO | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTROL INTERNO | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 77.33% |
| 3. ESPECTRO | 53 | P / A | 298 | DOGO - ESP | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTROL INTERNO | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 14.10% |
| 4. FONATEL | 53 | P / A | 398 | DOGO - FON | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTROL INTERNO | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 8.56% |
| 1. ADMINISTRACIÓN SUPERIOR | 54 | P / A | 500 | DOGO | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 5 | PLAZA NUEVA | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTROL INTERNO | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 77.33% |
| 3. ESPECTRO | 54 | P / A | 298 | DOGO - ESP | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 5 | PLAZA NUEVA | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTROL INTERNO | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 14.10% |
| 4. FONATEL | 54 | P / A | 398 | DOGO - FON | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 5 | PLAZA NUEVA | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTROL INTERNO | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 8.56% |
| 1. ADMINISTRACIÓN SUPERIOR | 55 | 95215 | 500 | DOGO | 550 | FINANZAS | PROFESIONAL 2 | MONGE QUESADA SILVIA | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 89.98% |
| 3. ESPECTRO | 55 | 95215 | 298 | DOGO - ESP | 550 | FINANZAS | PROFESIONAL 2 | MONGE QUESADA SILVIA | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 2.13% |
| 4. FONATEL | 55 | 95215 | 398 | DOGO - FON | 550 | FINANZAS | PROFESIONAL 2 | MONGE QUESADA SILVIA | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 7.89% |
| 1. ADMINISTRACIÓN SUPERIOR | 56 | 51315 | 500 | DOGO | 550 | FINANZAS | PROFESIONAL 2 | FUNG WU STEPHANNIE | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 54.31% |
| 3. ESPECTRO | 56 | 51315 | 298 | DOGO - ESP | 550 | FINANZAS | PROFESIONAL 2 | FUNG WU STEPHANNIE | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 31.80% |
| 4. FONATEL | 56 | 51315 | 398 | DOGO - FON | 550 | FINANZAS | PROFESIONAL 2 | FUNG WU STEPHANNIE | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 13.89% |
| 1. ADMINISTRACIÓN SUPERIOR | 57 | 51312 | 500 | DOGO | 550 | FINANZAS | PROFESIONAL 5 | RODRIGUEZ ALBERTA MONICA | ESPECIALISTA EN FINANZAS | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 58.29% |
| 3. ESPECTRO | 57 | 51312 | 298 | DOGO - ESP | 550 | FINANZAS | PROFESIONAL 5 | RODRIGUEZ ALBERTA MONICA | ESPECIALISTA EN FINANZAS | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 22.40% |
| 4. FONATEL | 57 | 51312 | 398 | DOGO - FON | 550 | FINANZAS | PROFESIONAL 5 | RODRIGUEZ ALBERTA MONICA | ESPECIALISTA EN FINANZAS | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 19.31% |
| 1. ADMINISTRACIÓN SUPERIOR | 58 | 61217 | 500 | DOGO | 550 | FINANZAS | PROFESIONAL 5 | JIMENEZ SEAS EDEN ALBERTO | ESPECIALISTA EN FINANZAS | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 59.10% |
| 3. ESPECTRO | 58 | 61217 | 298 | DOGO - ESP | 550 | FINANZAS | PROFESIONAL 5 | JIMENEZ SEAS EDEN ALBERTO | ESPECIALISTA EN FINANZAS | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 21.75% |
| 4. FONATEL | 58 | 61217 | 398 | DOGO - FON | 550 | FINANZAS | PROFESIONAL 5 | JIMENEZ SEAS EDEN ALBERTO | ESPECIALISTA EN FINANZAS | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 19.15% |
| 1. ADMINISTRACIÓN SUPERIOR | 59 | 51310 | 500 | DOGO | 550 | FINANZAS | PROFESIONAL 5 | FERNÁNDEZ CAMBRONERO ANDRES | ESPECIALISTA EN PLANIFICACIÓN Y CONTROL INTERNO | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 50.11% |
| 3. ESPECTRO | 59 | 51310 | 298 | DOGO - ESP | 550 | FINANZAS | PROFESIONAL 5 | FERNÁNDEZ CAMBRONERO ANDRES | ESPECIALISTA EN PLANIFICACIÓN Y CONTROL INTERNO | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 28.69% |
| 4. FONATEL | 59 | 51310 | 398 | DOGO - FON | 550 | FINANZAS | PROFESIONAL 5 | FERNÁNDEZ CAMBRONERO ANDRES | ESPECIALISTA EN PLANIFICACIÓN Y CONTROL INTERNO | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 21.20% |
| 1. ADMINISTRACIÓN SUPERIOR | 60 | 61204 | 500 | DOGO | 550 | FINANZAS | PROFESIONAL JEFE | CAMPOS RAMIREZ MARIO LUIS | JEFE UNIDAD DE FINANZAS | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 1. REGULACIÓN | 62.36% |
| 3. ESPECTRO | 60 | 61204 | 298 | DOGO - ESP | 550 | FINANZAS | PROFESIONAL JEFE | CAMPOS RAMIREZ MARIO LUIS | JEFE UNIDAD DE FINANZAS | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 2. ESPECTRO | 21.35% |
| 4. FONATEL | 60 | 61204 | 398 | DOGO - FON | 550 | FINANZAS | PROFESIONAL JEFE | CAMPOS RAMIREZ MARIO LUIS | JEFE UNIDAD DE FINANZAS | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 3. FONATEL | 16.29% |
| 1. ADMINISTRACIÓN SUPERIOR | 61 | 95217 | 500 | DOGO | 550 | FINANZAS | GESTOR DE APOYO 3 | LEITÓN DÍAZ ALONSO | GESTOR DE APOYO 3 | SALARIO GLOBAL | 662,766.08 | 673,038.95 | 683,471.05 | 1. REGULACIÓN | 62.36% |
| 3. ESPECTRO | 61 | 95217 | 298 | DOGO - ESP | 550 | FINANZAS | GESTOR DE APOYO 3 | LEITÓN DÍAZ ALONSO | GESTOR DE APOYO 3 | SALARIO GLOBAL | 662,766.08 | 673,038.95 | 683,471.05 | 2. ESPECTRO | 21.35% |
| 4. FONATEL | 61 | 95217 | 398 | DOGO - FON | 550 | FINANZAS | GESTOR DE APOYO 3 | LEITÓN DÍAZ ALONSO | GESTOR DE APOYO 3 | SALARIO GLOBAL | 662,766.08 | 673,038.95 | 683,471.05 | 3. FONATEL | 16.29% |
| 1. ADMINISTRACIÓN SUPERIOR | 62 | P / A | 500 | DOGO | 550 | FINANZAS | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 62.36% |
| 3. ESPECTRO | 62 | P / A | 298 | DOGO - ESP | 550 | FINANZAS | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 21.35% |
| 4. FONATEL | 62 | P / A | 398 | DOGO - FON | 550 | FINANZAS | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 16.29% |
| 1. ADMINISTRACIÓN SUPERIOR | 63 | 61203 | 500 | DOGO | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL JEFE | HERRERA CESPEDES ALEXANDER | JEFE TECNOLOGÍA DE LA INFORMACIÓN | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 1. REGULACIÓN | 96.08% |
| 3. ESPECTRO | 63 | 61203 | 298 | DOGO - ESP | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL JEFE | HERRERA CESPEDES ALEXANDER | JEFE TECNOLOGÍA DE LA INFORMACIÓN | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 2. ESPECTRO | 1.92% |
| 4. FONATEL | 63 | 61203 | 398 | DOGO - FON | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL JEFE | HERRERA CESPEDES ALEXANDER | JEFE TECNOLOGÍA DE LA INFORMACIÓN | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 3. FONATEL | 2.00% |
| 1. ADMINISTRACIÓN SUPERIOR | 64 | 51202 | 500 | DOGO | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 5 | MALDONADO GRANADOS RICHARD | ESPECIALISTA EN TECNOLOGÍAS DE INFORMACIÓN | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 95.50% |
| 3. ESPECTRO | 64 | 51202 | 298 | DOGO - ESP | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 5 | MALDONADO GRANADOS RICHARD | ESPECIALISTA EN TECNOLOGÍAS DE INFORMACIÓN | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 3.08% |
| 4. FONATEL | 64 | 51202 | 398 | DOGO - FON | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 5 | MALDONADO GRANADOS RICHARD | ESPECIALISTA EN TECNOLOGÍAS DE INFORMACIÓN | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 1.42% |
| 1. ADMINISTRACIÓN SUPERIOR | 65 | 95221 | 500 | DOGO | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | MONTOTO ARAYA STEVEN | GESTOR PROFESIONAL EN TECNOLOGÍAS DE LA INFORMACIÓN | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 95.92% |
| 3. ESPECTRO | 65 | 95221 | 298 | DOGO - ESP | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | MONTOTO ARAYA STEVEN | GESTOR PROFESIONAL EN TECNOLOGÍAS DE LA INFORMACIÓN | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 3.00% |
| 4. FONATEL | 65 | 95221 | 398 | DOGO - FON | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | MONTOTO ARAYA STEVEN | GESTOR PROFESIONAL EN TECNOLOGÍAS DE LA INFORMACIÓN | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 1.08% |
| 1. ADMINISTRACIÓN SUPERIOR | 66 | 61207 | 500 | DOGO | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | NOGUERA MORALES ANA YANSY | GESTOR PROFESIONAL EN TECNOLOGÍAS DE LA INFORMACIÓN | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 96.17% |
| 3. ESPECTRO | 66 | 61207 | 298 | DOGO - ESP | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | NOGUERA MORALES ANA YANSY | GESTOR PROFESIONAL EN TECNOLOGÍAS DE LA INFORMACIÓN | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 1.83% |
| 4. FONATEL | 66 | 61207 | 398 | DOGO - FON | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | NOGUERA MORALES ANA YANSY | GESTOR PROFESIONAL EN TECNOLOGÍ | | | | | | |

| ANEXO N° 3.1 RELACIÓN DE PUESTOS ESTIMADA - AGUINALDO A PAGAR EN DICIEMBRE 2026 PRESUPUESTO INICIAL 2026 | | | | | | | | | | | | | | | |
|--|------------|----------|-----|------------------|-------|----------------------------------|-------------------|----------------------------------|---|------------------|-------------------|---------------|----------------|--------------------------|---------------|
| PROGRAMA | 149 + 9 PN | N° PLAZA | CF | CENTRO FUNCIONAL | CF DP | DEPENDENCIA | CATEGORÍA / CLASE | NOMBRE | PUESTO | RÉGIMEN SALARIAL | SALARIO II SEM 25 | SALARIO I SEM | SALARIO II SEM | FUENTE DE FINANCIAMIENTO | DRIVER NÓMINA |
| 1. ADMINISTRACIÓN SUPERIOR | 67 | 51211 | 500 | DGO | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | PLAZA VACANTE | GESTOR PROFESIONAL EN TECNOLOGÍAS DE LA INFO | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 95.92% |
| 3. ESPECTRO | 67 | 51211 | 298 | DGO - ESP | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | PLAZA VACANTE | GESTOR PROFESIONAL EN TECNOLOGÍAS DE LA INFO | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 2.46% |
| 4. FONATEL | 67 | 51211 | 398 | DGO - FON | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | PLAZA VACANTE | GESTOR PROFESIONAL EN TECNOLOGÍAS DE LA INFO | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 1.63% |
| 1. ADMINISTRACIÓN SUPERIOR | 68 | P / A | 500 | DGO | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 5 | PLAZA NUEVA | ESPECIALISTA EN TECNOLOGÍAS DE INFORMACIÓN | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 95.92% |
| 3. ESPECTRO | 68 | P / A | 298 | DGO - ESP | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 5 | PLAZA NUEVA | ESPECIALISTA EN TECNOLOGÍAS DE INFORMACIÓN | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 2.46% |
| 4. FONATEL | 68 | P / A | 398 | DGO - FON | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 5 | PLAZA NUEVA | ESPECIALISTA EN TECNOLOGÍAS DE INFORMACIÓN | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 1.63% |
| 2. REGULACIÓN | 69 | 51207 | 210 | DGC | 210 | CALIDAD | DIRECTOR GENERAL | FALLAS FALLAS GLENN | DIRECTOR GENERAL DE CALIDAD | SALARIO GLOBAL | 4,249,319.13 | 4,315,183.58 | 4,382,068.92 | 1. REGULACIÓN | 55.42% |
| 3. ESPECTRO | 69 | 51207 | 220 | ESPECTRO | 210 | CALIDAD | DIRECTOR GENERAL | FALLAS FALLAS GLENN | DIRECTOR GENERAL DE CALIDAD | SALARIO GLOBAL | 4,249,319.13 | 4,315,183.58 | 4,382,068.92 | 1. REGULACIÓN | 44.58% |
| 2. REGULACIÓN | 70 | 51210 | 210 | DGC | 210 | CALIDAD | PROFESIONAL JEFE | VALVERDE CANOSSA CESAR GUSTAVO | JEFE UNIDAD CALIDAD DE REDES | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 71 | 51210 | 210 | DGC | 210 | CALIDAD | PROFESIONAL JEFE | PLAZA VACANTE | JEFE UNIDAD PROTECCIÓN DEL USUARIO | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 72 | 51306 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 5 | QUESADA CHINCHILLA NICOLE SUSANA | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 73 | 62208 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 2 | JARA ULATE ANDRES | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 74 | 62202 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 5 | STELLER SOLORZANO LEONARDO | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 75 | 42201 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 4 | SANCHEZ SAENZ JOSE ALFONSO | COORDINADOR DE REGULACIÓN | SALARIO GLOBAL | 1,860,472.16 | 1,889,309.48 | 1,918,593.78 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 76 | 42101 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 5 | ESCOBAR VALERIO MICHAEL | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 77 | 43404 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 5 | BONILLA ORTIZ NOELIA | ESPECIALISTA EN REGULACIÓN | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 78 | 22154 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 5 | RAMIREZ ALFARO NATALIA | PROFESIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 79 | 95220 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 2 | MORALES PORRAS JOSE MARIA | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 80 | 95211 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 2 | RODRIGUEZ PANIAGUA GERSON | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 81 | 51212 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | GESTOR TÉCNICO | PLAZA VACANTE | GESTOR TÉCNICO EN REGULACIÓN | SALARIO GLOBAL | 709,072.88 | 720,063.50 | 731,224.49 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 82 | 62210 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 2 | PLAZA VACANTE | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 83 | 62211 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 2 | MUÑOZ RAMIREZ MELISSA | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 84 | 62212 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 2 | RIVAS MORA LUCIA | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 85 | 62209 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 2 | JIMENEZ REY HUMBERTO | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 86 | 13210 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 2 | PLAZA VACANTE | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 87 | 62206 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 2 | QUESADA CUBERO LISETH | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 88 | 62214 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | GESTOR TÉCNICO | LUGO ARGUEDAS ELIZABETH | GESTOR TÉCNICO EN REGULACIÓN | SALARIO GLOBAL | 709,072.88 | 720,063.50 | 731,224.49 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 89 | 95222 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 2 | MONGE BADILLA LUIS MIGUEL | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 90 | 52204 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 2 | PLAZA VACANTE | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 91 | 62213 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | GESTOR TÉCNICO | PICON JIRIK JONATHAN | GESTOR TÉCNICO EN REGULACIÓN | SALARIO GLOBAL | 709,072.88 | 720,063.50 | 731,224.49 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 92 | 44201 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 5 | CASCANTE ARIAS CARMEN | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 93 | 52212 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | GESTOR TÉCNICO | RODRIGUEZ HERRERA LORENZO | GESTOR TÉCNICO EN REGULACIÓN | SALARIO GLOBAL | 709,072.88 | 720,063.50 | 731,224.49 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 94 | 62201 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 5 | DE LA O VARGAS ALONSO | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 95 | 95214 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 5 | CORRALES ACUÑA ALLAN ARTURO | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 96 | 51205 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 5 | SALAZAR ANGULO MONICA | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 97 | 52211 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | GESTOR TÉCNICO | SANCHEZ FALLAS NICOLE | GESTOR TÉCNICO EN REGULACIÓN | SALARIO GLOBAL | 709,072.88 | 720,063.50 | 731,224.49 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 98 | 51206 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 5 | PLAZA VACANTE | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 99 | 95225 | 400 | DGM | 400 | DIRECCIÓN GENERAL DE MERCADOS | DIRECTOR GENERAL | MUÑOZ BARQUERO DERYHAN | DIRECTOR GENERAL DE MERCADOS | SALARIO GLOBAL | 4,249,319.13 | 4,315,183.58 | 4,382,068.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 100 | 13104 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | IRIGARAY FLORES ERICK | ESPECIALISTA EN REGULACIÓN | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 101 | 62312 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | MOLINA MONTOYA LAURA | ESPECIALISTA EN REGULACIÓN | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 102 | 62301 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | CARBALLO HERNANDEZ JOSUE | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 103 | 52102 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | PORRAS ALVARADO LUISIANA | ESPECIALISTA EN ESTRATEGIA Y EVALUACIÓN | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 104 | 62311 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | SEGURA CHING ANA LUCRECIA | ESPECIALISTA EN REGULACIÓN | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 105 | 52101 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | CORTÉS MARTÍNEZ ILEANA | ESPECIALISTA EN ESTRATEGIA Y EVALUACIÓN | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 106 | 52104 | 400 | DGM | 410 | MERCADOS | PROFESIONAL JEFE | GARCIA RODRIGUEZ JUAN GABRIEL | JEFE UNIDAD DE MERCADOS DE TELECOMUNICACIONES | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 107 | 62305 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | RUIZ ARRIETA MAX ALBERTO | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 108 | 61208 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 2 | UGALDE ARIAS YULIANA STEPHANIE | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 109 | 51203 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | OVARES CHACON JUAN CARLOS | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 110 | 62309 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 2 | ARROYO VEGA KARLA MELISSA | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 111 | 95212 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 2 | RAMIREZ RETANA ORLANDO | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 112 | 62304 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | SALAZAR VARGAS JEFFREY | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 113 | 52103 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | VARGAS BOLAÑOS DAVID | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 114 | 62307 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 2 | CAMPOS CARRION MAURICIO | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 115 | 62314 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | AMADOR GRANADOS MAURICIO | ESPECIALISTA EN REGULACIÓN | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 116 | 62313 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | CALDERON MONTOYA LAURA | ESPECIALISTA EN REGULACIÓN | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 117 | 95213 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 2 | CASTILLO PORRAS PATRICIA | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 118 | 62303 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | QUESADA UMAÑA LEONARDO | ESPECIALISTA EN REGULACIÓN | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 119 | 95216 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 2 | GUZMÁN FERNÁNDEZ JUAN PABLO | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 120 | 62310 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 2 | ROJAS LOPEZ YORLENY | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 121 | 95229 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 2 | CALDERON SOLIS DANIEL | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 122 | 25001 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | DIRECTOR GENERAL | PLAZA VACANTE | DIRECTOR GENERAL DE COMPETENCIA | SALARIO GLOBAL | 4,249,319.13 | 4,315,183.58 | 4,382,068.92 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 123 | 34101 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL JEFE | LEON CAMPOS SILVIA ELENA | JEFE DE COMPETENCIA | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 124 | 62302 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL JEFE | RODRIGUEZ ZAMORA ANA EUGENIA | JEFE DE COMPETENCIA | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 125 | 62306 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL 5 | RODRIGUEZ DURAN VICTORIA | ESPECIALISTA EN COMPETENCIA | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 126 | 62317 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL 5 | MEJIAS JIMENEZ KARLA | ESPECIALISTA EN COMPETENCIA | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 127 | 62315 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL 3 | LOPEZ CARRILLO LAURA YULIANA | PROFESIONAL EN COMPETENCIA | SALARIO GLOBAL | 1,666,080.08 | 1,691,904.32 | 1,718,128.83 | 1. REGULACIÓN | 100.00% |

| ANEXO N° 3.1 RELACIÓN DE PUESTOS ESTIMADA - AGUINALDO A PAGAR EN DICIEMBRE 2026 PRESUPUESTO INICIAL 2026 | | | | | | | | | | | | | | | |
|--|---------------|----------|-----|---------------------|-------|------------------------------------|-------------------|--------------------------------|--|------------------|----------------------|------------------|-------------------|-----------------------------|---------------|
| PROGRAMA | 149 + 9 PN | N° PLAZA | CF | CENTRO FUNCIONAL | CF DP | DEPENDENCIA | CATEGORÍA / CLASE | NOMBRE | PUESTO | RÉGIMEN SALARIAL | SALARIO II SEM 25 | SALARIO I SEM | SALARIO II SEM | FUENTE DE FINANCIAMIENTO | DRIVER NÓMINA |
| 2. REGULACIÓN | 128 | 62308 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL 3 | CASAFONT MATA MARIA FERNANDA | PROFESIONAL EN COMPETENCIA | SALARIO GLOBAL | 1,666,080.08 | 1,691,904.32 | 1,718,128.83 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 129 | 95230 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL 3 | PLAZA VACANTE | PROFESIONAL EN COMPETENCIA | SALARIO GLOBAL | 1,666,080.08 | 1,691,904.32 | 1,718,128.83 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 130 | 95235 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL 2 | CORRALES SANCHEZ MICHELLE | GESTOR PROFESIONAL EN EN COMPETENCIA | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 100.00% |
| 2. REGULACIÓN | 131 | 95236 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL 2 | VILLALOBOS CAMPOS LIANY | GESTOR PROFESIONAL EN EN COMPETENCIA | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 100.00% |
| 2. REGULACIÓN | 132 | 95237 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL 2 | PLAZA VACANTE | GESTOR PROFESIONAL EN EN COMPETENCIA | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 100.00% |
| 2. REGULACIÓN | 133 | 95238 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL 2 | CRUZ VILLALOBOS MARLON JOSE | GESTOR PROFESIONAL EN EN COMPETENCIA | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 134 | 52209 | 220 | ESPECTRO | 220 | ESPECTRO | PROFESIONAL JEFE | GONZALEZ GUILLEN ESTEBAN | JEFE UNIDAD ESPECTRO RADIOELÉCTRICO | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 135 | 52100 | 220 | ESPECTRO | 221 | ESTUDIOS DE ASIGNACIÓN | PROFESIONAL 5 | ACUÑA MURILLO ADRIAN | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 136 | 52205 | 220 | ESPECTRO | 221 | ESTUDIOS DE ASIGNACIÓN | PROFESIONAL 1 | LEDEZMA FALLAS EMILIO | GESTOR BACHILLER EN TELECOMUNICACIONES | SALARIO GLOBAL | 1,345,791.38 | 1,366,651.14 | 1,387,834.23 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 137 | 62216 | 220 | ESPECTRO | 221 | ESTUDIOS DE ASIGNACIÓN | PROFESIONAL 2 | BADILLA CASTILLO DIEGO ARMANDO | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 138 | 52210 | 220 | ESPECTRO | 221 | ESTUDIOS DE ASIGNACIÓN | GESTOR TÉCNICO | VILLEGAS JIMENEZ EDUARDO | GESTOR BACHILLER EN TELECOMUNICACIONES | SALARIO GLOBAL | 709,072.88 | 720,063.50 | 731,224.49 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 139 | 62217 | 220 | ESPECTRO | 221 | ESTUDIOS DE ASIGNACIÓN | PROFESIONAL 5 | GODINEZ CHAVES KEVIN ALBERTO | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 140 | 62218 | 220 | ESPECTRO | 221 | ESTUDIOS DE ASIGNACIÓN | PROFESIONAL 2 | BRENES MENDEZ JOSE | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 141 | 52203 | 220 | ESPECTRO | 221 | ESTUDIOS DE ASIGNACIÓN | GESTOR TÉCNICO | MARIN LEDEZMA MINERVA | GESTOR BACHILLER EN TELECOMUNICACIONES | SALARIO GLOBAL | 709,072.88 | 720,063.50 | 731,224.49 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 142 | 62207 | 220 | ESPECTRO | 222 | ESTUDIOS TÉCNICOS | PROFESIONAL 2 | VEGA ARGUELLO MARIO | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 143 | 62205 | 220 | ESPECTRO | 222 | ESTUDIOS TÉCNICOS | PROFESIONAL 2 | LEIVA JIMENEZ KAREN IVONNE | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 144 | 62219 | 220 | ESPECTRO | 222 | ESTUDIOS TÉCNICOS | PROFESIONAL 5 | CASTRO GONZALEZ DANIEL | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 145 | 62203 | 220 | ESPECTRO | 222 | ESTUDIOS TÉCNICOS | PROFESIONAL 5 | GARRO MORA LUIS JAVIER | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 100.00% |
| 3. ESPECTRO | 146 | 22155 | 220 | ESPECTRO | 222 | ESTUDIOS TÉCNICOS | PROFESIONAL 5 | ARCE VILLALOBOS PEDRO JOSE | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 100.00% |
| 3. ESPECTRO | 147 | 51204 | 220 | ESPECTRO | 223 | ASESORIA JURÍDICA | PROFESIONAL 5 | SOLORZANO GONZALEZ JUAN CARLOS | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 100.00% |
| 3. ESPECTRO | 148 | 62204 | 220 | ESPECTRO | 223 | ASESORIA JURÍDICA | PROFESIONAL 5 | GAMBOA MADRIGAL ROBERTO | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 100.00% |
| 4. FONATEL | 149 | 95226 | 300 | FONATEL | 300 | DIRECCIÓN GENERAL DE FONATEL | DIRECTOR GENERAL | MAZON VILLEGAS ADRIAN | DIRECTOR GENERAL FONATEL | SALARIO GLOBAL | 4,249,319.13 | 4,315,183.58 | 4,382,068.92 | 3. FONATEL | 100.00% |
| 4. FONATEL | 150 | 63102 | 300 | FONATEL | 301 | ADMINISTRACIÓN Y CONTROL DEL FONDO | PROFESIONAL 5 | VILLALOBOS CASCANTE JORGE | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 100.00% |
| 4. FONATEL | 151 | 63103 | 300 | FONATEL | 301 | ADMINISTRACIÓN Y CONTROL DEL FONDO | PROFESIONAL 5 | RODRIGUEZ SANCHEZ HANNY | ESPECIALISTA EN ADMINISTRACIÓN Y CONTROL FON | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 100.00% |
| 4. FONATEL | 152 | 52214 | 300 | FONATEL | 301 | ADMINISTRACIÓN Y CONTROL DEL FONDO | PROFESIONAL JEFE | BERMUDEZ QUESADA PAOLA | JEFE UNIDAD ADMINISTRACIÓN Y CONTROL DEL FON | SALARIO GLOBAL | 2,610,063.49 | 2,650,519.47 | 2,691,602.52 | 3. FONATEL | 100.00% |
| 4. FONATEL | 153 | 63104 | 300 | FONATEL | 301 | ADMINISTRACIÓN Y CONTROL DEL FONDO | PROFESIONAL 5 | ROJAS GIRALT FRANCISCO | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 100.00% |
| 4. FONATEL | 154 | 63105 | 300 | FONATEL | 301 | ADMINISTRACIÓN Y CONTROL DEL FONDO | PROFESIONAL 2 | BRENES LEANDRO LUIS MIGUEL | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 100.00% |
| 4. FONATEL | 155 | 63101 | 300 | FONATEL | 301 | ADMINISTRACIÓN Y CONTROL DEL FONDO | PROFESIONAL 5 | BARAHONA GOMEZ IVANNIA | ESPECIALISTA EN ADMINISTRACIÓN Y CONTROL FON | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 100.00% |
| 4. FONATEL | 156 | 95232 | 300 | FONATEL | 301 | ADMINISTRACIÓN Y CONTROL DEL FONDO | PROFESIONAL 2 | PLAZA VACANTE | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTR | SALARIO GLOBAL | 1,612,537.84 | 1,637,532.17 | 1,662,913.92 | 3. FONATEL | 100.00% |
| 4. FONATEL | 157 | 95233 | 300 | FONATEL | 301 | ADMINISTRACIÓN Y CONTROL DEL FONDO | PROFESIONAL 5 | PLAZA VACANTE | ESPECIALISTA EN ESTRATEGÍA Y EVALUACIÓN | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 100.00% |
| 4. FONATEL | 158 | 95234 | 300 | FONATEL | 301 | ADMINISTRACIÓN Y CONTROL DEL FONDO | PROFESIONAL 5 | SOLIS ALVARADO JUAN PABLO | ESPECIALISTA EN REGULACIÓN | SALARIO GLOBAL | 2,105,029.95 | 2,137,657.91 | 2,170,791.61 | 3. FONATEL | 100.00% |

Fuente: Recursos Humanos-Sutel.

| | |
|--|--------------------|
| | PLAZAS VACANTES |
| | PLAZAS NUEVAS |
| | REASIGNACIONES |
| | JORNADAS AMPLIADAS |

| dic-25 | ene-26 | feb-26 | mar-26 | abr-26 | may-26 | jun-26 | jul-26 | ago-26 | sept-26 | oct-26 | nov-26 | Aguinaldo |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 |
| 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 |
| 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 |
| 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 |
| 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 |
| 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 |
| 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 |
| 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 |
| 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 |
| 649,983.47 | 660,058.21 | 660,058.21 | 660,058.21 | 660,058.21 | 660,058.21 | 660,058.21 | 670,289.11 | 670,289.11 | 670,289.11 | 670,289.11 | 670,289.11 | 663,481.53 |
| 26,590.23 | 27,002.38 | 27,002.38 | 27,002.38 | 27,002.38 | 27,002.38 | 27,002.38 | 27,420.92 | 27,420.92 | 27,420.92 | 27,420.92 | 27,420.92 | 27,142.43 |
| 32,499.17 | 33,002.91 | 33,002.91 | 33,002.91 | 33,002.91 | 33,002.91 | 33,002.91 | 33,514.46 | 33,514.46 | 33,514.46 | 33,514.46 | 33,514.46 | 33,174.08 |
| 819,178.15 | 831,875.41 | 831,875.41 | 831,875.41 | 831,875.41 | 831,875.41 | 831,875.41 | 1,434,263.26 | 1,434,263.26 | 1,434,263.26 | 1,434,263.26 | 1,434,263.26 | 1,081,812.24 |
| 15,829.53 | 16,074.89 | 16,074.89 | 16,074.89 | 16,074.89 | 16,074.89 | 16,074.89 | 27,715.23 | 27,715.23 | 27,715.23 | 27,715.23 | 27,715.23 | 20,904.58 |
| 114,764.09 | 116,542.93 | 116,542.93 | 116,542.93 | 116,542.93 | 116,542.93 | 116,542.93 | 200,935.43 | 200,935.43 | 200,935.43 | 200,935.43 | 200,935.43 | 151,558.24 |
| 1,222,841.19 | 1,241,795.23 | 1,241,795.23 | 1,241,795.23 | 1,241,795.23 | 1,241,795.23 | 1,241,795.23 | 1,261,043.06 | 1,261,043.06 | 1,261,043.06 | 1,261,043.06 | 1,261,043.06 | 1,248,235.66 |
| 215,005.05 | 218,337.62 | 218,337.62 | 218,337.62 | 218,337.62 | 218,337.62 | 218,337.62 | 221,721.86 | 221,721.86 | 221,721.86 | 221,721.86 | 221,721.86 | 219,470.01 |
| 174,691.60 | 177,399.32 | 177,399.32 | 177,399.32 | 177,399.32 | 177,399.32 | 177,399.32 | 180,149.01 | 180,149.01 | 180,149.01 | 180,149.01 | 180,149.01 | 178,319.38 |
| 2,283,805.55 | 2,319,204.54 | 2,319,204.54 | 2,319,204.54 | 2,319,204.54 | 2,319,204.54 | 2,319,204.54 | 2,355,152.21 | 2,355,152.21 | 2,355,152.21 | 2,355,152.21 | 2,355,152.21 | 2,331,232.82 |
| 119,627.91 | 121,482.14 | 121,482.14 | 121,482.14 | 121,482.14 | 121,482.14 | 121,482.14 | 123,365.12 | 123,365.12 | 123,365.12 | 123,365.12 | 123,365.12 | 122,112.20 |
| 206,630.03 | 209,832.79 | 209,832.79 | 209,832.79 | 209,832.79 | 209,832.79 | 209,832.79 | 213,085.20 | 213,085.20 | 213,085.20 | 213,085.20 | 213,085.20 | 210,921.06 |
| 617,484.30 | 627,055.30 | 627,055.30 | 627,055.30 | 627,055.30 | 627,055.30 | 627,055.30 | 852,931.50 | 852,931.50 | 852,931.50 | 852,931.50 | 852,931.50 | 720,372.80 |
| 35,453.64 | 36,003.18 | 36,003.18 | 36,003.18 | 36,003.18 | 36,003.18 | 36,003.18 | 48,972.14 | 48,972.14 | 48,972.14 | 48,972.14 | 48,972.14 | 41,361.12 |
| 56,134.94 | 57,005.03 | 57,005.03 | 57,005.03 | 57,005.03 | 57,005.03 | 57,005.03 | 77,539.23 | 77,539.23 | 77,539.23 | 77,539.23 | 77,539.23 | 65,488.44 |
| 607,439.10 | 616,854.40 | 616,854.40 | 616,854.40 | 616,854.40 | 616,854.40 | 616,854.40 | 626,415.65 | 626,415.65 | 626,415.65 | 626,415.65 | 626,415.65 | 620,053.64 |
| 40,180.80 | 40,803.60 | 40,803.60 | 40,803.60 | 40,803.60 | 40,803.60 | 40,803.60 | 41,436.05 | 41,436.05 | 41,436.05 | 41,436.05 | 41,436.05 | 41,015.22 |
| 61,452.98 | 62,405.50 | 62,405.50 | 62,405.50 | 62,405.50 | 62,405.50 | 62,405.50 | 63,372.79 | 63,372.79 | 63,372.79 | 63,372.79 | 63,372.79 | 62,729.16 |
| - | - | - | - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - | - | - | - |
| 3,582,404.74 | 3,637,932.01 | 3,637,932.01 | 3,637,932.01 | 3,637,932.01 | 3,637,932.01 | 3,637,932.01 | 3,694,319.96 | 3,694,319.96 | 3,694,319.96 | 3,694,319.96 | 3,694,319.96 | 3,656,799.72 |
| 107,962.88 | 109,636.31 | 109,636.31 | 109,636.31 | 109,636.31 | 109,636.31 | 109,636.31 | 111,335.67 | 111,335.67 | 111,335.67 | 111,335.67 | 111,335.67 | 110,204.92 |
| 235,555.38 | 239,206.49 | 239,206.49 | 239,206.49 | 239,206.49 | 239,206.49 | 239,206.49 | 242,914.19 | 242,914.19 | 242,914.19 | 242,914.19 | 242,914.19 | 240,447.10 |
| 3,912,836.59 | 3,973,485.56 | 3,973,485.56 | 3,973,485.56 | 3,973,485.56 | 3,973,485.56 | 3,973,485.56 | 4,035,074.58 | 4,035,074.58 | 4,035,074.58 | 4,035,074.58 | 4,035,074.58 | 3,994,093.57 |
| 6,543.21 | 6,644.62 | 6,644.62 | 6,644.62 | 6,644.62 | 6,644.62 | 6,644.62 | 6,747.62 | 6,747.62 | 6,747.62 | 6,747.62 | 6,747.62 | 6,679.09 |
| 6,543.21 | 6,644.62 | 6,644.62 | 6,644.62 | 6,644.62 | 6,644.62 | 6,644.62 | 6,747.62 | 6,747.62 | 6,747.62 | 6,747.62 | 6,747.62 | 6,679.09 |
| 2,841,622.88 | 2,885,668.03 | 2,885,668.03 | 2,885,668.03 | 2,885,668.03 | 2,885,668.03 | 2,885,668.03 | 2,930,395.88 | 2,930,395.88 | 2,930,395.88 | 2,930,395.88 | 2,930,395.88 | 2,900,634.21 |
| 405,946.13 | 412,238.29 | 412,238.29 | 412,238.29 | 412,238.29 | 412,238.29 | 412,238.29 | 418,627.98 | 418,627.98 | 418,627.98 | 418,627.98 | 418,627.98 | 414,376.32 |
| - | - | - | - | - | - | - | - | - | - | - | - | - |
| 3,093,309.47 | 3,141,255.77 | 3,141,255.77 | 3,141,255.77 | 3,141,255.77 | 3,141,255.77 | 3,141,255.77 | 3,189,945.23 | 3,189,945.23 | 3,189,945.23 | 3,189,945.23 | 3,189,945.23 | 3,157,547.52 |
| 13,531.54 | 13,741.28 | 13,741.28 | 13,741.28 | 13,741.28 | 13,741.28 | 13,741.28 | 13,954.27 | 13,954.27 | 13,954.27 | 13,954.27 | 13,954.27 | 13,812.54 |
| 140,727.99 | 142,909.27 | 142,909.27 | 142,909.27 | 142,909.27 | 142,909.27 | 142,909.27 | 145,124.37 | 145,124.37 | 145,124.37 | 145,124.37 | 145,124.37 | 143,650.46 |
| 2,284,580.51 | 2,319,991.50 | 2,319,991.50 | 2,319,991.50 | 2,319,991.50 | 2,319,991.50 | 2,319,991.50 | 2,355,951.37 | 2,355,951.37 | 2,355,951.37 | 2,355,951.37 | 2,355,951.37 | 2,332,023.86 |
| 2,075.01 | 2,107.17 | 2,107.17 | 2,107.17 | 2,107.17 | 2,107.17 | 2,107.17 | 2,139.83 | 2,139.83 | 2,139.83 | 2,139.83 | 2,139.83 | 2,118.10 |

| dic-25 | ene-26 | feb-26 | mar-26 | abr-26 | may-26 | jun-26 | jul-26 | ago-26 | sept-26 | oct-26 | nov-26 | Aguinaldo |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 203,350.49 | 206,502.42 | 206,502.42 | 206,502.42 | 206,502.42 | 206,502.42 | 206,502.42 | 209,703.21 | 209,703.21 | 209,703.21 | 209,703.21 | 209,703.21 | 207,573.42 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,148,744.62 |
| - | - | - | - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - | - | - | - |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,148,744.62 |
| - | - | - | - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - | - | - | - |
| 1,929,610.79 | 1,959,519.75 | 1,959,519.75 | 1,959,519.75 | 1,959,519.75 | 1,959,519.75 | 1,959,519.75 | 1,989,892.31 | 1,989,892.31 | 1,989,892.31 | 1,989,892.31 | 1,989,892.31 | 1,969,682.57 |
| - | - | - | - | - | - | - | - | - | - | - | - | - |
| 175,419.16 | 178,138.16 | 178,138.16 | 178,138.16 | 178,138.16 | 178,138.16 | 178,138.16 | 180,899.30 | 180,899.30 | 180,899.30 | 180,899.30 | 180,899.30 | 179,062.05 |
| 2,305,556.08 | 2,341,292.20 | 2,341,292.20 | 2,341,292.20 | 2,341,292.20 | 2,341,292.20 | 2,341,292.20 | 2,377,582.23 | 2,377,582.23 | 2,377,582.23 | 2,377,582.23 | 2,377,582.23 | 2,353,435.04 |
| 119,627.91 | 121,482.14 | 121,482.14 | 121,482.14 | 121,482.14 | 121,482.14 | 121,482.14 | 123,365.12 | 123,365.12 | 123,365.12 | 123,365.12 | 123,365.12 | 122,112.20 |
| 184,879.50 | 187,745.13 | 187,745.13 | 187,745.13 | 187,745.13 | 187,745.13 | 187,745.13 | 190,655.18 | 190,655.18 | 190,655.18 | 190,655.18 | 190,655.18 | 188,718.85 |
| 2,087,488.03 | 2,119,844.10 | 2,119,844.10 | 2,119,844.10 | 2,119,844.10 | 2,119,844.10 | 2,119,844.10 | 2,152,701.68 | 2,152,701.68 | 2,152,701.68 | 2,152,701.68 | 2,152,701.68 | 2,130,838.42 |
| - | - | - | - | - | - | - | - | - | - | - | - | - |
| 17,541.92 | 17,813.82 | 17,813.82 | 17,813.82 | 17,813.82 | 17,813.82 | 17,813.82 | 18,089.93 | 18,089.93 | 18,089.93 | 18,089.93 | 18,089.93 | 17,906.21 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,148,744.62 |
| - | - | - | - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - | - | - | - |
| 2,087,488.03 | 2,119,844.10 | 2,119,844.10 | 2,119,844.10 | 2,119,844.10 | 2,119,844.10 | 2,119,844.10 | 2,152,701.68 | 2,152,701.68 | 2,152,701.68 | 2,152,701.68 | 2,152,701.68 | 2,130,838.42 |
| - | - | - | - | - | - | - | - | - | - | - | - | - |
| 17,541.92 | 17,813.82 | 17,813.82 | 17,813.82 | 17,813.82 | 17,813.82 | 17,813.82 | 18,089.93 | 18,089.93 | 18,089.93 | 18,089.93 | 18,089.93 | 17,906.21 |
| 1,086,265.62 | 1,103,102.74 | 1,103,102.74 | 1,103,102.74 | 1,103,102.74 | 1,103,102.74 | 1,103,102.74 | 1,388,956.62 | 1,388,956.62 | 1,388,956.62 | 1,388,956.62 | 1,388,956.62 | 1,220,805.43 |
| 754,618.15 | 766,314.73 | 766,314.73 | 766,314.73 | 766,314.73 | 766,314.73 | 766,314.73 | 964,894.64 | 964,894.64 | 964,894.64 | 964,894.64 | 964,894.64 | 848,081.65 |
| 264,146.17 | 268,240.44 | 268,240.44 | 268,240.44 | 268,240.44 | 268,240.44 | 268,240.44 | 337,751.26 | 337,751.26 | 337,751.26 | 337,751.26 | 337,751.26 | 296 |

| dic-25 | ene-26 | feb-26 | mar-26 | abr-26 | may-26 | jun-26 | jul-26 | ago-26 | sept-26 | oct-26 | nov-26 | Aguinaldo |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 2,029,599.71 | 2,061,058.51 | 2,061,058.51 | 2,061,058.51 | 2,061,058.51 | 2,061,058.51 | 2,061,058.51 | 1,528,599.09 | 1,528,599.09 | 1,528,599.09 | 1,528,599.09 | 1,528,599.09 | 1,836,578.85 |
| - | - | - | - | - | - | - | 365,416.59 | 365,416.59 | 365,416.59 | 365,416.59 | 365,416.59 | 152,256.91 |
| 75,430.24 | 76,599.41 | 76,599.41 | 76,599.41 | 76,599.41 | 76,599.41 | 76,599.41 | 276,775.93 | 276,775.93 | 276,775.93 | 276,775.93 | 276,775.93 | 159,908.86 |
| 1,135,495.39 | 1,153,095.57 | 1,153,095.57 | 1,383,714.69 | 1,383,714.69 | 1,383,714.69 | 1,383,714.69 | 1,528,599.09 | 1,528,599.09 | 1,528,599.09 | 1,528,599.09 | 1,528,599.09 | 1,384,961.73 |
| 271,443.87 | 275,651.25 | 275,651.25 | 330,781.50 | 330,781.50 | 330,781.50 | 330,781.50 | 365,416.59 | 365,416.59 | 365,416.59 | 365,416.59 | 365,416.59 | 331,079.61 |
| 205,598.57 | 208,785.35 | 208,785.35 | 250,542.42 | 250,542.42 | 250,542.42 | 250,542.42 | 276,775.93 | 276,775.93 | 276,775.93 | 276,775.93 | 276,775.93 | 250,768.22 |
| 492,103.81 | 499,731.42 | 499,731.42 | 499,731.42 | 499,731.42 | 499,731.42 | 499,731.42 | 1,030,466.92 | 1,030,466.92 | 1,030,466.92 | 1,030,466.92 | 1,030,466.92 | 720,235.58 |
| 105,490.27 | 107,125.37 | 107,125.37 | 107,125.37 | 107,125.37 | 107,125.37 | 107,125.37 | 220,896.95 | 220,896.95 | 220,896.95 | 220,896.95 | 220,896.95 | 154,393.93 |
| 65,172.00 | 66,182.16 | 66,182.16 | 66,182.16 | 66,182.16 | 66,182.16 | 66,182.16 | 136,470.37 | 136,470.37 | 136,470.37 | 136,470.37 | 136,470.37 | 95,384.73 |
| 494,445.68 | 502,109.59 | 502,109.59 | 502,109.59 | 502,109.59 | 502,109.59 | 502,109.59 | 562,724.50 | 562,724.50 | 562,724.50 | 562,724.50 | 562,724.50 | 526,727.14 |
| 51,046.01 | 51,837.22 | 51,837.22 | 51,837.22 | 51,837.22 | 51,837.22 | 51,837.22 | 58,095.04 | 58,095.04 | 58,095.04 | 58,095.04 | 58,095.04 | 54,378.71 |
| 55,049.62 | 55,902.89 | 55,902.89 | 55,902.89 | 55,902.89 | 55,902.89 | 55,902.89 | 62,651.51 | 62,651.51 | 62,651.51 | 62,651.51 | 62,651.51 | 58,643.71 |
| 2,090,225.84 | 1,870,450.67 | 1,714,579.79 | 1,558,708.90 | 1,558,708.90 | 1,558,708.90 | 1,558,708.90 | 1,582,868.88 | 1,582,868.88 | 1,582,868.88 | 1,582,868.88 | 1,582,868.88 | 1,652,036.36 |
| 402,384.79 | 352,713.56 | 323,320.76 | 293,927.96 | 293,927.96 | 293,927.96 | 293,927.96 | 298,483.85 | 298,483.85 | 298,483.85 | 298,483.85 | 298,483.85 | 312,212.52 |
| 117,452.86 | 342,025.27 | 313,523.16 | 285,021.06 | 285,021.06 | 285,021.06 | 285,021.06 | 289,438.88 | 289,438.88 | 289,438.88 | 289,438.88 | 289,438.88 | 280,023.33 |
| 1,534,917.67 | 1,870,450.67 | 1,714,579.79 | 1,558,708.90 | 1,558,708.90 | 1,558,708.90 | 1,558,708.90 | 1,582,868.88 | 1,582,868.88 | 1,582,868.88 | 1,582,868.88 | 1,582,868.88 | 1,605,760.68 |
| 289,441.62 | 352,713.56 | 323,320.76 | 293,927.96 | 293,927.96 | 293,927.96 | 293,927.96 | 298,483.85 | 298,483.85 | 298,483.85 | 298,483.85 | 298,483.85 | 302,800.58 |
| 280,670.66 | 342,025.27 | 313,523.16 | 285,021.06 | 285,021.06 | 285,021.06 | 285,021.06 | 289,438.88 | 289,438.88 | 289,438.88 | 289,438.88 | 289,438.88 | 293,624.81 |
| 452,908.24 | 459,928.32 | 459,928.32 | 459,928.32 | 459,928.32 | 459,928.32 | 459,928.32 | 467,057.21 | 467,057.21 | 467,057.21 | 467,057.21 | 467,057.21 | 462,313.68 |
| 92,583.45 | 94,018.50 | 94,018.50 | 94,018.50 | 94,018.50 | 94,018.50 | 94,018.50 | 95,475.78 | 95,475.78 | 95,475.78 | 95,475.78 | 95,475.78 | 94,506.11 |
| 55,049.62 | 55,902.89 | 55,902.89 | 55,902.89 | 55,902.89 | 55,902.89 | 55,902.89 | 56,769.38 | 56,769.38 | 56,769.38 | 56,769.38 | 56,769.38 | 56,192.82 |
| - | - | - | - | - | - | - | 518,773.51 | 518,773.51 | 518,773.51 | 518,773.51 | 518,773.51 | 216,155.63 |
| - | - | - | - | - | - | - | 97,774.33 | 97,774.33 | 97,774.33 | 97,774.33 | 97,774.33 | 40,739.30 |
| - | - | - | - | - | - | - | 66,923.21 | 66,923.21 | 66,923.21 | 66,923.21 | 66,923.21 | 27,884.67 |
| 543,389.40 | 551,811.93 | 551,811.93 | 551,811.93 | 551,811.93 | 551,811.93 | 551,811.93 | 560,365.02 | 672,438.02 | 560,365.02 | 560,365.02 | 560,365.02 | 564,013.26 |
| 60,950.52 | 61,895.25 | 61,895.25 | 61,895.25 | 61,895.25 | 61,895.25 | 61,895.25 | 62,854.63 | 75,425.56 | 62,854.63 | 62,854.63 | 62,854.63 | 63,263.84 |
| 15,495.90 | 15,736.08 | 15,736.08 | 15,736.08 | 15,736.08 | 15,736.08 | 15,736.08 | 15,979.99 | 19,175.99 | 15,979.99 | 15,979.99 | 15,979.99 | 16,084.03 |
| 2,270,755.23 | 575,940.59 | 575,940.59 | 575,940.59 | 575,940.59 | 575,940.59 | 575,940.59 | 584,867.67 | 701,841.20 | 584,867.67 | 584,867.67 | 584,867.67 | 730,642.55 |
| 213,155.18 | 36,192.99 | 36,192.99 | 36,192.99 | 36,192.99 | 36,192.99 | 36,192.99 | 36,753.98 | 44,104.78 | 36,753.98 | 36,753.98 | 36,753.98 | 51,786.15 |
| 126,153.07 | 17,309.69 | 17,309.69 | 17,309.69 | 17,309.69 | 17,309.69 | 17,309.69 | 17,577.99 | 21,093.59 | 17,577.99 | 17,577.99 | 17,577.99 | 26,784.73 |
| 567,149.77 | 575,940.59 | 575,940.59 | 575,940.59 | 575,940.59 | 575,940.59 | 575,940.59 | 584,867.67 | 701,841.20 | 584,867.67 | 584,867.67 | 584,867.67 | 588,675.43 |
| 35,640.56 | 36,192.99 | 36,192.99 | 36,192.99 | 36,192.99 | 36,192.99 | 36,192.99 | 36,753.98 | 44,104.78 | 36,753.98 | 36,753.98 | 36,753.98 | 36,993.26 |
| 17,045.48 | 17,309.69 | 17,309.69 | 17,309.69 | 17,309.69 | 17,309.69 | 17,309.69 | 17,577.99 | 21,093.59 | 17,577.99 | 17,577.99 | 17,577.99 | 17,692.43 |
| 463,327.27 | 470,508.84 | 470,508.84 | 470,508.84 | 470,508.84 | 470,508.84 | 470,508.84 | 477,801.73 | 573,362.08 | 477,801.73 | 477,801.73 | 477,801.73 | 480,912.44 |
| 94,524.96 | 95,990.10 | 95,990.10 | 95,990.10 | 95,990.10 | 95,990.10 | 95,990.10 | 97,477.94 | 116,973.53 | 97,477.94 | 97,477.94 | 97,477.94 | 98,112.57 |
| 61,983.58 | 62,944.33 | 62,944.33 | 62,944.33 | 62,944.33 | 62,944.33 | 62,944.33 | 63,919.96 | 76,703.96 | 63,919.96 | 63,919.96 | 63,919.96 | 64,336.11 |
| 897,534.32 | 911,446.10 | 911,446.10 | 911,446.10 | 911,446.10 | 911,446.10 | 911,446.10 | 925,573.51 | 925,573.51 | 925,573.51 | 925,573.51 | 925,573.51 | 916,173.21 |
| 28,493.15 | 28,934.80 | 28,934.80 | 28,934.80 | 28,934.80 | 28,934.80 | 28,934.80 | 29,383.29 | 29,383.29 | 29,383.29 | 29,383.29 | 29,383.29 | 29,084.86 |
| 23,744.29 | 24,112.33 | 24,112.33 | 24,112.33 | 24,112.33 | 24,112.33 | 24,112.33 | 24,486.07 | 24,486.07 | 24,486.07 | 24,486.07 | 24,486.07 | 24,237.39 |
| - | - | - | - | - | - | - | 1,890,397.70 | 1,890,397.70 | 1,890,397.70 | 1,890,397.70 | 1,890,397.70 | 787,665.71 |
| - | - | - | - | - | - | - | 182,346.50 | 182,346.50 | 182,346.50 | 182,346.50 | 182,346.50 | 75,977.71 |
| - | - | - | - | - | - | - | 98,047.42 | 98,047.42 | 98,047.42 | 98,047.42 | 98,047.42 | 40,853.09 |
| 1,710,336.83 | 1,736,847.06 | 1,736,847.06 | 1,736,847.06 | 1,736,847.06 | 1,736,847.06 | 1,736,847.06 | 1,763,768.18 | 1,763,768.18 | 1,763,768.18 | 1,763,768.18 | 1,763,768.18 | 1,745,855.01 |

| dic-25 | ene-26 | feb-26 | mar-26 | abr-26 | may-26 | jun-26 | jul-26 | ago-26 | sept-26 | oct-26 | nov-26 | Aguinaldo |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 122,793.41 | 124,696.71 | 124,696.71 | 124,696.71 | 124,696.71 | 124,696.71 | 124,696.71 | 126,629.51 | 126,629.51 | 126,629.51 | 126,629.51 | 126,629.51 | 125,343.44 |
| 271,899.70 | 276,114.15 | 276,114.15 | 276,114.15 | 276,114.15 | 276,114.15 | 276,114.15 | 280,393.92 | 280,393.92 | 280,393.92 | 280,393.92 | 280,393.92 | 277,546.18 |
| 1,326,218.31 | 1,346,774.69 | 1,346,774.69 | 1,346,774.69 | 1,346,774.69 | 1,346,774.69 | 1,346,774.69 | 1,367,649.70 | 1,367,649.70 | 1,367,649.70 | 1,367,649.70 | 1,367,649.70 | 1,353,759.58 |
| 142,628.97 | 144,839.72 | 144,839.72 | 144,839.72 | 144,839.72 | 144,839.72 | 144,839.72 | 147,084.74 | 147,084.74 | 147,084.74 | 147,084.74 | 147,084.74 | 145,590.91 |
| 143,690.56 | 145,917.76 | 145,917.76 | 145,917.76 | 145,917.76 | 145,917.76 | 145,917.76 | 148,179.49 | 148,179.49 | 148,179.49 | 148,179.49 | 148,179.49 | 146,674.55 |
| 2,205,503.65 | 2,239,688.95 | 2,239,688.95 | 2,239,688.95 | 2,239,688.95 | 2,239,688.95 | 2,239,688.95 | 2,274,404.13 | 2,274,404.13 | 2,274,404.13 | 2,274,404.13 | 2,274,404.13 | 2,251,304.84 |
| 200,104.87 | 203,206.49 | 203,206.49 | 203,206.49 | 203,206.49 | 203,206.49 | 203,206.49 | 206,356.19 | 206,356.19 | 206,356.19 | 206,356.19 | 206,356.19 | 204,260.40 |
| 204,454.97 | 207,624.03 | 207,624.03 | 207,624.03 | 207,624.03 | 207,624.03 | 207,624.03 | 210,842.20 | 210,842.20 | 210,842.20 | 210,842.20 | 210,842.20 | 208,700.84 |
| 1,298,154.06 | 1,318,275.45 | 1,318,275.45 | 1,318,275.45 | 1,318,275.45 | 1,318,275.45 | 1,318,275.45 | 1,338,708.72 | 1,338,708.72 | 1,338,708.72 | 1,338,708.72 | 1,338,708.72 | 1,325,112.53 |
| 111,072.01 | 112,793.62 | 112,793.62 | 112,793.62 | 112,793.62 | 112,793.62 | 112,793.62 | 114,541.92 | 114,541.92 | 114,541.92 | 114,541.92 | 114,541.92 | 113,378.61 |
| 256,854.01 | 260,835.25 | 260,835.25 | 260,835.25 | 260,835.25 | 260,835.25 | 260,835.25 | 264,878.20 | 264,878.20 | 264,878.20 | 264,878.20 | 264,878.20 | 262,188.04 |
| 1,715,130.16 | 1,741,714.68 | 1,741,714.68 | 1,741,714.68 | 1,741,714.68 | 1,741,714.68 | 1,741,714.68 | 1,768,711.26 | 1,768,711.26 | 1,768,711.26 | 1,768,711.26 | 1,768,711.26 | 1,750,747.88 |
| 152,676.07 | 155,042.55 | 155,042.55 | 155,042.55 | 155,042.55 | 155,042.55 | 155,042.55 | 157,445.71 | 157,445.71 | 157,445.71 | 157,445.71 | 157,445.71 | 155,846.66 |
| 237,223.72 | 240,900.69 | 240,900.69 | 240,900.69 | 240,900.69 | 240,900.69 | 240,900.69 | 244,634.65 | 244,634.65 | 244,634.65 | 244,634.65 | 244,634.65 | 242,150.09 |
| 1,405,107.49 | 1,426,886.66 | 1,426,886.66 | 1,426,886.66 | 1,426,886.66 | 1,426,886.66 | 1,426,886.66 | 1,449,003.40 | 1,449,003.40 | 1,449,003.40 | 1,449,003.40 | 1,449,003.40 | 1,434,287.04 |
| 531,520.06 | 539,758.62 | 539,758.62 | 539,758.62 | 539,758.62 | 539,758.62 | 539,758.62 | 548,124.88 | 548,124.88 | 548,124.88 | 548,124.88 | 548,124.88 | 542,558.02 |
| 168,402.40 | 171,012.63 | 171,012.63 | 171,012.63 | 171,012.63 | 171,012.63 | 171,012.63 | 173,663.33 | 173,663.33 | 173,663.33 | 173,663.33 | 173,663.33 | 171,899.57 |
| 1,994,523.52 | 2,025,438.63 | 2,025,438.63 | 2,025,438.63 | 2,025,438.63 | 2,025,438.63 | 2,025,438.63 | 2,056,832.93 | 2,056,832.93 | 2,056,832.93 | 2,056,832.93 | 2,056,832.93 | 2,035,943.33 |
| 317,557.72 | 322,479.87 | 322,479.87 | 322,479.87 | 322,479.87 | 322,479.87 | 322,479.87 | 327,478.31 | 327,478.31 | 327,478.31 | 327,478.31 | 327,478.31 | 324,152.37 |
| 297,982.25 | 302,600.97 | 302,600.97 | 302,600.97 | 302,600.97 | 302,600.97 | 302,600.97 | 307,291.29 | 307,291.29 | 307,291.29 | 307,291.29 | 307,291.29 | 304,170.38 |
| 1,394,845.23 | 1,416,465.33 | 1,416,465.33 | 1,416,465.33 | 1,416,465.33 | 1,416,465.33 | 1,416,465.33 | 1,729,397.32 | 1,729,397.32 | 1,729,397.32 | 1,729,397.32 | 1,729,397.32 | 1,545,051.98 |
| 107,502.52 | 109,168.81 | 109,168.81 | 109,168.81 | 109,168.81 | 109,168.81 | 109,168.81 | 267,730.97 | 267,730.97 | 267,730.97 | 267,730.97 | 267,730.97 | 175,097.52 |
| 110,190.09 | 111,898.03 | 111,898.03 | 111,898.03 | 111,898.03 | 111,898.03 | 111,898.03 | 173,663.33 | 173,663.33 | 173,663.33 | 173,663.33 | 173,663.33 | 137,491.24 |
| 1,284,655.14 | 1,304,567.30 | 1,304,567.30 | 1,304,567.30 | 1,304,567.30 | 1,304,567.30 | 1,304,567.30 | 1,729,397.32 | 1,729,397.32 | 1,729,397.32 | 1,729,397.32 | 1,729,397.32 | 1,479,920.46 |
| 198,879.67 | 201,962.30 | 201,962.30 | 201,962.30 | 201,962.30 | 201,962.30 | 201,962.30 | 267,730.97 | 267,730.97 | 267,730.97 | 267,730.97 | 267,730.97 | 229,109.03 |
| 129,003.03 | 131,002.57 | 131,002.57 | 131,002.57 | 131,002.57 | 131,002.57 | 131,002.57 | 173,663.33 | 173,663.33 | 173,663.33 | 173,663.33 | 173,663.33 | 148,611.26 |
| - | - | - | - | - | - | - | 1,285,986.77 | 1,285,986.77 | 1,285,986.77 | 1,285,986.77 | 1,285,986.77 | 535,827.82 |
| - | - | - | - | - | - | - | 234,540.15 | 234,540.15 | 234,540.15 | 234,540.15 | 234,540.15 | 97,725.06 |
| - | - | - | - | - | - | - | 142,387.00 | 142,387.00 | 142,387.00 | 142,387.00 | 142,387.00 | 59,327.92 |
| - | - | - | - | - | - | - | - | - | - | 1,678,745.51 | 1,678,745.51 | 279,790.92 |
| - | - | - | - | - | - | - | - | - | - | 306,172.07 | 306,172.07 | 51,028.68 |
| - | - | - | - | - | - | - | - | - | - | 185,874.03 | 185,874.03 | 30,979.01 |
| 1,450,948.11 | 1,473,437.80 | 1,473,437.80 | 1,473,437.80 | 1,473,437.80 | 1,473,437.80 | 1,473,437.80 | 1,496,276.09 | 1,496,276.09 | 1,496,276.09 | 1,496,276.09 | 1,496,276.09 | 1,481,079.62 |
| 34,333.62 | 34,865.79 | 34,865.79 | 34,865.79 | 34,865.79 | 34,865.79 | 34,865.79 | 35,406.21 | 35,406.21 | 35,406.21 | 35,406.21 | 35,406.21 | 35,046.62 |
| 127,256.11 | 129,228.58 | 129,228.58 | 129,228.58 | 129,228.58 | 129,228.58 | 129,228.58 | 131,231.62 | 131,231.62 | 131,231.62 | 131,231.62 | 131,231.62 | 129,898.81 |
| 875,782.74 | 889,357.37 | 889,357.37 | 889,357.37 | 889,357.37 | 889,357.37 | 889,357.37 | 903,142.41 | 903,142.41 | 903,142.41 | 903,142.41 | 903,142.41 | 893,969.92 |
| 512,746.72 | 520,694.29 | 520,694.29 | 520,694.29 | 520,694.29 | 520,694.29 | 520,694.29 | 528,765.05 | 528,765.05 | 528,765.05 | 528,765.05 | 528,765.05 | 523,394.81 |
| 224,008.38 | 227,480.51 | 227,480.51 | 227,480.51 | 227,480.51 | 227,480.51 | 227,480.51 | 231,006.46 | 231,006.46 | 231,006.46 | 231,006.46 | 231,006.46 | 228,660.31 |
| 1,226,951.79 | 1,245,969.54 | 1,245,969.54 | 1,245,969.54 | 1,245,969.54 | 1,245,969.54 | 1,245,969.54 | 1,265,282.07 | 1,265,282.07 | 1,265,282.07 | 1,265,282.07 | 1,265,282.07 | 1,252,431.62 |
| 471,544.25 | 478,853.19 | 478,853.19 | 478,853.19 | 478,853.19 | 478,853.19 | 478,853.19 | 486,275.41 | 486,275.41 | 486,275.41 | 486,275.41 | 486,275.41 | 481,336.70 |
| 406,533.91 | 412,835.18 | 412,835.18 | 412,835.18 | 412,835.18 | 412,835.18 | 412,835.18 | 419,234.13 | 419,234.13 | 419,234.13 | 419,234.13 | 419,234.13 | 414,976.31 |
| 1,244,107.78 | 1,263,391.45 | 1,263,391.45 | 1,263,391.45 | 1,263,391.45 | 1,263,391.45 | 1,263,391.45 | 1,282,974.02 | 1,282,974.02 | 1,282,974.02 | 1,282,974.02 | 1,282,974.02 | 1,269,943.89 |
| 457,896.64 | 464,994.04 | 464,994.04 | 464,994.04 | 464,994.04 | 464,994.04 | 464,994.04 | 472,201.45 | 472,201.45 | 472,201.45 | 472,201.45 | 472,201.45 | 467,405.67 |

| dic-25 | ene-26 | feb-26 | mar-26 | abr-26 | may-26 | jun-26 | jul-26 | ago-26 | sept-26 | oct-26 | nov-26 | Aguinaldo |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 403,025.53 | 409,272.42 | 409,272.42 | 409,272.42 | 409,272.42 | 409,272.42 | 409,272.42 | 415,616.14 | 415,616.14 | 415,616.14 | 415,616.14 | 415,616.14 | 411,395.06 |
| 1,054,865.59 | 1,071,216.01 | 1,071,216.01 | 1,071,216.01 | 1,071,216.01 | 1,071,216.01 | 1,071,216.01 | 1,087,819.86 | 1,087,819.86 | 1,087,819.86 | 1,087,819.86 | 1,087,819.86 | 1,076,771.74 |
| 603,862.92 | 613,222.80 | 613,222.80 | 613,222.80 | 613,222.80 | 613,222.80 | 613,222.80 | 622,727.75 | 622,727.75 | 622,727.75 | 622,727.75 | 622,727.75 | 616,403.21 |
| 446,301.43 | 453,219.11 | 453,219.11 | 453,219.11 | 453,219.11 | 453,219.11 | 453,219.11 | 460,244.00 | 460,244.00 | 460,244.00 | 460,244.00 | 460,244.00 | 455,569.67 |
| 1,627,570.34 | 1,652,797.68 | 1,652,797.68 | 1,652,797.68 | 1,652,797.68 | 1,652,797.68 | 1,652,797.68 | 1,678,416.04 | 1,678,416.04 | 1,678,416.04 | 1,678,416.04 | 1,678,416.04 | 1,661,369.72 |
| 557,313.81 | 565,952.17 | 565,952.17 | 565,952.17 | 565,952.17 | 565,952.17 | 565,952.17 | 574,724.43 | 574,724.43 | 574,724.43 | 574,724.43 | 574,724.43 | 568,887.41 |
| 425,179.34 | 431,769.62 | 431,769.62 | 431,769.62 | 431,769.62 | 431,769.62 | 431,769.62 | 438,462.05 | 438,462.05 | 438,462.05 | 438,462.05 | 438,462.05 | 434,008.94 |
| 413,287.12 | 419,693.07 | 419,693.07 | 419,693.07 | 419,693.07 | 419,693.07 | 419,693.07 | 426,198.31 | 426,198.31 | 426,198.31 | 426,198.31 | 426,198.31 | 421,869.76 |
| 141,521.73 | 143,715.32 | 143,715.32 | 143,715.32 | 143,715.32 | 143,715.32 | 143,715.32 | 145,942.90 | 145,942.90 | 145,942.90 | 145,942.90 | 145,942.90 | 144,460.68 |
| 107,957.23 | 109,630.57 | 109,630.57 | 109,630.57 | 109,630.57 | 109,630.57 | 109,630.57 | 111,329.84 | 111,329.84 | 111,329.84 | 111,329.84 | 111,329.84 | 110,199.15 |
| - | - | - | - | - | - | - | 1,036,958.48 | 1,036,958.48 | 1,036,958.48 | 1,036,958.48 | 1,036,958.48 | 432,066.03 |
| - | - | - | - | - | - | - | 355,085.24 | 355,085.24 | 355,085.24 | 355,085.24 | 355,085.24 | 147,952.18 |
| - | - | - | - | - | - | - | 270,870.20 | 270,870.20 | 270,870.20 | 270,870.20 | 270,870.20 | 112,862.58 |
| 2,507,836.00 | 2,546,707.46 | 2,546,707.46 | 2,546,707.46 | 2,546,707.46 | 2,546,707.46 | 2,546,707.46 | 2,586,181.42 | 2,586,181.42 | 2,586,181.42 | 2,586,181.42 | 2,586,181.42 | 2,559,915.66 |
| 50,026.22 | 50,801.62 | 50,801.62 | 50,801.62 | 50,801.62 | 50,801.62 | 50,801.62 | 51,589.05 | 51,589.05 | 51,589.05 | 51,589.05 | 51,589.05 | 51,065.10 |
| 52,201.27 | 53,010.39 | 53,010.39 | 53,010.39 | 53,010.39 | 53,010.39 | 53,010.39 | 53,832.05 | 53,832.05 | 53,832.05 | 53,832.05 | 53,832.05 | 53,285.32 |
| 2,010,303.60 | 2,041,463.31 | 2,041,463.31 | 2,041,463.31 | 2,041,463.31 | 2,041,463.31 | 2,041,463.31 | 2,073,105.99 | 2,073,105.99 | 2,073,105.99 | 2,073,105.99 | 2,073,105.99 | 2,052,051.12 |
| 64,905.09 | 65,911.12 | 65,911.12 | 65,911.12 | 65,911.12 | 65,911.12 | 65,911.12 | 66,932.74 | 66,932.74 | 66,932.74 | 66,932.74 | 66,932.74 | 66,252.96 |
| 29,821.26 | 30,283.49 | 30,283.49 | 30,283.49 | 30,283.49 | 30,283.49 | 30,283.49 | 30,752.88 | 30,752.88 | 30,752.88 | 30,752.88 | 30,752.88 | 30,440.55 |
| 1,546,692.54 | 1,570,666.28 | 1,570,666.28 | 1,570,666.28 | 1,570,666.28 | 1,570,666.28 | 1,570,666.28 | 1,595,011.60 | 1,595,011.60 | 1,595,011.60 | 1,595,011.60 | 1,595,011.60 | 1,578,812.35 |
| 48,376.14 | 49,125.97 | 49,125.97 | 49,125.97 | 49,125.97 | 49,125.97 | 49,125.97 | 49,887.42 | 49,887.42 | 49,887.42 | 49,887.42 | 49,887.42 | 49,380.75 |
| 17,469.16 | 17,739.93 | 17,739.93 | 17,739.93 | 17,739.93 | 17,739.93 | 17,739.93 | 18,014.90 | 18,014.90 | 18,014.90 | 18,014.90 | 18,014.90 | 17,831.94 |
| 1,550,723.89 | 1,574,760.11 | 1,574,760.11 | 1,574,760.11 | 1,574,760.11 | 1,574,760.11 | 1,574,760.11 | 1,599,168.89 | 1,599,168.89 | 1,599,168.89 | 1,599,168.89 | 1,599,168.89 | 1,582,927.41 |
| 29,563.19 | 30,021.42 | 30,021.42 | 30,021.42 | 30,021.42 | 30,021.42 | 30,021.42 | 30,486.76 | 30,486.76 | 30,486.76 | 30,486.76 | 30,486.76 | 30,177.13 |
| 32,250.76 | 32,750.64 | 32,750.64 | 32,750.64 | 32,750.64 | 32,750.64 | 32,750.64 | 33,258.28 | 33,258.28 | 33,258.28 | 33,258.28 | 33,258.28 | 32,920.50 |
| - | 1,570,666.28 | 1,570,666.28 | 1,570,666.28 | 1,570,666.28 | 1,570,666.28 | 1,570,666.28 | 1,595,011.60 | 1,595,011.60 | 1,595,011.60 | 1,595,011.60 | 1,595,011.60 | 1,449,921.31 |
| - | 40,256.00 | 40,256.00 | 40,256.00 | 40,256.00 | 40,256.00 | 40,256.00 | 40,879.97 | 40,879.97 | 40,879.97 | 40,879.97 | 40,879.97 | 37,161.32 |
| - | 26,609.90 | 26,609.90 | 26,609.90 | 26,609.90 | 26,609.90 | 26,609.90 | 27,022.35 | 27,022.35 | 27,022.35 | 27,022.35 | 27,022.35 | 24,564.26 |
| - | - | - | - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - | - | - | - |
| 2,354,831.02 | 2,391,330.90 | 2,391,330.90 | 2,391,330.90 | 2,391,330.90 | 2,391,330.90 | 2,391,330.90 | 2,428,396.53 | 2,428,396.53 | 2,428,396.53 | 2,428,396.53 | 2,428,396.53 | 2,403,733.25 |
| 1,894,488.11 | 1,923,852.68 | 1,923,852.68 | 1,923,852.68 | 1,923,852.68 | 1,923,852.68 | 1,923,852.68 | 1,953,672.39 | 1,953,672.39 | 1,953,672.39 | 1,953,672.39 | 1,953,672.39 | 1,933,830.51 |
| 2,610,063.49 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,190,830.75 |
| - | - | - | - | - | - | - | - | - | - | - | - | - |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,148,744.62 |
| 1,612,537.84 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,646,025.04 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,148,744.62 |
| 1,860,472.16 | 1,889,309.48 | 1,889,309.48 | 1,889,309.48 | 1,889,309.48 | 1,889,309.48 | 1,889,309.48 | 1,918,593.78 | 1,918,593.78 | 1,918,593.78 | 1,918,593.78 | 1,918,593.78 | 1,899,108.16 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,148,744.62 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,148,744.62 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,148,744.62 |
| 1,612,537.84 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,646,025.04 |

| dic-25 | ene-26 | feb-26 | mar-26 | abr-26 | may-26 | jun-26 | jul-26 | ago-26 | sept-26 | oct-26 | nov-26 | Aguinaldo |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 1,612,537.84 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,646,025.04 |
| - | - | - | - | - | 720,063.50 | 720,063.50 | 731,224.49 | 731,224.49 | 731,224.49 | 731,224.49 | 731,224.49 | 424,687.45 |
| 1,612,537.84 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,646,025.04 |
| 1,612,537.84 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,646,025.04 |
| 1,612,537.84 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,646,025.04 |
| 1,612,537.84 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,646,025.04 |
| 1,612,537.84 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,646,025.04 |
| 1,612,537.84 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,646,025.04 |
| 709,072.88 | 720,063.50 | 720,063.50 | 720,063.50 | 720,063.50 | 720,063.50 | 720,063.50 | 731,224.49 | 731,224.49 | 731,224.49 | 731,224.49 | 731,224.49 | 723,798.03 |
| 1,612,537.84 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,646,025.04 |
| 1,612,537.84 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,646,025.04 |
| 709,072.88 | 720,063.50 | 720,063.50 | 720,063.50 | 720,063.50 | 720,063.50 | 720,063.50 | 731,224.49 | 731,224.49 | 731,224.49 | 731,224.49 | 731,224.49 | 723,798.03 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,148,744.62 |
| 709,072.88 | 720,063.50 | 720,063.50 | 720,063.50 | 720,063.50 | 720,063.50 | 720,063.50 | 731,224.49 | 731,224.49 | 731,224.49 | 731,224.49 | 731,224.49 | 723,798.03 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,604,949.93 | 2,604,949.93 | 2,604,949.93 | 2,170,791.61 | 2,170,791.61 | 2,257,284.21 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,604,949.93 | 2,604,949.93 | 2,604,949.93 | 2,170,791.61 | 2,170,791.61 | 2,257,284.21 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,604,949.93 | 2,604,949.93 | 2,604,949.93 | 2,170,791.61 | 2,170,791.61 | 2,257,284.21 |
| 709,072.88 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,032,414.87 |
| - | - | - | - | - | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 1,260,772.82 |
| 4,249,319.13 | 4,315,183.58 | 4,315,183.58 | 4,315,183.58 | 4,315,183.58 | 4,315,183.58 | 4,315,183.58 | 4,382,068.92 | 4,382,068.92 | 4,382,068.92 | 4,382,068.92 | 4,382,068.92 | 4,337,563.77 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,148,744.62 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,148,744.62 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,148,744.62 |
| 2,105,029.95 | 2,565,189.50 | 2,565,189.50 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,219,999.89 |
| 2,105,029.95 | 2,565,189.50 | 2,565,189.50 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,219,999.89 |
| 2,105,029.95 | 2,565,189.50 | 2,565,189.50 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,219,999.89 |
| 2,610,063.49 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,729,152.18 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,148,744.62 |
| 1,612,537.84 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,646,025.04 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,148,744.62 |
| 1,612,537.84 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,646,025.04 |
| 1,612,537.84 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 1,857,640.75 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,148,744.62 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,148,744.62 |
| 1,612,537.84 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,646,025.04 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,148,744.62 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,148,744.62 |
| 1,612,537.84 | 1,965,038.61 | 1,965,038.61 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,700,609.45 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,148,744.62 |
| 1,612,537.84 | 1,965,038.61 | 1,965,038.61 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,700,609.45 |
| 1,612,537.84 | 1,965,038.61 | 1,965,038.61 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,700,609.45 |
| 1,612,537.84 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 1,857,640.75 |
| - | 4,315,183.58 | 4,315,183.58 | 4,315,183.58 | 4,315,183.58 | 4,315,183.58 | 4,315,183.58 | 4,382,068.92 | 4,382,068.92 | 4,382,068.92 | 4,382,068.92 | 4,382,068.92 | 3,983,453.84 |

| dic-25 | ene-26 | feb-26 | mar-26 | abr-26 | may-26 | jun-26 | jul-26 | ago-26 | sept-26 | oct-26 | nov-26 | Aguinaldo |
|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 2,610,063.49 | 2,650,519.47 | 2,650,519.47 | 2,650,519.47 | 2,650,519.47 | 2,650,519.47 | 2,650,519.47 | 2,691,602.52 | 2,691,602.52 | 2,691,602.52 | 2,691,602.52 | 2,691,602.52 | 2,664,266.08 |
| 2,610,063.49 | 2,650,519.47 | 2,650,519.47 | 2,650,519.47 | 2,650,519.47 | 2,650,519.47 | 2,650,519.47 | 2,691,602.52 | 2,691,602.52 | 2,691,602.52 | 2,691,602.52 | 2,691,602.52 | 2,664,266.08 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,148,744.62 |
| 2,105,029.95 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,687,066.05 |
| 1,666,080.08 | 1,691,904.32 | 1,691,904.32 | 1,691,904.32 | 1,691,904.32 | 1,691,904.32 | 1,691,904.32 | 1,718,128.83 | 1,718,128.83 | 1,718,128.83 | 1,718,128.83 | 1,718,128.83 | 1,700,679.18 |
| 1,666,080.08 | 1,691,904.32 | 1,691,904.32 | 1,691,904.32 | 1,691,904.32 | 1,691,904.32 | 1,691,904.32 | 1,718,128.83 | 1,718,128.83 | 1,718,128.83 | 1,718,128.83 | 1,718,128.83 | 1,700,679.18 |
| 1,666,080.08 | 1,691,904.32 | 1,691,904.32 | 1,691,904.32 | 1,691,904.32 | 1,691,904.32 | 1,691,904.32 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 1,889,288.67 |
| 1,612,537.84 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,646,025.04 |
| 1,612,537.84 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,646,025.04 |
| - | - | - | - | - | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 965,802.83 |
| 1,612,537.84 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,646,025.04 |
| 2,610,063.49 | 2,650,519.47 | 2,650,519.47 | 2,650,519.47 | 2,650,519.47 | 2,650,519.47 | 2,650,519.47 | 2,691,602.52 | 2,691,602.52 | 2,691,602.52 | 2,691,602.52 | 2,691,602.52 | 2,664,266.08 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,148,744.62 |
| 1,345,791.38 | 1,366,651.14 | 1,366,651.14 | 1,366,651.14 | 1,366,651.14 | 1,366,651.14 | 1,366,651.14 | 1,387,834.23 | 1,387,834.23 | 1,387,834.23 | 1,387,834.23 | 1,387,834.23 | 1,373,739.12 |
| 1,612,537.84 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,646,025.04 |
| 709,072.88 | 720,063.50 | 720,063.50 | 720,063.50 | 720,063.50 | 720,063.50 | 720,063.50 | 731,224.49 | 731,224.49 | 731,224.49 | 731,224.49 | 731,224.49 | 723,798.03 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,148,744.62 |
| 1,612,537.84 | 2,565,189.50 | 2,565,189.50 | 2,565,189.50 | 2,565,189.50 | 2,565,189.50 | 2,565,189.50 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,321,469.41 |
| 709,072.88 | 2,565,189.50 | 2,565,189.50 | 2,565,189.50 | 2,565,189.50 | 2,565,189.50 | 2,565,189.50 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,246,180.66 |
| 1,612,537.84 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,646,025.04 |
| 1,612,537.84 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,646,025.04 |
| 2,105,029.95 | 2,565,189.50 | 2,565,189.50 | 2,565,189.50 | 2,565,189.50 | 2,565,189.50 | 2,565,189.50 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,362,510.42 |
| 2,105,029.95 | 2,565,189.50 | 2,565,189.50 | 2,565,189.50 | 2,565,189.50 | 2,565,189.50 | 2,565,189.50 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,362,510.42 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,148,744.62 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,148,744.62 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,148,744.62 |
| 4,249,319.13 | 4,315,183.58 | 4,315,183.58 | 4,315,183.58 | 4,315,183.58 | 4,315,183.58 | 4,315,183.58 | 4,382,068.92 | 4,382,068.92 | 4,382,068.92 | 4,382,068.92 | 4,382,068.92 | 4,337,563.77 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,148,744.62 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,148,744.62 |
| 2,610,063.49 | 2,650,519.47 | 2,650,519.47 | 2,650,519.47 | 2,650,519.47 | 2,650,519.47 | 2,650,519.47 | 2,691,602.52 | 2,691,602.52 | 2,691,602.52 | 2,691,602.52 | 2,691,602.52 | 2,664,266.08 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,148,744.62 |
| 1,612,537.84 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,646,025.04 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,148,744.62 |
| 1,612,537.84 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,637,532.17 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,662,913.92 | 1,646,025.04 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,148,744.62 |
| 2,105,029.95 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,137,657.91 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,170,791.61 | 2,148,744.62 |
| 287,405,959.06 | 301,163,771.68 | 300,736,240.09 | 298,371,100.89 | 298,698,607.33 | 303,193,860.92 | 303,193,860.92 | 318,098,105.96 | 318,443,174.27 | 317,931,814.56 | 318,800,131.21 | 318,800,131.21 | 307,069,729.84 |

| PROGRAMA / CF | Aguinaldo 2026 |
|-----------------------------------|-----------------------|
| 1. ADMINISTRACIÓN SUPERIOR | 107,694,339.44 |
| 100 | 56,266,430.19 |
| 500 | 51,427,909.25 |
| 2. REGULACIÓN | 122,465,205.68 |
| 210 | 50,153,537.22 |
| 400 | 47,969,346.81 |
| 800 | 24,342,321.65 |
| 3. ESPECTRO | 44,538,674.42 |
| 220 | 31,670,102.88 |
| 298 | 7,442,986.45 |
| 299 | 5,425,585.09 |
| 4. FONATEL | 32,371,510.31 |
| 300 | 23,186,347.67 |
| 398 | 6,075,649.61 |
| 399 | 3,109,513.02 |
| TOTAL PROGRAMA CF | 307,069,729.84 |

| ANEXO N° 3.2 RELACIÓN DE PUESTOS ESTIMADA -SALARIO ESCOLAR A PAGAR EN ENERO 2026 PRESUPUESTO INICIAL 2026 | | | | | | | | | | | | | | | |
|---|---------------|----------|-----|---------------------|-------|------------------------|----------------------------|--------------------------------|---|---------------------|------------------|-------------------|-----------------------------|---------------|--|
| PROGRAMA | 149 + 9 PN | N° PLAZA | CF | CENTRO FUNCIONAL | CF DP | DEPENDENCIA | CATEGORÍA / CLASE | NOMBRE | PUESTO | RÉGIMEN SALARIAL | SALARIO I SEM | SALARIO II SEM | FUENTE DE FINANCIAMIENTO | DRIVER NÓMINA | |
| 1. ADMINISTRACIÓN SUPERIOR | 1 | 51100 | 100 | CSC | 100 | CONSEJO | MIEMBRO DEL CONSEJO | WATSON CARAZO CARLOS | MIEMBRO DEL CONSEJO SUTEL | SALARIO GLOBAL | 5,492,500.00 | 5,492,500.00 | 1. REGULACIÓN | 85.58% | |
| 3. ESPECTRO | 1 | 51100 | 299 | CSC - ESP | 100 | CONSEJO | MIEMBRO DEL CONSEJO | WATSON CARAZO CARLOS | MIEMBRO DEL CONSEJO SUTEL | SALARIO GLOBAL | 5,492,500.00 | 5,492,500.00 | 2. ESPECTRO | 9.22% | |
| 4. FONATEL | 1 | 51100 | 399 | CSC - FON | 100 | CONSEJO | MIEMBRO DEL CONSEJO | WATSON CARAZO CARLOS | MIEMBRO DEL CONSEJO SUTEL | SALARIO GLOBAL | 5,492,500.00 | 5,492,500.00 | 3. FONATEL | 5.20% | |
| 1. ADMINISTRACIÓN SUPERIOR | 2 | 51101 | 100 | CSC | 100 | CONSEJO | MIEMBRO DEL CONSEJO | ARIAS LEITON CINTHYA | MIEMBRO DEL CONSEJO SUTEL | SALARIO GLOBAL | 5,492,500.00 | 5,492,500.00 | 1. REGULACIÓN | 85.58% | |
| 3. ESPECTRO | 2 | 51101 | 299 | CSC - ESP | 100 | CONSEJO | MIEMBRO DEL CONSEJO | ARIAS LEITON CINTHYA | MIEMBRO DEL CONSEJO SUTEL | SALARIO GLOBAL | 5,492,500.00 | 5,492,500.00 | 2. ESPECTRO | 9.22% | |
| 4. FONATEL | 2 | 51101 | 399 | CSC - FON | 100 | CONSEJO | MIEMBRO DEL CONSEJO | ARIAS LEITON CINTHYA | MIEMBRO DEL CONSEJO SUTEL | SALARIO GLOBAL | 5,492,500.00 | 5,492,500.00 | 3. FONATEL | 5.20% | |
| 1. ADMINISTRACIÓN SUPERIOR | 3 | 51102 | 100 | CSC | 100 | CONSEJO | MIEMBRO DEL CONSEJO | CHACON LOAIZA FEDERICO | MIEMBRO DEL CONSEJO SUTEL | SALARIO GLOBAL | 5,492,500.00 | 5,492,500.00 | 1. REGULACIÓN | 85.58% | |
| 3. ESPECTRO | 3 | 51102 | 299 | CSC - ESP | 100 | CONSEJO | MIEMBRO DEL CONSEJO | CHACON LOAIZA FEDERICO | MIEMBRO DEL CONSEJO SUTEL | SALARIO GLOBAL | 5,492,500.00 | 5,492,500.00 | 2. ESPECTRO | 9.22% | |
| 4. FONATEL | 3 | 51102 | 399 | CSC - FON | 100 | CONSEJO | MIEMBRO DEL CONSEJO | CHACON LOAIZA FEDERICO | MIEMBRO DEL CONSEJO SUTEL | SALARIO GLOBAL | 5,492,500.00 | 5,492,500.00 | 3. FONATEL | 5.20% | |
| 1. ADMINISTRACIÓN SUPERIOR | 4 | 13304 | 100 | CSC | 110 | SECRETARÍA DEL CONSEJO | SECRETARIA 3 | DIAZ CALVO KATHERINE | SECRETARIA EJECUTIVA 3 | SALARIO GLOBAL | 698,250.00 | 709,072.88 | 1. REGULACIÓN | 91.67% | |
| 3. ESPECTRO | 4 | 13304 | 299 | CSC - ESP | 110 | SECRETARÍA DEL CONSEJO | SECRETARIA 3 | DIAZ CALVO KATHERINE | SECRETARIA EJECUTIVA 3 | SALARIO GLOBAL | 698,250.00 | 709,072.88 | 2. ESPECTRO | 3.75% | |
| 4. FONATEL | 4 | 13304 | 399 | CSC - FON | 110 | SECRETARÍA DEL CONSEJO | SECRETARIA 3 | DIAZ CALVO KATHERINE | SECRETARIA EJECUTIVA 3 | SALARIO GLOBAL | 698,250.00 | 709,072.88 | 3. FONATEL | 4.58% | |
| 1. ADMINISTRACIÓN SUPERIOR | 5 | 51201 | 100 | CSC | 110 | SECRETARÍA DEL CONSEJO | GESTOR TÉCNICO PROFESIONAL | MIRANDA ROBINSON GABRIELA | GESTOR TÉCNICO ESPECIALIZADO ADMINISTRATIVO | SALARIO GLOBAL | 935,275.00 | 949,771.76 | 1. REGULACIÓN | 86.25% | |
| 3. ESPECTRO | 5 | 51201 | 299 | CSC - ESP | 110 | SECRETARÍA DEL CONSEJO | GESTOR TÉCNICO PROFESIONAL | MIRANDA ROBINSON GABRIELA | GESTOR TÉCNICO ESPECIALIZADO ADMINISTRATIVO | SALARIO GLOBAL | 935,275.00 | 949,771.76 | 2. ESPECTRO | 1.67% | |
| 4. FONATEL | 5 | 51201 | 399 | CSC - FON | 110 | SECRETARÍA DEL CONSEJO | GESTOR TÉCNICO PROFESIONAL | MIRANDA ROBINSON GABRIELA | GESTOR TÉCNICO ESPECIALIZADO ADMINISTRATIVO | SALARIO GLOBAL | 935,275.00 | 949,771.76 | 3. FONATEL | 12.08% | |
| 1. ADMINISTRACIÓN SUPERIOR | 6 | 95210 | 100 | CSC | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL 2 | ZAMORA VEGA GUISELLE | GESTOR PROFESIONAL DEL CONSEJO | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 75.83% | |
| 3. ESPECTRO | 6 | 95210 | 299 | CSC - ESP | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL 2 | ZAMORA VEGA GUISELLE | GESTOR PROFESIONAL DEL CONSEJO | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 2. ESPECTRO | 13.33% | |
| 4. FONATEL | 6 | 95210 | 399 | CSC - FON | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL 2 | ZAMORA VEGA GUISELLE | GESTOR PROFESIONAL DEL CONSEJO | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 3. FONATEL | 10.83% | |
| 1. ADMINISTRACIÓN SUPERIOR | 7 | 51308 | 100 | CSC | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL JEFE | CASCANTE ALVARADO LUIS ALBERTO | JEFE SECRETARIO DEL CONSEJO SUTEL | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 1. REGULACIÓN | 87.50% | |
| 3. ESPECTRO | 7 | 51308 | 299 | CSC - ESP | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL JEFE | CASCANTE ALVARADO LUIS ALBERTO | JEFE SECRETARIO DEL CONSEJO SUTEL | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 2. ESPECTRO | 4.58% | |
| 4. FONATEL | 7 | 51308 | 399 | CSC - FON | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL JEFE | CASCANTE ALVARADO LUIS ALBERTO | JEFE SECRETARIO DEL CONSEJO SUTEL | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 3. FONATEL | 7.92% | |
| 1. ADMINISTRACIÓN SUPERIOR | 8 | 51200 | 100 | CSC | 110 | SECRETARÍA DEL CONSEJO | SECRETARIA 3 | ALVARADO SEGURA ARLYN | SECRETARIA EJECUTIVA 3 | SALARIO GLOBAL | 698,250.00 | 709,072.88 | 1. REGULACIÓN | 87.08% | |
| 3. ESPECTRO | 8 | 51200 | 299 | CSC - ESP | 110 | SECRETARÍA DEL CONSEJO | SECRETARIA 3 | ALVARADO SEGURA ARLYN | SECRETARIA EJECUTIVA 3 | SALARIO GLOBAL | 698,250.00 | 709,072.88 | 2. ESPECTRO | 5.00% | |
| 4. FONATEL | 8 | 51200 | 399 | CSC - FON | 110 | SECRETARÍA DEL CONSEJO | SECRETARIA 3 | ALVARADO SEGURA ARLYN | SECRETARIA EJECUTIVA 3 | SALARIO GLOBAL | 698,250.00 | 709,072.88 | 3. FONATEL | 7.92% | |
| 1. ADMINISTRACIÓN SUPERIOR | 9 | 62215 | 100 | CSC | 110 | SECRETARÍA DEL CONSEJO | SECRETARIA 3 | PLAZA VACANTE | SECRETARIA EJECUTIVA 3 | SALARIO GLOBAL | 698,250.00 | 709,072.88 | 1. REGULACIÓN | 85.67% | |
| 3. ESPECTRO | 9 | 62215 | 299 | CSC - ESP | 110 | SECRETARÍA DEL CONSEJO | SECRETARIA 3 | PLAZA VACANTE | SECRETARIA EJECUTIVA 3 | SALARIO GLOBAL | 698,250.00 | 709,072.88 | 2. ESPECTRO | 5.67% | |
| 4. FONATEL | 9 | 62215 | 399 | CSC - FON | 110 | SECRETARÍA DEL CONSEJO | SECRETARIA 3 | PLAZA VACANTE | SECRETARIA EJECUTIVA 3 | SALARIO GLOBAL | 698,250.00 | 709,072.88 | 3. FONATEL | 8.67% | |
| 1. ADMINISTRACIÓN SUPERIOR | 10 | P / A | 100 | CSC | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL DEL CONSEJO | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 85.67% | |
| 3. ESPECTRO | 10 | P / A | 299 | CSC - ESP | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL DEL CONSEJO | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 2. ESPECTRO | 5.67% | |
| 4. FONATEL | 10 | P / A | 399 | CSC - FON | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL DEL CONSEJO | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 3. FONATEL | 8.67% | |
| 1. ADMINISTRACIÓN SUPERIOR | 11 | 61101 | 100 | CSC | 120 | ASESORES | ASESOR 3 | SERRANO GOMEZ ROSEMARY | ASESOR TÉCNICO DEL SUPERINTENDENTE 3 | SALARIO GLOBAL | 3,866,000.00 | 3,925,923.00 | 1. REGULACIÓN | 91.25% | |
| 3. ESPECTRO | 11 | 61101 | 299 | CSC - ESP | 120 | ASESORES | ASESOR 3 | SERRANO GOMEZ ROSEMARY | ASESOR TÉCNICO DEL SUPERINTENDENTE 3 | SALARIO GLOBAL | 3,866,000.00 | 3,925,923.00 | 2. ESPECTRO | 2.75% | |
| 4. FONATEL | 11 | 61101 | 399 | CSC - FON | 120 | ASESORES | ASESOR 3 | SERRANO GOMEZ ROSEMARY | ASESOR TÉCNICO DEL SUPERINTENDENTE 3 | SALARIO GLOBAL | 3,866,000.00 | 3,925,923.00 | 3. FONATEL | 6.00% | |
| 1. ADMINISTRACIÓN SUPERIOR | 12 | 51300 | 100 | CSC | 120 | ASESORES | ASESOR 3 | BREALEY ZAMORA JORGE | ASESOR TÉCNICO DEL SUPERINTENDENTE 3 | SALARIO GLOBAL | 3,866,000.00 | 3,925,923.00 | 1. REGULACIÓN | 99.67% | |
| 3. ESPECTRO | 12 | 51300 | 299 | CSC - ESP | 120 | ASESORES | ASESOR 3 | BREALEY ZAMORA JORGE | ASESOR TÉCNICO DEL SUPERINTENDENTE 3 | SALARIO GLOBAL | 3,866,000.00 | 3,925,923.00 | 2. ESPECTRO | 0.17% | |
| 4. FONATEL | 12 | 51300 | 399 | CSC - FON | 120 | ASESORES | ASESOR 3 | BREALEY ZAMORA JORGE | ASESOR TÉCNICO DEL SUPERINTENDENTE 3 | SALARIO GLOBAL | 3,866,000.00 | 3,925,923.00 | 3. FONATEL | 0.17% | |
| 1. ADMINISTRACIÓN SUPERIOR | 13 | 51304 | 100 | CSC | 120 | ASESORES | ASESOR 2 | BRENES AKERMAN MARIANA | ASESOR TÉCNICO DEL SUPERINTENDENTE 2 | SALARIO GLOBAL | 3,198,000.00 | 3,247,569.00 | 1. REGULACIÓN | 87.50% | |
| 3. ESPECTRO | 13 | 51304 | 299 | CSC - ESP | 120 | ASESORES | ASESOR 2 | BRENES AKERMAN MARIANA | ASESOR TÉCNICO DEL SUPERINTENDENTE 2 | SALARIO GLOBAL | 3,198,000.00 | 3,247,569.00 | 2. ESPECTRO | 12.50% | |
| 4. FONATEL | 13 | 51304 | 399 | CSC - FON | 120 | ASESORES | ASESOR 2 | BRENES AKERMAN MARIANA | ASESOR TÉCNICO DEL SUPERINTENDENTE 2 | SALARIO GLOBAL | 3,198,000.00 | 3,247,569.00 | 3. FONATEL | 0.00% | |
| 1. ADMINISTRACIÓN SUPERIOR | 14 | 51303 | 100 | CSC | 120 | ASESORES | ASESOR 2 | MORALES CHAVES IVANNIA | ASESOR TÉCNICO DEL SUPERINTENDENTE 2 | SALARIO GLOBAL | 3,198,000.00 | 3,247,569.00 | 1. REGULACIÓN | 95.25% | |
| 3. ESPECTRO | 14 | 51303 | 299 | CSC - ESP | 120 | ASESORES | ASESOR 2 | MORALES CHAVES IVANNIA | ASESOR TÉCNICO DEL SUPERINTENDENTE 2 | SALARIO GLOBAL | 3,198,000.00 | 3,247,569.00 | 2. ESPECTRO | 0.42% | |
| 4. FONATEL | 14 | 51303 | 399 | CSC - FON | 120 | ASESORES | ASESOR 2 | MORALES CHAVES IVANNIA | ASESOR TÉCNICO DEL SUPERINTENDENTE 2 | SALARIO GLOBAL | 3,198,000.00 | 3,247,569.00 | 3. FONATEL | 4.33% | |
| 1. ADMINISTRACIÓN SUPERIOR | 15 | 51307 | 100 | CSC | 120 | ASESORES | ASESOR 1 | CHINCHILLA MEDINA ANGELICA | ASESOR 1 DEL CONSEJO | SALARIO GLOBAL | 2,452,000.00 | 2,490,006.00 | 1. REGULACIÓN | 91.75% | |
| 3. ESPECTRO | 15 | 51307 | 299 | CSC - ESP | 120 | ASESORES | ASESOR 1 | CHINCHILLA MEDINA ANGELICA | ASESOR 1 DEL CONSEJO | SALARIO GLOBAL | 2,452,000.00 | 2,490,006.00 | 2. ESPECTRO | 0.08% | |
| 4. FONATEL | 15 | 51307 | 399 | CSC - FON | 120 | ASESORES | ASESOR 1 | CHINCHILLA MEDINA ANGELICA | ASESOR 1 DEL CONSEJO | SALARIO GLOBAL | 2,452,000.00 | 2,490,006.00 | 3. FONATEL | 8.17% | |
| 1. ADMINISTRACIÓN SUPERIOR | 16 | 62316 | 100 | CSC | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | CASTRO SEGURA ANDRES | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 100.00% | |
| 3. ESPECTRO | 16 | 62316 | 299 | CSC - ESP | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | CASTRO SEGURA ANDRES | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 2. ESPECTRO | 0.00% | |
| 4. FONATEL | 16 | 62316 | 399 | CSC - FON | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | CASTRO SEGURA ANDRES | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 3. FONATEL | 0.00% | |
| 1. ADMINISTRACIÓN SUPERIOR | 17 | 51218 | 100 | CSC | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | ZUÑIGA GARITA PAULA IRENE | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 100.00% | |
| 3. ESPECTRO | 17 | 51218 | 299 | CSC - ESP | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | ZUÑIGA GARITA PAULA IRENE | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 2. ESPECTRO | 0.00% | |
| 4. FONATEL | 17 | 51218 | 399 | CSC - FON | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | ZUÑIGA GARITA PAULA IRENE | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 3. FONATEL | 0.00% | |
| 1. ADMINISTRACIÓN SUPERIOR | 18 | 51216 | 100 | CSC | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | MOLINA HERNÁNDEZ SHARON | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 91.67% | |
| 3. ESPECTRO | 18 | 51216 | 299 | CSC - ESP | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | MOLINA HERNÁNDEZ SHARON | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 2. ESPECTRO | 0.00% | |
| 4. FONATEL | 18 | 51216 | 399 | CSC - FON | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | MOLINA HERNÁNDEZ SHARON | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 3. FONATEL | 8.33% | |
| 1. ADMINISTRACIÓN SUPERIOR | 19 | 51215 | 100 | CSC | 130 | UNIDAD JURÍDICA | PROFESIONAL JEFE | ALLEN CHAVES MARIA MARTA | JEFE UNIDAD JURIDICA SUTEL | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 1. REGULACIÓN | 88.33% | |
| 3. ESPECTRO | 19 | 51215 | 299 | CSC - ESP | 130 | UNIDAD JURÍDICA | PROFESIONAL JEFE | ALLEN CHAVES MARIA MARTA | JEFE UNIDAD JURIDICA SUTEL | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 2. ESPECTRO | 4.58% | |
| 4. FONATEL | 19 | 51215 | 399 | CSC - FON | 130 | UNIDAD JURÍDICA | PROFESIONAL JEFE | ALLEN CHAVES MARIA MARTA | JEFE UNIDAD JURIDICA SUTEL | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 3. FONATEL | 7.08% | |
| 1. ADMINISTRACIÓN SUPERIOR | 20 | 51217 | 100 | CSC | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | CHAVES PERALTA ANA GABRIELA | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 99.17% | |
| 3. ESPECTRO | 20 | 51217 | 299 | CSC - ESP | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | CHAVES PERALTA ANA GABRIELA | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 2. ESPECTRO | 0.00% | |
| 4. FONATEL | 20 | 51217 | 399 | CSC - FON | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | CHAVES PERALTA ANA GABRIELA | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 3. FONATEL | 0.83% | |
| 1. ADMINISTRACIÓN SUPERIOR | 21 | 95227 | 100 | CSC | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | ESPINOZA GONZALEZ YESSICA | ESPECIALISTA EN COMPETENCIA | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 100.00% | |
| 3. ESPECTRO | 21 | 95227 | 299 | CSC - ESP | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | ESPINOZA GONZALEZ YESSICA | ESPECIALISTA EN COMPETENCIA | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 2. ESPECTRO | 0.00% | |
| 4. FONATEL | 21 | 95227 | 399 | CSC - FON | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | ESPINOZA GONZALEZ YESSICA | ESPECIALISTA EN COMPETENCIA | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 3. FONATEL | 0.00% | |

| ANEXO Nº 3.2 RELACIÓN DE PUESTOS ESTIMADA -SALARIO ESCOLAR A PAGAR EN ENERO 2026 PRESUPUESTO INICIAL 2026 | | | | | | | | | | | | | | |
|---|---------------|----------|-----|---------------------|-------|---|----------------------------|-------------------------------|--|---------------------|------------------|-------------------|-----------------------------|---------------|
| PROGRAMA | 149 + 9 PN | Nº PLAZA | CF | CENTRO FUNCIONAL | CF DP | DEPENDENCIA | CATEGORIA / CLASE | NOMBRE | PUESTO | RÉGIMEN SALARIAL | SALARIO I SEM | SALARIO II SEM | FUENTE DE FINANCIAMIENTO | DRIVER NÓMINA |
| 1. ADMINISTRACIÓN SUPERIOR | 22 | 95228 | 100 | CSC | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | CERDAS RODRÍGUEZ BERNARDA | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 99.17% |
| 3. ESPECTRO | 22 | 95228 | 299 | CSC - ESP | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | CERDAS RODRÍGUEZ BERNARDA | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 2. ESPECTRO | 0.00% |
| 4. FONATEL | 22 | 95228 | 399 | CSC - FON | 130 | UNIDAD JURÍDICA | PROFESIONAL 5 | CERDAS RODRÍGUEZ BERNARDA | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 3. FONATEL | 0.83% |
| 1. ADMINISTRACIÓN SUPERIOR | 23 | 51302 | 100 | CSC | 140 | COMUNICACIÓN | PROFESIONAL 5 | CASTELLON RUIZ EDUARDO | ESPECIALISTA EN COMUNICACIÓN | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 51.60% |
| 3. ESPECTRO | 23 | 51302 | 299 | CSC - ESP | 140 | COMUNICACIÓN | PROFESIONAL 5 | CASTELLON RUIZ EDUARDO | ESPECIALISTA EN COMUNICACIÓN | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 2. ESPECTRO | 35.85% |
| 4. FONATEL | 23 | 51302 | 399 | CSC - FON | 140 | COMUNICACIÓN | PROFESIONAL 5 | CASTELLON RUIZ EDUARDO | ESPECIALISTA EN COMUNICACIÓN | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 3. FONATEL | 12.55% |
| 1. ADMINISTRACIÓN SUPERIOR | 24 | 95239 | 100 | CSC | 140 | COMUNICACIÓN | PROFESIONAL 2 | ALVARADO BLANDO FIORELLA | GESTOR PROFESIONAL EN COMUNICACIÓN | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 47.69% |
| 3. ESPECTRO | 24 | 95239 | 299 | CSC - ESP | 140 | COMUNICACIÓN | PROFESIONAL 2 | ALVARADO BLANDO FIORELLA | GESTOR PROFESIONAL EN COMUNICACIÓN | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 2. ESPECTRO | 39.31% |
| 4. FONATEL | 24 | 95239 | 399 | CSC - FON | 140 | COMUNICACIÓN | PROFESIONAL 2 | ALVARADO BLANDO FIORELLA | GESTOR PROFESIONAL EN COMUNICACIÓN | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 3. FONATEL | 13.00% |
| 1. ADMINISTRACIÓN SUPERIOR | 25 | 52213 | 100 | CSC | 160 | REGISTRO NACIONAL DE TELECOMUNICACIONES | PROFESIONAL JEFE | KNORR BRICEÑO JOLENE | JEFE UNIDAD REGISTRO NACIONAL DE TELECOMUN | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 1. REGULACIÓN | 64.02% |
| 3. ESPECTRO | 25 | 52213 | 299 | CSC - ESP | 160 | REGISTRO NACIONAL DE TELECOMUNICACIONES | PROFESIONAL JEFE | KNORR BRICEÑO JOLENE | JEFE UNIDAD REGISTRO NACIONAL DE TELECOMUN | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 2. ESPECTRO | 35.48% |
| 4. FONATEL | 25 | 52213 | 399 | CSC - FON | 160 | REGISTRO NACIONAL DE TELECOMUNICACIONES | PROFESIONAL JEFE | KNORR BRICEÑO JOLENE | JEFE UNIDAD REGISTRO NACIONAL DE TELECOMUN | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 3. FONATEL | 0.50% |
| 1. ADMINISTRACIÓN SUPERIOR | 26 | 95231 | 100 | CSC | 160 | REGISTRO NACIONAL DE TELECOMUNICACIONES | GESTOR TÉCNICO PROFESIONAL | FALLAS ARBUSTINI JONATHAN | GESTOR TÉCNICO PROFESIONAL RNT | SALARIO GLOBAL | 935,275.00 | 949,771.76 | 1. REGULACIÓN | 69.19% |
| 3. ESPECTRO | 26 | 95231 | 299 | CSC - ESP | 160 | REGISTRO NACIONAL DE TELECOMUNICACIONES | GESTOR TÉCNICO PROFESIONAL | FALLAS ARBUSTINI JONATHAN | GESTOR TÉCNICO PROFESIONAL RNT | SALARIO GLOBAL | 935,275.00 | 949,771.76 | 2. ESPECTRO | 29.64% |
| 4. FONATEL | 26 | 95231 | 399 | CSC - FON | 160 | REGISTRO NACIONAL DE TELECOMUNICACIONES | GESTOR TÉCNICO PROFESIONAL | FALLAS ARBUSTINI JONATHAN | GESTOR TÉCNICO PROFESIONAL RNT | SALARIO GLOBAL | 935,275.00 | 949,771.76 | 3. FONATEL | 1.17% |
| 1. ADMINISTRACIÓN SUPERIOR | 27 | P / A | 100 | CSC | 160 | REGISTRO NACIONAL DE TELECOMUNICACIONES | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL RNT | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 66.60% |
| 3. ESPECTRO | 27 | P / A | 299 | CSC - ESP | 160 | REGISTRO NACIONAL DE TELECOMUNICACIONES | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL RNT | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 2. ESPECTRO | 32.56% |
| 4. FONATEL | 27 | P / A | 399 | CSC - FON | 160 | REGISTRO NACIONAL DE TELECOMUNICACIONES | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL RNT | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 3. FONATEL | 0.83% |
| 1. ADMINISTRACIÓN SUPERIOR | 28 | 61201 | 500 | DOGO | 500 | DIRECCIÓN GENERAL DE OPERACIONES | DIRECTOR GENERAL | CAMBRONERO ARCE ALAN DAVID | DIRECTOR GENERAL DE OPERACIONES | SALARIO GLOBAL | 4,184,460.00 | 4,249,319.13 | 1. REGULACIÓN | 89.58% |
| 3. ESPECTRO | 28 | 61201 | 298 | DOGO - ESP | 500 | DIRECCIÓN GENERAL DE OPERACIONES | DIRECTOR GENERAL | CAMBRONERO ARCE ALAN DAVID | DIRECTOR GENERAL DE OPERACIONES | SALARIO GLOBAL | 4,184,460.00 | 4,249,319.13 | 2. ESPECTRO | 5.42% |
| 4. FONATEL | 28 | 61201 | 398 | DOGO - FON | 500 | DIRECCIÓN GENERAL DE OPERACIONES | DIRECTOR GENERAL | CAMBRONERO ARCE ALAN DAVID | DIRECTOR GENERAL DE OPERACIONES | SALARIO GLOBAL | 4,184,460.00 | 4,249,319.13 | 3. FONATEL | 5.00% |
| 1. ADMINISTRACIÓN SUPERIOR | 29 | 51219 | 500 | DOGO | 500 | DIRECCIÓN GENERAL DE OPERACIONES | PROFESIONAL 2 | MENDOZA ALFARO EDUARDO | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 98.33% |
| 3. ESPECTRO | 29 | 51219 | 298 | DOGO - ESP | 500 | DIRECCIÓN GENERAL DE OPERACIONES | PROFESIONAL 2 | MENDOZA ALFARO EDUARDO | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 2. ESPECTRO | 1.67% |
| 4. FONATEL | 29 | 51219 | 398 | DOGO - FON | 500 | DIRECCIÓN GENERAL DE OPERACIONES | PROFESIONAL 2 | MENDOZA ALFARO EDUARDO | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 3. FONATEL | 0.00% |
| 1. ADMINISTRACIÓN SUPERIOR | 30 | 51313 | 500 | DOGO | 500 | DIRECCIÓN GENERAL DE OPERACIONES | PROFESIONAL 5 | GUTIERREZ QUIROS YESSENIA | ESPECIALISTA EN ESTRATEGIA Y EVALUACIÓN | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 96.42% |
| 3. ESPECTRO | 30 | 51313 | 298 | DOGO - ESP | 500 | DIRECCIÓN GENERAL DE OPERACIONES | PROFESIONAL 5 | GUTIERREZ QUIROS YESSENIA | ESPECIALISTA EN ESTRATEGIA Y EVALUACIÓN | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 2. ESPECTRO | 0.00% |
| 4. FONATEL | 30 | 51313 | 398 | DOGO - FON | 500 | DIRECCIÓN GENERAL DE OPERACIONES | PROFESIONAL 5 | GUTIERREZ QUIROS YESSENIA | ESPECIALISTA EN ESTRATEGIA Y EVALUACIÓN | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 3. FONATEL | 3.58% |
| 1. ADMINISTRACIÓN SUPERIOR | 31 | 61209 | 500 | DOGO | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL 2 | PEREIRA ARROYO GONZALO | GESTOR PROFESIONAL EN PROVEEDURÍA Y SERVIC | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 70.42% |
| 3. ESPECTRO | 31 | 61209 | 298 | DOGO - ESP | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL 2 | PEREIRA ARROYO GONZALO | GESTOR PROFESIONAL EN PROVEEDURÍA Y SERVIC | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 2. ESPECTRO | 16.83% |
| 4. FONATEL | 31 | 61209 | 398 | DOGO - FON | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL 2 | PEREIRA ARROYO GONZALO | GESTOR PROFESIONAL EN PROVEEDURÍA Y SERVIC | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 3. FONATEL | 12.75% |
| 1. ADMINISTRACIÓN SUPERIOR | 32 | 61210 | 500 | DOGO | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 3 | HERNANDEZ RIVERA RICARDO | ASISTENTE DE SERVICIOS GENERALES | SALARIO GLOBAL | 652,650.00 | 662,766.08 | 1. REGULACIÓN | 74.25% |
| 3. ESPECTRO | 32 | 61210 | 298 | DOGO - ESP | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 3 | HERNANDEZ RIVERA RICARDO | ASISTENTE DE SERVICIOS GENERALES | SALARIO GLOBAL | 652,650.00 | 662,766.08 | 2. ESPECTRO | 15.92% |
| 4. FONATEL | 32 | 61210 | 398 | DOGO - FON | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 3 | HERNANDEZ RIVERA RICARDO | ASISTENTE DE SERVICIOS GENERALES | SALARIO GLOBAL | 652,650.00 | 662,766.08 | 3. FONATEL | 9.83% |
| 1. ADMINISTRACIÓN SUPERIOR | 33 | 61212 | 500 | DOGO | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 1 | MORA VARGAS EVAL | GESTOR DE APOYO 1 | SALARIO GLOBAL | 591,375.00 | 600,541.31 | 1. REGULACIÓN | 82.33% |
| 3. ESPECTRO | 33 | 61212 | 298 | DOGO - ESP | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 1 | MORA VARGAS EVAL | GESTOR DE APOYO 1 | SALARIO GLOBAL | 591,375.00 | 600,541.31 | 2. ESPECTRO | 8.50% |
| 4. FONATEL | 33 | 61212 | 398 | DOGO - FON | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 1 | MORA VARGAS EVAL | GESTOR DE APOYO 1 | SALARIO GLOBAL | 591,375.00 | 600,541.31 | 3. FONATEL | 9.17% |
| 1. ADMINISTRACIÓN SUPERIOR | 34 | 61206 | 500 | DOGO | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL JEFE | SAENZ CHAVES JUAN CARLOS | JEFE PROVEEDURÍA Y SERVICIOS GENERALES | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 1. REGULACIÓN | 80.08% |
| 3. ESPECTRO | 34 | 61206 | 298 | DOGO - ESP | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL JEFE | SAENZ CHAVES JUAN CARLOS | JEFE PROVEEDURÍA Y SERVICIOS GENERALES | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 2. ESPECTRO | 15.42% |
| 4. FONATEL | 34 | 61206 | 398 | DOGO - FON | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL JEFE | SAENZ CHAVES JUAN CARLOS | JEFE PROVEEDURÍA Y SERVICIOS GENERALES | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 3. FONATEL | 4.50% |
| 1. ADMINISTRACIÓN SUPERIOR | 35 | 51314 | 500 | DOGO | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL 5 | CHACON GONZALEZ NOILLY | ESPECIALISTA EN PROVEEDURÍA Y SERVICIOS GENE | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 72.92% |
| 3. ESPECTRO | 35 | 51314 | 298 | DOGO - ESP | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL 5 | CHACON GONZALEZ NOILLY | ESPECIALISTA EN PROVEEDURÍA Y SERVICIOS GENE | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 2. ESPECTRO | 13.75% |
| 4. FONATEL | 35 | 51314 | 398 | DOGO - FON | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL 5 | CHACON GONZALEZ NOILLY | ESPECIALISTA EN PROVEEDURÍA Y SERVICIOS GENE | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 3. FONATEL | 13.33% |
| 1. ADMINISTRACIÓN SUPERIOR | 36 | 52206 | 500 | DOGO | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 1 | SANCHEZ PORRAS REINALDO | GESTOR DE APOYO 1 | SALARIO GLOBAL | 591,375.00 | 600,541.31 | 1. REGULACIÓN | 75.42% |
| 3. ESPECTRO | 36 | 52206 | 298 | DOGO - ESP | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 1 | SANCHEZ PORRAS REINALDO | GESTOR DE APOYO 1 | SALARIO GLOBAL | 591,375.00 | 600,541.31 | 2. ESPECTRO | 15.42% |
| 4. FONATEL | 36 | 52206 | 398 | DOGO - FON | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 1 | SANCHEZ PORRAS REINALDO | GESTOR DE APOYO 1 | SALARIO GLOBAL | 591,375.00 | 600,541.31 | 3. FONATEL | 9.17% |
| 1. ADMINISTRACIÓN SUPERIOR | 37 | P / A | 500 | DOGO | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 3 | PLAZA NUEVA | ASISTENTE DE SERVICIOS GENERALES | SALARIO GLOBAL | 652,650.00 | 662,766.08 | 1. REGULACIÓN | 75.90% |
| 3. ESPECTRO | 37 | P / A | 298 | DOGO - ESP | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 3 | PLAZA NUEVA | ASISTENTE DE SERVICIOS GENERALES | SALARIO GLOBAL | 652,650.00 | 662,766.08 | 2. ESPECTRO | 14.31% |
| 4. FONATEL | 37 | P / A | 398 | DOGO - FON | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 3 | PLAZA NUEVA | ASISTENTE DE SERVICIOS GENERALES | SALARIO GLOBAL | 652,650.00 | 662,766.08 | 3. FONATEL | 9.79% |
| 1. ADMINISTRACIÓN SUPERIOR | 38 | 52202 | 500 | DOGO | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | MORALES SANCHEZ YASMIN SUSANA | GESTOR DE APOYO 2 | SALARIO GLOBAL | 610,375.00 | 619,835.81 | 1. REGULACIÓN | 87.67% |
| 3. ESPECTRO | 38 | 52202 | 298 | DOGO - ESP | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | MORALES SANCHEZ YASMIN SUSANA | GESTOR DE APOYO 2 | SALARIO GLOBAL | 610,375.00 | 619,835.81 | 2. ESPECTRO | 9.83% |
| 4. FONATEL | 38 | 52202 | 398 | DOGO - FON | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | MORALES SANCHEZ YASMIN SUSANA | GESTOR DE APOYO 2 | SALARIO GLOBAL | 610,375.00 | 619,835.81 | 3. FONATEL | 2.50% |
| 1. ADMINISTRACIÓN SUPERIOR | 39 | 61205 | 500 | DOGO | 520 | GESTIÓN DOCUMENTAL | PROFESIONAL JEFE | BEJARANO MUÑOZ TATIANA | JEFE DE GESTIÓN DOCUMENTAL | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 1. REGULACIÓN | 87.00% |
| 3. ESPECTRO | 39 | 61205 | 298 | DOGO - ESP | 520 | GESTIÓN DOCUMENTAL | PROFESIONAL JEFE | BEJARANO MUÑOZ TATIANA | JEFE DE GESTIÓN DOCUMENTAL | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 2. ESPECTRO | 8.17% |
| 4. FONATEL | 39 | 61205 | 398 | DOGO - FON | 520 | GESTIÓN DOCUMENTAL | PROFESIONAL JEFE | BEJARANO MUÑOZ TATIANA | JEFE DE GESTIÓN DOCUMENTAL | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 3. FONATEL | 4.83% |
| 1. ADMINISTRACIÓN SUPERIOR | 40 | 61213 | 500 | DOGO | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | MOJICA AGUERO MARIA TERESA | GESTOR DE APOYO 2 | SALARIO GLOBAL | 610,375.00 | 619,835.81 | 1. REGULACIÓN | 91.50% |
| 3. ESPECTRO | 40 | 61213 | 298 | DOGO - ESP | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | MOJICA AGUERO MARIA TERESA | GESTOR DE APOYO 2 | SALARIO GLOBAL | 610,375.00 | 619,835.81 | 2. ESPECTRO | 5.75% |
| 4. FONATEL | 40 | 61213 | 398 | DOGO - FON | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | MOJICA AGUERO MARIA TERESA | GESTOR DE APOYO 2 | SALARIO GLOBAL | 610,375.00 | 619,835.81 | 3. FONATEL | 2.75% |
| 1. ADMINISTRACIÓN SUPERIOR | 41 | 61211 | 500 | DOGO | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | ULLOA VALERIN MARIA JOSÉ | GESTOR DE APOYO 2 | SALARIO GLOBAL | 610,375.00 | 619,835.81 | 1. REGULACIÓN | 74.75% |
| 3. ESPECTRO | 41 | 61211 | 298 | DOGO - ESP | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | ULLOA VALERIN MARIA JOSÉ | GESTOR DE APOYO 2 | SALARIO GLOBAL | 610,375.00 | 619,835.81 | 2. ESPECTRO | 15.25% |
| 4. FONATEL | 41 | 61211 | 398 | DOGO - FON | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | ULLOA VALERIN MARIA JOSÉ | GESTOR DE APOYO 2 | SALARIO GLOBAL | 610,375.00 | 619,835.81 | 3. FONATEL | 10.00% |
| 1. ADMINISTRACIÓN SUPERIOR | 42 | 52201 | 500 | DOGO | 520 | GESTIÓN DOCUMENTAL | GESTOR TÉCNICO PROFESIONAL | ALTAMIRANO BUSTOS SARA | GESTOR TÉCNICO PROFEIONAL EN GESTIÓN DOCUM | SALARIO GLOBAL | 935,275.00 | 949,771.76 | 1. REGULACIÓN | 94.50% |
| 3. ESPECTRO | 42 | 52201 | 298 | DOGO - ESP | 520 | GESTIÓN DOCUMENTAL | GESTOR TÉCNICO PROFESIONAL | ALTAMIRANO BUSTOS SARA | GESTOR TÉCNICO PROFEIONAL EN GESTIÓN DOCUM | SALARIO GLOBAL | 935,275.00 | 949,771.76 | 2. ESPECTRO | 3.00% |
| 4. FONATEL | 42 | 52201 | 398 | DOGO - FON | 520 | GESTIÓN DOCUMENTAL | GESTOR TÉCNICO PROFESIONAL | ALTAMIRANO BUSTOS SARA | GESTOR TÉCNICO PROFEIONAL EN GESTIÓN DOCUM | SALARIO GLOBAL | 935,275.00 | 949,771.76 | 3. FONATEL | 2.50% |

| ANEXO Nº 3.2 RELACIÓN DE PUESTOS ESTIMADA -SALARIO ESCOLAR A PAGAR EN ENERO 2026 PRESUPUESTO INICIAL 2026 | | | | | | | | | | | | | | |
|---|---------------|----------|-----|---------------------|-------|---------------------------------|-------------------|----------------------------------|---|---------------------|------------------|-------------------|-----------------------------|---------------|
| PROGRAMA | 149 + 9 PN | Nº PLAZA | CF | CENTRO FUNCIONAL | CF DP | DEPENDENCIA | CATEGORIA / CLASE | NOMBRE | PUESTO | RÉGIMEN SALARIAL | SALARIO I SEM | SALARIO II SEM | FUENTE DE FINANCIAMIENTO | DRIVER NÓMINA |
| 1. ADMINISTRACIÓN SUPERIOR | 43 | P / A | 500 | DOGO | 520 | GESTIÓN DOCUMENTAL | PROFESIONAL 5 | PLAZA NUEVA | ESPECIALISTA EN GESTIÓN DOCUMENTAL | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 87.08% |
| 3. ESPECTRO | 43 | P / A | 298 | DOGO - ESP | 520 | GESTIÓN DOCUMENTAL | PROFESIONAL 5 | PLAZA NUEVA | ESPECIALISTA EN GESTIÓN DOCUMENTAL | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 2. ESPECTRO | 8.40% |
| 4. FONATEL | 43 | P / A | 398 | DOGO - FON | 520 | GESTIÓN DOCUMENTAL | PROFESIONAL 5 | PLAZA NUEVA | ESPECIALISTA EN GESTIÓN DOCUMENTAL | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 3. FONATEL | 4.52% |
| 1. ADMINISTRACIÓN SUPERIOR | 44 | 51311 | 500 | DOGO | 530 | RECURSOS HUMANOS | PROFESIONAL 5 | CALDERON MARCHENA PRISCILLA | ESPECIALISTA EN RECURSOS HUMANOS | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 81.25% |
| 3. ESPECTRO | 44 | 51311 | 298 | DOGO - ESP | 530 | RECURSOS HUMANOS | PROFESIONAL 5 | CALDERON MARCHENA PRISCILLA | ESPECIALISTA EN RECURSOS HUMANOS | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 2. ESPECTRO | 5.83% |
| 4. FONATEL | 44 | 51311 | 398 | DOGO - FON | 530 | RECURSOS HUMANOS | PROFESIONAL 5 | CALDERON MARCHENA PRISCILLA | ESPECIALISTA EN RECURSOS HUMANOS | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 3. FONATEL | 12.92% |
| 1. ADMINISTRACIÓN SUPERIOR | 45 | 95224 | 500 | DOGO | 530 | RECURSOS HUMANOS | PROFESIONAL 2 | MURILLO SANDI KAREN | GESTOR PROFESIONAL EN RECURSOS HUMANOS | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 82.24% |
| 3. ESPECTRO | 45 | 95224 | 298 | DOGO - ESP | 530 | RECURSOS HUMANOS | PROFESIONAL 2 | MURILLO SANDI KAREN | GESTOR PROFESIONAL EN RECURSOS HUMANOS | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 2. ESPECTRO | 8.85% |
| 4. FONATEL | 45 | 95224 | 398 | DOGO - FON | 530 | RECURSOS HUMANOS | PROFESIONAL 2 | MURILLO SANDI KAREN | GESTOR PROFESIONAL EN RECURSOS HUMANOS | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 3. FONATEL | 8.91% |
| 1. ADMINISTRACIÓN SUPERIOR | 46 | 51316 | 500 | DOGO | 530 | RECURSOS HUMANOS | PROFESIONAL JEFE | RODRIGUEZ BADILLA EMMANUEL JOSUE | JEFE DE RECURSOS HUMANOS | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 1. REGULACIÓN | 84.50% |
| 3. ESPECTRO | 46 | 51316 | 298 | DOGO - ESP | 530 | RECURSOS HUMANOS | PROFESIONAL JEFE | RODRIGUEZ BADILLA EMMANUEL JOSUE | JEFE DE RECURSOS HUMANOS | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 2. ESPECTRO | 7.67% |
| 4. FONATEL | 46 | 51316 | 398 | DOGO - FON | 530 | RECURSOS HUMANOS | PROFESIONAL JEFE | RODRIGUEZ BADILLA EMMANUEL JOSUE | JEFE DE RECURSOS HUMANOS | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 3. FONATEL | 7.83% |
| 1. ADMINISTRACIÓN SUPERIOR | 47 | 61216 | 500 | DOGO | 530 | RECURSOS HUMANOS | PROFESIONAL 3 | MORA FALLAS MELISSA | PROFESIONAL EN RECURSOS HUMANOS | SALARIO GLOBAL | 1,640,650.00 | 1,666,080.08 | 1. REGULACIÓN | 77.92% |
| 3. ESPECTRO | 47 | 61216 | 298 | DOGO - ESP | 530 | RECURSOS HUMANOS | PROFESIONAL 3 | MORA FALLAS MELISSA | PROFESIONAL EN RECURSOS HUMANOS | SALARIO GLOBAL | 1,640,650.00 | 1,666,080.08 | 2. ESPECTRO | 6.67% |
| 4. FONATEL | 47 | 61216 | 398 | DOGO - FON | 530 | RECURSOS HUMANOS | PROFESIONAL 3 | MORA FALLAS MELISSA | PROFESIONAL EN RECURSOS HUMANOS | SALARIO GLOBAL | 1,640,650.00 | 1,666,080.08 | 3. FONATEL | 15.42% |
| 1. ADMINISTRACIÓN SUPERIOR | 48 | 95240 | 500 | DOGO | 530 | RECURSOS HUMANOS | PROFESIONAL 5 | PLAZA VACANTE | ESPECIALISTA EN RECURSOS HUMANOS | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 81.48% |
| 3. ESPECTRO | 48 | 95240 | 298 | DOGO - ESP | 530 | RECURSOS HUMANOS | PROFESIONAL 5 | PLAZA VACANTE | ESPECIALISTA EN RECURSOS HUMANOS | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 2. ESPECTRO | 7.25% |
| 4. FONATEL | 48 | 95240 | 398 | DOGO - FON | 530 | RECURSOS HUMANOS | PROFESIONAL 5 | PLAZA VACANTE | ESPECIALISTA EN RECURSOS HUMANOS | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 3. FONATEL | 11.27% |
| 1. ADMINISTRACIÓN SUPERIOR | 49 | 51309 | 500 | DOGO | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 5 | JIMENEZ DELGADO SHARON | ESPECIALISTA EN PLANIFICACIÓN Y CONTROL INTER | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 66.75% |
| 3. ESPECTRO | 49 | 51309 | 298 | DOGO - ESP | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 5 | JIMENEZ DELGADO SHARON | ESPECIALISTA EN PLANIFICACIÓN Y CONTROL INTER | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 2. ESPECTRO | 25.25% |
| 4. FONATEL | 49 | 51309 | 398 | DOGO - FON | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 5 | JIMENEZ DELGADO SHARON | ESPECIALISTA EN PLANIFICACIÓN Y CONTROL INTER | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 3. FONATEL | 8.00% |
| 1. ADMINISTRACIÓN SUPERIOR | 50 | 61202 | 500 | DOGO | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL JEFE | MEDINA ZAMORA LIANETTE | JEFE DE PLANIFICACIÓN, PRESUPUESTO Y CONTROL | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 1. REGULACIÓN | 76.42% |
| 3. ESPECTRO | 50 | 61202 | 298 | DOGO - ESP | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL JEFE | MEDINA ZAMORA LIANETTE | JEFE DE PLANIFICACIÓN, PRESUPUESTO Y CONTROL | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 2. ESPECTRO | 12.17% |
| 4. FONATEL | 50 | 61202 | 398 | DOGO - FON | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL JEFE | MEDINA ZAMORA LIANETTE | JEFE DE PLANIFICACIÓN, PRESUPUESTO Y CONTROL | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 3. FONATEL | 11.42% |
| 1. ADMINISTRACIÓN SUPERIOR | 51 | 61214 | 500 | DOGO | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 2 | MOREIRA MIRANDA OSCAR | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTROL | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 86.50% |
| 3. ESPECTRO | 51 | 61214 | 298 | DOGO - ESP | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 2 | MOREIRA MIRANDA OSCAR | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTROL | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 2. ESPECTRO | 6.67% |
| 4. FONATEL | 51 | 61214 | 398 | DOGO - FON | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 2 | MOREIRA MIRANDA OSCAR | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTROL | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 3. FONATEL | 6.83% |
| 1. ADMINISTRACIÓN SUPERIOR | 52 | 61215 | 500 | DOGO | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 2 | CALVO CALVO ANA YANCI | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTROL | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 79.67% |
| 3. ESPECTRO | 52 | 61215 | 298 | DOGO - ESP | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 2 | CALVO CALVO ANA YANCI | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTROL | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 2. ESPECTRO | 12.33% |
| 4. FONATEL | 52 | 61215 | 398 | DOGO - FON | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 2 | CALVO CALVO ANA YANCI | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTROL | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 3. FONATEL | 8.00% |
| 1. ADMINISTRACIÓN SUPERIOR | 53 | P / A | 500 | DOGO | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTROL | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 77.33% |
| 3. ESPECTRO | 53 | P / A | 298 | DOGO - ESP | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTROL | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 2. ESPECTRO | 14.10% |
| 4. FONATEL | 53 | P / A | 398 | DOGO - FON | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTROL | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 3. FONATEL | 8.56% |
| 1. ADMINISTRACIÓN SUPERIOR | 54 | P / A | 500 | DOGO | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 5 | PLAZA NUEVA | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTROL | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 77.33% |
| 3. ESPECTRO | 54 | P / A | 298 | DOGO - ESP | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 5 | PLAZA NUEVA | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTROL | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 2. ESPECTRO | 14.10% |
| 4. FONATEL | 54 | P / A | 398 | DOGO - FON | 540 | PLANIFICACIÓN Y CONTROL INTERNO | PROFESIONAL 5 | PLAZA NUEVA | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTROL | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 3. FONATEL | 8.56% |
| 1. ADMINISTRACIÓN SUPERIOR | 55 | 95215 | 500 | DOGO | 550 | FINANZAS | PROFESIONAL 2 | MONGE QUESADA SILVIA | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 89.98% |
| 3. ESPECTRO | 55 | 95215 | 298 | DOGO - ESP | 550 | FINANZAS | PROFESIONAL 2 | MONGE QUESADA SILVIA | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 2. ESPECTRO | 2.13% |
| 4. FONATEL | 55 | 95215 | 398 | DOGO - FON | 550 | FINANZAS | PROFESIONAL 2 | MONGE QUESADA SILVIA | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 3. FONATEL | 7.89% |
| 1. ADMINISTRACIÓN SUPERIOR | 56 | 51315 | 500 | DOGO | 550 | FINANZAS | PROFESIONAL 2 | FUNG WU STEPHANNIE | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 54.31% |
| 3. ESPECTRO | 56 | 51315 | 298 | DOGO - ESP | 550 | FINANZAS | PROFESIONAL 2 | FUNG WU STEPHANNIE | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 2. ESPECTRO | 31.80% |
| 4. FONATEL | 56 | 51315 | 398 | DOGO - FON | 550 | FINANZAS | PROFESIONAL 2 | FUNG WU STEPHANNIE | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 3. FONATEL | 13.89% |
| 1. ADMINISTRACIÓN SUPERIOR | 57 | 51312 | 500 | DOGO | 550 | FINANZAS | PROFESIONAL 5 | RODRIGUEZ ALBERTA MONICA | ESPECIALISTA EN FINANZAS | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 58.29% |
| 3. ESPECTRO | 57 | 51312 | 298 | DOGO - ESP | 550 | FINANZAS | PROFESIONAL 5 | RODRIGUEZ ALBERTA MONICA | ESPECIALISTA EN FINANZAS | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 2. ESPECTRO | 22.40% |
| 4. FONATEL | 57 | 51312 | 398 | DOGO - FON | 550 | FINANZAS | PROFESIONAL 5 | RODRIGUEZ ALBERTA MONICA | ESPECIALISTA EN FINANZAS | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 3. FONATEL | 19.31% |
| 1. ADMINISTRACIÓN SUPERIOR | 58 | 61217 | 500 | DOGO | 550 | FINANZAS | PROFESIONAL 5 | JIMENEZ SEAS EDEN ALBERTO | ESPECIALISTA EN FINANZAS | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 59.10% |
| 3. ESPECTRO | 58 | 61217 | 298 | DOGO - ESP | 550 | FINANZAS | PROFESIONAL 5 | JIMENEZ SEAS EDEN ALBERTO | ESPECIALISTA EN FINANZAS | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 2. ESPECTRO | 21.75% |
| 4. FONATEL | 58 | 61217 | 398 | DOGO - FON | 550 | FINANZAS | PROFESIONAL 5 | JIMENEZ SEAS EDEN ALBERTO | ESPECIALISTA EN FINANZAS | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 3. FONATEL | 19.15% |
| 1. ADMINISTRACIÓN SUPERIOR | 59 | 51310 | 500 | DOGO | 550 | FINANZAS | PROFESIONAL 5 | FERNÁNDEZ CAMBRONERO ANDRES | ESPECIALISTA EN PLANIFICACIÓN Y CONTROL INTER | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 50.11% |
| 3. ESPECTRO | 59 | 51310 | 298 | DOGO - ESP | 550 | FINANZAS | PROFESIONAL 5 | FERNÁNDEZ CAMBRONERO ANDRES | ESPECIALISTA EN PLANIFICACIÓN Y CONTROL INTER | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 2. ESPECTRO | 28.69% |
| 4. FONATEL | 59 | 51310 | 398 | DOGO - FON | 550 | FINANZAS | PROFESIONAL 5 | FERNÁNDEZ CAMBRONERO ANDRES | ESPECIALISTA EN PLANIFICACIÓN Y CONTROL INTER | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 3. FONATEL | 21.20% |
| 1. ADMINISTRACIÓN SUPERIOR | 60 | 61204 | 500 | DOGO | 550 | FINANZAS | PROFESIONAL JEFE | CAMPOS RAMIREZ MARIO LUIS | JEFE UNIDAD DE FINANZAS | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 1. REGULACIÓN | 62.36% |
| 3. ESPECTRO | 60 | 61204 | 298 | DOGO - ESP | 550 | FINANZAS | PROFESIONAL JEFE | CAMPOS RAMIREZ MARIO LUIS | JEFE UNIDAD DE FINANZAS | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 2. ESPECTRO | 21.35% |
| 4. FONATEL | 60 | 61204 | 398 | DOGO - FON | 550 | FINANZAS | PROFESIONAL JEFE | CAMPOS RAMIREZ MARIO LUIS | JEFE UNIDAD DE FINANZAS | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 3. FONATEL | 16.29% |
| 1. ADMINISTRACIÓN SUPERIOR | 61 | 95217 | 500 | DOGO | 550 | FINANZAS | GESTOR DE APOYO 3 | LEITÓN DÍAZ ALONSO | GESTOR DE APOYO 3 | SALARIO GLOBAL | 652,650.00 | 662,766.08 | 1. REGULACIÓN | 62.36% |
| 3. ESPECTRO | 61 | 95217 | 298 | DOGO - ESP | 550 | FINANZAS | GESTOR DE APOYO 3 | LEITÓN DÍAZ ALONSO | GESTOR DE APOYO 3 | SALARIO GLOBAL | 652,650.00 | 662,766.08 | 2. ESPECTRO | 21.35% |
| 4. FONATEL | 61 | 95217 | 398 | DOGO - FON | 550 | FINANZAS | GESTOR DE APOYO 3 | LEITÓN DÍAZ ALONSO | GESTOR DE APOYO 3 | SALARIO GLOBAL | 652,650.00 | 662,766.08 | 3. FONATEL | 16.29% |
| 1. ADMINISTRACIÓN SUPERIOR | 62 | P / A | 500 | DOGO | 550 | FINANZAS | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 62.36% |
| 3. ESPECTRO | 62 | P / A | 298 | DOGO - ESP | 550 | FINANZAS | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 2. ESPECTRO | 21.35% |
| 4. FONATEL | 62 | P / A | 398 | DOGO - FON | 550 | FINANZAS | PROFESIONAL 2 | PLAZA NUEVA | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 3. FONATEL | 16.29% |
| 1. ADMINISTRACIÓN SUPERIOR | 63 | 61203 | 500 | DOGO | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL JEFE | HERRERA CESPEDES ALEXANDER | JEFE TECNOLOGÍA DE LA INFORMACIÓN | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 1. REGULACIÓN | 96.08% |
| 3. ESPECTRO | 63 | 61203 | 298 | DOGO - ESP | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL JEFE | HERRERA CESPEDES ALEXANDER | JEFE TECNOLOGÍA DE LA INFORMACIÓN | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 2. ESPECTRO | 1.92% |
| 4. FONATEL | 63 | 61203 | 398 | DOGO - FON | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL JEFE | HERRERA CESPEDES ALEXANDER | JEFE TECNOLOGÍA DE LA INFORMACIÓN | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 3. FONATEL | 2.00% |

| ANEXO N° 3.2 RELACIÓN DE PUESTOS ESTIMADA -SALARIO ESCOLAR A PAGAR EN ENERO 2026 PRESUPUESTO INICIAL 2026 | | | | | | | | | | | | | | |
|---|---------------|----------|-----|---------------------|-------|-------------------------------|-------------------|----------------------------------|---|---------------------|------------------|-------------------|-----------------------------|---------------|
| PROGRAMA | 149 + 9 PN | N° PLAZA | CF | CENTRO FUNCIONAL | CF DP | DEPENDENCIA | CATEGORIA / CLASE | NOMBRE | PUESTO | RÉGIMEN SALARIAL | SALARIO I SEM | SALARIO II SEM | FUENTE DE FINANCIAMIENTO | DRIVER NÓMINA |
| 1. ADMINISTRACIÓN SUPERIOR | 64 | 51202 | 500 | DGO | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 5 | MALDONADO GRANADOS RICHARD | ESPECIALISTA EN TECNOLOGÍAS DE INFORMACIÓN | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 95.50% |
| 3. ESPECTRO | 64 | 51202 | 298 | DGO - ESP | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 5 | MALDONADO GRANADOS RICHARD | ESPECIALISTA EN TECNOLOGÍAS DE INFORMACIÓN | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 2. ESPECTRO | 3.08% |
| 4. FONATEL | 64 | 51202 | 398 | DGO - FON | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 5 | MALDONADO GRANADOS RICHARD | ESPECIALISTA EN TECNOLOGÍAS DE INFORMACIÓN | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 3. FONATEL | 1.42% |
| 1. ADMINISTRACIÓN SUPERIOR | 65 | 95221 | 500 | DGO | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | MONTOYA ARAYA STEVEN | GESTOR PROFESIONAL EN TECNOLOGÍAS DE LA INF | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 95.92% |
| 3. ESPECTRO | 65 | 95221 | 298 | DGO - ESP | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | MONTOYA ARAYA STEVEN | GESTOR PROFESIONAL EN TECNOLOGÍAS DE LA INF | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 2. ESPECTRO | 3.00% |
| 4. FONATEL | 65 | 95221 | 398 | DGO - FON | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | MONTOYA ARAYA STEVEN | GESTOR PROFESIONAL EN TECNOLOGÍAS DE LA INF | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 3. FONATEL | 1.08% |
| 1. ADMINISTRACIÓN SUPERIOR | 66 | 61207 | 500 | DGO | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | NOGUERA MORALES ANA YANSY | GESTOR PROFESIONAL EN TECNOLOGÍAS DE LA INF | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 96.17% |
| 3. ESPECTRO | 66 | 61207 | 298 | DGO - ESP | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | NOGUERA MORALES ANA YANSY | GESTOR PROFESIONAL EN TECNOLOGÍAS DE LA INF | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 2. ESPECTRO | 1.83% |
| 4. FONATEL | 66 | 61207 | 398 | DGO - FON | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | NOGUERA MORALES ANA YANSY | GESTOR PROFESIONAL EN TECNOLOGÍAS DE LA INF | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 3. FONATEL | 2.00% |
| 1. ADMINISTRACIÓN SUPERIOR | 67 | 51211 | 500 | DGO | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | PLAZA VACANTE | GESTOR PROFESIONAL EN TECNOLOGÍAS DE LA INF | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 95.92% |
| 3. ESPECTRO | 67 | 51211 | 298 | DGO - ESP | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | PLAZA VACANTE | GESTOR PROFESIONAL EN TECNOLOGÍAS DE LA INF | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 2. ESPECTRO | 2.46% |
| 4. FONATEL | 67 | 51211 | 398 | DGO - FON | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | PLAZA VACANTE | GESTOR PROFESIONAL EN TECNOLOGÍAS DE LA INF | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 3. FONATEL | 1.63% |
| 1. ADMINISTRACIÓN SUPERIOR | 68 | P / A | 500 | DGO | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 5 | PLAZA NUEVA | ESPECIALISTA EN TECNOLOGÍAS DE INFORMACIÓN | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 95.92% |
| 3. ESPECTRO | 68 | P / A | 298 | DGO - ESP | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 5 | PLAZA NUEVA | ESPECIALISTA EN TECNOLOGÍAS DE INFORMACIÓN | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 2. ESPECTRO | 2.46% |
| 4. FONATEL | 68 | P / A | 398 | DGO - FON | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 5 | PLAZA NUEVA | ESPECIALISTA EN TECNOLOGÍAS DE INFORMACIÓN | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 1.63% |
| 2. REGULACIÓN | 69 | 51207 | 210 | DGC | 210 | CALIDAD | DIRECTOR GENERAL | FALLAS FALLAS GLENN | DIRECTOR GENERAL DE CALIDAD | SALARIO GLOBAL | 4,184,460.00 | 4,249,319.13 | 1. REGULACIÓN | 55.42% |
| 3. ESPECTRO | 69 | 51207 | 220 | ESPECTRO | 210 | CALIDAD | DIRECTOR GENERAL | FALLAS FALLAS GLENN | DIRECTOR GENERAL DE CALIDAD | SALARIO GLOBAL | 4,184,460.00 | 4,249,319.13 | 1. REGULACIÓN | 44.58% |
| 2. REGULACIÓN | 70 | 51210 | 210 | DGC | 210 | CALIDAD | PROFESIONAL JEFE | VALVERDE CANOSSA CESAR GUSTAVO | JEFE UNIDAD CALIDAD DE REDES | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 71 | 51210 | 210 | DGC | 210 | CALIDAD | PROFESIONAL JEFE | PLAZA NUEVA | JEFE UNIDAD PROTECCIÓN DEL USUARIO | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 72 | 51306 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 5 | QUESADA CHINCHILLA NICOLE SUSANA | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 73 | 62208 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 2 | JARA ULATE ANDRES | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 74 | 62202 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 5 | STELLER SOLORZANO LEONARDO | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 75 | 42201 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 4 | SANCHEZ SAENZ JOSE ALFONSO | COORDINADOR DE REGULACIÓN | SALARIO GLOBAL | 1,832,075.00 | 1,860,472.16 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 76 | 42101 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 5 | ESCOBAR VALERIO MICHAEL | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 77 | 43404 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 5 | BONILLA ORTIZ NOELIA | ESPECIALISTA EN REGULACIÓN | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 78 | 22154 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 5 | RAMIREZ ALFARO NATALIA | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 79 | 95220 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 2 | MORALES PORRAS JOSE MARIA | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 80 | 95211 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 2 | RODRIGUEZ PANIAGUA GERSON | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 81 | 51212 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | GESTOR TÉCNICO | PLAZA VACANTE | GESTOR TÉCNICO EN REGULACIÓN | SALARIO GLOBAL | 698,250.00 | 709,072.88 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 82 | 62210 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 2 | PLAZA VACANTE | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 83 | 62211 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 2 | MUÑOZ RAMIREZ MELISSA | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 84 | 62212 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 2 | RIVAS MORA LUCIA | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 85 | 62209 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 2 | JIMENEZ REY HUMBERTO | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 86 | 13210 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 2 | PLAZA VACANTE | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 87 | 62206 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 2 | QUESADA CUBERO LISETH | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 88 | 62214 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | GESTOR TÉCNICO | LUGO ARGUEDAS ELIZABETH | GESTOR TÉCNICO EN REGULACIÓN | SALARIO GLOBAL | 698,250.00 | 709,072.88 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 89 | 95222 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 2 | MONGE BADILLA LUIS MIGUEL | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 90 | 52204 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 2 | PLAZA VACANTE | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 91 | 62213 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | GESTOR TÉCNICO | PICON JIRIK JONATHAN | GESTOR TÉCNICO EN REGULACIÓN | SALARIO GLOBAL | 698,250.00 | 709,072.88 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 92 | 44201 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 5 | CASCANTE ARIAS CARMEN | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 93 | 52212 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | GESTOR TÉCNICO | RODRIGUEZ HERRERA LORENZO | GESTOR TÉCNICO EN REGULACIÓN | SALARIO GLOBAL | 698,250.00 | 709,072.88 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 94 | 62201 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 5 | DE LA O VARGAS ALONSO | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 95 | 95214 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 5 | CORRALES ACUÑA ALLAN ARTURO | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 96 | 51205 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 5 | SALAZAR ANGULO MONICA | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 97 | 52211 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | GESTOR TÉCNICO | SANCHEZ FALLAS NICOLE | GESTOR TÉCNICO EN REGULACIÓN | SALARIO GLOBAL | 698,250.00 | 709,072.88 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 98 | 51206 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 5 | PLAZA VACANTE | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 99 | 95225 | 400 | DGM | 400 | DIRECCIÓN GENERAL DE MERCADOS | DIRECTOR GENERAL | MUÑOZ BARQUERO DERYHAN | DIRECTOR GENERAL DE MERCADOS | SALARIO GLOBAL | 4,184,460.00 | 4,249,319.13 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 100 | 13104 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | IRIGARAY FLORES ERICK | ESPECIALISTA EN REGULACIÓN | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 101 | 62312 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | MOLINA MONTOYA LAURA | ESPECIALISTA EN REGULACIÓN | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 102 | 62301 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | CARBALLO HERNANDEZ JOSUE | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 103 | 52102 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | PORRAS ALVARADO LUISIANA | ESPECIALISTA EN ESTRATEGIA Y EVALUACIÓN | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 104 | 62311 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | SEGURA CHING ANA LUCRECIA | ESPECIALISTA EN REGULACIÓN | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 105 | 52101 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | CORTÉS MARTÍNEZ ILEANA | ESPECIALISTA EN ESTRATEGIA Y EVALUACIÓN | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 106 | 52104 | 400 | DGM | 410 | MERCADOS | PROFESIONAL JEFE | GARCIA RODRIGUEZ JUAN GABRIEL | JEFE UNIDAD DE MERCADOS DE TELECOMUNICACIO | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 107 | 62305 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | RUIZ ARRIETA MAX ALBERTO | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 108 | 61208 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 2 | UGALDE ARIAS YULIANA STEPHANIE | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 109 | 51203 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | ÓVARES CHACON JUAN CARLOS | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 110 | 62309 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 2 | ARROYO VEGA KARLA MELISSA | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 111 | 95212 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 2 | RAMIREZ RETANA ORLANDO | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 112 | 62304 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | SALAZAR VARGAS JEFFREY | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 113 | 52103 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | VARGAS BOLAÑOS DAVID | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 114 | 62307 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 2 | CAMPOS CARRION MAURICIO | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 115 | 62314 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | AMADOR GRANADOS MAURICIO | ESPECIALISTA EN REGULACIÓN | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 100.00% |

| ANEXO N° 3.2 RELACIÓN DE PUESTOS ESTIMADA -SALARIO ESCOLAR A PAGAR EN ENERO 2026 PRESUPUESTO INICIAL 2026 | | | | | | | | | | | | | | |
|---|---------------|----------|-----|---------------------|-------|------------------------------------|-------------------|--------------------------------|--|---------------------|------------------|-------------------|-----------------------------|---------------|
| PROGRAMA | 149 + 9 PN | N° PLAZA | CF | CENTRO FUNCIONAL | CF DP | DEPENDENCIA | CATEGORÍA / CLASE | NOMBRE | PUESTO | RÉGIMEN SALARIAL | SALARIO I SEM | SALARIO II SEM | FUENTE DE FINANCIAMIENTO | DRIVER NÓMINA |
| 2. REGULACIÓN | 116 | 62313 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | CALDERON MONTOYA LAURA | ESPECIALISTA EN REGULACIÓN | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 117 | 95213 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 2 | CASTILLO PORRAS PATRICIA | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 118 | 62303 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | QUESADA UMAÑA LEONARDO | ESPECIALISTA EN REGULACIÓN | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 119 | 95216 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 2 | GUZMÁN FERNÁNDEZ JUAN PABLO | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 120 | 62310 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 2 | ROJAS LOPEZ YORLENY | GESTOR PROFESIONAL EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 121 | 95229 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 2 | CALDERON SOLIS DANIEL | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 122 | 25001 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | DIRECTOR GENERAL | PLAZA VACANTE | DIRECTOR GENERAL DE COMPETENCIA | SALARIO GLOBAL | 4,184,460.00 | 4,249,319.13 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 123 | 34101 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL JEFE | LEON CAMPOS SILVIA ELENA | JEFE DE COMPETENCIA | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 124 | 62302 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL JEFE | RODRÍGUEZ ZAMORA ANA EUGENIA | JEFE DE COMPETENCIA | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 125 | 62306 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL 5 | RODRIGUEZ DURAN VICTORIA | ESPECIALISTA EN COMPETENCIA | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 126 | 62317 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL 5 | MEJIAS JIMENEZ KARLA | ESPECIALISTA EN COMPETENCIA | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 127 | 62315 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL 3 | LOPEZ CARRILLO LAURA YULIANA | PROFESIONAL EN COMPETENCIA | SALARIO GLOBAL | 1,640,650.00 | 1,666,080.08 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 128 | 62308 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL 3 | CASAFONT MATA MARIA FERNANDA | PROFESIONAL EN COMPETENCIA | SALARIO GLOBAL | 1,640,650.00 | 1,666,080.08 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 129 | 95230 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL 3 | PLAZA VACANTE | PROFESIONAL EN COMPETENCIA | SALARIO GLOBAL | 1,640,650.00 | 1,666,080.08 | 1. REGULACIÓN | 100.00% |
| 2. REGULACIÓN | 130 | 95235 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL 2 | CORRALES SANCHEZ MICHELLE | GESTOR PROFESIONAL EN EN COMPETENCIA | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 2. ESPECTRO | 100.00% |
| 2. REGULACIÓN | 131 | 95236 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL 2 | VILLALOBOS CAMPOS LIAINY | GESTOR PROFESIONAL EN EN COMPETENCIA | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 2. ESPECTRO | 100.00% |
| 2. REGULACIÓN | 132 | 95237 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL 2 | PLAZA VACANTE | GESTOR PROFESIONAL EN EN COMPETENCIA | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 2. ESPECTRO | 100.00% |
| 2. REGULACIÓN | 133 | 95238 | 800 | DGCO | 800 | DIRECCIÓN GENERAL DE COMPETENCIA | PROFESIONAL 2 | CRUZ VILLALOBOS MARLON JOSE | GESTOR PROFESIONAL EN EN COMPETENCIA | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 134 | 52209 | 220 | ESPECTRO | 220 | ESPECTRO | PROFESIONAL JEFE | GONZALEZ GUILLEN ESTEBAN | JEFE UNIDAD ESPECTRO RADIOELÉCTRICO | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 135 | 52100 | 220 | ESPECTRO | 221 | ESTUDIOS DE ASIGNACIÓN | PROFESIONAL 5 | ACUÑA MURILLO ADRIAN | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 136 | 52205 | 220 | ESPECTRO | 221 | ESTUDIOS DE ASIGNACIÓN | PROFESIONAL 1 | LEDEZMA FALLAS EMILIO | GESTOR BACHILLER EN TELECOMUNICACIONES | SALARIO GLOBAL | 1,325,250.00 | 1,345,791.38 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 137 | 62216 | 220 | ESPECTRO | 221 | ESTUDIOS DE ASIGNACIÓN | PROFESIONAL 2 | BADILLA CASTILLO DIEGO ARMANDO | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 138 | 52210 | 220 | ESPECTRO | 221 | ESTUDIOS DE ASIGNACIÓN | GESTOR TÉCNICO | VILLEGAS JIMENEZ EDUARDO | GESTOR BACHILLER EN TELECOMUNICACIONES | SALARIO GLOBAL | 698,250.00 | 709,072.88 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 139 | 62217 | 220 | ESPECTRO | 221 | ESTUDIOS DE ASIGNACIÓN | PROFESIONAL 5 | GODINEZ CHAVES KEVIN ALBERTO | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 140 | 62218 | 220 | ESPECTRO | 221 | ESTUDIOS DE ASIGNACIÓN | PROFESIONAL 2 | BRENES MENDEZ JOSE | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 141 | 52203 | 220 | ESPECTRO | 221 | ESTUDIOS DE ASIGNACIÓN | GESTOR TÉCNICO | MARIN LEDEZMA MINERVA | GESTOR BACHILLER EN TELECOMUNICACIONES | SALARIO GLOBAL | 698,250.00 | 709,072.88 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 142 | 62207 | 220 | ESPECTRO | 222 | ESTUDIOS TÉCNICOS | PROFESIONAL 2 | VEGA ARGUELLO MARIO | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 143 | 62205 | 220 | ESPECTRO | 222 | ESTUDIOS TÉCNICOS | PROFESIONAL 2 | LEIVA JIMENEZ KAREN IVONNE | GESTOR PROFESIONAL EN REGULACIÓN | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 144 | 62219 | 220 | ESPECTRO | 222 | ESTUDIOS TÉCNICOS | PROFESIONAL 5 | CASTRO GONZALEZ DANIEL | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 2. ESPECTRO | 100.00% |
| 3. ESPECTRO | 145 | 62203 | 220 | ESPECTRO | 222 | ESTUDIOS TÉCNICOS | PROFESIONAL 5 | GARRO MORA LUIS JAVIER | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 3. FONATEL | 100.00% |
| 3. ESPECTRO | 146 | 22155 | 220 | ESPECTRO | 222 | ESTUDIOS TÉCNICOS | PROFESIONAL 5 | ARCE VILLALOBOS PEDRO JOSE | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 3. FONATEL | 100.00% |
| 3. ESPECTRO | 147 | 51204 | 220 | ESPECTRO | 223 | ASESORIA JURÍDICA | PROFESIONAL 5 | SOLORZANO GONZALEZ JUAN CARLOS | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 3. FONATEL | 100.00% |
| 3. ESPECTRO | 148 | 62204 | 220 | ESPECTRO | 223 | ASESORIA JURÍDICA | PROFESIONAL 5 | GAMBOA MADRIGAL ROBERTO | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 3. FONATEL | 100.00% |
| 4. FONATEL | 149 | 95226 | 300 | FONATEL | 300 | DIRECCIÓN GENERAL DE FONATEL | DIRECTOR GENERAL | MAZON VILLEGAS ADRIAN | DIRECTOR GENERAL FONATEL | SALARIO GLOBAL | 4,184,460.00 | 4,249,319.13 | 3. FONATEL | 100.00% |
| 4. FONATEL | 150 | 63102 | 300 | FONATEL | 301 | ADMINISTRACIÓN Y CONTROL DEL FONDO | PROFESIONAL 5 | VILLALOBOS CASCANTE JORGE | ESPECIALISTA EN TELECOMUNICACIONES | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 3. FONATEL | 100.00% |
| 4. FONATEL | 151 | 63103 | 300 | FONATEL | 301 | ADMINISTRACIÓN Y CONTROL DEL FONDO | PROFESIONAL 5 | RODRIGUEZ SANCHEZ HANNY | ESPECIALISTA EN ADMINISTRACIÓN Y CONTROL FON | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 3. FONATEL | 100.00% |
| 4. FONATEL | 152 | 52214 | 300 | FONATEL | 301 | ADMINISTRACIÓN Y CONTROL DEL FONDO | PROFESIONAL JEFE | BERMUDEZ QUESADA PAOLA | JEFE UNIDAD ADMINISTRACIÓN Y CONTROL DEL FON | SALARIO GLOBAL | 2,570,225.00 | 2,610,063.49 | 3. FONATEL | 100.00% |
| 4. FONATEL | 153 | 63104 | 300 | FONATEL | 301 | ADMINISTRACIÓN Y CONTROL DEL FONDO | PROFESIONAL 5 | ROJAS GIRALT FRANCISCO | ESPECIALISTA EN ASESORÍA JURÍDICA | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 3. FONATEL | 100.00% |
| 4. FONATEL | 154 | 63105 | 300 | FONATEL | 301 | ADMINISTRACIÓN Y CONTROL DEL FONDO | PROFESIONAL 2 | BRENES LEANDRO LUIS MIGUEL | GESTOR PROFESIONAL EN FINANZAS | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 3. FONATEL | 100.00% |
| 4. FONATEL | 155 | 63101 | 300 | FONATEL | 301 | ADMINISTRACIÓN Y CONTROL DEL FONDO | PROFESIONAL 5 | BARAHONA GOMEZ IVANNIA | ESPECIALISTA EN ADMINISTRACIÓN Y CONTROL FON | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 3. FONATEL | 100.00% |
| 4. FONATEL | 156 | 95232 | 300 | FONATEL | 301 | ADMINISTRACIÓN Y CONTROL DEL FONDO | PROFESIONAL 2 | PLAZA VACANTE | GESTOR PROFESIONAL EN PLANIFICACIÓN Y CONTR | SALARIO GLOBAL | 1,587,925.00 | 1,612,537.84 | 3. FONATEL | 100.00% |
| 4. FONATEL | 157 | 95233 | 300 | FONATEL | 301 | ADMINISTRACIÓN Y CONTROL DEL FONDO | PROFESIONAL 5 | PLAZA VACANTE | ESPECIALISTA EN ESTRATEGIA Y EVALUACIÓN | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 3. FONATEL | 100.00% |
| 4. FONATEL | 158 | 95234 | 300 | FONATEL | 301 | ADMINISTRACIÓN Y CONTROL DEL FONDO | PROFESIONAL 5 | SOLIS ALVARADO JUAN PABLO | ESPECIALISTA EN REGULACIÓN | SALARIO GLOBAL | 2,072,900.00 | 2,105,029.95 | 3. FONATEL | 100.00% |

Fuente: Recursos Humanos-Sutel.

| | |
|--|--------------------|
| | PLAZAS VACANTES |
| | PLAZAS NUEVAS |
| | REASIGNACIONES |
| | JORNADAS AMPLIADAS |

| | | | | | | | | | | | | SALARIO ESCOLAR | AGUINALDO S/E |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-----------------|---------------|
| ene-25 | feb-25 | mar-25 | abr-25 | may-25 | jun-25 | jul-25 | ago-25 | sept-25 | oct-25 | nov-25 | dic-25 | 8.33% | 12 |
| 4,683,235.78 | 4,670,440.05 | 4,670,440.05 | 4,670,440.05 | 4,670,440.05 | 4,670,440.05 | 4,670,440.05 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,683,979.07 | 390,331.59 |
| 486,469.39 | 485,140.24 | 485,140.24 | 485,140.24 | 485,140.24 | 485,140.24 | 485,140.24 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 494,045.60 | 41,170.47 |
| 337,842.77 | 336,919.71 | 336,919.71 | 336,919.71 | 336,919.71 | 336,919.71 | 336,919.71 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 315,707.35 | 26,308.95 |
| 4,723,624.28 | 4,683,293.95 | 4,683,293.95 | 4,804,394.92 | 4,696,707.89 | 4,683,293.95 | 4,821,652.82 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,716,511.08 | 393,042.59 |
| 442,619.36 | 438,840.27 | 438,840.27 | 450,187.84 | 440,097.20 | 438,840.27 | 451,804.96 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 469,372.31 | 39,114.36 |
| 373,555.20 | 370,365.78 | 370,365.78 | 379,942.73 | 371,426.59 | 370,365.78 | 381,307.52 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 337,204.63 | 28,100.39 |
| 4,700,568.29 | 4,670,440.05 | 4,670,440.05 | 4,666,060.00 | 4,670,440.05 | 4,670,440.05 | 4,670,440.05 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,700,419.51 | 4,685,058.44 | 390,421.54 |
| 488,269.80 | 485,140.24 | 485,140.24 | 484,685.26 | 485,140.24 | 485,140.24 | 485,140.24 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 506,252.02 | 494,157.72 | 41,179.81 |
| 339,093.12 | 336,919.71 | 336,919.71 | 336,603.73 | 336,919.71 | 336,919.71 | 336,919.71 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 285,828.47 | 315,785.21 | 26,315.43 |
| 465,805.12 | 558,966.15 | 637,221.41 | 672,597.07 | 670,759.38 | 670,759.38 | 674,434.77 | 649,983.47 | 649,983.47 | 649,983.47 | 649,983.47 | 649,983.47 | 633,369.18 | 52,780.77 |
| 34,198.35 | 41,038.02 | 46,783.34 | 49,380.54 | 49,245.63 | 49,245.63 | 49,515.46 | 26,590.23 | 26,590.23 | 26,590.23 | 26,590.23 | 26,590.23 | 37,696.36 | 3,141.36 |
| 66,038.19 | 79,245.83 | 90,340.25 | 95,355.53 | 95,095.00 | 95,095.00 | 95,616.07 | 32,499.17 | 32,499.17 | 32,499.17 | 32,499.17 | 32,499.17 | 64,939.89 | 5,411.66 |
| 795,898.38 | (100,436.11) | 421,831.67 | 911,354.52 | 903,925.00 | 908,984.77 | 903,925.00 | 819,178.15 | 819,178.15 | 819,178.15 | 819,178.15 | 819,178.15 | 736,778.22 | 61,398.18 |
| - | - | - | - | - | - | - | 15,829.53 | 15,829.53 | 15,829.53 | 15,829.53 | 15,829.53 | 6,595.61 | 549.63 |
| 159,179.68 | (20,087.22) | 84,366.33 | 182,270.90 | 180,785.00 | 181,796.95 | 180,785.00 | 114,764.09 | 114,764.09 | 114,764.09 | 114,764.09 | 114,764.09 | 126,909.25 | 10,575.77 |
| 1,198,985.82 | 1,133,260.94 | 1,292,103.76 | 1,371,090.49 | 1,367,364.71 | 1,359,913.13 | 1,359,913.13 | 1,222,841.19 | 1,222,841.19 | 1,222,841.19 | 1,222,841.19 | 1,222,841.19 | 1,266,398.10 | 105,533.17 |
| 243,861.52 | 230,493.75 | 262,800.77 | 278,865.86 | 278,108.08 | 276,592.50 | 276,592.50 | 215,005.05 | 215,005.05 | 215,005.05 | 215,005.05 | 215,005.05 | 243,527.38 | 20,293.95 |
| 182,896.14 | 172,870.31 | 197,100.57 | 209,149.40 | 208,581.06 | 207,444.38 | 207,444.38 | 174,691.60 | 174,691.60 | 174,691.60 | 174,691.60 | 174,691.60 | 188,244.60 | 15,687.05 |
| 2,266,656.07 | 2,206,109.79 | 2,209,131.86 | 2,237,587.90 | 2,212,637.18 | 2,216,376.60 | 2,206,109.79 | 2,283,805.55 | 2,283,805.55 | 2,283,805.55 | 2,283,805.55 | 2,283,805.55 | 2,247,794.09 | 187,316.17 |
| 99,028.66 | 96,383.44 | 96,515.47 | 97,758.69 | 96,668.61 | 96,831.99 | 96,383.44 | 119,627.91 | 119,627.91 | 119,627.91 | 119,627.91 | 119,627.91 | 106,475.40 | 8,872.95 |
| 275,079.62 | 267,731.77 | 268,098.53 | 271,551.93 | 268,523.93 | 268,977.74 | 267,731.77 | 206,630.03 | 206,630.03 | 206,630.03 | 206,630.03 | 206,630.03 | 243,402.81 | 20,283.57 |
| 607,775.89 | 588,776.28 | 825,482.08 | 709,765.08 | 706,875.93 | 704,949.85 | 704,949.84 | 617,484.30 | 617,484.30 | 617,484.30 | 617,484.30 | 617,484.30 | 661,330.39 | 55,110.87 |
| 38,169.50 | 36,976.29 | 51,841.87 | 44,574.62 | 44,393.17 | 44,272.21 | 44,272.21 | 35,453.64 | 35,453.64 | 35,453.64 | 35,453.64 | 35,453.64 | 40,147.18 | 3,345.60 |
| 58,722.31 | 58,886.60 | 79,756.72 | 68,576.34 | 68,297.19 | 68,111.10 | 68,111.10 | 56,134.94 | 56,134.94 | 56,134.94 | 56,134.94 | 56,134.94 | 62,427.75 | 5,202.31 |
| - | - | - | - | - | - | - | - | - | 607,439.10 | 607,439.10 | 607,439.10 | 151,859.17 | 12,654.93 |
| - | - | - | - | - | - | - | - | - | 40,180.80 | 40,180.80 | 40,180.80 | 10,045.16 | 837.10 |
| - | - | - | - | - | - | - | - | - | 61,452.98 | 61,452.98 | 61,452.98 | 15,363.18 | 1,280.27 |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 3,308,651.67 | 3,308,651.67 | 3,318,340.92 | 3,338,392.61 | 3,308,651.67 | 3,308,651.67 | 3,308,651.67 | 3,582,404.74 | 3,582,404.74 | 3,582,404.74 | 3,582,404.74 | 3,582,404.74 | 3,425,987.59 | 285,498.97 |
| 312,501.67 | 312,501.67 | 313,416.81 | 315,310.69 | 312,501.67 | 312,501.67 | 312,501.67 | 107,962.88 | 107,962.88 | 107,962.88 | 107,962.88 | 107,962.88 | 227,586.61 | 18,965.55 |
| 244,846.67 | 244,846.67 | 245,563.69 | 247,047.55 | 244,846.67 | 244,846.67 | 244,846.67 | 235,555.38 | 235,555.38 | 235,555.38 | 235,555.38 | 235,555.38 | 241,217.49 | 20,101.46 |
| 3,881,534.61 | 3,849,891.67 | 3,867,398.44 | 3,886,647.23 | 3,849,891.67 | 3,856,617.67 | 3,849,891.67 | 3,912,836.59 | 3,912,836.59 | 3,912,836.59 | 3,912,836.59 | 3,912,836.59 | 3,883,822.46 | 323,651.87 |
| 16,240.73 | 16,108.33 | 16,181.58 | 16,262.12 | 16,108.33 | 16,136.48 | 16,108.33 | 6,543.21 | 6,543.21 | 6,543.21 | 6,543.21 | 6,543.21 | 12,155.11 | 1,012.93 |
| - | - | - | - | - | - | - | 6,543.21 | 6,543.21 | 6,543.21 | 6,543.21 | 6,543.21 | 2,726.32 | 227.19 |
| 2,959,235.70 | 2,932,203.47 | 2,909,845.83 | 2,909,845.83 | 2,909,845.83 | 2,920,390.42 | 2,958,070.43 | 2,841,622.88 | 2,841,622.88 | 2,841,622.88 | 2,841,622.88 | 2,841,622.88 | 2,892,284.42 | 241,023.70 |
| 298,638.46 | 295,910.44 | 293,654.17 | 293,654.17 | 293,654.17 | 294,718.30 | 298,520.87 | 405,946.13 | 405,946.13 | 405,946.13 | 405,946.13 | 405,946.13 | 341,538.73 | 28,461.56 |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 3,070,303.71 | 3,070,280.90 | 2,751,005.63 | 3,081,796.26 | 3,056,672.92 | 3,056,672.92 | 3,093,091.48 | 3,093,309.47 | 3,093,309.47 | 3,093,309.47 | 3,093,309.47 | 3,093,309.47 | 3,053,852.05 | 254,487.67 |
| 13,407.44 | 13,407.34 | 12,013.13 | 13,457.63 | 13,347.92 | 13,347.92 | 13,506.95 | 13,531.54 | 13,531.54 | 13,531.54 | 13,531.54 | 13,531.54 | 13,345.45 | 1,112.12 |
| 134,074.40 | 134,073.40 | 120,131.25 | 134,576.26 | 133,479.17 | 133,479.17 | 135,069.50 | 140,727.99 | 140,727.99 | 140,727.99 | 140,727.99 | 140,727.99 | 135,709.71 | 11,309.14 |
| 2,224,647.57 | 2,264,387.11 | 2,258,928.08 | 2,224,647.57 | 2,224,647.57 | 2,243,534.11 | 2,224,647.57 | 2,284,580.51 | 2,284,580.51 | 2,284,580.51 | 2,284,580.51 | 2,284,580.51 | 2,257,352.81 | 188,112.73 |
| 2,020.57 | 2,056.66 | 2,051.71 | 2,020.57 | 2,020.57 | 2,037.72 | 2,020.57 | 2,075.01 | 2,075.01 | 2,075.01 | 2,075.01 | 2,075.01 | 2,050.28 | 170.86 |
| 198,015.86 | 201,553.08 | 201,067.17 | 198,015.86 | 198,015.86 | 199,696.95 | 198,015.86 | 203,350.49 | 203,350.49 | 203,350.49 | 203,350.49 | 203,350.49 | 200,926.95 | 16,743.91 |
| 2,037,940.41 | 2,038,667.98 | 2,025,875.00 | 2,046,344.61 | 2,025,875.00 | 2,033,396.55 | 2,025,875.00 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,063,252.11 | 171,937.68 |

| | | | | | | | | | | | | SALARIO ESCOLAR | AGUINALDO S/E |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-----------------|---------------|
| ene-25 | feb-25 | mar-25 | abr-25 | may-25 | jun-25 | jul-25 | ago-25 | sept-25 | oct-25 | nov-25 | dic-25 | 8.33% | 12 |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 1,417,108.71 | 1,405,371.61 | 1,405,371.61 | 1,424,113.12 | 1,532,649.70 | 1,852,831.51 | 1,852,831.51 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 1,784,611.82 | 148,717.65 |
| 17,216.20 | 17,073.61 | 17,073.61 | 17,301.30 | 18,619.89 | 22,509.72 | 22,509.72 | - | - | - | - | - | 11,025.29 | 918.77 |
| 115,133.36 | 114,179.77 | 114,179.77 | 115,702.43 | 124,520.51 | 150,533.77 | 150,533.77 | - | - | - | - | - | 73,731.65 | 6,144.30 |
| 1,723,571.92 | 1,718,814.24 | 1,713,552.60 | 1,730,577.16 | 1,719,501.40 | 1,713,552.60 | 1,739,068.75 | 1,929,610.79 | 1,929,610.79 | 1,929,610.79 | 1,929,610.79 | 1,929,610.79 | 1,808,883.82 | 150,740.32 |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 314,148.58 | 313,281.41 | 312,322.40 | 315,425.39 | 313,406.66 | 312,322.40 | 316,973.12 | 175,419.16 | 175,419.16 | 175,419.16 | 175,419.16 | 175,419.16 | 256,246.96 | 21,353.91 |
| 2,067,446.74 | 2,056,180.00 | 2,056,180.00 | 2,128,275.48 | 2,056,180.00 | 2,056,180.00 | 2,056,180.00 | 2,305,556.08 | 2,305,556.08 | 2,305,556.08 | 2,305,556.08 | 2,305,556.08 | 2,167,024.88 | 180,585.41 |
| 172,287.23 | 171,348.33 | 171,348.33 | 177,356.29 | 171,348.33 | 171,348.33 | 171,348.33 | 119,627.91 | 119,627.91 | 119,627.91 | 119,627.91 | 119,627.91 | 150,376.46 | 12,531.37 |
| 344,574.46 | 342,696.67 | 342,696.67 | 354,712.58 | 342,696.67 | 342,696.67 | 342,696.67 | 184,879.50 | 184,879.50 | 184,879.50 | 184,879.50 | 184,879.50 | 278,096.21 | 23,174.68 |
| 1,748,919.54 | 1,749,653.96 | 1,794,222.77 | 1,756,539.61 | 1,738,876.04 | 1,738,876.04 | 1,748,686.16 | 2,087,488.03 | 2,087,488.03 | 2,087,488.03 | 2,087,488.03 | 2,087,488.03 | 1,892,760.29 | 157,730.02 |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 288,656.62 | 288,777.84 | 296,133.85 | 289,914.30 | 286,998.96 | 286,998.96 | 288,618.10 | 17,541.92 | 17,541.92 | 17,541.92 | 17,541.92 | 17,541.92 | 176,149.98 | 14,679.17 |
| 2,037,869.44 | 2,025,875.00 | 2,025,875.00 | 2,032,544.03 | 2,047,509.31 | 2,011,452.13 | 2,025,875.00 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,061,004.23 | 171,750.35 |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 2,004,016.32 | 1,976,092.15 | 2,005,167.28 | 2,012,045.56 | 1,992,110.42 | 1,992,110.42 | 1,999,680.04 | 2,087,488.03 | 2,087,488.03 | 2,087,488.03 | 2,087,488.03 | 2,087,488.03 | 2,034,880.39 | 169,573.37 |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 33,966.38 | 33,493.09 | 33,985.89 | 34,102.47 | 33,764.58 | 33,764.58 | 33,892.88 | 17,541.92 | 17,541.92 | 17,541.92 | 17,541.92 | 17,541.92 | 27,056.51 | 2,254.71 |
| 1,215,727.59 | 1,219,331.47 | 1,215,727.59 | 1,227,469.04 | 1,215,727.59 | 1,219,827.56 | 1,237,639.40 | 1,086,265.62 | 1,086,265.62 | 1,086,265.62 | 1,086,265.62 | 1,086,265.62 | 1,165,226.87 | 97,102.24 |
| 534,594.65 | 536,179.39 | 534,594.65 | 539,757.74 | 534,594.65 | 536,397.54 | 544,229.98 | 754,618.15 | 754,618.15 | 754,618.15 | 754,618.15 | 754,618.15 | 627,784.10 | 52,315.34 |
| 275,552.76 | 276,369.61 | 275,552.76 | 278,214.04 | 275,552.76 | 276,482.05 | 280,519.22 | 264,146.17 | 264,146.17 | 264,146.17 | 264,146.17 | 264,146.17 | 271,580.09 | 22,631.67 |
| 903,945.27 | 903,945.27 | 903,945.27 | 903,945.27 | 903,945.27 | 909,422.66 | 903,945.27 | 769,046.17 | 769,046.17 | 769,046.17 | 769,046.17 | 769,046.17 | 848,190.37 | 70,682.53 |
| 405,489.73 | 405,489.73 | 405,489.73 | 405,489.73 | 405,489.73 | 407,946.76 | 405,489.73 | 633,888.62 | 633,888.62 | 633,888.62 | 633,888.62 | 633,888.62 | 500,858.68 | 41,738.22 |
| 227,190.01 | 227,190.01 | 227,190.01 | 227,190.01 | 227,190.01 | 228,566.65 | 227,190.01 | 209,603.04 | 209,603.04 | 209,603.04 | 209,603.04 | 209,603.04 | 219,975.95 | 18,331.33 |
| 1,771,011.77 | 1,766,172.95 | 1,766,172.95 | 1,771,011.77 | 1,766,172.95 | 1,766,172.95 | 1,766,172.95 | 1,670,875.64 | 1,670,875.64 | 1,670,875.64 | 1,670,875.64 | 1,670,875.64 | 1,727,265.30 | 143,938.77 |
| 806,254.94 | 804,052.05 | 804,052.05 | 806,254.94 | 804,052.05 | 804,052.05 | 804,052.05 | 926,137.53 | 926,137.53 | 926,137.53 | 926,137.53 | 926,137.53 | 855,284.73 | 71,273.73 |
| - | - | - | - | - | - | - | 13,050.32 | 13,050.32 | 13,050.32 | 13,050.32 | 13,050.32 | 5,437.61 | 453.13 |
| 565,707.08 | 570,192.31 | 561,141.13 | 569,978.50 | 560,891.42 | 556,772.60 | 556,772.60 | 657,155.00 | 657,155.00 | 657,155.00 | 657,155.00 | 657,155.00 | 602,266.81 | 50,188.90 |
| 352,723.12 | 355,519.70 | 349,876.21 | 355,386.39 | 349,720.51 | 347,152.40 | 347,152.40 | 281,536.09 | 281,536.09 | 281,536.09 | 281,536.09 | 281,536.09 | 322,099.64 | 26,841.64 |
| - | - | - | - | - | - | - | 11,080.67 | 11,080.67 | 11,080.67 | 11,080.67 | 11,080.67 | 4,616.93 | 384.74 |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 4,112,361.21 | 4,091,020.80 | 4,078,866.67 | 4,117,837.75 | 4,078,866.67 | 4,105,774.94 | 4,093,116.78 | 3,806,681.72 | 3,806,681.72 | 3,806,681.72 | 3,806,681.72 | 3,806,681.72 | 3,975,921.88 | 331,326.82 |
| 69,701.04 | 69,339.34 | 69,133.33 | 69,793.86 | 69,133.33 | 69,589.41 | 69,374.86 | 230,171.45 | 230,171.45 | 230,171.45 | 230,171.45 | 230,171.45 | 136,409.66 | 11,367.47 |
| - | - | - | - | - | - | - | 212,465.96 | 212,465.96 | 212,465.96 | 212,465.96 | 212,465.96 | 88,527.13 | 7,377.26 |
| 1,344,189.03 | 1,336,863.75 | 1,336,863.75 | 1,336,863.75 | 1,336,863.75 | 1,336,863.75 | 1,336,863.75 | 1,585,662.21 | 1,585,662.21 | 1,585,662.21 | 1,585,662.21 | 1,585,662.21 | 1,441,134.45 | 120,094.54 |
| 100,427.92 | 99,880.63 | 99,880.63 | 99,880.63 | 99,880.63 | 99,880.63 | 99,880.63 | 26,875.63 | 26,875.63 | 26,875.63 | 26,875.63 | 26,875.63 | 69,507.21 | 5,792.27 |
| 100,427.92 | 99,880.63 | 99,880.63 | 99,880.63 | 99,880.63 | 99,880.63 | 99,880.63 | - | - | - | - | - | 58,309.07 | 4,859.09 |
| 1,429,930.10 | 1,457,183.21 | 1,429,930.11 | 1,441,682.96 | 1,429,930.10 | 905,622.39 | 1,437,765.33 | 2,029,599.71 | 2,029,599.71 | 2,029,599.71 | 2,029,599.71 | 2,029,599.71 | 1,639,997.00 | 136,666.42 |
| 342,710.52 | 349,242.26 | 342,710.52 | 345,527.32 | 342,710.52 | 217,050.00 | 344,588.39 | - | - | - | - | - | 190,377.53 | 15,864.79 |
| 253,234.38 | 258,060.78 | 253,234.38 | 255,315.75 | 253,234.38 | 160,381.77 | 254,621.96 | 75,430.24 | 75,430.24 | 75,430.24 | 75,430.24 | 75,430.24 | 172,102.19 | 14,341.85 |
| 1,115,896.67 | 1,128,138.85 | 1,128,138.85 | 1,151,718.17 | 1,128,138.85 | 1,128,138.85 | 1,144,662.67 | 1,135,495.39 | 1,135,495.39 | 1,135,495.39 | 1,135,495.39 | 1,135,495.39 | 1,133,521.29 | 94,460.11 |
| 235,592.26 | 238,176.88 | 238,176.88 | 243,155.03 | 238,176.88 | 238,176.88 | 241,665.44 | 271,443.87 | 271,443.87 | 271,443.87 | 271,443.87 | 271,443.87 | 252,527.29 | 21,043.94 |

| | | | | | | | | | | | | SALARIO ESCOLAR | AGUINALDO S/E |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-----------------|---------------|
| ene-25 | feb-25 | mar-25 | abr-25 | may-25 | jun-25 | jul-25 | ago-25 | sept-25 | oct-25 | nov-25 | dic-25 | 8.33% | 12 |
| 168,461.13 | 170,309.27 | 170,309.27 | 173,868.92 | 170,309.27 | 170,309.27 | 172,803.79 | 205,598.57 | 205,598.57 | 205,598.57 | 205,598.57 | 205,598.57 | 185,362.91 | 15,446.91 |
| 673,082.89 | 524,624.97 | 508,556.79 | 519,646.78 | 508,734.35 | 504,917.08 | 520,567.17 | 492,103.81 | 492,103.81 | 492,103.81 | 492,103.81 | 492,103.81 | 518,385.35 | 43,198.78 |
| 103,110.57 | 80,368.08 | 77,906.57 | 79,605.46 | 77,933.77 | 77,349.00 | 79,746.46 | 105,490.27 | 105,490.27 | 105,490.27 | 105,490.27 | 105,490.27 | 91,955.57 | 7,662.96 |
| 83,061.29 | 64,740.95 | 62,758.07 | 64,126.62 | 62,779.98 | 62,308.92 | 64,240.20 | 65,172.00 | 65,172.00 | 65,172.00 | 65,172.00 | 65,172.00 | 65,822.74 | 5,485.23 |
| 589,515.08 | 472,995.50 | 471,362.29 | 480,290.90 | 471,362.29 | 475,457.49 | 473,513.62 | 494,445.68 | 494,445.68 | 494,445.68 | 494,445.68 | 494,445.68 | 492,225.16 | 41,018.76 |
| 98,965.23 | 79,404.43 | 79,130.25 | 80,629.15 | 79,130.25 | 79,817.73 | 79,491.41 | 51,046.01 | 51,046.01 | 51,046.01 | 51,046.01 | 51,046.01 | 69,316.26 | 5,776.36 |
| 44,595.44 | 35,781.01 | 35,657.46 | 36,332.89 | 35,657.46 | 35,967.25 | 35,820.20 | 55,049.62 | 55,049.62 | 55,049.62 | 55,049.62 | 55,049.62 | 44,588.14 | 3,715.68 |
| 1,877,930.79 | 1,867,696.83 | 1,867,696.83 | 1,883,951.00 | 1,867,696.83 | 1,884,681.35 | 1,873,700.68 | 2,090,225.84 | 2,090,225.84 | 2,090,225.84 | 2,090,225.84 | 2,090,225.84 | 1,964,532.44 | 163,711.04 |
| 361,803.18 | 359,831.50 | 359,831.50 | 362,963.04 | 359,831.50 | 363,103.75 | 360,988.21 | 402,384.79 | 402,384.79 | 402,384.79 | 402,384.79 | 402,384.79 | 378,354.87 | 31,529.57 |
| 344,574.46 | 342,696.67 | 342,696.67 | 345,679.08 | 342,696.67 | 345,813.09 | 343,798.29 | 117,452.86 | 117,452.86 | 117,452.86 | 117,452.86 | 117,452.86 | 249,600.60 | 20,800.05 |
| 1,514,630.00 | 1,505,900.42 | 1,505,900.42 | 1,525,688.63 | 1,505,900.42 | 1,527,563.62 | 1,505,900.42 | 1,534,917.67 | 1,534,917.67 | 1,534,917.67 | 1,534,917.67 | 1,534,917.67 | 1,522,166.60 | 126,847.22 |
| 387,147.58 | 384,916.25 | 384,916.25 | 389,974.22 | 384,916.25 | 390,453.48 | 384,916.25 | 289,441.62 | 289,441.62 | 289,441.62 | 289,441.62 | 289,441.62 | 346,202.65 | 28,850.22 |
| 135,841.26 | 135,058.33 | 135,058.33 | 136,833.06 | 135,058.33 | 137,001.22 | 135,058.33 | 280,670.66 | 280,670.66 | 280,670.66 | 280,670.66 | 280,670.66 | 196,104.40 | 16,342.03 |
| 433,536.05 | 431,153.34 | 436,236.38 | 434,056.72 | 431,419.57 | 431,512.01 | 431,608.49 | 452,908.24 | 452,908.24 | 452,908.24 | 452,908.24 | 452,908.24 | 441,170.22 | 36,764.18 |
| 87,639.03 | 87,157.36 | 88,184.90 | 87,744.28 | 87,211.18 | 87,229.87 | 87,249.37 | 92,583.45 | 92,583.45 | 92,583.45 | 92,583.45 | 92,583.45 | 89,610.75 | 7,467.56 |
| 57,194.31 | 56,879.97 | 57,550.55 | 57,263.00 | 56,915.09 | 56,927.28 | 56,940.01 | 55,049.62 | 55,049.62 | 55,049.62 | 55,049.62 | 55,049.62 | 56,242.97 | 4,686.91 |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 505,264.71 | 483,468.06 | 500,139.38 | 510,514.03 | 500,139.38 | 613,504.30 | 586,830.20 | 543,389.40 | 543,389.40 | 543,389.40 | 543,389.40 | 543,389.40 | 534,731.78 | 44,560.98 |
| 65,034.07 | 62,228.56 | 64,374.38 | 65,709.73 | 64,374.38 | 78,965.90 | 75,532.60 | 60,950.52 | 60,950.52 | 60,950.52 | 60,950.52 | 60,950.52 | 65,080.76 | 5,423.40 |
| 30,015.73 | 28,720.88 | 29,711.25 | 30,327.57 | 29,711.25 | 36,445.80 | 34,861.20 | 15,495.90 | 15,495.90 | 15,495.90 | 15,495.90 | 15,495.90 | 24,772.66 | 2,064.39 |
| 2,303,062.95 | 2,278,097.51 | 2,278,097.51 | 2,297,566.20 | 2,305,398.82 | 2,278,097.51 | 2,278,097.51 | 2,270,755.23 | 2,270,755.23 | 2,270,755.23 | 2,270,755.23 | 2,270,755.23 | 2,281,007.06 | 190,083.92 |
| 231,689.94 | 229,178.40 | 229,178.40 | 231,136.96 | 231,924.93 | 229,178.40 | 229,178.40 | 213,155.18 | 213,155.18 | 213,155.18 | 213,155.18 | 213,155.18 | 223,102.55 | 18,591.88 |
| 63,638.95 | 62,949.09 | 62,949.09 | 63,487.06 | 63,703.49 | 62,949.09 | 62,949.09 | 126,153.07 | 126,153.07 | 126,153.07 | 126,153.07 | 126,153.07 | 89,448.91 | 7,454.08 |
| 488,784.09 | 478,846.31 | 486,788.13 | 486,947.52 | 484,337.44 | 587,384.81 | 564,994.92 | 567,149.77 | 567,149.77 | 567,149.77 | 567,149.77 | 567,149.77 | 534,483.87 | 44,540.32 |
| 99,576.49 | 97,551.94 | 99,169.87 | 99,202.34 | 98,670.61 | 119,663.71 | 115,102.38 | 35,640.56 | 35,640.56 | 35,640.56 | 35,640.56 | 35,640.56 | 75,594.71 | 6,299.56 |
| 18,196.72 | 17,826.75 | 18,122.41 | 18,128.35 | 18,031.18 | 21,867.48 | 21,033.94 | 17,045.48 | 17,045.48 | 17,045.48 | 17,045.48 | 17,045.48 | 18,202.78 | 1,516.90 |
| 553,770.62 | 549,560.17 | 546,687.00 | 557,865.63 | 546,687.00 | 673,737.55 | 650,432.71 | 463,327.27 | 463,327.27 | 463,327.27 | 463,327.27 | 463,327.27 | 532,945.95 | 44,412.16 |
| 31,601.04 | 31,360.77 | 31,196.81 | 31,834.72 | 31,196.81 | 38,446.98 | 37,117.08 | 94,524.96 | 94,524.96 | 94,524.96 | 94,524.96 | 94,524.96 | 58,781.35 | 4,898.45 |
| 16,552.93 | 16,427.07 | 16,341.19 | 16,675.33 | 16,341.19 | 20,138.89 | 19,442.28 | 61,983.58 | 61,983.58 | 61,983.58 | 61,983.58 | 61,983.58 | 35,986.25 | 2,998.85 |
| 789,896.12 | 781,685.72 | 790,225.93 | 795,250.35 | 781,685.72 | 968,074.35 | 922,317.76 | 897,534.32 | 897,534.32 | 897,534.32 | 897,534.32 | 897,534.32 | 859,730.52 | 71,644.21 |
| 94,386.67 | 93,405.58 | 94,426.07 | 95,026.46 | 93,405.58 | 115,677.63 | 110,210.06 | 28,493.15 | 28,493.15 | 28,493.15 | 28,493.15 | 28,493.15 | 69,916.70 | 5,826.39 |
| 29,136.55 | 28,833.70 | 29,148.72 | 29,334.05 | 28,833.70 | 35,708.94 | 34,021.13 | 23,744.29 | 23,744.29 | 23,744.29 | 23,744.29 | 23,744.29 | 27,811.41 | 2,317.62 |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 1,741,182.45 | 1,473,824.06 | 1,473,824.06 | 1,473,824.06 | 508,665.24 | - | - | 1,710,336.83 | 1,710,336.83 | 1,710,336.83 | 1,710,336.83 | 1,710,336.83 | 1,268,578.60 | 105,714.88 |
| 167,536.46 | 141,811.25 | 141,811.25 | 141,811.25 | 48,943.73 | - | - | 122,793.41 | 122,793.41 | 122,793.41 | 122,793.41 | 122,793.41 | 104,656.33 | 8,721.36 |
| 484,659.03 | 410,239.69 | 410,239.69 | 410,239.69 | 141,587.23 | - | - | 271,899.70 | 271,899.70 | 271,899.70 | 271,899.70 | 271,899.70 | 268,037.58 | 22,336.47 |
| 1,308,896.21 | 1,220,846.88 | 1,224,174.70 | 1,399,471.48 | 1,213,062.01 | 1,476,525.89 | 1,311,856.76 | 1,326,218.31 | 1,326,218.31 | 1,326,218.31 | 1,326,218.31 | 1,326,218.31 | 1,315,488.53 | 109,624.04 |
| 160,130.92 | 149,358.93 | 149,766.05 | 171,211.94 | 148,406.52 | 180,638.81 | 160,493.11 | 142,628.97 | 142,628.97 | 142,628.97 | 142,628.97 | 142,628.97 | 152,761.98 | 12,730.17 |
| 201,904.20 | 188,322.12 | 188,835.46 | 215,875.92 | 187,121.27 | 227,761.97 | 202,360.88 | 143,690.56 | 143,690.56 | 143,690.56 | 143,690.56 | 143,690.56 | 177,552.18 | 14,796.01 |
| 1,676,339.60 | 1,951,229.15 | 1,951,229.15 | 1,956,574.98 | 1,953,902.07 | 1,951,229.15 | 1,956,574.98 | 2,205,503.65 | 2,205,503.65 | 2,205,503.65 | 2,205,503.65 | 2,205,503.65 | 2,035,374.97 | 169,614.58 |
| 198,731.81 | 231,320.25 | 231,320.25 | 231,954.00 | 231,637.13 | 231,320.25 | 231,954.00 | 200,104.87 | 200,104.87 | 200,104.87 | 200,104.87 | 200,104.87 | 215,729.31 | 17,977.44 |
| 333,059.79 | 387,675.60 | 387,675.60 | 388,737.73 | 388,206.67 | 387,675.60 | 388,737.73 | 204,454.97 | 204,454.97 | 204,454.97 | 204,454.97 | 204,454.97 | 307,002.40 | 25,583.53 |

| | | | | | | | | | | | | SALARIO ESCOLAR | AGUINALDO S/E |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-----------------|---------------|
| ene-25 | feb-25 | mar-25 | abr-25 | may-25 | jun-25 | jul-25 | ago-25 | sept-25 | oct-25 | nov-25 | dic-25 | 8.33% | 12 |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 2,450,785.82 | 2,437,430.04 | 2,437,430.04 | 2,458,135.24 | 2,437,430.04 | 2,437,430.04 | 2,468,613.22 | 2,507,836.00 | 2,507,836.00 | 2,507,836.00 | 2,507,836.00 | 2,507,836.00 | 2,472,192.98 | 206,016.08 |
| 75,375.66 | 74,964.90 | 74,964.90 | 75,601.70 | 74,964.90 | 74,964.90 | 75,923.96 | 50,026.22 | 50,026.22 | 50,026.22 | 50,026.22 | 50,026.22 | 64,740.74 | 5,395.06 |
| 58,146.94 | 57,830.06 | 57,830.06 | 58,321.31 | 57,830.06 | 57,830.06 | 58,569.91 | 52,201.27 | 52,201.27 | 52,201.27 | 52,201.27 | 52,201.27 | 55,613.51 | 4,634.46 |
| 1,978,840.49 | 1,936,398.85 | 1,936,398.85 | 1,956,014.91 | 1,942,812.93 | 1,936,398.85 | 1,936,398.85 | 2,010,303.60 | 2,010,303.60 | 2,010,303.60 | 2,010,303.60 | 2,010,303.60 | 1,972,890.59 | 164,407.55 |
| 65,558.80 | 64,152.71 | 64,152.71 | 64,802.59 | 64,365.21 | 64,152.71 | 64,152.71 | 64,905.09 | 64,905.09 | 64,905.09 | 64,905.09 | 64,905.09 | 64,654.98 | 5,387.92 |
| 25,878.47 | 25,323.44 | 25,323.44 | 25,579.97 | 25,407.32 | 25,323.44 | 25,323.44 | 29,821.26 | 29,821.26 | 29,821.26 | 29,821.26 | 29,821.26 | 27,272.04 | 2,272.67 |
| 1,413,716.05 | 1,406,011.88 | 1,406,011.88 | 1,418,324.15 | 1,406,011.88 | 1,406,011.88 | 1,406,011.88 | 1,546,692.54 | 1,546,692.54 | 1,546,692.54 | 1,546,692.54 | 1,546,692.54 | 1,466,290.99 | 122,190.92 |
| 29,613.36 | 29,451.98 | 29,451.98 | 29,709.89 | 29,451.98 | 29,451.98 | 29,451.98 | 48,376.14 | 48,376.14 | 48,376.14 | 48,376.14 | 48,376.14 | 37,371.84 | 3,114.32 |
| 101,715.45 | 101,161.15 | 101,161.15 | 102,047.00 | 101,161.15 | 101,161.15 | 101,161.15 | 17,469.16 | 17,469.16 | 17,469.16 | 17,469.16 | 17,469.16 | 66,409.23 | 5,534.10 |
| 1,456,526.66 | 1,448,589.19 | 1,448,589.19 | 1,461,412.45 | 1,463,923.47 | 1,448,589.19 | 1,448,589.19 | 1,550,723.89 | 1,550,723.89 | 1,550,723.89 | 1,550,723.89 | 1,550,723.89 | 1,494,147.26 | 124,512.27 |
| 38,948.01 | 38,735.76 | 38,735.76 | 39,078.65 | 39,145.80 | 38,735.76 | 38,735.76 | 29,563.19 | 29,563.19 | 29,563.19 | 29,563.19 | 29,563.19 | 34,994.15 | 2,916.18 |
| 49,570.19 | 49,300.05 | 49,300.05 | 49,736.47 | 49,821.93 | 49,300.05 | 49,300.05 | 32,250.76 | 32,250.76 | 32,250.76 | 32,250.76 | 32,250.76 | 42,298.38 | 3,524.86 |
| - | - | - | - | - | - | - | - | - | - | 1,546,692.54 | 1,546,692.54 | 257,781.06 | 21,481.75 |
| - | - | - | - | - | - | - | - | - | - | 39,641.56 | 39,641.56 | 6,606.90 | 550.57 |
| - | - | - | - | - | - | - | - | - | - | 26,203.74 | 26,203.74 | 4,367.27 | 363.94 |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 4,210,539.57 | 4,148,000.00 | 4,161,496.69 | 4,189,184.05 | 4,148,000.00 | 4,176,545.71 | 4,148,000.00 | 2,354,831.02 | 2,354,831.02 | 2,354,831.02 | 2,354,831.02 | 2,354,831.02 | 3,412,979.77 | 284,414.98 |
| 4,210,539.57 | 4,148,000.00 | 4,161,496.69 | 4,189,184.05 | 4,148,000.00 | 4,176,545.71 | 4,148,000.00 | 1,894,488.11 | 1,894,488.11 | 1,894,488.11 | 1,894,488.11 | 1,894,488.11 | 3,221,171.00 | 268,430.92 |
| 2,587,232.74 | 2,577,266.71 | 2,580,787.57 | 2,405,918.37 | 2,588,547.23 | 2,570,225.00 | 2,617,259.28 | 2,610,063.49 | 2,610,063.49 | 2,610,063.49 | 2,610,063.49 | 2,610,063.49 | 2,581,452.54 | 215,121.04 |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 1,550,612.41 | 1,558,612.70 | 1,536,625.00 | 1,563,571.93 | 1,542,881.48 | 2,110,191.83 | 2,025,875.00 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 1,867,785.87 | 155,648.82 |
| 1,550,583.07 | 1,536,625.00 | 1,536,625.00 | 1,565,769.60 | 1,536,625.00 | 1,536,625.00 | 1,536,625.00 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,571,840.95 | 130,986.75 |
| 2,043,886.05 | 2,032,130.10 | 2,025,875.00 | 2,046,037.70 | 2,032,907.98 | 2,025,875.00 | 2,040,774.80 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,064,378.11 | 172,031.51 |
| 1,780,980.62 | 1,771,275.00 | 1,776,127.81 | 1,785,833.42 | 1,771,275.00 | 1,771,275.00 | 1,795,539.04 | 1,860,472.16 | 1,860,472.16 | 1,860,472.16 | 1,860,472.16 | 1,860,472.16 | 1,812,881.64 | 151,073.47 |
| 2,042,915.80 | 2,025,875.00 | 2,032,214.97 | 2,053,599.59 | 2,025,875.00 | 2,025,875.00 | 2,025,875.00 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,063,106.76 | 171,925.56 |
| 2,042,040.70 | 1,601,858.34 | 2,074,800.00 | 2,131,023.60 | 2,047,495.28 | 2,037,416.78 | 2,025,875.00 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,040,463.46 | 170,038.62 |
| 1,931,886.20 | 2,042,215.31 | 2,025,875.00 | 2,025,875.00 | - | - | 1,289,144.94 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 1,653,338.90 | 137,778.24 |
| 1,545,044.86 | 1,543,021.11 | 1,540,976.85 | 1,554,417.51 | 1,545,838.81 | 1,541,433.62 | 1,536,625.00 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,572,497.62 | 131,041.47 |
| 1,545,044.86 | 1,536,625.00 | 1,536,625.00 | 1,563,714.73 | 1,536,625.00 | 1,546,541.12 | 1,536,625.00 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,572,034.54 | 131,002.88 |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - | 1,612,537.84 | 1,612,537.84 | 268,755.23 | 22,396.27 |
| 1,554,689.70 | 1,536,625.00 | 1,572,874.15 | 1,589,446.48 | 1,570,238.67 | 1,583,440.73 | 1,536,625.00 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,583,879.41 | 131,989.95 |
| 1,572,391.84 | 1,536,625.00 | 1,536,625.00 | 1,616,186.12 | 1,540,834.96 | 1,538,729.95 | 1,549,254.79 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,579,438.42 | 131,619.87 |
| 1,568,218.85 | 1,536,625.00 | 1,536,625.00 | 1,553,849.20 | 1,536,625.00 | 1,538,976.46 | 1,575,040.63 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,575,714.47 | 131,309.54 |
| - | - | - | - | - | - | - | - | - | - | 1,612,537.84 | 1,612,537.84 | 268,755.23 | 22,396.27 |
| 1,548,108.29 | 1,536,625.00 | 1,536,625.00 | 1,551,794.66 | 1,536,625.00 | 1,542,115.00 | 1,536,625.00 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,570,927.64 | 130,910.64 |
| 566,041.67 | 679,250.00 | 679,250.00 | 682,971.92 | 679,250.00 | 680,180.48 | 684,832.87 | 709,072.88 | 709,072.88 | 709,072.88 | 709,072.88 | 709,072.88 | 683,092.38 | 56,924.36 |
| 1,561,038.82 | 1,539,900.66 | 1,536,625.00 | 1,563,914.33 | 1,536,625.00 | 1,536,625.00 | 1,555,270.15 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,574,384.38 | 131,198.70 |
| - | - | - | - | - | - | - | - | - | - | 1,612,537.84 | 1,612,537.84 | 268,755.23 | 22,396.27 |
| 682,971.92 | 679,250.00 | 679,250.00 | 685,258.37 | 679,250.00 | 679,250.00 | 679,250.00 | 709,072.88 | 709,072.88 | 709,072.88 | 709,072.88 | 709,072.88 | 692,484.29 | 57,707.02 |
| 2,001,616.08 | 2,025,875.00 | 2,025,875.00 | 2,168,252.68 | 2,199,973.63 | 2,130,334.18 | 2,089,183.59 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,097,179.94 | 174,764.99 |
| 682,971.92 | 679,250.00 | 688,554.78 | 683,107.17 | 681,376.25 | 679,250.00 | 713,212.50 | 709,072.88 | 709,072.88 | 709,072.88 | 709,072.88 | 709,072.88 | 696,087.80 | 58,007.32 |

| | | | | | | | | | | | | SALARIO ESCOLAR | AGUINALDO S/E |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-----------------|---------------|
| ene-25 | feb-25 | mar-25 | abr-25 | may-25 | jun-25 | jul-25 | ago-25 | sept-25 | oct-25 | nov-25 | dic-25 | 8.33% | 12 |
| 2,068,499.69 | 2,051,627.43 | 2,029,165.49 | 2,046,723.76 | 2,029,569.11 | 2,025,875.00 | 2,056,731.58 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,069,436.87 | 172,453.07 |
| 2,037,866.58 | 2,051,284.53 | 2,025,875.00 | 2,053,095.68 | 2,025,875.00 | 2,025,875.00 | 2,025,875.00 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,064,233.12 | 172,019.43 |
| 2,086,767.59 | 2,035,655.13 | 2,025,875.00 | 2,066,922.69 | 2,041,900.11 | 2,025,875.00 | 2,025,875.00 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,069,493.41 | 172,457.78 |
| 685,801.88 | 679,250.00 | 686,065.12 | 688,470.04 | 679,250.00 | 767,763.11 | 783,260.16 | 709,072.88 | 709,072.88 | 709,072.88 | 709,072.88 | 709,072.88 | 709,599.22 | 59,133.27 |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 4,178,228.85 | 4,160,564.35 | 4,180,161.67 | 4,168,107.89 | 4,148,000.00 | 4,148,000.00 | 4,220,741.81 | 4,249,319.13 | 4,249,319.13 | 4,249,319.13 | 4,249,319.13 | 4,249,319.13 | 4,204,183.20 | 350,348.60 |
| 2,039,690.41 | 2,025,875.00 | 2,025,875.00 | 2,045,756.71 | 2,309,445.95 | 2,095,514.45 | 2,150,427.09 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,101,469.46 | 175,122.45 |
| 2,068,322.16 | 2,048,506.41 | 2,025,875.00 | 2,053,310.77 | 2,029,382.05 | 2,025,875.00 | 2,054,715.13 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,069,253.08 | 172,437.76 |
| 2,037,963.59 | 2,029,025.80 | 2,025,875.00 | 2,049,345.41 | 2,025,875.00 | 2,025,875.00 | 2,040,689.73 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,063,308.35 | 171,942.36 |
| 2,037,469.65 | 2,069,331.81 | 2,025,875.00 | 2,046,081.65 | 2,421,074.01 | 2,431,050.00 | 2,431,050.00 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,165,581.49 | 180,465.12 |
| 2,046,407.41 | 2,051,025.45 | 2,032,624.60 | 2,053,131.93 | 2,257,348.63 | 2,253,785.94 | 2,057,467.53 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,106,403.34 | 175,533.61 |
| 2,068,008.73 | 2,025,875.00 | 2,025,875.00 | 1,911,320.47 | 2,420,874.38 | 2,434,380.21 | 2,457,691.65 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,155,755.98 | 179,646.33 |
| 2,584,308.42 | 2,570,225.00 | 2,570,225.00 | 2,570,225.00 | 2,570,225.00 | 2,570,225.00 | 2,570,225.00 | 2,610,063.49 | 2,610,063.49 | 2,610,063.49 | 2,610,063.49 | 2,610,063.49 | 2,587,987.64 | 215,665.64 |
| 2,039,788.83 | 2,036,525.43 | 2,025,875.00 | 2,032,600.38 | 2,345,583.40 | 2,170,711.78 | 2,052,500.19 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,102,386.15 | 175,198.85 |
| 1,536,625.00 | 1,536,625.00 | 1,536,625.00 | 1,536,625.00 | 1,833,705.83 | 1,843,950.00 | 1,849,001.92 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,644,647.33 | 137,053.94 |
| 2,037,638.71 | 2,025,875.00 | 2,025,875.00 | 2,045,870.69 | 2,424,520.95 | 2,464,352.05 | 2,431,049.98 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,165,019.02 | 180,418.25 |
| 1,545,044.86 | 1,438,441.59 | 1,536,625.00 | 1,559,294.90 | 1,833,705.83 | 1,843,950.00 | 1,849,001.92 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,639,056.22 | 136,588.02 |
| 1,555,525.85 | 1,536,625.00 | 1,536,625.00 | 1,566,373.60 | 1,536,625.00 | 1,536,625.00 | 1,575,569.98 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,575,548.58 | 131,295.72 |
| 2,037,670.49 | 2,031,934.16 | 2,051,611.23 | 2,046,009.24 | 2,025,875.00 | 2,025,875.00 | 2,025,875.00 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,064,158.40 | 172,013.20 |
| 1,647,655.82 | 1,600,688.49 | 2,002,545.34 | 2,056,401.87 | 2,025,875.00 | 2,042,526.03 | 2,025,875.00 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 1,993,885.13 | 166,157.09 |
| 1,545,978.08 | 1,546,289.73 | 1,536,625.00 | 1,541,032.97 | 1,811,936.98 | 1,555,832.81 | 1,536,625.00 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,594,744.43 | 132,895.37 |
| 2,040,078.04 | 2,071,154.29 | 2,025,875.00 | 2,032,858.43 | 2,228,462.50 | 2,279,109.38 | 2,034,952.86 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,103,128.27 | 175,260.69 |
| 2,071,188.07 | 2,025,875.00 | 2,032,988.10 | 2,055,289.24 | 2,041,208.37 | 2,044,487.95 | 2,033,387.26 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,069,122.87 | 172,426.91 |
| 68,959.38 | - | - | - | - | - | - | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 677,634.67 | 56,469.56 |
| 2,025,875.00 | 2,025,875.00 | 2,025,875.00 | 2,059,878.18 | 2,481,696.88 | 2,030,250.74 | 2,030,382.02 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,100,406.81 | 175,033.90 |
| 1,536,625.00 | 1,536,625.00 | 1,536,625.00 | 1,550,160.13 | 1,833,705.83 | 1,843,950.00 | 1,843,950.00 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,645,354.26 | 137,112.86 |
| 1,545,266.80 | 1,536,625.00 | 1,536,625.00 | 1,549,580.80 | 1,536,625.00 | 1,536,625.00 | 1,541,160.97 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,570,426.86 | 130,868.91 |
| 1,558,635.15 | 1,536,625.00 | 1,536,625.00 | 1,571,142.39 | 1,558,587.21 | 1,536,625.00 | 1,546,457.98 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,575,609.27 | 131,300.77 |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 2,584,308.42 | 2,577,266.73 | 2,573,771.08 | 2,592,266.20 | 2,577,951.13 | 2,570,225.00 | 2,570,225.00 | 2,610,063.49 | 2,610,063.49 | 2,610,063.49 | 2,610,063.49 | 2,610,063.49 | 2,591,350.55 | 215,945.88 |
| 2,570,225.00 | 2,073,784.30 | 2,337,848.50 | 1,977,547.54 | 1,292,154.21 | 1,285,112.50 | 1,542,135.00 | 2,610,063.49 | 2,610,063.49 | 2,610,063.49 | 2,610,063.49 | 2,610,063.49 | 2,177,418.33 | 181,451.53 |
| 2,302,345.42 | 2,229,651.13 | 2,139,111.31 | 2,215,800.78 | 2,628,971.06 | 2,431,050.00 | 2,431,050.00 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,241,918.49 | 186,826.54 |
| 2,232,931.62 | 2,041,050.70 | 2,025,875.00 | 2,050,295.74 | 2,343,836.91 | 2,030,696.92 | 2,262,850.50 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,126,048.76 | 177,170.73 |
| 1,609,894.13 | 1,808,051.10 | 1,682,262.97 | 1,597,899.02 | 1,800,919.60 | 1,592,675.00 | 1,766,055.26 | 1,666,080.08 | 1,666,080.08 | 1,666,080.08 | 1,666,080.08 | 1,666,080.08 | 1,682,339.73 | 140,194.98 |
| 1,606,854.52 | 1,614,300.01 | 1,692,217.19 | 1,692,217.19 | 1,606,392.00 | 1,592,675.00 | 1,652,400.31 | 1,666,080.08 | 1,666,080.08 | 1,666,080.08 | 1,666,080.08 | 1,666,080.08 | 1,648,948.12 | 137,412.34 |
| - | - | - | - | - | - | - | - | - | - | - | 1,666,080.08 | 138,839.45 | 11,569.95 |
| 1,671,256.08 | 1,536,625.00 | 1,632,664.07 | 1,717,201.83 | 1,536,625.00 | 1,536,625.00 | 1,597,009.46 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,607,551.54 | 133,962.63 |
| 1,549,206.42 | 1,536,625.00 | 1,575,040.63 | 1,589,077.94 | 1,546,705.15 | 1,536,625.00 | 1,552,495.05 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,579,032.38 | 131,586.03 |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 1,629,702.42 | 1,680,683.59 | 1,536,625.00 | 1,824,742.18 | 1,833,705.83 | 1,843,950.00 | 1,843,950.00 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,687,997.27 | 140,666.44 |
| 2,584,308.42 | 2,570,225.00 | 2,573,745.87 | 2,591,350.13 | 2,570,225.00 | 2,570,225.00 | 1,741,905.06 | 2,610,063.49 | 2,610,063.49 | 2,610,063.49 | 2,610,063.49 | 2,610,063.49 | 2,521,015.08 | 210,084.59 |
| 2,037,612.36 | 2,029,023.30 | 2,032,311.88 | 2,065,327.72 | 2,050,811.79 | 2,025,875.00 | 2,041,157.63 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,067,264.18 | 172,272.02 |
| 1,305,181.60 | 1,285,350.00 | 1,289,222.37 | 1,299,082.98 | 1,287,173.50 | 1,310,064.12 | 1,285,350.00 | 1,345,791.38 | 1,345,791.38 | 1,345,791.38 | 1,345,791.38 | 1,345,791.38 | 1,315,859.86 | 109,654.99 |
| 1,549,269.50 | 1,536,625.00 | 1,536,625.00 | 1,549,917.23 | 1,541,262.82 | 1,536,625.00 | 1,541,598.55 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,571,211.41 | 130,934.28 |
| 1,292,490.69 | 1,285,350.00 | 1,285,350.00 | 1,285,350.00 | 1,285,350.00 | 1,316,886.84 | 1,285,350.00 | 709,072.88 | 709,072.88 | 709,072.88 | 709,072.88 | 709,072.88 | 1,048,453.46 | 87,371.12 |
| 2,058,594.91 | 2,025,875.00 | 2,034,577.71 | 2,102,222.59 | 2,035,110.70 | 2,065,287.91 | 2,072,123.05 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,076,570.16 | 173,047.51 |

| | | | | | | | | | | | | SALARIO ESCOLAR | AGUINALDO S/E |
|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|--------------------|---------------|
| ene-25 | feb-25 | mar-25 | abr-25 | may-25 | jun-25 | jul-25 | ago-25 | sept-25 | oct-25 | nov-25 | dic-25 | 8.33% | 12 |
| 1,545,044.86 | 1,536,625.00 | 1,536,625.00 | 1,549,882.75 | 1,541,207.68 | 1,541,282.17 | 1,553,584.56 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,572,238.81 | 131,019.90 |
| 1,292,593.43 | 1,285,350.00 | 1,285,350.00 | 1,285,350.00 | 1,291,292.94 | 1,285,350.00 | 1,293,614.53 | 709,072.88 | 709,072.88 | 709,072.88 | 709,072.88 | 709,072.88 | 1,047,017.92 | 87,251.49 |
| 1,553,464.72 | 1,536,625.00 | 1,536,625.00 | 1,576,883.69 | 1,536,625.00 | 1,536,625.00 | 1,536,625.00 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,573,007.26 | 131,083.94 |
| 1,545,044.86 | 1,536,625.00 | 1,557,778.91 | 1,549,932.28 | 1,536,625.00 | 1,536,625.00 | 1,536,625.00 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,571,822.48 | 130,985.21 |
| 2,042,415.36 | 2,025,875.00 | 2,034,779.42 | 2,053,164.41 | 2,025,875.00 | 2,025,875.00 | 2,305,613.28 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,086,553.92 | 173,879.49 |
| 2,043,330.09 | 2,025,875.00 | 2,025,875.00 | 2,058,796.95 | 2,032,521.36 | 2,040,518.89 | 2,025,875.00 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,064,820.24 | 172,068.35 |
| 2,037,966.84 | 2,050,504.97 | 2,025,875.00 | 2,045,911.77 | 2,025,875.00 | 2,025,875.00 | 2,025,875.00 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,063,577.86 | 171,964.82 |
| 2,042,767.41 | 2,115,506.41 | 2,035,062.30 | 2,054,541.93 | 2,025,875.00 | 2,025,875.00 | 2,025,875.00 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,070,879.45 | 172,573.29 |
| 2,041,606.41 | 2,025,875.00 | 2,094,723.67 | 2,052,430.29 | 2,025,875.00 | 2,025,875.00 | 2,025,875.00 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,068,109.24 | 172,342.44 |
| 4,160,005.36 | 4,160,232.01 | 4,148,000.00 | 4,187,646.01 | 4,148,000.00 | 4,233,301.24 | 4,148,000.00 | 4,249,319.13 | 4,249,319.13 | 4,249,319.13 | 4,249,319.13 | 4,249,319.13 | 4,202,631.55 | 350,219.30 |
| 2,025,875.00 | 2,262,423.54 | 2,342,417.97 | 2,210,973.17 | 2,404,690.18 | 2,598,817.77 | 2,215,800.78 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,215,503.48 | 184,625.29 |
| 2,073,942.00 | 2,032,513.22 | 2,022,624.77 | 2,032,869.07 | 2,040,404.68 | 2,063,712.04 | 2,025,875.00 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,068,082.61 | 172,340.22 |
| 2,594,875.45 | 2,570,225.00 | 2,570,225.00 | 2,600,453.55 | 2,570,225.00 | 2,601,030.10 | 2,570,225.00 | 2,610,063.49 | 2,610,063.49 | 2,610,063.49 | 2,610,063.49 | 2,610,063.49 | 2,593,954.34 | 216,162.86 |
| 2,037,622.19 | 2,031,909.85 | 2,032,149.78 | 2,045,775.74 | 2,025,875.00 | 2,025,875.00 | 2,025,875.00 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,062,511.11 | 171,875.93 |
| - | - | 1,434,183.33 | 1,549,254.79 | 1,545,044.85 | 1,545,044.87 | 1,536,625.00 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,612,537.84 | 1,306,064.94 | 108,838.75 |
| 2,044,232.62 | 2,025,875.00 | 1,978,321.40 | 1,709,163.51 | 2,025,875.00 | 2,025,875.00 | 2,025,875.00 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,030,022.49 | 169,168.54 |
| - | - | - | - | - | - | - | - | - | - | - | 1,612,537.84 | 134,377.62 | 11,198.13 |
| - | - | - | - | - | - | - | - | - | - | - | 2,105,029.95 | 175,418.46 | 14,618.21 |
| 2,043,883.89 | 2,025,875.00 | 2,029,083.54 | 2,049,673.75 | 2,025,875.00 | 2,025,875.00 | 2,025,875.00 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,105,029.95 | 2,062,599.33 | 171,883.28 |
| 269,980,219.05 | 265,536,687.65 | 269,891,604.75 | 272,991,630.52 | 269,572,897.61 | 270,615,679.13 | 272,768,925.07 | 274,370,594.86 | 274,370,594.86 | 275,079,667.73 | 281,529,819.08 | 289,018,496.90 | 273,809,472.86 | 22,817,456.07 |

| CARGAS PATRONALES | | | | | | | | | | |
|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-------------------------|--|
| 0.04.01 (9.25%) | 0.04.02 (0.50%) | 0.04.03 (1.50%) | 0.04.04 (5.00%) | 0.04.05 (0.50%) | 0.05.01 (5.58%) | 0.05.02 (3.00%) | 0.05.03 (1.50%) | 0.05.05 (5.00%) | TOTAL CARGAS PATRONALES | |
| 433,268.06 | 23,419.90 | 70,259.69 | 234,198.95 | 23,419.90 | 261,366.03 | 140,519.37 | 70,259.69 | 234,198.95 | 1,490,910.54 | |
| 45,699.22 | 2,470.23 | 7,410.68 | 24,702.28 | 2,470.23 | 27,567.74 | 14,821.37 | 7,410.68 | 24,702.28 | 157,254.71 | |
| 29,202.93 | 1,578.54 | 4,735.61 | 15,785.37 | 1,578.54 | 17,616.47 | 9,471.22 | 4,735.61 | 15,785.37 | 100,489.65 | |
| 436,277.27 | 23,582.56 | 70,747.67 | 235,825.55 | 23,582.56 | 263,181.32 | 141,495.33 | 70,747.67 | 235,825.55 | 1,501,265.48 | |
| 43,416.94 | 2,346.86 | 7,040.58 | 23,468.62 | 2,346.86 | 26,190.97 | 14,081.17 | 7,040.58 | 23,468.62 | 149,401.21 | |
| 31,191.43 | 1,686.02 | 5,058.07 | 16,860.23 | 1,686.02 | 18,816.02 | 10,116.14 | 5,058.07 | 16,860.23 | 107,332.23 | |
| 433,367.91 | 23,425.29 | 70,275.88 | 234,252.92 | 23,425.29 | 261,426.26 | 140,551.75 | 70,275.88 | 234,252.92 | 1,491,254.10 | |
| 45,709.59 | 2,470.79 | 7,412.37 | 24,707.89 | 2,470.79 | 27,574.00 | 14,824.73 | 7,412.37 | 24,707.89 | 157,290.40 | |
| 29,210.13 | 1,578.93 | 4,736.78 | 15,789.26 | 1,578.93 | 17,620.81 | 9,473.56 | 4,736.78 | 15,789.26 | 100,514.43 | |
| 58,586.65 | 3,166.85 | 9,500.54 | 31,668.46 | 3,166.85 | 35,342.00 | 19,001.08 | 9,500.54 | 31,668.46 | 201,601.41 | |
| 3,486.91 | 188.48 | 565.45 | 1,884.82 | 188.48 | 2,103.46 | 1,130.89 | 565.45 | 1,884.82 | 11,998.75 | |
| 6,006.94 | 324.70 | 974.10 | 3,246.99 | 324.70 | 3,623.65 | 1,948.20 | 974.10 | 3,246.99 | 20,670.37 | |
| 68,151.98 | 3,683.89 | 11,051.67 | 36,838.91 | 3,683.89 | 41,112.22 | 22,103.35 | 11,051.67 | 36,838.91 | 234,516.51 | |
| 610.09 | 32.98 | 98.93 | 329.78 | 32.98 | 368.04 | 197.87 | 98.93 | 329.78 | 2,099.38 | |
| 11,739.11 | 634.55 | 1,903.64 | 6,345.46 | 634.55 | 7,081.54 | 3,807.28 | 1,903.64 | 6,345.46 | 40,395.21 | |
| 117,141.82 | 6,331.99 | 18,995.97 | 63,319.90 | 6,331.99 | 70,665.01 | 37,991.94 | 18,995.97 | 63,319.90 | 403,094.51 | |
| 22,526.28 | 1,217.64 | 3,652.91 | 12,176.37 | 1,217.64 | 13,588.83 | 7,305.82 | 3,652.91 | 12,176.37 | 77,514.76 | |
| 17,412.63 | 941.22 | 2,823.67 | 9,412.23 | 941.22 | 10,504.05 | 5,647.34 | 2,823.67 | 9,412.23 | 59,918.26 | |
| 207,920.95 | 11,238.97 | 33,716.91 | 112,389.70 | 11,238.97 | 125,426.91 | 67,433.82 | 33,716.91 | 112,389.70 | 715,472.86 | |
| 9,848.97 | 532.38 | 1,597.13 | 5,323.77 | 532.38 | 5,941.33 | 3,194.26 | 1,597.13 | 5,323.77 | 33,891.12 | |
| 22,514.76 | 1,217.01 | 3,651.04 | 12,170.14 | 1,217.01 | 13,581.88 | 7,302.08 | 3,651.04 | 12,170.14 | 77,475.11 | |
| 61,173.06 | 3,306.65 | 9,919.96 | 33,066.52 | 3,306.65 | 36,902.24 | 19,839.91 | 9,919.96 | 33,066.52 | 210,501.46 | |
| 3,713.61 | 200.74 | 602.21 | 2,007.36 | 200.74 | 2,240.21 | 1,204.42 | 602.21 | 2,007.36 | 12,778.85 | |
| 5,774.57 | 312.14 | 936.42 | 3,121.39 | 312.14 | 3,483.47 | 1,872.83 | 936.42 | 3,121.39 | 19,870.75 | |
| 14,046.97 | 759.30 | 2,277.89 | 7,592.96 | 759.30 | 8,473.74 | 4,555.77 | 2,277.89 | 7,592.96 | 48,336.77 | |
| 929.18 | 50.23 | 150.68 | 502.26 | 50.23 | 560.52 | 301.35 | 150.68 | 502.26 | 3,197.37 | |
| 1,421.09 | 76.82 | 230.45 | 768.16 | 76.82 | 857.27 | 460.90 | 230.45 | 768.16 | 4,890.10 | |
| - | - | - | - | - | - | - | - | - | - | |
| - | - | - | - | - | - | - | - | - | - | |
| - | - | - | - | - | - | - | - | - | - | |
| 316,903.85 | 17,129.94 | 51,389.81 | 171,299.38 | 17,129.94 | 191,170.11 | 102,779.63 | 51,389.81 | 171,299.38 | 1,090,491.85 | |
| 21,051.76 | 1,137.93 | 3,413.80 | 11,379.33 | 1,137.93 | 12,699.33 | 6,827.60 | 3,413.80 | 11,379.33 | 72,440.82 | |
| 22,312.62 | 1,206.09 | 3,618.26 | 12,060.87 | 1,206.09 | 13,459.94 | 7,236.52 | 3,618.26 | 12,060.87 | 76,779.53 | |
| 359,253.58 | 19,419.11 | 58,257.34 | 194,191.12 | 19,419.11 | 216,717.29 | 116,514.67 | 58,257.34 | 194,191.12 | 1,236,220.69 | |
| 1,124.35 | 60.78 | 182.33 | 607.76 | 60.78 | 678.26 | 364.65 | 182.33 | 607.76 | 3,868.97 | |
| 252.19 | 13.63 | 40.89 | 136.32 | 13.63 | 152.13 | 81.79 | 40.89 | 136.32 | 867.79 | |
| 267,536.31 | 14,461.42 | 43,384.27 | 144,614.22 | 14,461.42 | 161,389.47 | 86,768.53 | 43,384.27 | 144,614.22 | 920,614.13 | |
| 31,592.33 | 1,707.69 | 5,123.08 | 17,076.94 | 1,707.69 | 19,057.86 | 10,246.16 | 5,123.08 | 17,076.94 | 108,711.78 | |
| - | - | - | - | - | - | - | - | - | - | |
| 282,481.31 | 15,269.26 | 45,807.78 | 152,692.60 | 15,269.26 | 170,404.94 | 91,615.56 | 45,807.78 | 152,692.60 | 972,041.11 | |
| 1,234.45 | 66.73 | 200.18 | 667.27 | 66.73 | 744.68 | 400.36 | 200.18 | 667.27 | 4,247.86 | |
| 12,553.15 | 678.55 | 2,035.65 | 6,785.49 | 678.55 | 7,572.60 | 4,071.29 | 2,035.65 | 6,785.49 | 43,196.40 | |
| 208,805.14 | 11,286.76 | 33,860.29 | 112,867.64 | 11,286.76 | 125,960.29 | 67,720.58 | 33,860.29 | 112,867.64 | 718,515.40 | |
| 189.65 | 10.25 | 30.75 | 102.51 | 10.25 | 114.41 | 61.51 | 30.75 | 102.51 | 652.60 | |
| 18,585.74 | 1,004.63 | 3,013.90 | 10,046.35 | 1,004.63 | 11,211.72 | 6,027.81 | 3,013.90 | 10,046.35 | 63,955.05 | |
| 190,850.82 | 10,316.26 | 30,948.78 | 103,162.61 | 10,316.26 | 115,129.47 | 61,897.56 | 30,948.78 | 103,162.61 | 656,733.15 | |
| - | - | - | - | - | - | - | - | - | - | |
| - | - | - | - | - | - | - | - | - | - | |
| 165,076.59 | 8,923.06 | 26,769.18 | 89,230.59 | 8,923.06 | 99,581.34 | 53,538.35 | 26,769.18 | 89,230.59 | 568,041.94 | |
| 1,019.84 | 55.13 | 165.38 | 551.26 | 55.13 | 615.21 | 330.76 | 165.38 | 551.26 | 3,509.35 | |
| 6,820.18 | 368.66 | 1,105.97 | 3,686.58 | 368.66 | 4,114.23 | 2,211.95 | 1,105.97 | 3,686.58 | 23,468.79 | |
| 167,321.75 | 9,044.42 | 27,133.26 | 90,444.19 | 9,044.42 | 100,935.72 | 54,266.51 | 27,133.26 | 90,444.19 | 575,767.72 | |
| - | - | - | - | - | - | - | - | - | - | |
| 23,702.84 | 1,281.23 | 3,843.70 | 12,812.35 | 1,281.23 | 14,298.58 | 7,687.41 | 3,843.70 | 12,812.35 | 81,563.41 | |
| 200,449.80 | 10,835.12 | 32,505.37 | 108,351.24 | 10,835.12 | 120,919.99 | 65,010.75 | 32,505.37 | 108,351.24 | 689,764.02 | |
| 13,909.82 | 751.88 | 2,255.65 | 7,518.82 | 751.88 | 8,391.01 | 4,511.29 | 2,255.65 | 7,518.82 | 47,864.83 | |
| 25,723.90 | 1,390.48 | 4,171.44 | 13,904.81 | 1,390.48 | 15,517.77 | 8,342.89 | 4,171.44 | 13,904.81 | 88,518.02 | |
| 175,080.33 | 9,463.80 | 28,391.40 | 94,638.01 | 9,463.80 | 105,616.02 | 56,782.81 | 28,391.40 | 94,638.01 | 602,465.60 | |
| - | - | - | - | - | - | - | - | - | - | |
| 16,293.87 | 880.75 | 2,642.25 | 8,807.50 | 880.75 | 9,829.17 | 5,284.50 | 2,642.25 | 8,807.50 | 56,068.54 | |
| 190,642.89 | 10,305.02 | 30,915.06 | 103,050.21 | 10,305.02 | 115,004.04 | 61,830.13 | 30,915.06 | 103,050.21 | 656,017.65 | |
| - | - | - | - | - | - | - | - | - | - | |
| - | - | - | - | - | - | - | - | - | - | |
| - | - | - | - | - | - | - | - | - | - | |
| 188,226.44 | 10,174.40 | 30,523.21 | 101,744.02 | 10,174.40 | 113,546.33 | 61,046.41 | 30,523.21 | 101,744.02 | 647,702.43 | |
| - | - | - | - | - | - | - | - | - | - | |
| 2,502.73 | 135.28 | 405.85 | 1,352.83 | 135.28 | 1,509.75 | 811.70 | 405.85 | 1,352.83 | 8,612.09 | |
| 107,783.49 | 5,826.13 | 17,478.40 | 58,261.34 | 5,826.13 | 65,019.66 | 34,956.81 | 17,478.40 | 58,261.34 | 370,891.71 | |
| 58,070.03 | 3,138.92 | 9,416.76 | 31,389.21 | 3,138.92 | 35,030.35 | 18,833.52 | 9,416.76 | 31,389.21 | 199,823.68 | |
| 25,121.16 | 1,357.90 | 4,073.70 | 13,579.00 | 1,357.90 | 15,154.17 | 8,147.40 | 4,073.70 | 13,579.00 | 86,443.94 | |

| PROGRAMA / CF | AGUINALDO | AGUINALDO S/E |
|----------------------------|----------------|---------------|
| 1. ADMINISTRACIÓN SUPERIOR | 98,756,976.40 | 8,229,748.03 |
| 100 | 53,451,743.93 | 4,454,311.99 |
| 500 | 45,305,232.47 | 3,775,436.04 |
| 2. REGULACIÓN | 105,441,492.65 | 8,786,791.05 |
| 210 | 41,984,977.20 | 3,498,748.10 |
| 400 | 45,975,070.84 | 3,831,255.90 |
| 800 | 17,481,444.61 | 1,456,787.05 |
| 3. ESPECTRO | 41,705,688.53 | 3,475,474.04 |
| 220 | 29,939,572.33 | 2,494,964.36 |
| 298 | 6,799,948.40 | 566,662.37 |
| 299 | 4,966,167.80 | 413,847.32 |
| 4. FONATEL | 27,905,315.28 | 2,325,442.94 |
| 300 | 18,851,165.91 | 1,570,930.49 |
| 398 | 5,490,692.32 | 457,557.69 |
| 399 | 3,563,457.04 | 296,954.75 |
| TOTAL PROGRAMA CF | 273,809,472.86 | 22,817,456.07 |

| PROGRAMA / CF | SS CCSS (9.25%) | IMAS (0.80%) | INA (1.50%) | FODESAF (5.00%) | BP (0.50%) | SP CCSS (5.58%) | ROPG (3.00%) | FCL (1.50%) | ASAR (5.00%) | TOTAL ANUAL |
|----------------------------|-----------------|--------------|--------------|-----------------|------------|-----------------|--------------|--------------|--------------|----------------|
| 1. ADMINISTRACIÓN SUPERIOR | 9,135,020.32 | 493,784.88 | 1,481,354.65 | 4,937,848.82 | 493,784.88 | 5,510,639.28 | 2,962,709.29 | 1,481,354.65 | 4,937,848.82 | 31,434,345.59 |
| 100 | 4,944,286.31 | 267,258.72 | 801,776.16 | 2,672,587.20 | 267,258.72 | 2,982,607.31 | 1,603,552.32 | 801,776.16 | 2,672,587.20 | 17,013,690.09 |
| 500 | 4,190,734.00 | 226,526.16 | 679,578.49 | 2,265,261.62 | 226,526.16 | 2,528,031.97 | 1,359,156.97 | 679,578.49 | 2,265,261.62 | 14,420,655.50 |
| 2. REGULACIÓN | 9,753,338.07 | 527,207.46 | 1,581,622.39 | 5,272,074.63 | 527,207.46 | 5,883,635.29 | 3,163,244.78 | 1,581,622.39 | 5,272,074.63 | 33,562,027.11 |
| 210 | 3,883,610.39 | 209,924.89 | 629,774.66 | 2,099,248.86 | 209,924.89 | 2,342,761.73 | 1,259,549.32 | 629,774.66 | 2,099,248.86 | 13,363,818.24 |
| 400 | 4,252,694.05 | 229,875.35 | 689,626.06 | 2,298,753.54 | 229,875.35 | 2,565,408.95 | 1,379,252.13 | 689,626.06 | 2,298,753.54 | 14,633,865.05 |
| 800 | 1,617,033.63 | 87,407.22 | 262,221.67 | 874,072.23 | 87,407.22 | 975,464.61 | 524,443.34 | 262,221.67 | 874,072.23 | 5,564,343.82 |
| 3. ESPECTRO | 3,857,776.19 | 208,528.44 | 625,585.33 | 2,085,284.43 | 208,528.44 | 2,327,177.42 | 1,251,170.66 | 625,585.33 | 2,085,284.43 | 13,274,920.66 |
| 220 | 2,769,410.44 | 149,697.86 | 449,093.58 | 1,496,978.62 | 149,697.86 | 1,670,628.14 | 898,187.17 | 449,093.58 | 1,496,978.62 | 9,529,765.87 |
| 298 | 628,995.23 | 33,999.74 | 101,999.23 | 339,997.42 | 33,999.74 | 379,437.12 | 203,998.45 | 101,999.23 | 339,997.42 | 2,164,423.58 |
| 299 | 459,370.52 | 24,830.84 | 74,492.52 | 248,308.39 | 24,830.84 | 277,112.16 | 148,985.03 | 74,492.52 | 248,308.39 | 1,580,731.21 |
| 4. FONATEL | 2,581,241.66 | 139,526.58 | 418,579.73 | 1,395,265.76 | 139,526.58 | 1,557,116.59 | 837,159.46 | 418,579.73 | 1,395,265.76 | 8,882,261.85</ |

| CARGAS PATRONALES | | | | | | | | | TOTAL CARGAS PATRONALES |
|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-------------------------|
| 0.04.01 (9.25%) | 0.04.02 (0.50%) | 0.04.03 (1.50%) | 0.04.04 (5.00%) | 0.04.05 (0.50%) | 0.05.01 (5.58%) | 0.05.02 (3.00%) | 0.05.03 (1.50%) | 0.05.05 (5.00%) | |
| 78,457.61 | 4,240.95 | 12,722.86 | 42,409.52 | 4,240.95 | 47,329.02 | 25,445.71 | 12,722.86 | 42,409.52 | 269,978.99 |
| 46,329.43 | 2,504.29 | 7,512.88 | 25,042.93 | 2,504.29 | 27,947.91 | 15,025.76 | 7,512.88 | 25,042.93 | 159,423.32 |
| 20,347.77 | 1,099.88 | 3,299.64 | 10,998.80 | 1,099.88 | 12,274.66 | 6,599.28 | 3,299.64 | 10,998.80 | 70,018.34 |
| 159,772.04 | 8,636.33 | 25,908.98 | 86,363.26 | 8,636.33 | 96,381.40 | 51,817.96 | 25,908.98 | 86,363.26 | 549,788.54 |
| 79,113.84 | 4,276.42 | 12,829.27 | 42,764.24 | 4,276.42 | 47,724.89 | 25,658.54 | 12,829.27 | 42,764.24 | 272,237.13 |
| 502.98 | 27.19 | 81.56 | 271.88 | 27.19 | 303.42 | 163.13 | 81.56 | 271.88 | 1,730.79 |
| 55,709.68 | 3,011.33 | 9,034.00 | 30,113.34 | 3,011.33 | 33,606.49 | 18,068.00 | 9,034.00 | 30,113.34 | 191,701.53 |
| 29,794.22 | 1,610.50 | 4,831.49 | 16,104.98 | 1,610.50 | 17,973.16 | 9,662.99 | 4,831.49 | 16,104.98 | 102,524.32 |
| 427.07 | 23.08 | 69.25 | 230.85 | 23.08 | 257.62 | 138.51 | 69.25 | 230.85 | 1,469.57 |
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| - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - |
| 367,772.77 | 19,879.61 | 59,638.83 | 198,796.09 | 19,879.61 | 221,856.44 | 119,277.66 | 59,638.83 | 198,796.09 | 1,265,535.93 |
| 12,617.89 | 682.05 | 2,046.14 | 6,820.48 | 682.05 | 7,611.66 | 4,092.29 | 2,046.14 | 6,820.48 | 43,419.19 |
| 8,188.76 | 442.64 | 1,327.91 | 4,426.36 | 442.64 | 4,939.81 | 2,655.81 | 1,327.91 | 4,426.36 | 28,178.18 |
| 133,304.94 | 7,205.67 | 21,617.02 | 72,056.72 | 7,205.67 | 80,415.30 | 43,234.03 | 21,617.02 | 72,056.72 | 458,713.10 |
| 6,429.42 | 347.54 | 1,042.61 | 3,475.36 | 347.54 | 3,878.50 | 2,085.22 | 1,042.61 | 3,475.36 | 22,124.14 |
| 5,393.59 | 291.55 | 874.64 | 2,915.45 | 291.55 | 3,253.65 | 1,749.27 | 874.64 | 2,915.45 | 18,559.78 |
| 151,699.72 | 8,199.99 | 24,599.96 | 81,999.85 | 8,199.99 | 91,511.83 | 49,199.91 | 24,599.96 | 81,999.85 | 522,011.05 |
| 17,600.92 | 951.89 | 2,855.66 | 9,518.88 | 951.89 | 10,623.07 | 5,711.33 | 2,855.66 | 9,518.88 | 60,597.17 |
| 15,919.45 | 860.51 | 2,581.53 | 8,605.11 | 860.51 | 9,603.30 | 5,163.07 | 2,581.53 | 8,605.11 | 54,780.13 |
| 104,850.72 | 5,667.61 | 17,002.82 | 56,676.06 | 5,667.61 | 63,250.49 | 34,005.64 | 17,002.82 | 56,676.06 | 360,799.83 |
| 23,358.77 | 1,262.64 | 3,787.91 | 12,626.36 | 1,262.64 | 14,091.02 | 7,575.82 | 3,787.91 | 12,626.36 | 80,379.44 |
| 17,146.07 | 926.81 | 2,780.44 | 9,288.15 | 926.81 | 10,343.25 | 5,560.89 | 2,780.44 | 9,288.15 | 59,001.01 |
| 47,950.64 | 2,591.93 | 7,775.78 | 25,919.27 | 2,591.93 | 28,925.90 | 15,551.56 | 7,775.78 | 25,919.27 | 165,002.06 |
| 8,505.89 | 459.78 | 1,379.33 | 4,597.78 | 459.78 | 5,131.12 | 2,758.67 | 1,379.33 | 4,597.78 | 29,269.46 |
| 6,088.60 | 329.11 | 987.34 | 3,291.14 | 329.11 | 3,672.91 | 1,974.68 | 987.34 | 3,291.14 | 20,951.38 |
| 45,530.83 | 2,461.13 | 7,383.38 | 24,611.26 | 2,461.13 | 27,466.16 | 14,766.75 | 7,383.38 | 24,611.26 | 156,675.27 |
| 6,411.75 | 346.58 | 1,039.74 | 3,465.81 | 346.58 | 3,867.85 | 2,079.49 | 1,039.74 | 3,465.81 | 22,063.37 |
| 4,124.40 | 222.94 | 668.82 | 2,229.41 | 222.94 | 2,488.02 | 1,337.64 | 668.82 | 2,229.41 | 14,192.40 |
| 181,719.25 | 9,822.66 | 29,467.99 | 98,226.62 | 9,822.66 | 109,620.91 | 58,935.97 | 29,467.99 | 98,226.62 | 625,310.67 |
| 34,997.83 | 1,891.77 | 5,675.32 | 18,917.74 | 1,891.77 | 21,112.20 | 11,350.65 | 5,675.32 | 18,917.74 | 120,430.36 |
| 23,088.06 | 1,248.00 | 3,744.01 | 12,480.03 | 1,248.00 | 13,927.71 | 7,488.02 | 3,744.01 | 12,480.03 | 79,447.87 |
| 140,800.41 | 7,610.83 | 22,832.50 | 76,108.33 | 7,610.83 | 84,936.90 | 45,665.00 | 22,832.50 | 76,108.33 | 484,505.63 |
| 32,023.74 | 1,731.01 | 5,193.04 | 17,310.13 | 1,731.01 | 19,318.11 | 10,386.08 | 5,193.04 | 17,310.13 | 110,196.30 |
| 18,139.66 | 980.52 | 2,941.57 | 9,805.22 | 980.52 | 10,942.63 | 5,883.13 | 2,941.57 | 9,805.22 | 62,420.03 |
| 40,808.24 | 2,205.85 | 6,617.55 | 22,058.51 | 2,205.85 | 24,617.30 | 13,235.11 | 6,617.55 | 22,058.51 | 140,424.48 |
| 8,288.99 | 448.05 | 1,344.16 | 4,480.54 | 448.05 | 5,000.28 | 2,688.32 | 1,344.16 | 4,480.54 | 28,523.10 |
| 5,202.47 | 281.21 | 843.64 | 2,812.15 | 281.21 | 3,138.36 | 1,687.29 | 843.64 | 2,812.15 | 17,902.14 |
| - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - |
| 49,462.69 | 2,673.66 | 8,020.98 | 26,736.59 | 2,673.66 | 29,838.03 | 16,041.95 | 8,020.98 | 26,736.59 | 170,205.13 |
| 6,019.97 | 325.40 | 976.21 | 3,254.04 | 325.40 | 3,631.51 | 1,952.42 | 976.21 | 3,254.04 | 20,715.21 |
| 2,291.47 | 123.86 | 371.59 | 1,238.63 | 123.86 | 1,382.31 | 743.18 | 371.59 | 1,238.63 | 7,885.14 |
| 210,993.15 | 11,405.04 | 34,215.11 | 114,050.35 | 11,405.04 | 127,280.19 | 68,430.21 | 34,215.11 | 114,050.35 | 726,044.55 |
| 20,636.99 | 1,115.51 | 3,346.54 | 11,155.13 | 1,115.51 | 12,449.12 | 6,693.08 | 3,346.54 | 11,155.13 | 71,013.54 |
| 8,274.02 | 447.24 | 1,341.73 | 4,472.45 | 447.24 | 4,991.25 | 2,683.47 | 1,341.73 | 4,472.45 | 28,471.59 |
| 49,439.76 | 2,672.42 | 8,017.26 | 26,724.19 | 2,672.42 | 29,824.20 | 16,034.52 | 8,017.26 | 26,724.19 | 170,126.22 |
| 6,992.51 | 377.97 | 1,133.92 | 3,779.74 | 377.97 | 4,218.18 | 2,267.84 | 1,133.92 | 3,779.74 | 24,061.80 |
| 1,683.76 | 91.01 | 273.04 | 910.14 | 91.01 | 1,015.72 | 546.08 | 273.04 | 910.14 | 5,793.95 |
| 49,297.50 | 2,664.73 | 7,994.19 | 26,647.30 | 2,664.73 | 29,738.38 | 15,988.38 | 7,994.19 | 26,647.30 | 169,636.70 |
| 5,437.27 | 293.91 | 881.72 | 2,939.07 | 293.91 | 3,280.00 | 1,763.44 | 881.72 | 2,939.07 | 18,710.10 |
| 3,328.73 | 179.93 | 539.79 | 1,799.31 | 179.93 | 2,008.03 | 1,079.59 | 539.79 | 1,799.31 | 11,454.42 |
| 79,525.07 | 4,298.65 | 12,895.96 | 42,986.53 | 4,298.65 | 47,972.96 | 25,791.92 | 12,895.96 | 42,986.53 | 273,652.22 |
| 6,467.30 | 349.58 | 1,048.75 | 3,495.84 | 349.58 | 3,901.35 | 2,097.50 | 1,048.75 | 3,495.84 | 22,254.49 |
| 2,572.56 | 139.06 | 417.17 | 1,390.57 | 139.06 | 1,551.88 | 834.34 | 417.17 | 1,390.57 | 8,852.37 |
| - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - |
| 117,343.52 | 6,342.89 | 19,028.68 | 63,428.93 | 6,342.89 | 70,786.69 | 38,057.36 | 19,028.68 | 63,428.93 | 403,788.57 |
| 9,680.71 | 523.28 | 1,569.84 | 5,232.82 | 523.28 | 5,839.82 | 3,139.69 | 1,569.84 | 5,232.82 | 33,312.11 |
| 24,793.48 | 1,340.19 | 4,020.56 | 13,401.88 | 1,340.19 | 14,956.50 | 8,041.13 | 4,020.56 | 13,401.88 | 85,316.36 |
| 121,682.69 | 6,577.44 | 19,732.33 | 65,774.43 | 6,577.44 | 73,404.26 | 39,464.66 | 19,732.33 | 65,774.43 | 418,720.00 |
| 14,130.48 | 763.81 | 2,291.43 | 7,638.10 | 763.81 | 8,524.12 | 4,582.86 | 2,291.43 | 7,638.10 | 48,624.14 |
| 16,423.58 | 887.76 | 2,663.28 | 8,877.61 | 887.76 | 9,907.41 | 5,326.57 | 2,663.28 | 8,877.61 | 56,514.86 |
| 188,272.18 | 10,176.87 | 30,530.62 | 101,768.75 | 10,176.87 | 113,573.92 | 61,061.25 | 30,530.62 | 101,768.75 | 647,859.85 |
| 19,954.96 | 1,078.65 | 3,235.94 | 10,786.47 | 1,078.65 | 12,037.70 | 6,471.88 | 3,235.94 | 10,786.47 | 68,666.64 |
| 28,397.72 | 1,535.01 | 4,605.04 | 15,350.12 | 1,535.01 | 17,130.73 | 9,210.07 | 4,605.04 | 15,350.12 | 97,718.87 |

| CARGAS PATRONALES | | | | | | | | | TOTAL CARGAS PATRONALES |
|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-------------------------|
| 0.04.01 (9.25%) | 0.04.02 (0.50%) | 0.04.03 (1.50%) | 0.04.04 (5.00%) | 0.04.05 (0.50%) | 0.05.01 (5.58%) | 0.05.02 (3.00%) | 0.05.03 (1.50%) | 0.05.05 (5.00%) | |
| 138,163.82 | 7,468.31 | 22,404.94 | 74,683.15 | 7,468.31 | 83,346.39 | 44,809.89 | 22,404.94 | 74,683.15 | 475,432.92 |
| 14,728.91 | 796.16 | 2,388.47 | 7,961.57 | 796.16 | 8,885.11 | 4,776.94 | 2,388.47 | 7,961.57 | 50,683.36 |
| 27,409.65 | 1,481.60 | 4,444.81 | 14,816.03 | 1,481.60 | 16,534.69 | 8,889.62 | 4,444.81 | 14,816.03 | 94,318.84 |
| 13,220.74 | 714.63 | 2,143.90 | 7,146.35 | 714.63 | 7,975.32 | 4,287.81 | 2,143.90 | 7,146.35 | 45,493.65 |
| 1,176.87 | 63.61 | 190.84 | 636.15 | 63.61 | 709.94 | 381.69 | 190.84 | 636.15 | 4,049.72 |
| 1,828.59 | 98.84 | 296.53 | 988.43 | 98.84 | 1,103.09 | 593.06 | 296.53 | 988.43 | 6,292.33 |
| 138,588.19 | 7,491.25 | 22,473.76 | 74,912.54 | 7,491.25 | 83,602.39 | 44,947.52 | 22,473.76 | 74,912.54 | 476,893.21 |
| 31,785.54 | 1,718.14 | 5,154.41 | 17,181.37 | 1,718.14 | 19,174.41 | 10,308.82 | 5,154.41 | 17,181.37 | 109,376.61 |
| 19,236.83 | 1,039.83 | 3,119.49 | 10,398.28 | 1,039.83 | 11,604.49 | 6,238.97 | 3,119.49 | 10,398.28 | 66,195.48 |
| 197,972.49 | 10,701.22 | 32,103.65 | 107,012.16 | 10,701.22 | 119,425.57 | 64,207.29 | 32,103.65 | 107,012.16 | 681,239.38 |
| 20,880.96 | 1,128.70 | 3,386.10 | 11,287.01 | 1,128.70 | 12,596.30 | 6,772.20 | 3,386.10 | 11,287.01 | 71,853.09 |
| 20,011.27 | 1,081.69 | 3,245.07 | 10,816.90 | 1,081.69 | 12,071.66 | 6,490.14 | 3,245.07 | 10,816.90 | 68,860.40 |
| 118,319.29 | 6,395.64 | 19,186.91 | 63,956.37 | 6,395.64 | 71,375.31 | 38,373.82 | 19,186.91 | 63,956.37 | 407,146.27 |
| 13,872.46 | 749.86 | 2,249.59 | 7,498.63 | 749.86 | 8,368.47 | 4,499.18 | 2,249.59 | 7,498.63 | 47,736.25 |
| 13,350.60 | 721.65 | 2,164.96 | 7,216.54 | 721.65 | 8,053.66 | 4,329.92 | 2,164.96 | 7,216.54 | 45,940.48 |
| 113,916.74 | 6,157.66 | 18,472.98 | 61,576.62 | 6,157.66 | 68,719.50 | 36,945.97 | 18,472.98 | 61,576.62 | 391,996.74 |
| 18,853.03 | 1,019.08 | 3,057.25 | 10,190.83 | 1,019.08 | 11,372.96 | 6,114.50 | 3,057.25 | 10,190.83 | 64,874.81 |
| 12,638.72 | 683.17 | 2,049.52 | 6,831.74 | 683.17 | 7,624.22 | 4,099.05 | 2,049.52 | 6,831.74 | 43,490.87 |
| - | - | - | - | - | - | - | - | - | - |
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| - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - |
| 103,851.37 | 5,613.59 | 16,840.76 | 56,135.88 | 5,613.59 | 62,647.64 | 33,681.53 | 16,840.76 | 56,135.88 | 357,360.98 |
| 30,088.36 | 1,626.40 | 4,879.19 | 16,263.98 | 1,626.40 | 18,150.60 | 9,758.39 | 4,879.19 | 16,263.98 | 103,536.48 |
| 17,704.62 | 957.01 | 2,871.02 | 9,570.07 | 957.01 | 10,680.19 | 5,742.04 | 2,871.02 | 9,570.07 | 60,923.04 |
| 85,377.84 | 4,615.02 | 13,845.06 | 46,150.19 | 4,615.02 | 51,503.61 | 27,690.11 | 13,845.06 | 46,150.19 | 293,792.08 |
| 39,888.01 | 2,156.11 | 6,468.33 | 21,561.08 | 2,156.11 | 24,062.17 | 12,936.65 | 6,468.33 | 21,561.08 | 137,257.86 |
| 26,638.39 | 1,439.91 | 4,319.74 | 14,399.13 | 1,439.91 | 16,069.43 | 8,639.48 | 4,319.74 | 14,399.13 | 91,664.87 |
| 124,124.89 | 6,709.45 | 20,128.36 | 67,094.54 | 6,709.45 | 74,877.50 | 40,256.72 | 20,128.36 | 67,094.54 | 427,123.81 |
| 46,326.56 | 2,504.14 | 7,512.41 | 25,041.38 | 2,504.14 | 27,946.18 | 15,024.83 | 7,512.41 | 25,041.38 | 159,413.45 |
| 40,809.54 | 2,205.92 | 6,617.76 | 22,059.21 | 2,205.92 | 24,618.08 | 13,235.53 | 6,617.76 | 22,059.21 | 140,428.93 |
| 112,963.85 | 6,106.15 | 18,318.46 | 61,061.54 | 6,106.15 | 68,144.68 | 36,636.93 | 18,318.46 | 61,061.54 | 388,717.78 |
| 55,102.12 | 2,978.49 | 8,935.48 | 29,784.93 | 2,978.49 | 33,239.98 | 17,870.96 | 8,935.48 | 29,784.93 | 189,610.87 |
| 43,208.14 | 2,335.58 | 7,006.73 | 23,355.75 | 2,335.58 | 26,065.02 | 14,013.45 | 7,006.73 | 23,355.75 | 148,682.71 |
| 117,046.13 | 6,326.82 | 18,980.45 | 63,268.18 | 6,326.82 | 70,607.29 | 37,960.91 | 18,980.45 | 63,268.18 | 402,765.24 |
| 49,887.17 | 2,696.60 | 8,089.81 | 26,966.04 | 2,696.60 | 30,094.10 | 16,179.62 | 8,089.81 | 26,966.04 | 171,665.79 |
| 38,675.65 | 2,090.58 | 6,271.73 | 20,905.75 | 2,090.58 | 23,330.82 | 12,543.45 | 6,271.73 | 20,905.75 | 133,086.03 |
| 121,950.31 | 6,591.91 | 19,775.73 | 65,919.09 | 6,591.91 | 73,565.70 | 39,551.45 | 19,775.73 | 65,919.09 | 419,640.90 |
| 42,112.28 | 2,276.34 | 6,829.02 | 22,763.40 | 2,276.34 | 25,403.95 | 13,658.04 | 6,829.02 | 22,763.40 | 144,911.78 |
| 33,033.49 | 1,785.59 | 5,356.78 | 17,855.94 | 1,785.59 | 19,927.23 | 10,713.56 | 5,356.78 | 17,855.94 | 113,670.91 |
| 15,928.71 | 861.01 | 2,583.03 | 8,610.11 | 861.01 | 9,608.89 | 5,166.07 | 2,583.03 | 8,610.11 | 54,811.98 |
| 5,454.46 | 294.84 | 884.51 | 2,948.36 | 294.84 | 3,290.37 | 1,769.01 | 884.51 | 2,948.36 | 18,769.24 |
| 4,160.83 | 224.91 | 674.73 | 2,249.10 | 224.91 | 2,510.00 | 1,349.46 | 674.73 | 2,249.10 | 14,317.77 |
| - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - |
| 228,677.85 | 12,360.96 | 37,082.89 | 123,609.65 | 12,360.96 | 137,948.37 | 74,165.79 | 37,082.89 | 123,609.65 | 786,899.03 |
| 5,988.52 | 323.70 | 971.11 | 3,237.04 | 323.70 | 3,612.53 | 1,942.22 | 971.11 | 3,237.04 | 20,606.98 |
| 5,144.25 | 278.07 | 834.20 | 2,780.68 | 278.07 | 3,103.23 | 1,668.41 | 834.20 | 2,780.68 | 17,701.78 |
| 182,492.38 | 9,864.45 | 29,593.36 | 98,644.53 | 9,864.45 | 110,087.29 | 59,186.72 | 29,593.36 | 98,644.53 | 627,971.07 |
| 5,980.59 | 323.27 | 969.82 | 3,232.75 | 323.27 | 3,607.75 | 1,939.65 | 969.82 | 3,232.75 | 20,579.68 |
| 2,522.66 | 136.36 | 409.08 | 1,363.60 | 136.36 | 1,521.78 | 818.16 | 409.08 | 1,363.60 | 8,680.69 |
| 135,631.92 | 7,331.45 | 21,994.36 | 73,314.55 | 7,331.45 | 81,819.04 | 43,988.73 | 21,994.36 | 73,314.55 | 466,720.42 |
| 3,456.89 | 186.86 | 560.58 | 1,868.59 | 186.86 | 2,085.35 | 1,121.16 | 560.58 | 1,868.59 | 11,895.46 |
| 6,142.85 | 332.05 | 996.14 | 3,320.46 | 332.05 | 3,705.64 | 1,992.28 | 996.14 | 3,320.46 | 21,138.06 |
| 138,208.62 | 7,470.74 | 22,412.21 | 74,707.36 | 7,470.74 | 83,373.42 | 44,824.42 | 22,412.21 | 74,707.36 | 475,587.07 |
| 3,236.96 | 174.97 | 524.91 | 1,749.71 | 174.97 | 1,952.67 | 1,049.82 | 524.91 | 1,749.71 | 11,138.64 |
| 3,912.60 | 211.49 | 634.48 | 2,114.92 | 211.49 | 2,360.25 | 1,268.95 | 634.48 | 2,114.92 | 13,463.57 |
| 23,844.75 | 1,288.91 | 3,866.72 | 12,889.05 | 1,288.91 | 14,384.18 | 7,733.43 | 3,866.72 | 12,889.05 | 82,051.71 |
| 611.14 | 33.03 | 99.10 | 330.34 | 33.03 | 368.66 | 198.21 | 99.10 | 330.34 | 2,102.98 |
| 403.97 | 21.84 | 65.51 | 218.36 | 21.84 | 243.69 | 131.02 | 65.51 | 218.36 | 1,390.10 |
| - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - |
| 315,700.63 | 17,064.90 | 51,194.70 | 170,648.99 | 17,064.90 | 190,444.27 | 102,389.39 | 51,194.70 | 170,648.99 | 1,086,351.46 |
| 297,958.32 | 16,105.85 | 48,317.56 | 161,058.55 | 16,105.85 | 179,741.34 | 96,635.13 | 48,317.56 | 161,058.55 | 1,025,298.73 |
| 238,784.36 | 12,907.26 | 38,721.79 | 129,072.63 | 12,907.26 | 144,045.05 | 77,443.58 | 38,721.79 | 129,072.63 | 821,676.34 |

| CARGAS PATRONALES | | | | | | | | | TOTAL CARGAS PATRONALES |
|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-------------------------|
| 0.04.01 (9.25%) | 0.04.02 (0.50%) | 0.04.03 (1.50%) | 0.04.04 (5.00%) | 0.04.05 (0.50%) | 0.05.01 (5.58%) | 0.05.02 (3.00%) | 0.05.03 (1.50%) | 0.05.05 (5.00%) | |
| - | - | - | - | - | - | - | - | - | - |
| 172,770.19 | 9,338.93 | 28,016.79 | 93,389.29 | 9,338.93 | 104,222.45 | 56,033.58 | 28,016.79 | 93,389.29 | 594,516.24 |
| 145,395.29 | 7,859.20 | 23,577.61 | 78,592.05 | 7,859.20 | 87,708.73 | 47,155.23 | 23,577.61 | 78,592.05 | 500,316.97 |
| 190,954.97 | 10,321.89 | 30,965.67 | 103,218.91 | 10,321.89 | 115,192.30 | 61,931.34 | 30,965.67 | 103,218.91 | 657,091.55 |
| 167,691.55 | 9,064.41 | 27,193.22 | 90,644.08 | 9,064.41 | 101,158.80 | 54,386.45 | 27,193.22 | 90,644.08 | 577,040.23 |
| 190,837.37 | 10,315.53 | 30,946.60 | 103,155.34 | 10,315.53 | 115,121.36 | 61,893.20 | 30,946.60 | 103,155.34 | 656,686.88 |
| 188,742.87 | 10,202.32 | 30,606.95 | 102,023.17 | 10,202.32 | 113,857.86 | 61,213.90 | 30,606.95 | 102,023.17 | 649,479.52 |
| 152,933.85 | 8,266.69 | 24,800.08 | 82,666.95 | 8,266.69 | 92,256.31 | 49,600.17 | 24,800.08 | 82,666.95 | 526,257.77 |
| 145,456.03 | 7,862.49 | 23,587.46 | 78,624.88 | 7,862.49 | 87,745.37 | 47,174.93 | 23,587.46 | 78,624.88 | 500,525.99 |
| 145,413.19 | 7,860.17 | 23,580.52 | 78,601.73 | 7,860.17 | 87,719.53 | 47,161.04 | 23,580.52 | 78,601.73 | 500,378.59 |
| - | - | - | - | - | - | - | - | - | - |
| 24,859.86 | 1,343.78 | 4,031.33 | 13,437.76 | 1,343.78 | 14,996.54 | 8,062.66 | 4,031.33 | 13,437.76 | 85,544.79 |
| 146,508.85 | 7,919.40 | 23,758.19 | 79,193.97 | 7,919.40 | 88,380.47 | 47,516.38 | 23,758.19 | 79,193.97 | 504,148.82 |
| 146,098.05 | 7,897.19 | 23,691.58 | 78,971.92 | 7,897.19 | 88,132.66 | 47,383.15 | 23,691.58 | 78,971.92 | 502,735.25 |
| 145,753.59 | 7,878.57 | 23,635.72 | 78,785.72 | 7,878.57 | 87,924.87 | 47,271.43 | 23,635.72 | 78,785.72 | 501,549.92 |
| 24,859.86 | 1,343.78 | 4,031.33 | 13,437.76 | 1,343.78 | 14,996.54 | 8,062.66 | 4,031.33 | 13,437.76 | 85,544.79 |
| 145,310.81 | 7,854.64 | 23,563.91 | 78,546.38 | 7,854.64 | 87,657.76 | 47,127.83 | 23,563.91 | 78,546.38 | 500,026.27 |
| 63,186.04 | 3,415.46 | 10,246.39 | 34,154.62 | 3,415.46 | 38,116.55 | 20,492.77 | 10,246.39 | 34,154.62 | 217,428.30 |
| 145,630.56 | 7,871.92 | 23,615.77 | 78,719.22 | 7,871.92 | 87,850.65 | 47,231.53 | 23,615.77 | 78,719.22 | 501,126.55 |
| 24,859.86 | 1,343.78 | 4,031.33 | 13,437.76 | 1,343.78 | 14,996.54 | 8,062.66 | 4,031.33 | 13,437.76 | 85,544.79 |
| 64,054.80 | 3,462.42 | 10,387.26 | 34,624.21 | 3,462.42 | 38,640.62 | 20,774.53 | 10,387.26 | 34,624.21 | 220,417.75 |
| 193,989.14 | 10,485.90 | 31,457.70 | 104,859.00 | 10,485.90 | 117,022.64 | 62,915.40 | 31,457.70 | 104,859.00 | 667,532.37 |
| 64,388.12 | 3,480.44 | 10,441.32 | 34,804.39 | 3,480.44 | 38,841.70 | 20,882.63 | 10,441.32 | 34,804.39 | 221,564.75 |
| 191,422.91 | 10,347.18 | 31,041.55 | 103,471.84 | 10,347.18 | 115,474.58 | 62,083.11 | 31,041.55 | 103,471.84 | 658,701.76 |
| 190,941.56 | 10,321.17 | 30,963.50 | 103,211.66 | 10,321.17 | 115,184.21 | 61,926.99 | 30,963.50 | 103,211.66 | 657,045.40 |
| 191,428.14 | 10,347.47 | 31,042.40 | 103,474.67 | 10,347.47 | 115,477.73 | 62,084.80 | 31,042.40 | 103,474.67 | 658,719.75 |
| 65,637.93 | 3,548.00 | 10,643.99 | 35,479.96 | 3,548.00 | 39,595.64 | 21,287.98 | 10,643.99 | 35,479.96 | 225,865.43 |
| - | - | - | - | - | - | - | - | - | - |
| 388,886.95 | 21,020.92 | 63,062.75 | 210,209.16 | 21,020.92 | 234,593.42 | 126,125.50 | 63,062.75 | 210,209.16 | 1,338,191.51 |
| 194,385.92 | 10,507.35 | 31,522.04 | 105,073.47 | 10,507.35 | 117,262.00 | 63,044.08 | 31,522.04 | 105,073.47 | 668,897.73 |
| 191,405.91 | 10,346.27 | 31,038.80 | 103,462.65 | 10,346.27 | 115,464.32 | 62,077.59 | 31,038.80 | 103,462.65 | 658,643.25 |
| 190,856.02 | 10,316.54 | 30,949.63 | 103,165.42 | 10,316.54 | 115,132.61 | 61,899.25 | 30,949.63 | 103,165.42 | 656,751.05 |
| 200,316.29 | 10,827.91 | 32,483.72 | 108,279.07 | 10,827.91 | 120,839.45 | 64,967.44 | 32,483.72 | 108,279.07 | 689,304.59 |
| 194,842.31 | 10,532.02 | 31,596.05 | 105,320.17 | 10,532.02 | 117,537.31 | 63,192.10 | 31,596.05 | 105,320.17 | 670,468.18 |
| 199,407.43 | 10,778.78 | 32,336.34 | 107,787.80 | 10,778.78 | 120,291.18 | 64,672.68 | 32,336.34 | 107,787.80 | 686,177.13 |
| 239,388.86 | 12,939.94 | 38,819.81 | 129,399.38 | 12,939.94 | 144,409.71 | 77,639.63 | 38,819.81 | 129,399.38 | 823,756.46 |
| 194,470.72 | 10,511.93 | 31,535.79 | 105,119.31 | 10,511.93 | 117,313.15 | 63,071.58 | 31,535.79 | 105,119.31 | 669,189.51 |
| 152,129.88 | 8,223.24 | 24,669.71 | 82,232.37 | 8,223.24 | 91,771.32 | 49,339.42 | 24,669.71 | 82,232.37 | 523,491.25 |
| 200,264.26 | 10,825.10 | 32,475.29 | 108,250.95 | 10,825.10 | 120,808.06 | 64,950.57 | 32,475.29 | 108,250.95 | 689,125.55 |
| 151,612.70 | 8,195.28 | 24,585.84 | 81,952.81 | 8,195.28 | 91,459.34 | 49,171.69 | 24,585.84 | 81,952.81 | 521,711.59 |
| 145,738.24 | 7,877.74 | 23,633.23 | 78,777.43 | 7,877.74 | 87,915.61 | 47,266.46 | 23,633.23 | 78,777.43 | 501,497.11 |
| 190,934.65 | 10,320.79 | 30,962.38 | 103,207.92 | 10,320.79 | 115,180.04 | 61,924.75 | 30,962.38 | 103,207.92 | 657,021.62 |
| 184,434.37 | 9,969.43 | 29,908.28 | 99,694.26 | 9,969.43 | 111,258.79 | 59,816.55 | 29,908.28 | 99,694.26 | 634,653.64 |
| 147,513.86 | 7,973.72 | 23,921.17 | 79,737.22 | 7,973.72 | 88,986.74 | 47,842.33 | 23,921.17 | 79,737.22 | 507,607.15 |
| 194,539.37 | 10,515.64 | 31,546.92 | 105,156.41 | 10,515.64 | 117,354.56 | 63,093.85 | 31,546.92 | 105,156.41 | 669,425.73 |
| 191,393.87 | 10,345.61 | 31,036.84 | 103,456.14 | 10,345.61 | 115,457.06 | 62,073.69 | 31,036.84 | 103,456.14 | 658,601.81 |
| 62,681.21 | 3,388.17 | 10,164.52 | 33,881.73 | 3,388.17 | 37,812.01 | 20,329.04 | 10,164.52 | 33,881.73 | 215,691.12 |
| 194,287.63 | 10,502.03 | 31,506.10 | 105,020.34 | 10,502.03 | 117,202.70 | 63,012.20 | 31,506.10 | 105,020.34 | 668,559.49 |
| 152,195.27 | 8,226.77 | 24,680.31 | 82,267.71 | 8,226.77 | 91,810.77 | 49,360.63 | 24,680.31 | 82,267.71 | 523,716.26 |
| 145,264.48 | 7,852.13 | 23,556.40 | 78,521.34 | 7,852.13 | 87,629.82 | 47,112.81 | 23,556.40 | 78,521.34 | 499,866.87 |
| 145,743.86 | 7,878.05 | 23,634.14 | 78,780.46 | 7,878.05 | 87,919.00 | 47,268.28 | 23,634.14 | 78,780.46 | 501,516.43 |
| - | - | - | - | - | - | - | - | - | - |
| 239,699.93 | 12,956.75 | 38,870.26 | 129,567.53 | 12,956.75 | 144,597.36 | 77,740.52 | 38,870.26 | 129,567.53 | 824,826.88 |
| 201,411.20 | 10,887.09 | 32,661.27 | 108,870.92 | 10,887.09 | 121,499.94 | 65,322.55 | 32,661.27 | 108,870.92 | 693,072.25 |
| 207,377.46 | 11,209.59 | 33,628.78 | 112,095.92 | 11,209.59 | 125,099.05 | 67,257.55 | 33,628.78 | 112,095.92 | 713,602.65 |
| 196,659.51 | 10,630.24 | 31,890.73 | 106,302.44 | 10,630.24 | 118,633.52 | 63,781.46 | 31,890.73 | 106,302.44 | 676,721.32 |
| 155,616.42 | 8,411.70 | 25,235.10 | 84,116.99 | 8,411.70 | 93,874.56 | 50,470.19 | 25,235.10 | 84,116.99 | 535,488.73 |
| 152,527.70 | 8,244.74 | 24,734.22 | 82,447.41 | 8,244.74 | 92,011.31 | 49,468.44 | 24,734.22 | 82,447.41 | 524,860.19 |
| 12,842.65 | 694.20 | 2,082.59 | 6,941.97 | 694.20 | 7,747.24 | 4,165.18 | 2,082.59 | 6,941.97 | 44,192.60 |
| 148,698.52 | 8,037.76 | 24,113.27 | 80,377.58 | 8,037.76 | 89,701.38 | 48,226.55 | 24,113.27 | 80,377.58 | 511,683.65 |
| 146,060.50 | 7,895.16 | 23,685.49 | 78,951.62 | 7,895.16 | 88,110.01 | 47,370.97 | 23,685.49 | 78,951.62 | 502,606.01 |
| - | - | - | - | - | - | - | - | - | - |
| 156,139.75 | 8,439.99 | 25,319.96 | 84,399.86 | 8,439.99 | 94,190.25 | 50,639.92 | 25,319.96 | 84,399.86 | 537,289.53 |
| 233,193.89 | 12,605.08 | 37,815.23 | 126,050.75 | 12,605.08 | 140,672.64 | 75,630.45 | 37,815.23 | 126,050.75 | 802,439.10 |
| 191,221.94 | 10,336.32 | 31,008.96 | 103,363.21 | 10,336.32 | 115,353.34 | 62,017.93 | 31,008.96 | 103,363.21 | 658,010.19 |
| 121,717.04 | 6,579.30 | 19,737.90 | 65,792.99 | 6,579.30 | 73,424.98 | 39,475.80 | 19,737.90 | 65,792.99 | 418,838.19 |
| 145,337.06 | 7,856.06 | 23,568.17 | 78,560.57 | 7,856.06 | 87,673.60 | 47,136.34 | 23,568.17 | 78,560.57 | 500,116.59 |
| 96,981.95 | 5,242.27 | 15,726.80 | 52,422.67 | 5,242.27 | 58,503.70 | 31,453.60 | 15,726.80 | 52,422.67 | 333,722.74 |
| 192,082.74 | 10,382.85 | 31,148.55 | 103,828.51 | 10,382.85 | 115,872.62 | 62,297.10 | 31,148.55 | 103,828.51 | 660,972.28 |

| CARGAS PATRONALES | | | | | | | | | |
|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-------------------------|
| 0.04.01 (9.25%) | 0.04.02 (0.50%) | 0.04.03 (1.50%) | 0.04.04 (5.00%) | 0.04.05 (0.50%) | 0.05.01 (5.58%) | 0.05.02 (3.00%) | 0.05.03 (1.50%) | 0.05.05 (5.00%) | TOTAL CARGAS PATRONALES |
| 145,432.09 | 7,861.19 | 23,583.58 | 78,611.94 | 7,861.19 | 87,730.93 | 47,167.16 | 23,583.58 | 78,611.94 | 500,443.61 |
| 96,849.16 | 5,235.09 | 15,705.27 | 52,350.90 | 5,235.09 | 58,423.60 | 31,410.54 | 15,705.27 | 52,350.90 | 333,265.80 |
| 145,503.17 | 7,865.04 | 23,595.11 | 78,650.36 | 7,865.04 | 87,773.80 | 47,190.22 | 23,595.11 | 78,650.36 | 500,688.21 |
| 145,393.58 | 7,859.11 | 23,577.34 | 78,591.12 | 7,859.11 | 87,707.69 | 47,154.67 | 23,577.34 | 78,591.12 | 500,311.10 |
| 193,006.24 | 10,432.77 | 31,298.31 | 104,327.70 | 10,432.77 | 116,429.71 | 62,596.62 | 31,298.31 | 104,327.70 | 664,150.11 |
| 190,995.87 | 10,324.10 | 30,972.30 | 103,241.01 | 10,324.10 | 115,216.97 | 61,944.61 | 30,972.30 | 103,241.01 | 657,232.28 |
| 190,880.95 | 10,317.89 | 30,953.67 | 103,178.89 | 10,317.89 | 115,147.64 | 61,907.34 | 30,953.67 | 103,178.89 | 656,836.83 |
| 191,556.35 | 10,354.40 | 31,063.19 | 103,543.97 | 10,354.40 | 115,555.07 | 62,126.38 | 31,063.19 | 103,543.97 | 659,160.93 |
| 191,300.10 | 10,340.55 | 31,021.64 | 103,405.46 | 10,340.55 | 115,400.50 | 62,043.28 | 31,021.64 | 103,405.46 | 658,279.17 |
| 388,743.42 | 21,013.16 | 63,039.47 | 210,131.58 | 21,013.16 | 234,506.84 | 126,078.95 | 63,039.47 | 210,131.58 | 1,337,697.62 |
| 204,934.07 | 11,077.52 | 33,232.55 | 110,775.17 | 11,077.52 | 123,625.09 | 66,465.10 | 33,232.55 | 110,775.17 | 705,194.76 |
| 191,297.64 | 10,340.41 | 31,021.24 | 103,404.13 | 10,340.41 | 115,399.01 | 62,042.48 | 31,021.24 | 103,404.13 | 658,270.69 |
| 239,940.78 | 12,969.77 | 38,909.32 | 129,697.72 | 12,969.77 | 144,742.65 | 77,818.63 | 38,909.32 | 129,697.72 | 825,655.67 |
| 190,782.28 | 10,312.56 | 30,937.67 | 103,125.56 | 10,312.56 | 115,088.12 | 61,875.33 | 30,937.67 | 103,125.56 | 656,497.29 |
| 120,811.01 | 6,530.32 | 19,590.97 | 65,303.25 | 6,530.32 | 72,878.42 | 39,181.95 | 19,590.97 | 65,303.25 | 415,720.47 |
| 187,777.08 | 10,150.11 | 30,450.34 | 101,501.12 | 10,150.11 | 113,275.25 | 60,900.67 | 30,450.34 | 101,501.12 | 646,156.16 |
| 12,429.93 | 671.89 | 2,015.66 | 6,718.88 | 671.89 | 7,498.27 | 4,031.33 | 2,015.66 | 6,718.88 | 42,772.40 |
| 16,226.21 | 877.09 | 2,631.28 | 8,770.92 | 877.09 | 9,788.35 | 5,262.55 | 2,631.28 | 8,770.92 | 55,835.70 |
| 190,790.44 | 10,313.00 | 30,938.99 | 103,129.97 | 10,313.00 | 115,093.04 | 61,877.98 | 30,938.99 | 103,129.97 | 656,525.37 |
| 25,327,376.24 | 1,369,047.36 | 4,107,142.09 | 13,690,473.64 | 1,369,047.36 | 15,278,568.59 | 8,214,284.19 | 4,107,142.09 | 13,690,473.64 | 87,153,555.21 |

| ANEXO N° 3.3 SUPERINTENDENCIA DE TELECOMUNICACIONES Presupuesto Inicial 2026 ESCALA SALARIAL RÉGIMEN DE SALARIO GLOBAL | | | | | |
|---|-------------|---|-------------|---|-------------|
| CATEGORÍA | II-2024 | ESTIMACIÓN PERÍODO 2025 INCREMENTO SEMESTRAL | | ESTIMACIÓN PERÍODO 2026 INCREMENTO SEMESTRAL | |
| | | VIGENTE | 1.55% | 1.55% | |
| | | I-2025 | II-2025 | I-2026 | II-2026 |
| ASESOR 1 | 2,424,684.0 | 2,452,000.0 | 2,490,006.0 | 2,528,601.1 | 2,567,794.4 |
| ASESOR 2 | 3,198,000.0 | 3,198,000.0 | 3,247,569.0 | 3,297,906.3 | 3,349,023.9 |
| ASESOR 3 | 3,866,000.0 | 3,866,000.0 | 3,925,923.0 | 3,986,774.8 | 4,048,569.8 |
| DIRECTOR GENERAL | 4,148,000.0 | 4,184,460.0 | 4,249,319.1 | 4,315,183.6 | 4,382,068.9 |
| GESTOR DE APOYO 1 | 586,150.0 | 591,375.0 | 600,541.3 | 609,849.7 | 619,302.4 |
| GESTOR DE APOYO 2 | 594,225.0 | 610,375.0 | 619,835.8 | 629,443.3 | 639,199.6 |
| GESTOR DE APOYO 3 | 644,575.0 | 652,650.0 | 662,766.1 | 673,038.9 | 683,471.1 |
| GESTOR TÉCNICO | 679,250.0 | 698,250.0 | 709,072.9 | 720,063.5 | 731,224.5 |
| GESTOR TÉCNICO PROFESIONAL | 903,925.0 | 935,275.0 | 949,771.8 | 964,493.2 | 979,442.9 |
| PROFESIONAL 1 | 1,285,350.0 | 1,325,250.0 | 1,345,791.4 | 1,366,651.1 | 1,387,834.2 |
| PROFESIONAL 2 | 1,536,625.0 | 1,587,925.0 | 1,612,537.8 | 1,637,532.2 | 1,662,913.9 |
| PROFESIONAL 3 | 1,591,250.0 | 1,640,650.0 | 1,666,080.1 | 1,691,904.3 | 1,718,128.8 |
| PROFESIONAL 4 | 1,771,275.0 | 1,832,075.0 | 1,860,472.2 | 1,889,309.5 | 1,918,593.8 |
| PROFESIONAL 5 | 2,025,875.0 | 2,072,900.0 | 2,105,030.0 | 2,137,657.9 | 2,170,791.6 |
| PROFESIONAL JEFE | 2,570,225.0 | 2,570,225.0 | 2,610,063.5 | 2,650,519.5 | 2,691,602.5 |
| REGULADOR GENERAL * | 5,740,000.0 | 5,740,000.0 | 5,828,970.0 | 5,919,319.0 | 6,011,068.5 |
| REGULADOR GENERAL ADJUNTO * | 5,166,000.0 | 5,166,000.0 | 5,246,073.0 | 5,327,387.1 | 5,409,961.6 |
| SECRETARIA 1 * | 586,150.0 | 591,375.0 | 600,541.3 | 609,849.7 | 619,302.4 |
| SECRETARIA 2 * | 594,225.0 | 610,375.0 | 619,835.8 | 629,443.3 | 639,199.6 |
| SECRETARIA 3 | 679,250.0 | 698,250.0 | 709,072.9 | 720,063.5 | 731,224.5 |
| SUB AUDITOR INTERNO * | 2,621,050.0 | 2,576,875.0 | 2,616,816.6 | 2,657,377.2 | 2,698,566.6 |
| MIEMBRO DEL CONSEJO | 5,492,500.0 | 5,492,500.0 | 5,492,500.0 | 5,492,500.0 | 5,492,500.0 |

Observaciones:
Salario vigente: Escala salarial vigente corresponde al II Semestre 2024, aprobada por Junta Directiva mediante acuerdo 03-107-2024 y 018-070-2024 del Consejo Sutel
Se conoce la escala salarial propuesta para el IS 2025
Se establece la estimación de un 1.55% de incremento, para IIS 2025 y IS y IIS 2026
**Se marcan las categorías que actualmente no se utilizan en SUTEL.*

Fuente: Recursos Humanos-Sutel.

| ANEXO N° 3.4 ESTIMACIÓN DE PLUS POR DISRUPTE DE VACACIONES PRESUPUESTO INICIAL 2026 | | | | | | | | | | jul-26 | ago-26 | sept-26 | oct-26 | nov-26 | dici-26 | CARGAS PATRONALES | | | | | | | | | | TOTAL CARGAS PATRONALES |
|---|------------|----------|-----|------------------|-------|------------------------|----------------------------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------------|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-------------------------|-------------------------|
| PROGRAMA | 149 + 9 PN | N° PLAZA | CF | CENTRO FUNCIONAL | CF DP | DEPENDENCIA | CATEGORÍA / CLASE | 10% | 5% | 5% | 5% | 5% | 5% | 20% | TOTAL PLUS ANUAL | 0.04 01 (0.25%) | 0.04 02 (0.50%) | 0.04 03 (1.50%) | 0.04 04 (5.00%) | 0.04 05 (0.50%) | 0.05 01 (5.58%) | 0.05 02 (3.00%) | 0.05 03 (1.50%) | 0.05 05 (5.00%) | TOTAL CARGAS PATRONALES | |
| 1. ADMINISTRACIÓN SUPERIOR | 1 | 51100 | 100 | CSC | 100 | CONSEJO | MIEMBRO DEL CONSEJO | 25,755.72 | 12,877.86 | 12,877.86 | 12,877.86 | 12,877.86 | 12,877.86 | 51,511.45 | 257,557.23 | 23,804.04 | 1,287.79 | 3,863.36 | 12,877.86 | 1,287.79 | 14,371.69 | 7,726.72 | 3,863.36 | 12,877.86 | 81,980.47 | |
| 3. ESPECTRO | 1 | 51100 | 299 | CSC - ESP | 100 | CONSEJO | MIEMBRO DEL CONSEJO | 2,773.98 | 1,386.99 | 1,386.99 | 1,386.99 | 1,386.99 | 5,547.97 | 27,739.84 | 2,595.93 | 138.70 | 416.10 | 1,386.99 | 138.70 | 1,547.88 | 832.20 | 416.10 | 1,386.99 | 8,829.59 | | |
| 4. FONATEL | 1 | 51100 | 399 | CSC - FON | 100 | CONSEJO | MIEMBRO DEL CONSEJO | 1,566.18 | 783.09 | 783.09 | 783.09 | 783.09 | 3,132.37 | 15,661.83 | 1,448.72 | 78.31 | 234.93 | 783.09 | 78.31 | 873.93 | 469.86 | 234.93 | 783.09 | 4,985.16 | | |
| 1. ADMINISTRACIÓN SUPERIOR | 2 | 51101 | 100 | CSC | 100 | CONSEJO | MIEMBRO DEL CONSEJO | 25,755.72 | 12,877.86 | 12,877.86 | 12,877.86 | 12,877.86 | 51,511.45 | 257,557.23 | 23,804.04 | 1,287.79 | 3,863.36 | 12,877.86 | 1,287.79 | 14,371.69 | 7,726.72 | 3,863.36 | 12,877.86 | 81,980.47 | | |
| 3. ESPECTRO | 2 | 51101 | 299 | CSC - ESP | 100 | CONSEJO | MIEMBRO DEL CONSEJO | 2,773.98 | 1,386.99 | 1,386.99 | 1,386.99 | 1,386.99 | 5,547.97 | 27,739.84 | 2,595.93 | 138.70 | 416.10 | 1,386.99 | 138.70 | 1,547.88 | 832.20 | 416.10 | 1,386.99 | 8,829.59 | | |
| 4. FONATEL | 2 | 51101 | 399 | CSC - FON | 100 | CONSEJO | MIEMBRO DEL CONSEJO | 1,566.18 | 783.09 | 783.09 | 783.09 | 783.09 | 3,132.37 | 15,661.83 | 1,448.72 | 78.31 | 234.93 | 783.09 | 78.31 | 873.93 | 469.86 | 234.93 | 783.09 | 4,985.16 | | |
| 1. ADMINISTRACIÓN SUPERIOR | 3 | 51102 | 100 | CSC | 100 | CONSEJO | MIEMBRO DEL CONSEJO | 25,755.72 | 12,877.86 | 12,877.86 | 12,877.86 | 12,877.86 | 51,511.45 | 257,557.23 | 23,804.04 | 1,287.79 | 3,863.36 | 12,877.86 | 1,287.79 | 14,371.69 | 7,726.72 | 3,863.36 | 12,877.86 | 81,980.47 | | |
| 3. ESPECTRO | 3 | 51102 | 299 | CSC - ESP | 100 | CONSEJO | MIEMBRO DEL CONSEJO | 2,773.98 | 1,386.99 | 1,386.99 | 1,386.99 | 1,386.99 | 5,547.97 | 27,739.84 | 2,595.93 | 138.70 | 416.10 | 1,386.99 | 138.70 | 1,547.88 | 832.20 | 416.10 | 1,386.99 | 8,829.59 | | |
| 4. FONATEL | 3 | 51102 | 399 | CSC - FON | 100 | CONSEJO | MIEMBRO DEL CONSEJO | 1,566.18 | 783.09 | 783.09 | 783.09 | 783.09 | 3,132.37 | 15,661.83 | 1,448.72 | 78.31 | 234.93 | 783.09 | 78.31 | 873.93 | 469.86 | 234.93 | 783.09 | 4,985.16 | | |
| 1. ADMINISTRACIÓN SUPERIOR | 4 | 13304 | 100 | CSC | 110 | SECRETARÍA DEL CONSEJO | SECRETARÍA 3 | 3,672.82 | 1,836.41 | 1,836.41 | 1,836.41 | 1,836.41 | 7,345.63 | 36,447.87 | 3,371.43 | 182.24 | 546.72 | 1,836.41 | 182.24 | 2,033.79 | 1,093.44 | 546.72 | 1,836.41 | 11,601.36 | | |
| 3. ESPECTRO | 4 | 13304 | 299 | CSC - ESP | 110 | SECRETARÍA DEL CONSEJO | SECRETARÍA 3 | 150.25 | 75.13 | 75.13 | 75.13 | 75.13 | 300.50 | 1,491.05 | 137.92 | 7.46 | 22.37 | 74.55 | 7.46 | 83.20 | 44.73 | 22.37 | 74.55 | 474.60 | | |
| 4. FONATEL | 4 | 13304 | 399 | CSC - FON | 110 | SECRETARÍA DEL CONSEJO | SECRETARÍA 3 | 183.64 | 91.82 | 91.82 | 91.82 | 91.82 | 367.28 | 1,822.39 | 168.57 | 9.11 | 27.34 | 91.12 | 9.11 | 101.69 | 54.67 | 27.34 | 91.12 | 580.07 | | |
| 1. ADMINISTRACIÓN SUPERIOR | 5 | 51201 | 100 | CSC | 110 | SECRETARÍA DEL CONSEJO | GESTOR TÉCNICO PROFESIONAL | 4,628.67 | 2,314.44 | 2,314.44 | 2,314.44 | 2,314.44 | 9,257.75 | 45,935.48 | 4,249.03 | 229.68 | 689.03 | 2,296.77 | 229.68 | 2,563.20 | 1,378.06 | 689.03 | 2,296.77 | 14,821.26 | | |
| 3. ESPECTRO | 5 | 51201 | 299 | CSC - ESP | 110 | SECRETARÍA DEL CONSEJO | GESTOR TÉCNICO PROFESIONAL | 89.45 | 44.72 | 44.72 | 44.72 | 44.72 | 178.89 | 887.64 | 82.11 | 4.44 | 13.31 | 44.38 | 4.44 | 49.53 | 26.83 | 13.31 | 44.38 | 282.54 | | |
| 4. FONATEL | 5 | 51201 | 399 | CSC - FON | 110 | SECRETARÍA DEL CONSEJO | GESTOR TÉCNICO PROFESIONAL | 648.49 | 324.24 | 324.24 | 324.24 | 324.24 | 1,296.98 | 6,435.40 | 595.27 | 32.18 | 96.53 | 321.77 | 32.18 | 359.10 | 193.06 | 96.53 | 321.77 | 2,548.39 | | |
| 1. ADMINISTRACIÓN SUPERIOR | 6 | 96210 | 100 | CSC | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL 2 | 6,909.82 | 3,454.91 | 3,454.91 | 3,454.91 | 3,454.91 | 13,819.65 | 68,570.91 | 6,342.81 | 342.85 | 1,028.56 | 3,428.55 | 342.85 | 3,826.26 | 2,057.13 | 1,028.56 | 3,428.55 | 21,826.12 | | |
| 3. ESPECTRO | 6 | 96210 | 299 | CSC - ESP | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL 2 | 1,214.91 | 607.46 | 607.46 | 607.46 | 607.46 | 2,429.83 | 12,056.42 | 1,115.22 | 60.28 | 180.85 | 602.82 | 60.28 | 672.75 | 361.69 | 180.85 | 602.82 | 3,837.56 | | |
| 4. FONATEL | 6 | 96210 | 399 | CSC - FON | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL 2 | 887.12 | 493.56 | 493.56 | 493.56 | 493.56 | 1,974.24 | 9,875.84 | 886.12 | 48.98 | 146.94 | 489.79 | 48.98 | 546.61 | 293.88 | 146.94 | 489.79 | 3,116.02 | | |
| 1. ADMINISTRACIÓN SUPERIOR | 7 | 51308 | 100 | CSC | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL JEFE | 12,904.94 | 6,452.47 | 6,452.47 | 6,452.47 | 6,452.47 | 25,806.89 | 128,064.57 | 11,845.97 | 640.32 | 1,820.97 | 6,403.23 | 640.32 | 7,146.00 | 3,841.94 | 1,820.97 | 6,403.23 | 40,762.95 | | |
| 3. ESPECTRO | 7 | 51308 | 299 | CSC - ESP | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL JEFE | 875.97 | 337.99 | 337.99 | 337.99 | 337.99 | 1,351.95 | 6,708.14 | 620.50 | 33.54 | 100.62 | 335.41 | 33.54 | 374.00 | 201.24 | 100.62 | 335.41 | 2,138.20 | | |
| 4. FONATEL | 7 | 51308 | 399 | CSC - FON | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL JEFE | 1,167.59 | 583.80 | 583.80 | 583.80 | 583.80 | 2,335.18 | 11,886.79 | 1,071.78 | 57.93 | 173.80 | 579.34 | 57.93 | 648.54 | 347.60 | 173.80 | 579.34 | 3,688.08 | | |
| 1. ADMINISTRACIÓN SUPERIOR | 8 | 51200 | 100 | CSC | 110 | SECRETARÍA DEL CONSEJO | SECRETARÍA 3 | 3,489.18 | 1,744.59 | 1,744.59 | 1,744.59 | 1,744.59 | 6,978.35 | 34,625.48 | 3,202.86 | 173.13 | 519.38 | 1,731.27 | 173.13 | 1,932.10 | 1,038.76 | 519.38 | 1,731.27 | 11,021.29 | | |
| 3. ESPECTRO | 8 | 51200 | 299 | CSC - ESP | 110 | SECRETARÍA DEL CONSEJO | SECRETARÍA 3 | 200.34 | 100.17 | 100.17 | 100.17 | 100.17 | 400.67 | 1,888.07 | 183.90 | 9.94 | 29.82 | 99.40 | 9.94 | 110.93 | 59.64 | 29.82 | 99.40 | 632.80 | | |
| 4. FONATEL | 8 | 51200 | 399 | CSC - FON | 110 | SECRETARÍA DEL CONSEJO | SECRETARÍA 3 | 317.20 | 158.60 | 158.60 | 158.60 | 158.60 | 634.40 | 3,147.77 | 291.17 | 15.74 | 47.22 | 157.39 | 15.74 | 175.65 | 94.43 | 47.22 | 157.39 | 1,001.94 | | |
| 1. ADMINISTRACIÓN SUPERIOR | 9 | 62215 | 100 | CSC | 110 | SECRETARÍA DEL CONSEJO | SECRETARÍA 3 | 3,432.41 | 1,716.21 | 1,716.21 | 1,716.21 | 1,716.21 | 6,864.83 | 34,062.19 | 3,150.75 | 170.31 | 510.93 | 1,703.11 | 170.31 | 1,900.67 | 1,021.87 | 510.93 | 1,703.11 | 10,842.00 | | |
| 3. ESPECTRO | 9 | 62215 | 299 | CSC - ESP | 110 | SECRETARÍA DEL CONSEJO | SECRETARÍA 3 | 227.05 | 113.52 | 113.52 | 113.52 | 113.52 | 454.09 | 2,253.14 | 208.42 | 11.27 | 33.80 | 112.66 | 11.27 | 125.73 | 67.59 | 33.80 | 112.66 | 717.17 | | |
| 4. FONATEL | 9 | 62215 | 399 | CSC - FON | 110 | SECRETARÍA DEL CONSEJO | SECRETARÍA 3 | 347.25 | 173.62 | 173.62 | 173.62 | 173.62 | 694.50 | 3,445.98 | 318.75 | 17.23 | 51.69 | 172.30 | 17.23 | 192.29 | 103.38 | 51.69 | 172.30 | 1,096.86 | | |
| 1. ADMINISTRACIÓN SUPERIOR | 10 | P / A | 100 | CSC | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL 2 | - | - | - | - | - | - | - | 15,611.65 | 1,444.08 | 78.06 | 234.17 | 780.58 | 78.06 | 871.13 | 468.35 | 234.17 | 780.58 | 4,969.19 | |
| 3. ESPECTRO | 10 | P / A | 299 | CSC - ESP | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL 2 | - | - | - | - | - | - | - | 1,032.68 | 1,032.68 | 95.52 | 5.16 | 15.49 | 51.63 | 5.16 | 57.62 | 30.98 | 15.49 | 51.63 | 328.70 |
| 4. FONATEL | 10 | P / A | 399 | CSC - FON | 110 | SECRETARÍA DEL CONSEJO | PROFESIONAL 2 | - | - | - | - | - | - | - | 1,579.39 | 1,579.39 | 146.09 | 7.80 | 23.69 | 78.97 | 7.90 | 88.13 | 47.38 | 23.69 | 78.97 | 802.72 |
| 1. ADMINISTRACIÓN SUPERIOR | 11 | 61101 | 100 | CSC | 120 | ASESORES | ASESOR 3 | 20,242.85 | 10,121.42 | 10,121.42 | 10,121.42 | 10,121.42 | 40,485.70 | 200,883.82 | 18,581.73 | 1,004.42 | 3,013.25 | 10,044.16 | 1,004.42 | 11,209.31 | 6,026.51 | 3,013.25 | 10,044.16 | 63,941.25 | | |
| 3. ESPECTRO | 11 | 61101 | 299 | CSC - ESP | 120 | ASESORES | ASESOR 3 | 610.06 | 305.03 | 305.03 | 305.03 | 305.03 | 1,220.12 | 6,054.03 | 560.00 | 30.27 | 90.81 | 302.70 | 30.27 | 339.81 | 181.62 | 90.81 | 302.70 | 1,927.00 | | |
| 4. FONATEL | 11 | 61101 | 399 | CSC - FON | 120 | ASESORES | ASESOR 3 | 1,331.04 | 665.52 | 665.52 | 665.52 | 665.52 | 2,662.07 | 13,208.79 | 1,221.81 | 66.04 | 198.13 | 660.44 | 66.04 | 737.05 | 396.26 | 198.13 | 660.44 | 4,204.36 | | |
| 1. ADMINISTRACIÓN SUPERIOR | 12 | 51300 | 100 | CSC | 120 | ASESORES | ASESOR 3 | 22,110.00 | 11,055.00 | 11,055.00 | 11,055.00 | 11,055.00 | 44,220.00 | 219,412.61 | 20,295.67 | 1,097.06 | 3,291.19 | 10,970.63 | 1,097.06 | 12,243.22 | 6,582.38 | 3,291.19 | 10,970.63 | 68,930.63 | | |
| 3. ESPECTRO | 12 | 51300 | 299 | CSC - ESP | 120 | ASESORES | ASESOR 3 | 36.97 | 18.49 | 18.49 | 18.49 | 18.49 | 73.95 | 366.91 | 33.94 | 1.83 | 5.50 | 18.35 | 1.83 | 20.47 | 11.01 | 5.50 | 18.35 | 116.79 | | |
| 4. FONATEL | 12 | 51300 | 399 | CSC - FON | 120 | ASESORES | ASESOR 3 | 36.97 | 18.49 | 18.49 | 18.49 | 18.49 | 73.95 | 366.91 | 33.94 | 1.83 | 5.50 | 18.35 | 1.83 | 20.47 | 11.01 | 5.50 | 18.35 | 116.79 | | |
| 1. ADMINISTRACIÓN SUPERIOR | 13 | 51304 | 100 | CSC | 120 | ASESORES | ASESOR 2 | 16,056.96 | 8,028.48 | 8,028.48 | 8,028.48 | 8,028.48 | 32,113.92 | 159,344.22 | 14,739.34 | 796.72 | 2,390.16 | 7,967.21 | 8,891.41 | 4,780.33 | 2,390.16 | 7,967.21 | 50,719.26 | | | |
| 3. ESPECTRO | 13 | 51304 | 299 | CSC - ESP | 120 | ASESORES | ASESOR 2 | 2,293.85 | 1,146.93 | 1,146.93 | 1,146.93 | 1,146.93 | 4,587.70 | 22,763.46 | 2,105.82 | 113.82 | 341.45 | 1,138.17 | 113.82 | 1,270.20 | 682.90 | 341.45 | 1,138.17 | 7,245.81 | | |
| 4. FONATEL | 13 | 51304 | 399 | CSC - FON | 120 | ASESORES | ASESOR 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | | |
| 1. ADMINISTRACIÓN SUPERIOR | 14 | 51303 | 100 | CSC | 120 | ASESORES | ASESOR 2 | 17,479.15 | 8,739.58 | 8,739.58 | 8,739.58 | 8,739.58 | 34,958.30 | 173,457.56 | 16,044.82 | 867.29 | 2,601.86 | 8,672.88 | 867.29 | 9,678.93 | 5,203.73 | 2,601.86 | 8,672.88 | 56,231.54 | | |
| 3. ESPECTRO | 14 | 51303 | 299 | CSC - ESP | 120 | ASESORES | ASESOR 2 | 76.46 | 38.23 | 38.23 | 38.23 | 38.23 | 152.92 | 768.78 | 70.19 | 3.79 | 11.38 | 37.94 | 3.79 | 42.34 | 22.76 | 11.38 | 37.94 | 241.82 | | |
| 4. FONATEL | 14 | 51303 | 399 | CSC - FON | 120 | ASESORES | ASESOR 2 | 795.20 | 397.60 | 397.60 | 397.60 | 397.60 | 1,590.40 | 7,891.33 | 729.95 | 39.46 | 118.37 | 394.57 | 39.46 | 440.34 | 236.74 | 118.37 | 394.57 | 2,511.81 | | |
| 1. ADMINISTRACIÓN SUPERIOR | 15 | 51307 | 100 | CSC | 120 | ASESORES | ASESOR 1 | 12,909.32 | 6,454.66 | 6,454.66 | 6,454.66 | 6,454.66 | 25,818.65 | 128,108.02 | 11,849.99 | 640.54 | 1,821.62 | 6,405.40 | 640.54 | 7,148.43 | 3,843.24 | 1,821.62 | 6,405.40 | 40,776.78 | | |
| 3. ESPECTRO | 15 | 51307 | 299 | CSC - ESP | 120 | ASESORES | ASESOR 1 | 117.3 | 5.86 | 5.86 | 5.86 | 5.86 | 23.45 | 116.36 | 10.76 | 0.58 | | | | | | | | | | |

| ANEXO N° 14 ESTIMACIÓN DE PLUS POR DISFRUTE DE VACACIONES PRESUPUESTO INICIAL 2026 | | | | | | | | | | jul-26 | ago-26 | sept-26 | oct-26 | nov-26 | dici-26 | CARGAS PATRONALES | | | | | | | | | | TOTAL CARGAS PATRONALES |
|--|------------|----------|-----|------------------|-------|-----------------------------------|----------------------------|-----------|----------|----------|----------|----------|----------|-----------|------------------|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-------------------------|-------------------------|
| PROGRAMA | 149 + 9 PN | N° PLAZA | CF | CENTRO FUNCIONAL | CF DP | DEPENDENCIA | CATEGORÍA / CLASE | 10% | 5% | 5% | 5% | 5% | 5% | 20% | TOTAL PLUS ANUAL | 0.04 01 (0.25%) | 0.04 02 (0.50%) | 0.04 03 (1.50%) | 0.04 04 (5.00%) | 0.04 05 (0.50%) | 0.05 01 (5.58%) | 0.05 02 (3.00%) | 0.05 03 (1.50%) | 0.05 05 (5.00%) | TOTAL CARGAS PATRONALES | |
| 4. FONATEL | 33 | 61212 | 398 | DGO - FON | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 1 | 311.67 | 155.53 | 155.53 | 155.53 | 155.53 | 155.53 | 622.13 | 3,086.91 | 285.54 | 15.43 | 46.30 | 154.35 | 15.43 | 172.25 | 92.61 | 46.30 | 154.35 | 962.86 | |
| 1. ADMINISTRACIÓN SUPERIOR | 34 | 61206 | 500 | DGO | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL JEFE | 11,811.10 | 5,905.55 | 5,905.55 | 5,905.55 | 5,905.55 | 5,905.55 | 23,622.19 | 117,209.57 | 10,841.89 | 586.05 | 1,758.14 | 5,860.48 | 586.05 | 6,540.29 | 3,516.29 | 1,758.14 | 5,860.48 | 37,307.81 | |
| 3. ESPECTRO | 34 | 61206 | 298 | DGO - ESP | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL JEFE | 2,273.73 | 1,136.86 | 1,136.86 | 1,136.86 | 1,136.86 | 1,136.86 | 4,547.46 | 22,963.76 | 2,087.15 | 112.82 | 338.46 | 1,128.10 | 112.82 | 1,250.66 | 676.91 | 338.46 | 1,128.10 | 7,192.04 | |
| 4. FONATEL | 34 | 61206 | 398 | DGO - FON | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL JEFE | 331.54 | 165.77 | 165.77 | 165.77 | 165.77 | 165.77 | 663.34 | 3,316.67 | 301.54 | 16.17 | 46.30 | 154.35 | 16.17 | 172.25 | 92.61 | 46.30 | 154.35 | 962.86 | |
| 1. ADMINISTRACIÓN SUPERIOR | 35 | 61314 | 500 | DGO | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL 5 | 8,673.93 | 4,336.93 | 4,336.93 | 4,336.93 | 4,336.93 | 4,336.93 | 17,346.51 | 87,073.52 | 7,961.63 | 430.35 | 1,201.61 | 4,336.93 | 430.35 | 4,802.61 | 2,592.12 | 1,201.61 | 4,336.93 | 27,966.35 | |
| 3. ESPECTRO | 35 | 61314 | 298 | DGO - ESP | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL 5 | 1,635.63 | 817.76 | 817.76 | 817.76 | 817.76 | 817.76 | 3,271.96 | 16,230.46 | 1,501.32 | 81.15 | 243.46 | 811.52 | 81.15 | 905.66 | 486.91 | 243.46 | 811.52 | 4,166.16 | |
| 4. FONATEL | 35 | 61314 | 398 | DGO - FON | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | PROFESIONAL 5 | 1,585.97 | 792.98 | 792.98 | 792.98 | 792.98 | 792.98 | 3,171.93 | 15,738.63 | 1,455.82 | 78.69 | 236.08 | 786.93 | 78.69 | 870.22 | 472.16 | 236.08 | 786.93 | 5,009.61 | |
| 1. ADMINISTRACIÓN SUPERIOR | 36 | 52206 | 500 | DGO | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 1 | 3,338.83 | 1,919.41 | 1,919.41 | 1,919.41 | 1,919.41 | 1,919.41 | 7,677.65 | 38,995.30 | 3,523.81 | 190.48 | 571.43 | 1,904.76 | 190.48 | 2,125.72 | 1,142.86 | 571.43 | 1,904.76 | 12,126.73 | |
| 3. ESPECTRO | 36 | 52206 | 298 | DGO - ESP | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 1 | 784.73 | 392.37 | 392.37 | 392.37 | 392.37 | 392.37 | 1,569.46 | 7,787.44 | 720.34 | 38.54 | 116.81 | 389.37 | 38.54 | 434.54 | 233.62 | 116.81 | 389.37 | 2,476.74 | |
| 4. FONATEL | 36 | 52206 | 398 | DGO - FON | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 1 | 466.80 | 233.30 | 233.30 | 233.30 | 233.30 | 233.30 | 933.20 | 4,630.37 | 428.31 | 23.15 | 69.58 | 231.52 | 23.15 | 258.37 | 138.91 | 69.58 | 231.52 | 1,473.85 | |
| 1. ADMINISTRACIÓN SUPERIOR | 37 | P / A | 500 | DGO | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 3 | 2,842.59 | 1,421.30 | 1,421.30 | 1,421.30 | 1,421.30 | 1,421.30 | 5,685.19 | 14,212.97 | 1,314.70 | 71.06 | 213.19 | 710.85 | 71.06 | 793.08 | 426.39 | 213.19 | 710.85 | 4,623.99 | |
| 3. ESPECTRO | 37 | P / A | 298 | DGO - ESP | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 3 | 535.75 | 267.87 | 267.87 | 267.87 | 267.87 | 267.87 | 1,071.50 | 2,678.75 | 247.78 | 13.94 | 133.94 | 40.18 | 133.94 | 80.36 | 40.18 | 133.94 | 80.36 | 852.63 | |
| 4. FONATEL | 37 | P / A | 398 | DGO - FON | 510 | PROVEEDURÍA Y SERVICIOS GENERALES | GESTOR DE APOYO 3 | 366.70 | 183.35 | 183.35 | 183.35 | 183.35 | 183.35 | 733.41 | 1,833.51 | 169.60 | 9.17 | 27.50 | 91.68 | 9.17 | 102.31 | 55.01 | 27.50 | 91.68 | 583.61 | |
| 1. ADMINISTRACIÓN SUPERIOR | 38 | 52202 | 500 | DGO | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | 3,070.49 | 1,535.25 | 1,535.25 | 1,535.25 | 1,535.25 | 1,535.25 | 6,140.99 | 30,470.60 | 2,818.53 | 152.35 | 457.06 | 1,523.53 | 152.35 | 1,700.26 | 914.12 | 457.06 | 1,523.53 | 9,698.79 | |
| 3. ESPECTRO | 38 | 52202 | 298 | DGO - ESP | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | 344.41 | 172.20 | 172.20 | 172.20 | 172.20 | 172.20 | 688.82 | 3,417.81 | 316.15 | 17.09 | 51.27 | 170.89 | 17.09 | 190.71 | 102.53 | 51.27 | 170.89 | 1,087.89 | |
| 4. FONATEL | 38 | 52202 | 398 | DGO - FON | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | 87.56 | 43.78 | 43.78 | 43.78 | 43.78 | 43.78 | 175.12 | 868.93 | 80.38 | 4.34 | 13.03 | 43.45 | 4.34 | 48.49 | 26.07 | 13.03 | 43.45 | 276.58 | |
| 1. ADMINISTRACIÓN SUPERIOR | 39 | 61205 | 500 | DGO | 520 | GESTIÓN DOCUMENTAL | PROFESIONAL JEFE | 12,631.20 | 6,415.60 | 6,415.60 | 6,415.60 | 6,415.60 | 6,415.60 | 25,662.40 | 127,332.77 | 11,778.28 | 636.66 | 1,909.99 | 6,366.64 | 636.66 | 7,105.17 | 3,819.98 | 1,909.99 | 6,366.64 | 40,530.02 | |
| 3. ESPECTRO | 39 | 61205 | 298 | DGO - ESP | 520 | GESTIÓN DOCUMENTAL | PROFESIONAL JEFE | 1,204.46 | 602.23 | 602.23 | 602.23 | 602.23 | 602.23 | 2,408.92 | 11,952.69 | 1,105.62 | 59.76 | 179.29 | 597.63 | 59.76 | 666.58 | 358.58 | 179.29 | 597.63 | 3,804.54 | |
| 4. FONATEL | 39 | 61205 | 398 | DGO - FON | 520 | GESTIÓN DOCUMENTAL | PROFESIONAL JEFE | 712.84 | 356.42 | 356.42 | 356.42 | 356.42 | 356.42 | 1,425.69 | 7,074.04 | 654.35 | 35.37 | 106.11 | 353.70 | 35.37 | 394.73 | 212.22 | 106.11 | 353.70 | 2,251.87 | |
| 1. ADMINISTRACIÓN SUPERIOR | 40 | 61213 | 500 | DGO | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | 3,204.75 | 1,602.38 | 1,602.38 | 1,602.38 | 1,602.38 | 1,602.38 | 6,409.51 | 31,802.97 | 2,941.77 | 159.01 | 477.04 | 1,590.15 | 159.01 | 1,744.61 | 914.09 | 477.04 | 1,590.15 | 10,122.88 | |
| 3. ESPECTRO | 40 | 61213 | 298 | DGO - ESP | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | 201.39 | 100.70 | 100.70 | 100.70 | 100.70 | 100.70 | 402.78 | 1,998.55 | 184.87 | 9.99 | 29.98 | 99.93 | 9.99 | 111.52 | 59.96 | 29.98 | 99.93 | 636.14 | |
| 4. FONATEL | 40 | 61213 | 398 | DGO - FON | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | 96.32 | 48.16 | 48.16 | 48.16 | 48.16 | 48.16 | 192.64 | 955.83 | 88.41 | 4.78 | 14.34 | 47.79 | 4.78 | 53.34 | 28.67 | 14.34 | 47.79 | 304.24 | |
| 1. ADMINISTRACIÓN SUPERIOR | 41 | 61211 | 500 | DGO | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | 2,618.09 | 1,309.05 | 1,309.05 | 1,309.05 | 1,309.05 | 1,309.05 | 5,236.18 | 25,891.11 | 2,403.25 | 129.91 | 389.72 | 1,299.06 | 129.91 | 1,449.75 | 779.43 | 389.72 | 1,299.06 | 8,269.79 | |
| 4. FONATEL | 41 | 61211 | 398 | DGO - FON | 520 | GESTIÓN DOCUMENTAL | GESTOR DE APOYO 2 | 534.13 | 267.06 | 267.06 | 267.06 | 267.06 | 267.06 | 1,068.25 | 5,300.49 | 490.30 | 26.02 | 79.51 | 265.02 | 26.02 | 295.77 | 159.01 | 79.51 | 265.02 | 1,687.15 | |
| 1. ADMINISTRACIÓN SUPERIOR | 42 | 52201 | 500 | DGO | 520 | GESTIÓN DOCUMENTAL | GESTOR TÉCNICO PROFESIONAL | 350.25 | 175.12 | 175.12 | 175.12 | 175.12 | 175.12 | 700.49 | 3,475.73 | 321.51 | 17.38 | 52.14 | 173.19 | 17.38 | 193.96 | 104.27 | 52.14 | 173.19 | 1,106.33 | |
| 3. ESPECTRO | 42 | 52201 | 298 | DGO - ESP | 520 | GESTIÓN DOCUMENTAL | GESTOR TÉCNICO PROFESIONAL | 5,071.64 | 2,535.82 | 2,535.82 | 2,535.82 | 2,535.82 | 2,535.82 | 10,143.27 | 50,329.30 | 4,655.46 | 251.65 | 754.94 | 2,516.47 | 251.65 | 2,808.38 | 1,509.88 | 754.94 | 2,516.47 | 16,019.82 | |
| 4. FONATEL | 42 | 52201 | 398 | DGO - FON | 520 | GESTIÓN DOCUMENTAL | GESTOR TÉCNICO PROFESIONAL | 161.00 | 80.50 | 80.50 | 80.50 | 80.50 | 80.50 | 322.01 | 1,597.76 | 147.79 | 7.99 | 23.97 | 79.86 | 7.99 | 89.15 | 47.93 | 23.97 | 79.86 | 508.57 | |
| 1. ADMINISTRACIÓN SUPERIOR | 43 | P / A | 500 | DGO | 520 | GESTIÓN DOCUMENTAL | PROFESIONAL 5 | 10,358.34 | 5,179.17 | 5,179.17 | 5,179.17 | 5,179.17 | 5,179.17 | 20,716.69 | 51,791.72 | 4,790.73 | 258.96 | 776.88 | 2,589.59 | 258.96 | 2,889.98 | 1,553.75 | 776.88 | 2,589.59 | 16,485.30 | |
| 3. ESPECTRO | 43 | P / A | 298 | DGO - ESP | 520 | GESTIÓN DOCUMENTAL | PROFESIONAL 5 | 999.16 | 499.58 | 499.58 | 499.58 | 499.58 | 499.58 | 1,998.32 | 4,995.78 | 462.11 | 24.98 | 74.84 | 249.79 | 24.98 | 278.77 | 149.40 | 74.84 | 249.79 | 1,590.16 | |
| 4. FONATEL | 43 | P / A | 398 | DGO - FON | 520 | GESTIÓN DOCUMENTAL | PROFESIONAL 5 | 537.25 | 268.62 | 268.62 | 268.62 | 268.62 | 268.62 | 1,074.49 | 2,686.23 | 248.48 | 13.43 | 40.29 | 134.31 | 13.43 | 148.89 | 80.40 | 40.29 | 134.31 | 855.03 | |
| 1. ADMINISTRACIÓN SUPERIOR | 44 | 51311 | 500 | DGO | 530 | RECURSOS HUMANOS | PROFESIONAL 5 | 9,864.48 | 4,832.24 | 4,832.24 | 4,832.24 | 4,832.24 | 4,832.24 | 19,328.97 | 95,907.27 | 8,871.42 | 479.54 | 1,438.61 | 4,795.36 | 479.54 | 5,351.63 | 2,877.22 | 1,438.61 | 4,795.36 | 30,527.28 | |
| 3. ESPECTRO | 44 | 51311 | 298 | DGO - ESP | 530 | RECURSOS HUMANOS | PROFESIONAL 5 | 693.86 | 346.93 | 346.93 | 346.93 | 346.93 | 346.93 | 1,372.72 | 6,888.66 | 636.92 | 34.43 | 103.28 | 344.28 | 34.43 | 388.22 | 206.57 | 103.28 | 344.28 | 2,191.70 | |
| 4. FONATEL | 44 | 51311 | 398 | DGO - FON | 530 | RECURSOS HUMANOS | PROFESIONAL 5 | 1,536.41 | 768.20 | 768.20 | 768.20 | 768.20 | 768.20 | 3,072.81 | 15,246.80 | 1,410.33 | 76.23 | 228.70 | 762.34 | 76.23 | 850.77 | 457.40 | 228.70 | 762.34 | 4,853.06 | |
| 1. ADMINISTRACIÓN SUPERIOR | 45 | 95224 | 500 | DGO | 530 | RECURSOS HUMANOS | PROFESIONAL 2 | 7,493.97 | 3,746.99 | 3,746.99 | 3,746.99 | 3,746.99 | 3,746.99 | 14,987.94 | 74,307.97 | 6,879.02 | 371.84 | 1,115.52 | 3,718.95 | 371.84 | 4,149.72 | 2,231.03 | 371.84 | 4,149.72 | 25,871.27 | |
| 3. ESPECTRO | 45 | 95224 | 298 | DGO - ESP | 530 | RECURSOS HUMANOS | PROFESIONAL 2 | 855.34 | 425.67 | 425.67 | 425.67 | 425.67 | 425.67 | 1,691.35 | 8,397.68 | 759.81 | 40.29 | 119.57 | 399.82 | 40.29 | 440.93 | 239.14 | 119.57 | 399.82 | 2,454.73 | |
| 4. FONATEL | 45 | 95224 | 398 | DGO - FON | 530 | RECURSOS HUMANOS | PROFESIONAL 2 | 401.94 | 405.97 | 405.97 | 405.97 | 405.97 | 405.97 | 1,623.98 | 8,057.46 | 745.31 | 40.29 | 120.98 | 402.97 | 40.29 | 449.61 | 241.72 | 120.98 | 402.97 | 2,564.69 | |
| 1. ADMINISTRACIÓN SUPERIOR | 46 | 51316 | 500 | DGO | 530 | RECURSOS HUMANOS | PROFESIONAL JEFE | 12,462.49 | 6,231.24 | 6,231.24 | 6,231.24 | 6,231.24 | 6,231.24 | 24,924.98 | 123,673.78 | 11,439.82 | 618.37 | 1,855.11 | 6,183.69 | 618.37 | 6,907.00 | 3,710.21 | 1,855.11 | 6,183.69 | 39,363.37 | |
| 3. ESPECTRO | 46 | 51316 | 298 | DGO - ESP | 530 | RECURSOS HUMANOS | PROFESIONAL JEFE | 1,130.72 | 565.36 | 565.36 | 565.36 | 565.36 | 565.36 | 2,261.44 | 11,229.90 | 1,037.93 | 56.10 | 168.31 | 561.04 | 56.10 | 626.13 | 336.63 | 168.31 | 561.04 | 3,571.61 | |
| 4. FONATEL | 46 | 51316 | 398 | DGO - FON | 530 | RECURSOS HUMANOS | PROFESIONAL JEFE | 1,155.30 | 577.65 | 577.65 | 577.65 | 577.65 | 577.65 | 2,310.60 | 11,464.83 | 1,060.90 | 57.32 | 171.97 | 573.24 | 57.32 | 639.74 | 343.94 | 171.97 | 573.24 | 3,649.25 | |
| 1. ADMINISTRACIÓN SUPERIOR | 47 | 61216 | 500 | DGO | 530 | RECURSOS HUMANOS | PROFESIONAL 3 | 11,003.09 | 5,501.54 | 5,501.54 | 5,501.54 | 5,501.54 | 5,501.54 | 22,006.17 | 109,191.73 | 10,100.18 | 545.96 | 1,637.87 | 5,459.56 | 545.96 | 6,092.87 | 3,275.10 | 1,637.87 | 5,459.56 | 34,755.54 | |
| 3. ESPECTRO | 47 | 61216 | 298 | DGO - ESP | 530 | RECURSOS HUMANOS | PROFESIONAL 3 | 941.44 | 470.72 | 470.72 | 470.72 | 470.72 | 470.72 | 1,882.88 | 9,342.56 | 864.19 | 46.71 | 140.14 | 467.13 | 46.71 | 521.31 | 280.28 | | | | |

| ANEXO N° 3.4 ESTIMACIÓN DE PLUS POR DISRUPTE DE VACACIONES PRESUPUESTO INICIAL 2026 | | | | | | jul-26 | ago-26 | sept-26 | oct-26 | nov-26 | dici-26 | CARGAS PATRONALES | | | | | | | | | | | | TOTAL CARGAS PATRONALES |
|---|------------|----------|-----|------------------|-------|-------------------------------|------------------|-----------|-----------|-----------|-----------|-------------------|-----------|------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-------------------------|
| PROGRAMA | 149 + 9 PN | N° PLAZA | CF | CENTRO FUNCIONAL | CP DP | DEPENDENCIA | CATEGORIA/CLASE | 10% | 5% | 5% | 5% | 5% | 20% | TOTAL PLUS ANUAL | 0.04.01 (0.25%) | 0.04.02 (0.50%) | 0.04.03 (1.50%) | 0.04.04 (5.00%) | 0.04.05 (0.50%) | 0.05.01 (5.58%) | 0.05.02 (3.00%) | 0.05.03 (1.50%) | 0.05.05 (5.00%) | TOTAL CARGAS PATRONALES |
| 3. ESPECTRO | 66 | 61207 | 298 | DGO - ESP | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | 167.05 | 83.53 | 83.53 | 83.53 | 83.53 | 334.10 | 1,687.76 | 153.34 | 8.29 | 24.87 | 82.89 | 8.29 | 92.50 | 49.73 | 24.87 | 82.89 | 527.66 |
| 4. FONATEL | 66 | 61207 | 398 | DGO - FON | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | 182.24 | 91.12 | 91.12 | 91.12 | 91.12 | 364.47 | 1,808.46 | 167.26 | 9.04 | 27.13 | 90.42 | 9.04 | 100.91 | 54.25 | 27.13 | 90.42 | 575.63 |
| 1. ADMINISTRACIÓN SUPERIOR | 67 | 51211 | 500 | DGO | 580 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | 8,739.79 | 4,369.89 | 4,369.89 | 4,369.89 | 4,369.89 | 17,479.58 | 86,730.90 | 8,022.81 | 433.05 | 1,300.99 | 4,336.35 | 433.05 | 4,839.58 | 2,601.93 | 1,300.99 | 4,336.35 | 27,656.49 |
| 3. ESPECTRO | 67 | 51211 | 298 | DGO - ESP | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | 224.00 | 112.00 | 112.00 | 112.00 | 112.00 | 448.00 | 2,220.99 | 111.60 | 5.58 | 16.74 | 55.89 | 5.58 | 61.94 | 33.34 | 16.74 | 55.89 | 702.65 |
| 4. FONATEL | 67 | 51211 | 398 | DGO - FON | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 2 | 148.07 | 74.03 | 74.03 | 74.03 | 74.03 | 296.14 | 1,480.39 | 135.35 | 7.10 | 22.04 | 73.47 | 7.10 | 81.99 | 41.09 | 22.04 | 73.47 | 457.70 |
| 1. ADMINISTRACIÓN SUPERIOR | 68 | P/A | 500 | DGO | 580 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 5 | - | - | - | - | - | 22,816.09 | 2,110.67 | 114.09 | 342.27 | 1,140.95 | 1,273.25 | 684.54 | 342.27 | 1,140.95 | 684.54 | 7,263.80 | |
| 3. ESPECTRO | 68 | P/A | 298 | DGO - ESP | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 5 | - | - | - | - | - | 584.63 | 584.63 | 54.70 | 2.92 | 8.77 | 29.34 | 2.92 | 32.63 | 17.54 | 8.77 | 29.34 | 186.15 |
| 4. FONATEL | 68 | P/A | 398 | DGO - FON | 560 | TECNOLOGÍAS DE LA INFORMACIÓN | PROFESIONAL 5 | - | - | - | - | - | 366.58 | 366.58 | 36.58 | 1.93 | 5.80 | 19.33 | 1.93 | 21.57 | 11.60 | 5.80 | 19.33 | 123.65 |
| 2. REGULACIÓN | 69 | 51207 | 210 | DGC | 210 | CALIDAD | DIRECTOR GENERAL | 19,959.42 | 9,979.71 | 9,979.71 | 9,979.71 | 9,979.71 | 39,918.85 | 198,070.99 | 18,321.57 | 990.35 | 2,971.06 | 9,903.55 | 990.35 | 11,092.36 | 5,942.13 | 2,971.06 | 9,903.55 | 63,046.00 |
| 3. ESPECTRO | 69 | 51207 | 220 | ESPECTRO | 210 | CALIDAD | DIRECTOR GENERAL | 16,057.58 | 8,028.79 | 8,028.79 | 8,028.79 | 8,028.79 | 32,115.16 | 159,350.35 | 14,739.91 | 796.75 | 2,390.26 | 7,967.52 | 796.75 | 8,851.75 | 2,390.26 | 796.75 | 7,967.52 | 50,721.21 |
| 2. REGULACIÓN | 70 | 51210 | 210 | DGC | 210 | CALIDAD | PROFESIONAL JEFE | 14,748.51 | 7,374.25 | 7,374.25 | 7,374.25 | 7,374.25 | 29,497.01 | 146,399.51 | 13,538.25 | 731.80 | 2,195.39 | 7,317.98 | 731.80 | 8,166.86 | 4,390.79 | 2,195.39 | 7,317.98 | 46,586.23 |
| 2. REGULACIÓN | 71 | 51210 | 210 | DGC | 210 | CALIDAD | PROFESIONAL JEFE | - | - | - | - | - | 26,497.01 | 26,497.01 | 2,728.47 | 147.49 | 442.46 | 1,474.85 | 147.49 | 1,668.93 | 884.91 | 442.46 | 1,474.85 | 9,388.80 |
| 2. REGULACIÓN | 72 | 51306 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 5 | 11,894.75 | 5,947.37 | 5,947.37 | 5,947.37 | 5,947.37 | 23,789.50 | 118,039.71 | 10,918.67 | 590.20 | 1,770.60 | 5,901.99 | 590.20 | 6,586.62 | 3,541.19 | 1,770.60 | 5,901.99 | 37,572.04 |
| 2. REGULACIÓN | 73 | 62208 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 2 | 9,111.86 | 4,558.93 | 4,558.93 | 4,558.93 | 4,558.93 | 18,223.71 | 90,423.18 | 8,364.14 | 452.12 | 1,356.35 | 4,521.16 | 452.12 | 5,045.61 | 2,712.70 | 1,356.35 | 4,521.16 | 28,781.70 |
| 2. REGULACIÓN | 74 | 62202 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 5 | 11,894.75 | 5,947.37 | 5,947.37 | 5,947.37 | 5,947.37 | 23,789.50 | 118,039.71 | 10,918.67 | 590.20 | 1,770.60 | 5,901.99 | 590.20 | 6,586.62 | 3,541.19 | 1,770.60 | 5,901.99 | 37,572.04 |
| 2. REGULACIÓN | 75 | 42201 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 4 | 10,512.84 | 5,256.42 | 5,256.42 | 5,256.42 | 5,256.42 | 21,025.69 | 104,326.12 | 9,650.17 | 521.63 | 1,584.89 | 5,216.31 | 521.63 | 5,821.40 | 3,129.78 | 1,584.89 | 5,216.31 | 33,207.90 |
| 2. REGULACIÓN | 76 | 42101 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 5 | 11,894.75 | 5,947.37 | 5,947.37 | 5,947.37 | 5,947.37 | 23,789.50 | 118,039.71 | 10,918.67 | 590.20 | 1,770.60 | 5,901.99 | 590.20 | 6,586.62 | 3,541.19 | 1,770.60 | 5,901.99 | 37,572.04 |
| 2. REGULACIÓN | 77 | 43404 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 5 | 11,894.75 | 5,947.37 | 5,947.37 | 5,947.37 | 5,947.37 | 23,789.50 | 118,039.71 | 10,918.67 | 590.20 | 1,770.60 | 5,901.99 | 590.20 | 6,586.62 | 3,541.19 | 1,770.60 | 5,901.99 | 37,572.04 |
| 2. REGULACIÓN | 78 | 22154 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 5 | 11,894.75 | 5,947.37 | 5,947.37 | 5,947.37 | 5,947.37 | 23,789.50 | 118,039.71 | 10,918.67 | 590.20 | 1,770.60 | 5,901.99 | 590.20 | 6,586.62 | 3,541.19 | 1,770.60 | 5,901.99 | 37,572.04 |
| 2. REGULACIÓN | 79 | 95220 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 2 | 9,111.86 | 4,558.93 | 4,558.93 | 4,558.93 | 4,558.93 | 18,223.71 | 90,423.18 | 8,364.14 | 452.12 | 1,356.35 | 4,521.16 | 452.12 | 5,045.61 | 2,712.70 | 1,356.35 | 4,521.16 | 28,781.70 |
| 2. REGULACIÓN | 80 | 95211 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 2 | 9,111.86 | 4,558.93 | 4,558.93 | 4,558.93 | 4,558.93 | 18,223.71 | 90,423.18 | 8,364.14 | 452.12 | 1,356.35 | 4,521.16 | 452.12 | 5,045.61 | 2,712.70 | 1,356.35 | 4,521.16 | 28,781.70 |
| 2. REGULACIÓN | 81 | 51212 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | GESTOR TÉCNICO | 4,006.71 | 2,003.35 | 2,003.35 | 2,003.35 | 2,003.35 | 8,013.42 | 39,761.31 | 3,677.92 | 198.81 | 596.42 | 1,988.07 | 198.81 | 2,218.68 | 1,192.84 | 596.42 | 1,988.07 | 12,656.03 |
| 2. REGULACIÓN | 82 | 62210 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 2 | 9,111.86 | 4,558.93 | 4,558.93 | 4,558.93 | 4,558.93 | 18,223.71 | 90,423.18 | 8,364.14 | 452.12 | 1,356.35 | 4,521.16 | 452.12 | 5,045.61 | 2,712.70 | 1,356.35 | 4,521.16 | 28,781.70 |
| 2. REGULACIÓN | 83 | 62211 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 2 | 9,111.86 | 4,558.93 | 4,558.93 | 4,558.93 | 4,558.93 | 18,223.71 | 90,423.18 | 8,364.14 | 452.12 | 1,356.35 | 4,521.16 | 452.12 | 5,045.61 | 2,712.70 | 1,356.35 | 4,521.16 | 28,781.70 |
| 2. REGULACIÓN | 84 | 62212 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 2 | 9,111.86 | 4,558.93 | 4,558.93 | 4,558.93 | 4,558.93 | 18,223.71 | 90,423.18 | 8,364.14 | 452.12 | 1,356.35 | 4,521.16 | 452.12 | 5,045.61 | 2,712.70 | 1,356.35 | 4,521.16 | 28,781.70 |
| 2. REGULACIÓN | 85 | 62209 | 210 | DGC | 211 | QUEJAS Y CONTROVERSIAS | PROFESIONAL 2 | 9,111.86 | 4,558.93 | 4,558.93 | 4,558.93 | 4,558.93 | 18,223.71 | 90,423.18 | 8,364.14 | 452.12 | 1,356.35 | 4,521.16 | 452.12 | 5,045.61 | 2,712.70 | 1,356.35 | 4,521.16 | 28,781.70 |
| 2. REGULACIÓN | 86 | 13210 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 2 | 9,111.86 | 4,558.93 | 4,558.93 | 4,558.93 | 4,558.93 | 18,223.71 | 90,423.18 | 8,364.14 | 452.12 | 1,356.35 | 4,521.16 | 452.12 | 5,045.61 | 2,712.70 | 1,356.35 | 4,521.16 | 28,781.70 |
| 2. REGULACIÓN | 87 | 62206 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 2 | 9,111.86 | 4,558.93 | 4,558.93 | 4,558.93 | 4,558.93 | 18,223.71 | 90,423.18 | 8,364.14 | 452.12 | 1,356.35 | 4,521.16 | 452.12 | 5,045.61 | 2,712.70 | 1,356.35 | 4,521.16 | 28,781.70 |
| 2. REGULACIÓN | 88 | 62214 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | GESTOR TÉCNICO | 4,006.71 | 2,003.35 | 2,003.35 | 2,003.35 | 2,003.35 | 8,013.42 | 39,761.31 | 3,677.92 | 198.81 | 596.42 | 1,988.07 | 198.81 | 2,218.68 | 1,192.84 | 596.42 | 1,988.07 | 12,656.03 |
| 2. REGULACIÓN | 89 | 95222 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 2 | 9,111.86 | 4,558.93 | 4,558.93 | 4,558.93 | 4,558.93 | 18,223.71 | 90,423.18 | 8,364.14 | 452.12 | 1,356.35 | 4,521.16 | 452.12 | 5,045.61 | 2,712.70 | 1,356.35 | 4,521.16 | 28,781.70 |
| 2. REGULACIÓN | 90 | 52204 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 2 | 9,111.86 | 4,558.93 | 4,558.93 | 4,558.93 | 4,558.93 | 18,223.71 | 90,423.18 | 8,364.14 | 452.12 | 1,356.35 | 4,521.16 | 452.12 | 5,045.61 | 2,712.70 | 1,356.35 | 4,521.16 | 28,781.70 |
| 2. REGULACIÓN | 91 | 62213 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | GESTOR TÉCNICO | 4,006.71 | 2,003.35 | 2,003.35 | 2,003.35 | 2,003.35 | 8,013.42 | 39,761.31 | 3,677.92 | 198.81 | 596.42 | 1,988.07 | 198.81 | 2,218.68 | 1,192.84 | 596.42 | 1,988.07 | 12,656.03 |
| 2. REGULACIÓN | 92 | 44201 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 5 | 11,894.75 | 5,947.37 | 5,947.37 | 5,947.37 | 5,947.37 | 23,789.50 | 118,039.71 | 10,918.67 | 590.20 | 1,770.60 | 5,901.99 | 590.20 | 6,586.62 | 3,541.19 | 1,770.60 | 5,901.99 | 37,572.04 |
| 2. REGULACIÓN | 93 | 52212 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | GESTOR TÉCNICO | 4,006.71 | 2,003.35 | 2,003.35 | 2,003.35 | 2,003.35 | 8,013.42 | 39,761.31 | 3,677.92 | 198.81 | 596.42 | 1,988.07 | 198.81 | 2,218.68 | 1,192.84 | 596.42 | 1,988.07 | 12,656.03 |
| 2. REGULACIÓN | 94 | 52201 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 5 | 11,894.75 | 5,947.37 | 5,947.37 | 5,947.37 | 5,947.37 | 23,789.50 | 118,039.71 | 10,918.67 | 590.20 | 1,770.60 | 5,901.99 | 590.20 | 6,586.62 | 3,541.19 | 1,770.60 | 5,901.99 | 37,572.04 |
| 3. REGULACIÓN | 95 | 52214 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 5 | 11,894.75 | 5,947.37 | 5,947.37 | 5,947.37 | 5,947.37 | 23,789.50 | 118,039.71 | 10,918.67 | 590.20 | 1,770.60 | 5,901.99 | 590.20 | 6,586.62 | 3,541.19 | 1,770.60 | 5,901.99 | 37,572.04 |
| 3. REGULACIÓN | 96 | 51205 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 5 | 11,894.75 | 5,947.37 | 5,947.37 | 5,947.37 | 5,947.37 | 23,789.50 | 118,039.71 | 10,918.67 | 590.20 | 1,770.60 | 5,901.99 | 590.20 | 6,586.62 | 3,541.19 | 1,770.60 | 5,901.99 | 37,572.04 |
| 2. REGULACIÓN | 97 | 52211 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | GESTOR TÉCNICO | 4,006.71 | 2,003.35 | 2,003.35 | 2,003.35 | 2,003.35 | 8,013.42 | 39,761.31 | 3,677.92 | 198.81 | 596.42 | 1,988.07 | 198.81 | 2,218.68 | 1,192.84 | 596.42 | 1,988.07 | 12,656.03 |
| 2. REGULACIÓN | 98 | 51206 | 210 | DGC | 212 | EVALUACIÓN DE CALIDAD | PROFESIONAL 5 | 11,894.75 | 5,947.37 | 5,947.37 | 5,947.37 | 5,947.37 | 23,789.50 | 118,039.71 | 10,918.67 | 590.20 | 1,770.60 | 5,901.99 | 590.20 | 6,586.62 | 3,541.19 | 1,770.60 | 5,901.99 | 37,572.04 |
| 2. REGULACIÓN | 99 | 95225 | 400 | DGM | 400 | DIRECCIÓN GENERAL DE MERCADOS | DIRECTOR GENERAL | 24,011.34 | 12,005.67 | 12,005.67 | 12,005.67 | 12,005.67 | 48,022.67 | 238,280.89 | 22,040.08 | 1,191.40 | 3,574.21 | 11,914.04 | 1,191.40 | 13,296.07 | 7,148.43 | 3,574.21 | 11,914.04 | 75,844.81 |
| 2. REGULACIÓN | 100 | 13104 | 400 | DGM | 410 | MERCADOS | PROFESIONAL 5 | 11,894.75 | 5,947.37 | 5,947.37 | 5,947.37 | 5,947.37 | 23,789.50 | 118,039.71 | 10,918.67 | 590.20 | 1,770.60 | 5,901.99 | 590.20 | 6,586.62 | 3,541.19 | 1,770.60 | 5,901.99 | 37,572.04 |
| 2. REGULACIÓN | 101 | | | | | | | | | | | | | | | | | | | | | | | |

| ANEXO N° 3.4 ESTIMACIÓN DE PLUS POR DISFRUTE DE VACACIONES PRESUPUESTO INICIAL 2026 | | | | | | | jul-26 | ago-26 | sept-26 | oct-26 | nov-26 | dic-26 | CARGAS PATRONALES | | | | | | | | | | | |
|---|---------------|----------|-----|---------------------|-------|------------------------------------|-------------------|-----------|----------|----------|----------|----------|-------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|----------------------------|
| PROGRAMA | 149 + 9 PN | N° PLAZA | CF | CENTRO FUNCIONAL | CF DP | DEPENDENCIA | CATEGORÍA / CLASE | 10% | 5% | 5% | 5% | 5% | 20% | TOTAL PLUS ANUAL | 0.04.01 (0.25%) | 0.04.02 (0.50%) | 0.04.03 (1.50%) | 0.04.04 (5.00%) | 0.04.05 (0.50%) | 0.05.01 (5.50%) | 0.05.02 (3.00%) | 0.05.03 (1.50%) | 0.05.05 (5.00%) | TOTAL CARGAS PATRONALES |
| 4. FONATEL | 158 | 95234 | 300 | FONATEL | 301 | ADMINISTRACIÓN Y CONTROL DEL FONDO | PROFESIONAL S | 11,894.75 | 5,947.37 | 5,947.37 | 5,947.37 | 5,947.37 | 23,789.50 | 118,039.71 | 10,918.67 | 590.20 | 1,770.60 | 5,901.99 | 590.20 | 6,586.62 | 3,541.19 | 1,770.60 | 5,901.99 | 37,572.04 |
| Fuente: Recursos Humanos-Sutel | | | | | | | | | | | | | | 17,265,831.55 | 1,597,089.42 | 86,329.16 | 258,967.47 | 863,291.58 | 86,329.16 | 963,433.40 | 517,974.95 | 258,967.47 | 863,291.58 | 5,495,714.16 |

PLAZAS VACANTES PLAZAS NUEVAS REASIGNACIONES JORNADAS AMPLIADAS

| PROGRAMA / CF | ENERO | FEBRERO | MARZO | ABRIL | MAYO | JUNIO | JULIO | AGOSTO | SEPTIEMBRE | OCTUBRE | NOVIEMBRE | DICIEMBRE | TOTAL ANUAL |
|----------------------------|--------------|------------|------------|--------------|------------|------------|--------------|------------|------------|------------|------------|--------------|---------------|
| 1. ADMINISTRACIÓN SUPERIOR | 1,178,174.56 | 294,543.64 | 294,543.64 | 589,087.28 | 294,543.64 | 294,543.64 | 622,949.90 | 311,474.95 | 311,474.95 | 316,074.25 | 316,074.25 | 1,314,864.43 | 6,138,349.14 |
| 100 | 608,855.81 | 152,213.95 | 152,213.95 | 304,427.90 | 152,213.95 | 152,213.95 | 307,948.90 | 153,974.45 | 153,974.45 | 153,974.45 | 153,974.45 | 643,647.12 | 3,089,633.33 |
| 500 | 569,318.75 | 142,329.69 | 142,329.69 | 284,659.38 | 142,329.69 | 142,329.69 | 315,001.00 | 157,500.50 | 157,500.50 | 162,099.80 | 162,099.80 | 671,217.31 | 3,048,715.81 |
| 2. REGULACIÓN | 1,326,718.30 | 331,679.57 | 331,679.57 | 663,359.15 | 343,995.34 | 343,995.34 | 698,654.53 | 349,327.27 | 349,327.27 | 349,327.27 | 349,327.27 | 1,426,806.07 | 6,864,196.93 |
| 210 | 540,577.35 | 135,144.34 | 135,144.34 | 270,288.68 | 142,973.71 | 142,973.71 | 290,379.61 | 145,189.80 | 145,189.80 | 145,189.80 | 145,189.80 | 610,256.23 | 2,848,497.19 |
| 400 | 524,443.98 | 131,111.00 | 131,111.00 | 262,221.99 | 131,111.00 | 131,111.00 | 266,286.43 | 133,143.22 | 133,143.22 | 133,143.22 | 133,143.22 | 532,572.86 | 2,642,542.11 |
| 800 | 261,696.96 | 65,424.24 | 65,424.24 | 130,848.48 | 69,910.63 | 69,910.63 | 141,988.49 | 70,994.24 | 70,994.24 | 70,994.24 | 70,994.24 | 283,976.98 | 1,373,157.63 |
| 3. ESPECTRO | 484,424.78 | 121,106.20 | 121,106.20 | 242,212.39 | 121,106.20 | 121,106.20 | 250,603.43 | 125,301.71 | 125,301.71 | 126,140.54 | 126,140.54 | 512,113.84 | 2,476,663.74 |
| 220 | 346,399.62 | 86,599.90 | 86,599.90 | 173,199.81 | 86,599.90 | 86,599.90 | 175,884.41 | 87,942.20 | 87,942.20 | 87,942.20 | 87,942.20 | 351,768.81 | 1,745,421.08 |
| 298 | 80,154.14 | 20,038.54 | 20,038.54 | 40,077.07 | 20,038.54 | 20,038.54 | 45,464.00 | 22,732.00 | 22,732.00 | 23,570.83 | 23,570.83 | 94,868.13 | 433,323.14 |
| 299 | 57,871.02 | 14,467.76 | 14,467.76 | 28,935.51 | 14,467.76 | 14,467.76 | 29,255.02 | 14,627.51 | 14,627.51 | 14,627.51 | 14,627.51 | 65,476.89 | 297,919.52 |
| 4. FONATEL | 350,477.94 | 87,619.49 | 87,619.49 | 175,238.97 | 87,619.49 | 87,619.49 | 181,050.72 | 90,525.36 | 90,525.36 | 91,034.60 | 91,034.60 | 366,256.24 | 1,786,621.74 |
| 300 | 252,785.92 | 63,196.48 | 63,196.48 | 126,392.96 | 63,196.48 | 63,196.48 | 128,352.05 | 64,176.02 | 64,176.02 | 64,176.02 | 64,176.02 | 256,704.10 | 1,273,725.04 |
| 398 | 64,639.48 | 16,159.87 | 16,159.87 | 32,319.74 | 16,159.87 | 16,159.87 | 35,989.07 | 17,994.53 | 17,994.53 | 18,503.78 | 18,503.78 | 74,401.69 | 344,986.06 |
| 399 | 33,052.55 | 8,263.14 | 8,263.14 | 16,526.27 | 8,263.14 | 8,263.14 | 16,709.60 | 8,354.80 | 8,354.80 | 8,354.80 | 8,354.80 | 35,150.46 | 167,910.64 |
| TOTAL PROGRAMA CF | 3,339,795.59 | 834,948.90 | 834,948.90 | 1,669,897.79 | 847,264.66 | 847,264.66 | 1,753,258.57 | 876,629.29 | 876,629.29 | 882,576.66 | 882,576.66 | 3,620,040.59 | 17,265,831.55 |

| PROGRAMA / CF | SS CCSS (9.25% | IMAS (0.50%) | INA (1.50%) | ODESAF (5.00% | BP (0.50%) | SP CCSS (5.58%) | ROPC (3.00%) | FCL (1.50%) | ASAR (5.00%) | TOTAL ANUAL |
|----------------------------|----------------|--------------|-------------|---------------|------------|-----------------|--------------|-------------|--------------|--------------|
| 1. ADMINISTRACIÓN SUPERIOR | 567,797.30 | 30,691.75 | 92,075.24 | 306,917.46 | 30,691.75 | 342,519.88 | 184,150.47 | 92,075.24 | 306,917.46 | 1,953,836.53 |
| 100 | 285,791.08 | 15,448.17 | 46,344.50 | 154,481.67 | 15,448.17 | 172,401.54 | 92,689.00 | 46,344.50 | 154,481.67 | 983,430.29 |
| 500 | 282,006.21 | 15,243.58 | 45,730.74 | 152,435.79 | 15,243.58 | 170,118.34 | 91,461.47 | 45,730.74 | 152,435.79 | 970,406.24 |
| 2. REGULACIÓN | 634,938.22 | 34,320.98 | 102,962.95 | 343,209.85 | 34,320.98 | 383,022.19 | 205,925.91 | 102,962.95 | 343,209.85 | 2,184,873.88 |
| 210 | 263,485.99 | 14,242.49 | 42,727.46 | 142,424.86 | 14,242.49 | 158,946.14 | 85,454.92 | 42,727.46 | 142,424.86 | 906,676.65 |
| 400 | 244,435.15 | 13,212.71 | 39,638.13 | 132,127.11 | 13,212.71 | 147,453.85 | 79,276.26 | 39,638.13 | 132,127.11 | 841,121.15 |
| 800 | 127,017.08 | 6,865.79 | 20,597.36 | 68,657.88 | 6,865.79 | 76,622.20 | 41,194.73 | 20,597.36 | 68,657.88 | 437,076.07 |
| 3. ESPECTRO | 229,091.40 | 12,383.32 | 37,149.96 | 123,833.19 | 12,383.32 | 138,197.84 | 74,299.91 | 37,149.96 | 123,833.19 | 788,322.07 |
| 220 | 161,451.45 | 8,727.11 | 26,181.32 | 87,271.05 | 8,727.11 | 97,394.50 | 52,362.63 | 26,181.32 | 87,271.05 | 555,567.53 |
| 298 | 40,082.39 | 2,166.62 | 6,499.85 | 21,666.16 | 2,166.62 | 24,179.43 | 12,999.69 | 6,499.85 | 21,666.16 | 137,926.75 |
| 299 | 27,557.56 | 1,489.60 | 4,468.79 | 14,895.98 | 1,489.60 | 16,623.91 | 8,937.59 | 4,468.79 | 14,895.98 | 94,827.78 |
| 4. FONATEL | 165,262.51 | 8,933.11 | 26,799.33 | 89,331.09 | 8,933.11 | 99,693.49 | 53,598.65 | 26,799.33 | 89,331.09 | 568,681.70 |
| 300 | 117,819.57 | 6,368.63 | 19,105.88 | 63,686.25 | 6,368.63 | 71,073.86 | 38,211.75 | 19,105.88 | 63,686.25 | 405,426.68 |
| 398 | 31,911.21 | 1,724.93 | 5,174.79 | 17,249.30 | 1,724.93 | 19,250.22 | 10,349.58 | 5,174.79 | 17,249.30 | 109,809.06 |
| 399 | 15,531.73 | 839.55 | 2,518.66 | 8,395.53 | 839.55 | 9,369.41 | 5,037.32 | 2,518.66 | 8,395.53 | 53,445.96 |
| TOTAL PROGRAMA CF | 1,597,089.42 | 86,329.16 | 258,987.47 | 863,291.58 | 86,329.16 | 963,433.40 | 517,974.95 | 258,987.47 | 863,291.58 | 5,495,714.18 |

ANEXO N° 3.5

PRESUPUESTO INICIAL 2026

ESTIMACIONES VARIAS SOBRE REMUNERACIONES

ESTIMACIÓN 0.02.05 DIETAS DEL MIEMBRO SUPLENTE DEL CONSEJO

| MES | MIEMBRO DEL CONSEJO | SALARIO DIARIO | # DÍAS 2023 | # DÍAS 2024 | PROMEDIO DÍAS | MONTO |
|------------|---------------------|----------------|-------------|-------------|---------------|---------------|
| ENERO | 5,492,500.00 | 183,083.33 | 0 | 0 | 0 | - |
| FEBRERO | 5,492,500.00 | 183,083.33 | 4 | 0 | 2 | 366,166.67 |
| MARZO | 5,492,500.00 | 183,083.33 | 12 | 0 | 6 | 1,098,500.00 |
| ABRIL | 5,492,500.00 | 183,083.33 | 1 | 0 | 1 | 183,083.33 |
| MAYO | 5,492,500.00 | 183,083.33 | 0 | 0 | 0 | - |
| JUNIO | 5,492,500.00 | 183,083.33 | 20 | 8 | 14 | 2,563,166.67 |
| JULIO | 5,492,500.00 | 183,083.33 | 4 | 10 | 7 | 1,281,583.33 |
| AGOSTO | 5,492,500.00 | 183,083.33 | 0 | 7 | 4 | 732,333.33 |
| SEPTIEMBRE | 5,492,500.00 | 183,083.33 | 1 | 13 | 7 | 1,281,583.33 |
| OCTUBRE | 5,492,500.00 | 183,083.33 | 4 | 10 | 7 | 1,281,583.33 |
| NOVIEMBRE | 5,492,500.00 | 183,083.33 | 0 | 11 | 6 | 1,098,500.00 |
| DICIEMBRE | 5,492,500.00 | 183,083.33 | 0 | 8 | 4 | 732,333.33 |
| | | | 46 | 67 | 58 | 10,618,833.00 |

| DRIVERS PROMEDIO CONSEJO | | |
|--------------------------|------------|------------|
| REGULACIÓN | ESPECTRO | FONATEL |
| 85.58% | 9.22% | 5.20% |
| 9,087,477.00 | 978,754.00 | 552,602.00 |

| 0.01.05 SUPLENCIAS | 11,982,543.4 | SS CCSS (9.25%) | IMAS (0.50%) | INA (1.50%) | FODESAF (5.00%) | BP (0.50%) | SP CCSS (5.58%) | ROPC (3.00%) | FCL (1.50%) | ASAR (5.00%) | TOTAL ANUAL |
|----------------------------|--------------|-----------------|--------------|-------------|-----------------|------------|-----------------|--------------|-------------|--------------|-------------|
| 1. ADMINISTRACIÓN SUPERIOR | 9,319,628.0 | 862,065.6 | 46,598.1 | 139,794.4 | 465,981.4 | 46,598.1 | 520,035.2 | 279,588.8 | 139,794.4 | 465,981.4 | 2,966,437.6 |
| 100 | - | - | - | - | - | - | - | - | - | - | - |
| 500 | 9,319,628.3 | 862,065.6 | 46,598.1 | 139,794.4 | 465,981.4 | 46,598.1 | 520,035.3 | 279,588.8 | 139,794.4 | 465,981.4 | 2,966,437.7 |
| 2. REGULACIÓN | - | - | - | - | - | - | - | - | - | - | - |
| 210 | - | - | - | - | - | - | - | - | - | - | - |
| 400 | - | - | - | - | - | - | - | - | - | - | - |
| 800 | - | - | - | - | - | - | - | - | - | - | - |
| 3. ESPECTRO | 1,141,665.0 | 105,604.0 | 5,708.3 | 17,125.0 | 57,083.2 | 5,708.3 | 63,704.9 | 34,249.9 | 17,125.0 | 57,083.2 | 363,392.0 |
| 220 | - | - | - | - | - | - | - | - | - | - | - |
| 298 | 1,141,665.0 | 105,604.0 | 5,708.3 | 17,125.0 | 57,083.2 | 5,708.3 | 63,704.9 | 34,249.9 | 17,125.0 | 57,083.2 | 363,392.0 |
| 299 | - | - | - | - | - | - | - | - | - | - | - |
| 4. FONATEL | 1,521,250.5 | 140,715.7 | 7,606.3 | 22,818.8 | 76,062.5 | 7,606.3 | 84,885.8 | 45,637.5 | 22,818.8 | 76,062.5 | 484,214.0 |
| 300 | - | - | - | - | - | - | - | - | - | - | - |
| 398 | 1,521,250.5 | 140,715.7 | 7,606.3 | 22,818.8 | 76,062.5 | 7,606.3 | 84,885.8 | 45,637.5 | 22,818.8 | 76,062.5 | 484,214.0 |
| 399 | - | - | - | - | - | - | - | - | - | - | - |
| TOTAL PROGRAMA CF | 11,982,543.4 | 1,108,385.3 | 59,912.7 | 179,738.2 | 599,127.2 | 59,912.7 | 668,625.9 | 359,476.3 | 179,738.2 | 599,127.2 | 3,814,043.6 |

ANEXO N° 3.5
PRESUPUESTO INICIAL 2026
ESTIMACIONES VARIAS SOBRE REMUNERACIONES

| 0.02.01 TIEMPO EXTRAORDINARIO | 24,500,656.59 | SS CCSS (9.25%) | IMAS (0.50%) | INA (1.50%) | FODESAF (5.00%) | BP (0.50%) | SP CCSS (5.58%) | ROPC (3.00%) | FCL (1.50%) | ASAR (5.00%) | TOTAL ANUAL |
|-----------------------------------|----------------------|---------------------|-------------------|-------------------|---------------------|-------------------|---------------------|-------------------|-------------------|---------------------|---------------------|
| 1. ADMINISTRACIÓN SUPERIOR | 8,090,835.91 | 748,402.32 | 40,454.18 | 121,362.54 | 404,541.80 | 40,454.18 | 451,468.64 | 242,725.08 | 121,362.54 | 404,541.80 | 2,575,313.07 |
| 100 | 1,727,032.48 | 159,750.50 | 8,635.16 | 25,905.49 | 86,351.62 | 8,635.16 | 96,368.41 | 51,810.97 | 25,905.49 | 86,351.62 | 549,714.44 |
| 500 | 6,363,803.44 | 588,651.82 | 31,819.02 | 95,457.05 | 318,190.17 | 31,819.02 | 355,100.23 | 190,914.10 | 95,457.05 | 318,190.17 | 2,025,598.63 |
| 2. REGULACIÓN | 9,490,256.92 | 877,848.77 | 47,451.28 | 142,353.85 | 474,512.85 | 47,451.28 | 529,556.34 | 284,707.71 | 142,353.85 | 474,512.85 | 3,020,748.78 |
| 210 | 4,779,548.80 | 442,108.26 | 23,897.74 | 71,693.23 | 238,977.44 | 23,897.74 | 266,698.82 | 143,386.46 | 71,693.23 | 238,977.44 | 1,521,330.38 |
| 400 | 1,098,794.65 | 101,638.51 | 5,493.97 | 16,481.92 | 54,939.73 | 5,493.97 | 61,312.74 | 32,963.84 | 16,481.92 | 54,939.73 | 349,746.34 |
| 800 | 3,611,913.47 | 334,102.00 | 18,059.57 | 54,178.70 | 180,595.67 | 18,059.57 | 201,544.77 | 108,357.40 | 54,178.70 | 180,595.67 | 1,149,672.06 |
| 3. ESPECTRO | 4,394,000.21 | 406,445.02 | 21,970.00 | 65,910.00 | 219,700.01 | 21,970.00 | 245,185.21 | 131,820.01 | 65,910.00 | 219,700.01 | 1,398,610.27 |
| 220 | 2,362,539.17 | 218,534.87 | 11,812.70 | 35,438.09 | 118,126.96 | 11,812.70 | 131,829.69 | 70,876.18 | 35,438.09 | 118,126.96 | 751,996.22 |
| 298 | 1,884,921.34 | 174,355.22 | 9,424.61 | 28,273.82 | 94,246.07 | 9,424.61 | 105,178.61 | 56,547.64 | 28,273.82 | 94,246.07 | 599,970.46 |
| 299 | 146,539.70 | 13,554.92 | 732.70 | 2,198.10 | 7,326.98 | 732.70 | 8,176.92 | 4,396.19 | 2,198.10 | 7,326.98 | 46,643.59 |
| 4. FONATEL | 2,525,563.55 | 233,614.63 | 12,627.82 | 37,883.45 | 126,278.18 | 12,627.82 | 140,926.45 | 75,766.91 | 37,883.45 | 126,278.18 | 803,886.88 |
| 300 | 881,342.62 | 81,524.19 | 4,406.71 | 13,220.14 | 44,067.13 | 4,406.71 | 49,178.92 | 26,440.28 | 13,220.14 | 44,067.13 | 280,531.36 |
| 398 | 1,597,233.74 | 147,744.12 | 7,986.17 | 23,958.51 | 79,861.69 | 7,986.17 | 89,125.64 | 47,917.01 | 23,958.51 | 79,861.69 | 508,399.50 |
| 399 | 46,987.19 | 4,346.31 | 234.94 | 704.81 | 2,349.36 | 234.94 | 2,621.88 | 1,409.62 | 704.81 | 2,349.36 | 14,956.02 |
| TOTAL PROGRAMA CF | 24,500,656.59 | 2,266,310.73 | 122,503.28 | 367,509.85 | 1,225,032.83 | 122,503.28 | 1,367,136.64 | 735,019.70 | 367,509.85 | 1,225,032.83 | 7,798,558.99 |

17,581,092.84

5,596,061.85

| 0.02.02 RECARGO DE FUNCIONES | 5,846,042.16 | SS CCSS (9.25%) | IMAS (0.50%) | INA (1.50%) | FODESAF (5.00%) | BP (0.50%) | SP CCSS (5.58%) | ROPC (3.00%) | FCL (1.50%) | ASAR (5.00%) | TOTAL ANUAL |
|-----------------------------------|---------------------|-------------------|------------------|------------------|-------------------|------------------|-------------------|-------------------|------------------|-------------------|---------------------|
| 1. ADMINISTRACIÓN SUPERIOR | 749,764.72 | 69,353.24 | 3,748.82 | 11,246.47 | 37,488.24 | 3,748.82 | 41,836.87 | 22,492.94 | 11,246.47 | 37,488.24 | 238,650.11 |
| 100 | - | - | - | - | - | - | - | - | - | - | - |
| 500 | 749,764.72 | 69,353.24 | 3,748.82 | 11,246.47 | 37,488.24 | 3,748.82 | 41,836.87 | 22,492.94 | 11,246.47 | 37,488.24 | 238,650.11 |
| 2. REGULACIÓN | 225,634.45 | 20,871.19 | 1,128.17 | 3,384.52 | 11,281.72 | 1,128.17 | 12,590.40 | 6,769.03 | 3,384.52 | 11,281.72 | 71,819.45 |
| 210 | 225,634.45 | 20,871.19 | 1,128.17 | 3,384.52 | 11,281.72 | 1,128.17 | 12,590.40 | 6,769.03 | 3,384.52 | 11,281.72 | 71,819.45 |
| 400 | - | - | - | - | - | - | - | - | - | - | - |
| 800 | - | - | - | - | - | - | - | - | - | - | - |
| 3. ESPECTRO | 726,942.29 | 67,242.16 | 3,634.71 | 10,904.13 | 36,347.11 | 3,634.71 | 40,563.38 | 21,808.27 | 10,904.13 | 36,347.11 | 231,385.73 |
| 220 | 526,103.30 | 48,664.56 | 2,630.52 | 7,891.55 | 26,305.17 | 2,630.52 | 29,356.56 | 15,783.10 | 7,891.55 | 26,305.17 | 167,458.68 |
| 298 | 200,838.99 | 18,577.61 | 1,004.19 | 3,012.58 | 10,041.95 | 1,004.19 | 11,206.82 | 6,025.17 | 3,012.58 | 10,041.95 | 63,927.05 |
| 299 | - | - | - | - | - | - | - | - | - | - | - |
| 4. FONATEL | 4,143,700.69 | 383,292.31 | 20,718.50 | 62,155.51 | 207,185.03 | 20,718.50 | 231,218.50 | 124,311.02 | 62,155.51 | 207,185.03 | 1,318,939.93 |
| 300 | 3,968,012.08 | 367,041.12 | 19,840.06 | 59,520.18 | 198,400.60 | 19,840.06 | 221,415.07 | 119,040.36 | 59,520.18 | 198,400.60 | 1,263,018.25 |
| 398 | 175,688.61 | 16,251.20 | 878.44 | 2,635.33 | 8,784.43 | 878.44 | 9,803.42 | 5,270.66 | 2,635.33 | 8,784.43 | 55,921.68 |
| 399 | - | - | - | - | - | - | - | - | - | - | - |
| TOTAL PROGRAMA CF | 5,846,042.16 | 540,758.90 | 29,230.21 | 87,690.63 | 292,302.11 | 29,230.21 | 326,209.15 | 175,381.26 | 87,690.63 | 292,302.11 | 1,860,795.22 |

ANEXO N° 3.6

Presupuesto Inicial 2026

Consolidado partida 0-Remuneraciones

| | |
|--|------------------|
| PRESUPUESTO INTITUCIONAL PARTIDA 0-REMUNERACIONES 2026 | 5,694,960,179.00 |
| CANON DE REGULACIÓN DE LAS TELECOMUNICACIONES | 4,306,870,785.00 |
| CANON DE RESERVA DE ESPECTRO RADIOELÉCTRICO | 790,746,645.00 |
| CONTRIBUCIÓN ESPECIAL PARAFISCAL DE FONATEL | 597,342,749.00 |

| | |
|---|------------------|
| 0.01 REMUNERACIONES BÁSICAS | 3,740,213,560.00 |
| CANON DE REGULACIÓN DE LAS TELECOMUNICACIONES | 2,836,841,466.00 |
| CANON DE RESERVA DE ESPECTRO RADIOELÉCTRICO | 513,355,996.00 |
| CONTRIBUCIÓN ESPECIAL PARAFISCAL DE FONATEL | 390,016,098.00 |

| | | | | | |
|-----------------------------------|------------------|------------------------------|---|----------------------------|---------------|
| 0.01.01 SUELDOS PARA CARGOS FIJOS | 3,728,231,017.00 | 0.01.03 SERVICIOS ESPECIALES | - | 0.01.05 SUPLENCIAS | 11,982,543.00 |
| 1. ADMINISTRACIÓN SUPERIOR | 1,334,571,119.00 | 1. ADMINISTRACIÓN SUPERIOR | - | 1. ADMINISTRACIÓN SUPERIOR | 9,319,628.00 |
| 100 | 678,310,567.00 | 100 | - | 100 | - |
| 500 | 656,260,552.00 | 500 | - | 500 | 9,319,628.00 |
| 2. REGULACIÓN | 1,492,950,719.00 | 2. REGULACIÓN | - | 2. REGULACIÓN | - |
| 210 | 598,861,712.00 | 210 | - | 210 | - |
| 400 | 589,341,483.00 | 400 | - | 400 | - |
| 800 | 304,747,524.00 | 800 | - | 800 | - |
| 3. ESPECTRO | 512,214,331.00 | 3. ESPECTRO | - | 3. ESPECTRO | 1,141,665.00 |
| 220 | 354,556,216.00 | 220 | - | 220 | - |
| 298 | 91,623,307.00 | 298 | - | 298 | 1,141,665.00 |
| 299 | 66,034,808.00 | 299 | - | 299 | - |
| 4. FONATEL | 388,494,848.00 | 4. FONATEL | - | 4. FONATEL | 1,521,250.00 |
| 300 | 278,945,783.00 | 300 | - | 300 | - |
| 398 | 72,090,696.00 | 398 | - | 398 | 1,521,250.00 |
| 399 | 37,458,369.00 | 399 | - | 399 | - |
| TOTAL PROGRAMA CF | 3,728,231,017.00 | TOTAL PROGRAMA CF | - | TOTAL PROGRAMA CF | 11,982,543.00 |

| | |
|---|---------------|
| 0.02 REMUNERACIONES EVENTUALES | 40,965,531.00 |
| CANON DE REGULACIÓN DE LAS TELECOMUNICACIONES | 27,643,968.00 |
| CANON DE RESERVA DE ESPECTRO RADIOELÉCTRICO | 6,099,696.00 |
| CONTRIBUCIÓN ESPECIAL PARAFISCAL DE FONATEL | 7,221,867.00 |

| | | | | | |
|-------------------------------|---------------|------------------------------|--------------|----------------------------|---------------|
| 0.02.01 TIEMPO EXTRAORDINARIO | 24,500,656.00 | 0.02.02 RECARGO DE FUNCIONES | 5,846,042.00 | 0.02.05 DIETAS | 10,618,833.00 |
| 1. ADMINISTRACIÓN SUPERIOR | 8,090,835.00 | 1. ADMINISTRACIÓN SUPERIOR | 749,765.00 | 1. ADMINISTRACIÓN SUPERIOR | 9,087,477.00 |
| 100 | 1,727,032.00 | 100 | - | 100 | 9,087,477.00 |
| 500 | 6,363,803.00 | 500 | 749,765.00 | 500 | - |
| 2. REGULACIÓN | 9,490,257.00 | 2. REGULACIÓN | 225,634.00 | 2. REGULACIÓN | - |
| 210 | 4,779,549.00 | 210 | 225,634.00 | 210 | - |
| 400 | 1,098,795.00 | 400 | - | 400 | - |
| 800 | 3,611,913.00 | 800 | - | 800 | - |
| 3. ESPECTRO | 4,394,000.00 | 3. ESPECTRO | 726,942.00 | 3. ESPECTRO | 978,754.00 |
| 220 | 2,362,539.00 | 220 | 526,103.00 | 220 | - |
| 298 | 1,884,921.00 | 298 | 200,839.00 | 298 | - |
| 299 | 146,540.00 | 299 | - | 299 | 978,754.00 |
| 4. FONATEL | 2,525,564.00 | 4. FONATEL | 4,143,701.00 | 4. FONATEL | 552,602.00 |
| 300 | 881,343.00 | 300 | 3,968,012.00 | 300 | - |
| 398 | 1,597,234.00 | 398 | 175,689.00 | 398 | - |
| 399 | 46,987.00 | 399 | - | 399 | 552,602.00 |
| TOTAL PROGRAMA CF | 24,500,656.00 | TOTAL PROGRAMA CF | 5,846,042.00 | TOTAL PROGRAMA CF | 10,618,833.00 |

Regulación17,581,092.00Regulación975,399.00Regulación9,087,477.00

| | |
|---|----------------|
| 0.03 INCENTIVOS SALARIALES | 620,962,489.00 |
| CANON DE REGULACIÓN DE LAS TELECOMUNICACIONES | 464,377,099.00 |
| CANON DE RESERVA DE ESPECTRO RADIOELÉCTRICO | 92,196,500.00 |
| CONTRIBUCIÓN ESPECIAL PARAFISCAL DE FONATEL | 64,388,890.00 |

| | | | | | |
|---|---|--|---|--|----------------|
| 0.03.01 RETRIBUCIÓN POR AÑOS SERVIDOS (ANUALIDAD) | - | 0.03.02 RESTRICCIÓN AL EJERCICIO LIBERAL DE LA PROFESIÓN (PROHIBICIÓN) | - | 0.03.03 AGUINALDO SOBRE SALARIO ESCOLAR (ENERO) Y DECIMOTERCER MES (DICIEMBRE) | 329,887,185.00 |
| 1. ADMINISTRACIÓN SUPERIOR | - | 1. ADMINISTRACIÓN SUPERIOR | - | 1. ADMINISTRACIÓN SUPERIOR | 115,924,087.00 |
| 100 | - | 100 | - | 100 | 60,720,742.00 |
| 500 | - | 500 | - | 500 | 55,203,345.00 |
| 2. REGULACIÓN | - | 2. REGULACIÓN | - | 2. REGULACIÓN | 131,251,997.00 |
| 210 | - | 210 | - | 210 | 53,652,285.00 |
| 400 | - | 400 | - | 400 | 51,800,603.00 |
| 800 | - | 800 | - | 800 | 25,799,109.00 |
| 3. ESPECTRO | - | 3. ESPECTRO | - | 3. ESPECTRO | 48,014,148.00 |
| 220 | - | 220 | - | 220 | 34,165,067.00 |
| 298 | - | 298 | - | 298 | 8,009,649.00 |
| 299 | - | 299 | - | 299 | 5,839,432.00 |
| 4. FONATEL | - | 4. FONATEL | - | 4. FONATEL | 34,696,953.00 |
| 300 | - | 300 | - | 300 | 24,757,278.00 |
| 398 | - | 398 | - | 398 | 6,533,207.00 |
| 399 | - | 399 | - | 399 | 3,406,468.00 |
| TOTAL PROGRAMA CF | - | TOTAL PROGRAMA CF | - | TOTAL PROGRAMA CF | 329,887,185.00 |

| ANEXO N° 3.6 Presupuesto Inicial 2026 Consolidado partida 0-Remuneraciones | | | | | |
|--|----------------|---|----------------|---|------------------|
| PRESUPUESTO INTITUCIONAL PARTIDA 0-REMUNERACIONES 2026 | | | | | 5,694,960,179.00 |
| CANON DE REGULACIÓN DE LAS TELECOMUNICACIONES | | | | | 4,306,870,785.00 |
| CANON DE RESERVA DE ESPECTRO RADIOELÉCTRICO | | | | | 790,746,645.00 |
| CONTRIBUCIÓN ESPECIAL PARAFISCAL DE FONATEL | | | | | 597,342,748.00 |
| 0.03.04 SALARIO ESCOLAR | 273,809,472.00 | 0.03.99 OTROS INCENTIVOS SALARIALES (PLUS DISFRUTE DE VACACIONES) | 17,265,832.00 | | |
| 1. ADMINISTRACIÓN SUPERIOR | 98,756,976.00 | 1. ADMINISTRACIÓN SUPERIOR | 6,138,349.00 | | |
| 100 | 53,451,744.00 | 100 | 3,089,633.00 | | |
| 500 | 45,305,232.00 | 500 | 3,048,716.00 | | |
| 2. REGULACIÓN | 105,441,493.00 | 2. REGULACIÓN | 6,864,197.00 | | |
| 210 | 41,984,977.00 | 210 | 2,848,497.00 | | |
| 400 | 45,975,071.00 | 400 | 2,642,542.00 | | |
| 800 | 17,481,445.00 | 800 | 1,373,158.00 | | |
| 3. ESPECTRO | 41,705,688.00 | 3. ESPECTRO | 2,476,664.00 | | |
| 220 | 29,939,572.00 | 220 | 1,745,421.00 | | |
| 298 | 6,799,948.00 | 298 | 433,323.00 | | |
| 299 | 4,966,168.00 | 299 | 297,920.00 | | |
| 4. FONATEL | 27,905,315.00 | 4. FONATEL | 1,786,622.00 | | |
| 300 | 18,851,166.00 | 300 | 1,273,725.00 | | |
| 398 | 5,490,692.00 | 398 | 344,986.00 | | |
| 399 | 3,563,457.00 | 399 | 167,911.00 | | |
| TOTAL PROGRAMA CF | 273,809,472.00 | TOTAL PROGRAMA CF | 17,265,832.00 | | |
| 0.04 CONTRIBUCIONES PATRONALES AL DESARROLLO Y LA SEGURIDAD SOCIAL (16.75%) | | | | | 680,323,956.00 |
| CANON DE REGULACIÓN DE LAS TELECOMUNICACIONES | | | | | 514,660,327.00 |
| CANON DE RESERVA DE ESPECTRO RADIOELÉCTRICO | | | | | 94,245,431.00 |
| CONTRIBUCIÓN ESPECIAL PARAFISCAL DE FONATEL | | | | | 71,418,198.00 |
| 0.04.01 SEGURO DE SALUD CAJA COSTARRICENSE DEL SEGURO SOCIAL (9.25%) | 375,701,290.00 | 0.04.02 INSTITUTO MIXTO DE AYUDA SOCIAL (0.50%) | 20,308,177.00 | 0.04.03 INSTITUTO NACIONAL DE APRENDIZAJE (1.50%) | 60,924,534.00 |
| 1. ADMINISTRACIÓN SUPERIOR | 134,830,467.00 | 1. ADMINISTRACIÓN SUPERIOR | 7,288,133.00 | 1. ADMINISTRACIÓN SUPERIOR | 21,864,400.00 |
| 100 | 68,133,555.00 | 100 | 3,682,895.00 | 100 | 11,048,685.00 |
| 500 | 66,696,912.00 | 500 | 3,605,238.00 | 500 | 10,815,715.00 |
| 2. REGULACIÓN | 149,384,938.00 | 2. REGULACIÓN | 8,074,861.00 | 2. REGULACIÓN | 24,224,585.00 |
| 210 | 60,004,784.00 | 210 | 3,243,502.00 | 210 | 9,730,506.00 |
| 400 | 59,112,855.00 | 400 | 3,195,289.00 | 400 | 9,585,868.00 |
| 800 | 30,267,299.00 | 800 | 1,636,070.00 | 800 | 4,908,211.00 |
| 3. ESPECTRO | 52,045,984.00 | 3. ESPECTRO | 2,813,296.00 | 3. ESPECTRO | 8,439,890.00 |
| 220 | 35,994,511.00 | 220 | 1,945,649.00 | 220 | 5,836,948.00 |
| 298 | 9,442,770.00 | 298 | 510,420.00 | 298 | 1,531,260.00 |
| 299 | 6,608,703.00 | 299 | 357,227.00 | 299 | 1,071,682.00 |
| 4. FONATEL | 39,439,901.00 | 4. FONATEL | 2,131,887.00 | 4. FONATEL | 6,395,659.00 |
| 300 | 28,112,603.00 | 300 | 1,519,600.00 | 300 | 4,558,800.00 |
| 398 | 7,512,901.00 | 398 | 406,103.00 | 398 | 1,218,308.00 |
| 399 | 3,814,397.00 | 399 | 206,184.00 | 399 | 618,551.00 |
| TOTAL PROGRAMA CF | 375,701,290.00 | TOTAL PROGRAMA CF | 20,308,177.00 | TOTAL PROGRAMA CF | 60,924,534.00 |
| 0.04.04 FONDO DE DESARROLLO SOCIAL Y ASIGNACIONES FAMILIALES (5%) | 203,081,778.00 | 0.04.05 BANCO POPULAR Y DE DESARROLLO COMUNAL (0.50%) | 20,308,177.00 | | |
| 1. ADMINISTRACIÓN SUPERIOR | 72,881,334.00 | 1. ADMINISTRACIÓN SUPERIOR | 7,288,133.00 | | |
| 100 | 36,828,949.00 | 100 | 3,682,895.00 | | |
| 500 | 36,052,385.00 | 500 | 3,605,238.00 | | |
| 2. REGULACIÓN | 80,748,615.00 | 2. REGULACIÓN | 8,074,861.00 | | |
| 210 | 32,435,018.00 | 210 | 3,243,502.00 | | |
| 400 | 31,952,895.00 | 400 | 3,195,289.00 | | |
| 800 | 16,360,702.00 | 800 | 1,636,070.00 | | |
| 3. ESPECTRO | 28,132,965.00 | 3. ESPECTRO | 2,813,296.00 | | |
| 220 | 19,456,493.00 | 220 | 1,945,649.00 | | |
| 298 | 5,104,200.00 | 298 | 510,420.00 | | |
| 299 | 3,572,272.00 | 299 | 357,227.00 | | |
| 4. FONATEL | 21,318,864.00 | 4. FONATEL | 2,131,887.00 | | |
| 300 | 15,196,001.00 | 300 | 1,519,600.00 | | |
| 398 | 4,061,027.00 | 398 | 406,103.00 | | |
| 399 | 2,061,836.00 | 399 | 206,184.00 | | |
| TOTAL PROGRAMA CF | 203,081,778.00 | TOTAL PROGRAMA CF | 20,308,177.00 | | |
| 0.05 CONTRIBUCIONES PATRONALES A FONDOS DE PENSIONES Y OTROS FONDOS DE CAPITALIZACIÓN (14.92%) | | | | | 612,494,643.00 |
| CANON DE REGULACIÓN DE LAS TELECOMUNICACIONES | | | | | 463,347,925.00 |
| CANON DE RESERVA DE ESPECTRO RADIOELÉCTRICO | | | | | 84,849,022.00 |
| CONTRIBUCIÓN ESPECIAL PARAFISCAL DE FONATEL | | | | | 64,297,696.00 |
| 0.05.01 SEGURO DE PENSIONES CAJA COSTARRICENSE DEL SEGURO SOCIAL (6.58%) | 226,639,264.00 | 0.05.02 RÉGIMEN OBLIGATORIO DE PENSIONES COMPLEMENTARIAS E INS (3%) | 121,849,067.00 | 0.05.03 FONDO DE CAPITALIZACIÓN LABORAL (1.5%) | 60,924,534.00 |
| 1. ADMINISTRACIÓN SUPERIOR | 81,335,568.00 | 1. ADMINISTRACIÓN SUPERIOR | 43,728,800.00 | 1. ADMINISTRACIÓN SUPERIOR | 21,864,400.00 |
| 100 | 41,101,107.00 | 100 | 22,097,369.00 | 100 | 11,048,685.00 |
| 500 | 40,234,461.00 | 500 | 21,631,431.00 | 500 | 10,815,715.00 |
| 2. REGULACIÓN | 90,115,454.00 | 2. REGULACIÓN | 48,449,169.00 | 2. REGULACIÓN | 24,224,585.00 |
| 210 | 36,197,481.00 | 210 | 19,461,011.00 | 210 | 9,730,506.00 |
| 400 | 35,659,430.00 | 400 | 19,171,737.00 | 400 | 9,585,868.00 |
| 800 | 18,258,543.00 | 800 | 9,816,421.00 | 800 | 4,908,211.00 |
| 3. ESPECTRO | 31,396,388.00 | 3. ESPECTRO | 16,879,779.00 | 3. ESPECTRO | 8,439,890.00 |
| 220 | 21,713,446.00 | 220 | 11,673,896.00 | 220 | 5,836,948.00 |
| 298 | 5,696,287.00 | 298 | 3,062,520.00 | 298 | 1,531,260.00 |
| 299 | 3,986,655.00 | 299 | 2,143,363.00 | 299 | 1,071,682.00 |
| 4. FONATEL | 23,791,854.00 | 4. FONATEL | 12,791,319.00 | 4. FONATEL | 6,395,659.00 |
| 300 | 16,958,738.00 | 300 | 9,117,601.00 | 300 | 4,558,800.00 |
| 398 | 4,532,107.00 | 398 | 2,436,616.00 | 398 | 1,218,308.00 |
| 399 | 2,301,009.00 | 399 | 1,237,102.00 | 399 | 618,551.00 |
| TOTAL PROGRAMA CF | 226,639,264.00 | TOTAL PROGRAMA CF | 121,849,067.00 | TOTAL PROGRAMA CF | 60,924,534.00 |
| 0.05.05 FONDOS ADMINISTRADOS POR ENTES PRIVADOS (6%) | 203,081,778.00 | | | | |
| 1. ADMINISTRACIÓN SUPERIOR | 72,881,334.00 | | | | |
| 100 | 36,828,949.00 | | | | |
| 500 | 36,052,385.00 | | | | |
| 2. REGULACIÓN | 80,748,615.00 | | | | |
| 210 | 32,435,018.00 | | | | |
| 400 | 31,952,895.00 | | | | |
| 800 | 16,360,702.00 | | | | |
| 3. ESPECTRO | 28,132,965.00 | | | | |
| 220 | 19,456,493.00 | | | | |
| 298 | 5,104,200.00 | | | | |
| 299 | 3,572,272.00 | | | | |
| 4. FONATEL | 21,318,864.00 | | | | |
| 300 | 15,196,001.00 | | | | |
| 398 | 4,061,027.00 | | | | |
| 399 | 2,061,836.00 | | | | |
| TOTAL PROGRAMA CF | 203,081,778.00 | | | | |

ANEXO N° 3.7
CRONOGRAMA DE EJECUCIÓN DE LA SUBPARTIDA 0-REMUNERACIONES EN EL PERIODO 2026

| 0 REMUNERACIONES | | | | | | | | | | | | | 5,694,960,183.83 |
|-----------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|------------------|
| 0.01 REMUNERACIONES BÁSICAS | | | | | | | | | | | | | 3,740,213,561.52 |
| 0.01.01 SUELDOS PARA CARGOS FIJOS | | | | | | | | | | | | | 3,728,231,017.80 |
| PROGRAMA / CF | ENERO | FEBRERO | MARZO | ABRIL | MAYO | JUNIO | JULIO | AGOSTO | SEPTIEMBRE | OCTUBRE | NOVIEMBRE | DICIEMBRE | TOTAL ANUAL |
| 1. ADMINISTRACIÓN SUPERIOR | 106,395,460.81 | 106,239,589.92 | 106,314,338.15 | 106,470,531.42 | 106,470,531.42 | 106,470,531.42 | 114,733,338.81 | 114,978,638.56 | 114,654,031.68 | 115,743,283.41 | 115,743,283.41 | 120,357,560.32 | 1,334,571,119.34 |
| 100 | 55,558,092.63 | 55,558,092.63 | 55,558,092.63 | 55,714,285.91 | 55,714,285.91 | 55,714,285.91 | 57,354,387.11 | 57,275,079.97 | 57,275,079.97 | 56,685,586.19 | 56,685,586.19 | 59,217,712.15 | 678,310,567.21 |
| 500 | 50,837,368.18 | 50,681,497.29 | 50,756,245.51 | 50,756,245.51 | 50,756,245.51 | 50,756,245.51 | 57,378,951.70 | 57,703,558.59 | 57,378,951.70 | 59,057,697.22 | 59,057,697.22 | 61,139,848.17 | 656,260,552.13 |
| 2. REGULACIÓN | 121,063,664.21 | 121,063,664.21 | 118,798,550.15 | 118,798,550.15 | 123,293,803.75 | 123,293,803.75 | 127,975,750.83 | 127,975,750.83 | 127,975,750.83 | 126,673,275.86 | 126,673,275.86 | 129,364,878.39 | 1,492,950,718.82 |
| 210 | 47,063,189.01 | 47,063,189.01 | 47,063,189.01 | 47,063,189.01 | 49,920,910.43 | 49,920,910.43 | 51,997,159.51 | 51,997,159.51 | 51,997,159.51 | 50,694,684.54 | 50,694,684.54 | 53,386,287.07 | 598,861,711.58 |
| 400 | 50,120,627.38 | 50,120,627.38 | 47,855,513.32 | 47,855,513.32 | 47,855,513.32 | 47,855,513.32 | 49,613,029.16 | 49,613,029.16 | 49,613,029.16 | 49,613,029.16 | 49,613,029.16 | 49,613,029.16 | 589,341,483.01 |
| 800 | 23,879,847.82 | 23,879,847.82 | 23,879,847.82 | 23,879,847.82 | 25,517,379.99 | 25,517,379.99 | 26,365,562.16 | 26,365,562.16 | 26,365,562.16 | 26,365,562.16 | 26,365,562.16 | 26,365,562.16 | 304,747,524.23 |
| 3. ESPECTRO | 41,993,512.04 | 41,964,119.24 | 41,989,856.70 | 42,118,599.47 | 42,118,599.47 | 42,118,599.47 | 43,104,173.31 | 43,078,221.48 | 43,038,804.17 | 43,333,585.05 | 43,333,585.05 | 44,022,675.41 | 512,214,330.87 |
| 220 | 29,749,947.56 | 29,749,947.56 | 29,749,947.56 | 29,749,947.56 | 29,749,947.56 | 29,749,947.56 | 29,342,755.10 | 29,342,755.10 | 29,342,755.10 | 29,342,755.10 | 29,342,755.10 | 29,342,755.10 | 354,556,215.99 |
| 298 | 6,962,833.61 | 6,933,440.81 | 6,959,178.26 | 6,959,178.26 | 6,959,178.26 | 6,959,178.26 | 8,146,503.45 | 8,185,920.76 | 8,146,503.45 | 8,452,675.52 | 8,452,675.52 | 8,506,040.81 | 91,623,306.97 |
| 299 | 5,280,730.87 | 5,280,730.87 | 5,280,730.87 | 5,409,473.65 | 5,409,473.65 | 5,409,473.65 | 5,614,914.76 | 5,549,545.62 | 5,549,545.62 | 5,538,154.43 | 5,538,154.43 | 6,173,879.49 | 66,034,807.91 |
| 4. FONATEL | 31,653,137.67 | 31,624,635.56 | 31,637,890.53 | 31,680,460.91 | 31,680,460.91 | 31,680,460.91 | 33,020,544.37 | 33,018,424.85 | 32,998,929.26 | 33,102,217.21 | 33,102,217.21 | 33,295,469.39 | 388,494,848.77 |
| 300 | 23,066,714.88 | 23,066,714.88 | 23,066,714.88 | 23,066,714.88 | 23,066,714.88 | 23,066,714.88 | 23,424,248.96 | 23,424,248.96 | 23,424,248.96 | 23,424,248.96 | 23,424,248.96 | 23,424,248.96 | 278,945,783.06 |
| 398 | 5,570,377.82 | 5,541,875.71 | 5,555,130.68 | 5,555,130.68 | 5,555,130.68 | 5,555,130.68 | 6,357,587.86 | 6,377,083.45 | 6,357,587.86 | 6,543,461.89 | 6,543,461.89 | 6,578,737.26 | 72,090,696.46 |
| 399 | 3,016,044.97 | 3,016,044.97 | 3,016,044.97 | 3,058,615.35 | 3,058,615.35 | 3,058,615.35 | 3,238,707.55 | 3,217,092.44 | 3,217,092.44 | 3,134,506.35 | 3,134,506.35 | 3,292,483.18 | 37,458,369.25 |
| TOTAL PROGRAMA CF | 301,105,774.72 | 300,892,008.93 | 298,740,635.52 | 299,068,141.96 | 303,563,395.55 | 303,563,395.55 | 318,833,807.33 | 319,051,035.72 | 318,667,515.94 | 318,852,361.53 | 318,852,361.53 | 327,040,583.51 | 3,728,231,017.80 |
| 0.01.03 SERVICIOS ESPECIALES | | | | | | | | | | | | | - |
| 1. ADMINISTRACIÓN SUPERIOR | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 100 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 500 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 2. REGULACIÓN | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 210 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 400 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 800 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 3. ESPECTRO | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 220 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 298 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 299 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 4. FONATEL | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 300 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 398 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 399 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| TOTAL PROGRAMA CF | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 0.01.05 SUPLENCIAS | | | | | | | | | | | | | 11,982,543.72 |
| 1. ADMINISTRACIÓN SUPERIOR | 776,636 | 776,636 | 776,636 | 776,636 | 776,636 | 776,636 | 776,636 | 776,636 | 776,636 | 776,636 | 776,636 | 776,636 | 9,319,628.28 |
| 100 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 500 | 776,636 | 776,636 | 776,636 | 776,636 | 776,636 | 776,636 | 776,636 | 776,636 | 776,636 | 776,636 | 776,636 | 776,636 | 9,319,628.28 |
| 2. REGULACIÓN | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 210 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 400 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 800 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 3. ESPECTRO | 95,139 | 95,139 | 95,139 | 95,139 | 95,139 | 95,139 | 95,139 | 95,139 | 95,139 | 95,139 | 95,139 | 95,139 | 1,141,664.96 |
| 220 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 298 | 95,139 | 95,139 | 95,139 | 95,139 | 95,139 | 95,139 | 95,139 | 95,139 | 95,139 | 95,139 | 95,139 | 95,139 | 1,141,664.96 |
| 299 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 4. FONATEL | 126,771 | 126,771 | 126,771 | 126,771 | 126,771 | 126,771 | 126,771 | 126,771 | 126,771 | 126,771 | 126,771 | 126,771 | 1,521,250.48 |
| 300 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 398 | 126,771 | 126,771 | 126,771 | 126,771 | 126,771 | 126,771 | 126,771 | 126,771 | 126,771 | 126,771 | 126,771 | 126,771 | 1,521,250.48 |
| 399 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| TOTAL PROGRAMA CF | 998,545 | 998,545 | 998,545 | 998,545 | 998,545 | 998,545 | 998,545 | 998,545 | 998,545 | 998,545 | 998,545 | 998,545 | 11,982,543.72 |

[illegible]

| | | | | | | | | | | | | | | | | |
|--|----------------|---|---|---|---|---|---|---|---|---|---|---|---|---------------|----------------|----------------|
| 500 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 2. REGULACIÓN | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 210 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 400 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 800 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 3. ESPECTRO | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 220 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 298 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 299 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 4. FONATEL | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 300 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 398 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 399 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| TOTAL PROGRAMA CF | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 0.03.02 RESTRICCIÓN AL EJERCICIO LIBERAL DE LA PROFESIÓN (PROHIBICIÓN) | | | | | | | | | | | | | | | | - |
| 1. ADMINISTRACIÓN SUPERIOR | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 100 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 500 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 2. REGULACIÓN | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 210 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 400 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 800 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 3. ESPECTRO | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 220 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 298 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 299 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 4. FONATEL | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 300 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 398 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 399 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| TOTAL PROGRAMA CF | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 0.03.03 AGUINALDO SOBRE SALARIO ESCOLAR (ENERO) Y DECIMOTERCER MES (DICIEMBRE) | | | | | | | | | | | | | | | | 329,887,185.91 |
| 1. ADMINISTRACIÓN SUPERIOR | 107,694,339.44 | - | - | - | - | - | - | - | - | - | - | - | - | 8,229,748.03 | 115,924,087.47 | |
| 100 | 56,266,430.19 | - | - | - | - | - | - | - | - | - | - | - | - | 4,454,311.99 | 60,720,742.19 | |
| 500 | 51,427,909.25 | - | - | - | - | - | - | - | - | - | - | - | - | 3,775,436.04 | 55,203,345.29 | |
| 2. REGULACIÓN | 122,465,205.68 | - | - | - | - | - | - | - | - | - | - | - | - | 8,786,791.05 | 131,251,996.73 | |
| 210 | 50,153,537.22 | - | - | - | - | - | - | - | - | - | - | - | - | 3,498,748.10 | 53,652,285.32 | |
| 400 | 47,969,346.81 | - | - | - | - | - | - | - | - | - | - | - | - | 3,831,255.90 | 51,800,602.71 | |
| 800 | 24,342,321.65 | - | - | - | - | - | - | - | - | - | - | - | - | 1,456,787.05 | 25,799,108.70 | |
| 3. ESPECTRO | 44,538,674.42 | - | - | - | - | - | - | - | - | - | - | - | - | 3,475,474.04 | 48,014,148.46 | |
| 220 | 31,670,102.88 | - | - | - | - | - | - | - | - | - | - | - | - | 2,494,964.36 | 34,165,067.24 | |
| 298 | 7,442,986.45 | - | - | - | - | - | - | - | - | - | - | - | - | 566,662.37 | 8,009,648.81 | |
| 299 | 5,425,585.09 | - | - | - | - | - | - | - | - | - | - | - | - | 413,847.32 | 5,839,432.41 | |
| 4. FONATEL | 32,371,510.31 | - | - | - | - | - | - | - | - | - | - | - | - | 2,325,442.94 | 34,696,953.25 | |
| 300 | 23,186,347.67 | - | - | - | - | - | - | - | - | - | - | - | - | 1,570,930.49 | 24,757,278.17 | |
| 398 | 6,075,649.61 | - | - | - | - | - | - | - | - | - | - | - | - | 457,557.69 | 6,533,207.31 | |
| 399 | 3,109,513.02 | - | - | - | - | - | - | - | - | - | - | - | - | 296,954.75 | 3,406,467.77 | |
| TOTAL PROGRAMA CF | 307,069,729.84 | - | - | - | - | - | - | - | - | - | - | - | - | 22,817,456.07 | 329,887,185.91 | |
| 0.03.04 SALARIO ESCOLAR | | | | | | | | | | | | | | | | 273,809,472.86 |
| 1. ADMINISTRACIÓN SUPERIOR | 98,756,976.40 | - | - | - | - | - | - | - | - | - | - | - | - | - | 98,756,976.40 | |
| 100 | 53,451,743.93 | - | - | - | - | - | - | - | - | - | - | - | - | - | 53,451,743.93 | |
| 500 | 45,305,232.47 | - | - | - | - | - | - | - | - | - | - | - | - | - | 45,305,232.47 | |
| 2. REGULACIÓN | 105,441,492.65 | - | - | - | - | - | - | - | - | - | - | - | - | - | 105,441,492.65 | |
| 210 | 41,984,977.20 | - | - | - | - | - | - | - | - | - | - | - | - | - | 41,984,977.20 | |
| 400 | 45,975,070.84 | - | - | - | - | - | - | - | - | - | - | - | - | - | 45,975,070.84 | |
| 800 | 17,481,444.61 | - | - | - | - | - | - | - | - | - | - | - | - | - | 17,481,444.61 | |
| 3. ESPECTRO | 41,705,688.53 | - | - | - | - | - | - | - | - | - | - | - | - | - | 41,705,688.53 | |
| 220 | 29,939,572.33 | - | - | - | - | - | - | - | - | - | - | - | - | - | 29,939,572.33 | |

| | | | | | | | | | | | | | |
|---|----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| 298 | 6,799,948.40 | - | - | - | - | - | - | - | - | - | - | - | 6,799,948.40 |
| 299 | 4,966,167.80 | - | - | - | - | - | - | - | - | - | - | - | 4,966,167.80 |
| 4. FONATEL | 27,905,315.28 | - | - | - | - | - | - | - | - | - | - | - | 27,905,315.28 |
| 300 | 18,851,165.91 | - | - | - | - | - | - | - | - | - | - | - | 18,851,165.91 |
| 398 | 5,490,692.32 | - | - | - | - | - | - | - | - | - | - | - | 5,490,692.32 |
| 399 | 3,563,457.04 | - | - | - | - | - | - | - | - | - | - | - | 3,563,457.04 |
| TOTAL PROGRAMA CF | 273,809,472.86 | - | - | - | - | - | - | - | - | - | - | - | 273,809,472.86 |
| 0.03.99 OTROS INCENTIVOS SALARIALES (CARRERA PROFESIONAL) | | | | | | | | | | | | | - |
| 1. ADMINISTRACIÓN SUPERIOR | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 100 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 500 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 2. REGULACIÓN | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 210 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 400 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 800 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 3. ESPECTRO | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 220 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 298 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 299 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 4. FONATEL | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 300 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 398 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 399 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| TOTAL PROGRAMA CF | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 0.03.99 OTROS INCENTIVOS SALARIALES (PLUS DISFRUTE DE VACACIONES) | | | | | | | | | | | | | 17,265,831.55 |
| 1. ADMINISTRACIÓN SUPERIOR | 1,178,174.56 | 294,543.64 | 294,543.64 | 589,087.28 | 294,543.64 | 294,543.64 | 622,949.90 | 311,474.95 | 311,474.95 | 316,074.25 | 316,074.25 | 1,314,864.43 | 6,138,349.14 |
| 100 | 608,855.81 | 152,213.95 | 152,213.95 | 304,427.90 | 152,213.95 | 152,213.95 | 307,948.90 | 153,974.45 | 153,974.45 | 153,974.45 | 153,974.45 | 643,647.12 | 3,089,633.33 |
| 500 | 569,318.75 | 142,329.69 | 142,329.69 | 284,659.38 | 142,329.69 | 142,329.69 | 315,001.00 | 157,500.50 | 157,500.50 | 162,099.80 | 162,099.80 | 671,217.31 | 3,048,715.81 |
| 2. REGULACIÓN | 1,326,718.30 | 331,679.57 | 331,679.57 | 663,359.15 | 343,995.34 | 343,995.34 | 698,654.53 | 349,327.27 | 349,327.27 | 349,327.27 | 349,327.27 | 1,426,806.07 | 6,864,196.93 |
| 210 | 540,577.35 | 135,144.34 | 135,144.34 | 270,288.68 | 142,973.71 | 142,973.71 | 290,379.61 | 145,189.80 | 145,189.80 | 145,189.80 | 145,189.80 | 610,256.23 | 2,848,497.19 |
| 400 | 524,443.98 | 131,111.00 | 131,111.00 | 262,221.99 | 131,111.00 | 131,111.00 | 266,286.43 | 133,143.22 | 133,143.22 | 133,143.22 | 133,143.22 | 532,572.86 | 2,642,542.11 |
| 800 | 261,696.96 | 65,424.24 | 65,424.24 | 130,848.48 | 69,910.63 | 69,910.63 | 141,988.49 | 70,994.24 | 70,994.24 | 70,994.24 | 70,994.24 | 283,976.98 | 1,373,157.63 |
| 3. ESPECTRO | 484,424.78 | 121,106.20 | 121,106.20 | 242,212.39 | 121,106.20 | 121,106.20 | 250,603.43 | 125,301.71 | 125,301.71 | 126,140.54 | 126,140.54 | 512,113.84 | 2,476,663.74 |
| 220 | 346,399.62 | 86,599.90 | 86,599.90 | 173,199.81 | 86,599.90 | 86,599.90 | 175,884.41 | 87,942.20 | 87,942.20 | 87,942.20 | 87,942.20 | 351,768.81 | 1,745,421.08 |
| 298 | 80,154.14 | 20,038.54 | 20,038.54 | 40,077.07 | 20,038.54 | 20,038.54 | 45,464.00 | 22,732.00 | 22,732.00 | 23,570.83 | 23,570.83 | 94,868.13 | 433,323.14 |
| 299 | 57,871.02 | 14,467.76 | 14,467.76 | 28,935.51 | 14,467.76 | 14,467.76 | 29,255.02 | 14,627.51 | 14,627.51 | 14,627.51 | 14,627.51 | 65,476.89 | 297,919.52 |
| 4. FONATEL | 350,477.94 | 87,619.49 | 87,619.49 | 175,238.97 | 87,619.49 | 87,619.49 | 181,050.72 | 90,525.36 | 90,525.36 | 91,034.60 | 91,034.60 | 366,256.24 | 1,786,621.74 |
| 300 | 252,785.92 | 63,196.48 | 63,196.48 | 126,392.96 | 63,196.48 | 63,196.48 | 128,352.05 | 64,176.02 | 64,176.02 | 64,176.02 | 64,176.02 | 256,704.10 | 1,273,725.04 |
| 398 | 64,639.48 | 16,159.87 | 16,159.87 | 32,319.74 | 16,159.87 | 16,159.87 | 35,989.07 | 17,994.53 | 17,994.53 | 18,503.78 | 18,503.78 | 74,401.69 | 344,986.06 |
| 399 | 33,052.55 | 8,263.14 | 8,263.14 | 16,526.27 | 8,263.14 | 8,263.14 | 16,709.60 | 8,354.80 | 8,354.80 | 8,354.80 | 8,354.80 | 35,150.46 | 167,910.64 |
| TOTAL PROGRAMA CF | 3,339,795.59 | 834,948.90 | 834,948.90 | 1,669,897.79 | 847,264.66 | 847,264.66 | 1,753,258.57 | 876,629.29 | 876,629.29 | 882,576.66 | 882,576.66 | 3,620,040.59 | 17,265,831.55 |
| | | | | | | | | | | | | | |
| 0.04 CONTRIBUCIONES PATRONALES AL DESARROLLO Y LA SEGURIDAD SOCIAL (16.75%) | | | | | | | | | | | | 16.75% | 680,323,957.08 |
| 0.04.01 SEGURO DE SALUD CAJA COSTARRICENSE DEL SEGURO SOCIAL (9.25%) | | | | | | | | | | | | 9.25% | 375,701,289.73 |
| 1. ADMINISTRACIÓN SUPERIOR | 19,225,566.69 | 9,994,392.45 | 10,001,306.66 | 10,042,999.83 | 10,015,754.54 | 10,015,754.54 | 10,810,441.80 | 10,804,320.60 | 10,774,294.46 | 10,875,475.68 | 10,875,475.68 | 11,394,684.39 | 134,830,467.33 |
| 100 | 10,153,041.59 | 5,166,515.90 | 5,166,515.90 | 5,195,043.57 | 5,180,963.78 | 5,180,963.78 | 5,347,078.62 | 5,325,500.08 | 5,325,500.08 | 5,270,971.90 | 5,270,971.90 | 5,550,488.27 | 68,133,555.37 |
| 500 | 9,072,525.10 | 4,827,876.55 | 4,834,790.76 | 4,847,956.26 | 4,834,790.76 | 4,834,790.76 | 5,463,363.18 | 5,478,820.52 | 5,448,794.38 | 5,604,503.78 | 5,604,503.78 | 5,844,196.11 | 66,696,911.96 |
| 2. REGULACIÓN | 21,149,341.78 | 11,303,962.63 | 11,094,439.58 | 11,125,119.94 | 11,511,389.74 | 11,511,389.74 | 11,977,275.83 | 11,944,963.05 | 11,944,963.05 | 11,824,484.12 | 11,824,484.12 | 12,173,124.14 | 149,384,937.73 |
| 210 | 8,325,540.40 | 4,404,427.46 | 4,404,427.46 | 4,416,928.31 | 4,669,490.90 | 4,669,490.90 | 4,875,178.99 | 4,861,748.93 | 4,861,748.93 | 4,741,270.00 | 4,741,270.00 | 5,033,261.88 | 60,004,784.15 |
| 400 | 8,945,833.03 | 4,656,755.67 | 4,447,232.63 | 4,459,360.39 | 4,447,232.63 | 4,447,232.63 | 4,622,306.57 | 4,609,990.82 | 4,609,990.82 | 4,609,990.82 | 4,609,990.82 | 4,646,938.06 | 59,112,854.88 |
| 800 | 3,877,968.35 | 2,242,779.50 | 2,242,779.50 | 2,248,831.24 | 2,394,666.22 | 2,394,666.22 | 2,479,790.27 | 2,473,223.30 | 2,473,223.30 | 2,473,223.30 | 2,473,223.30 | 2,492,924.20 | 30,267,298.69 |
| 3. ESPECTRO | 7,835,259.61 | 3,941,157.62 | 3,943,538.33 | 3,966,649.36 | 3,955,447.04 | 3,955,447.04 | 4,058,591.11 | 4,044,600.16 | 4,040,954.06 | 4,068,298.88 | 4,068,298.88 | 4,167,742.27 | 52,045,984.38 |
| 220 | 5,575,589.17 | 2,782,147.26 | 2,782,147.26 | 2,790,157.75 | 2,782,147.26 | 2,782,147.26 | 2,752,740.77 | 2,744,606.12 | 2,744,606.12 | 2,744,606.12 | 2,744,606.12 | 2,769,010.08 | 35,994,511.30 |
| 298 | 1,305,349.66 | 668,074.91 | 670,455.62 | 672,309.19 | 670,455.62 | 670,455.62 | 782,635.06 | 784,178.45 | 780,532.35 | 808,930.86 | 808,930.86 | 820,462.15 | 9,442,770.35 |
| 299 | 954,320.77 | 490,935.45 | 490,935.45 | 504,182.42 | 502,844.16 | 502,844.16 | 523,215.28 | 515,815.59 | 515,815.59 | 514,761.91 | 514,761.91 | 578,270.04 | 6,608,702.73 |
| 4. FONATEL | 5,604,711.32 | 2,996,518.81 | 2,997,744.89 | 3,009,787.46 | 3,001,682.65 | 3,001,682.65 | 3,134,282.76 | 3,125,713.11 | 3,123,909.77 | 3,133,511.01 | 3,133,511.01 | 3,176,844.84 | 39,439,900.30 |
| 300 | 3,938,167.11 | 2,176,897.24 | 2,176,897.24 | 2,182,742.92 | 2,176,897.24 | 2,176,897.24 | 2,215,996.04 | 2,210,059.75 | 2,210,059.75 | 2,210,059.75 | 2,210,059.75 | 2,227,868.60 | 28,112,602.66 |
| 398 | 1,054,520.72 | 539,510.87 | 540,736.96 | 542,231.75 | 540,736.96 | 540,736.96 | 616,798.45 | 616,937.30 | 615,133.95 | 632,374.41 | 632,374.41 | 640,807.93 | 7,512,900.66 |

| | | | | | | | | | | | | | |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| 399 | 612,023.49 | 280,110.69 | 280,110.69 | 284,812.79 | 284,048.45 | 284,048.45 | 301,488.28 | 298,716.06 | 298,716.06 | 291,076.85 | 291,076.85 | 308,168.30 | 3,814,396.98 |
| TOTAL PROGRAMA CF | 53,814,879.40 | 28,236,031.51 | 28,037,029.47 | 28,144,556.59 | 28,484,273.98 | 28,484,273.98 | 29,980,591.51 | 29,919,596.92 | 29,884,121.34 | 29,901,769.69 | 29,901,769.69 | 30,912,395.64 | 375,701,289.73 |
| 0.04.02 INSTITUTO MIXTO DE AYUDA SOCIAL (0.50%) | | | | | | | | | | | | 0.50% | 20,308,177.82 |
| 1. ADMINISTRACIÓN SUPERIOR | 1,039,219.82 | 540,237.43 | 540,611.17 | 542,864.86 | 541,392.14 | 541,392.14 | 584,348.21 | 584,017.33 | 582,394.30 | 587,863.55 | 587,863.55 | 615,928.89 | 7,288,133.37 |
| 100 | 548,813.06 | 279,271.13 | 279,271.13 | 280,813.17 | 280,052.10 | 280,052.10 | 289,031.28 | 287,864.87 | 287,864.87 | 284,917.40 | 284,917.40 | 300,026.39 | 3,682,894.88 |
| 500 | 490,406.76 | 260,966.30 | 261,340.04 | 262,051.69 | 261,340.04 | 261,340.04 | 295,316.93 | 296,152.46 | 294,529.43 | 302,946.15 | 302,946.15 | 315,902.49 | 3,605,238.48 |
| 2. REGULACIÓN | 1,143,207.66 | 611,025.01 | 599,699.44 | 601,357.83 | 622,237.28 | 622,237.28 | 647,420.31 | 645,673.68 | 645,673.68 | 639,161.30 | 639,161.30 | 658,006.71 | 8,074,861.50 |
| 210 | 450,029.21 | 238,077.16 | 238,077.16 | 238,752.88 | 252,404.91 | 252,404.91 | 263,523.19 | 262,797.24 | 262,797.24 | 256,284.86 | 256,284.86 | 272,068.21 | 3,243,501.85 |
| 400 | 483,558.54 | 251,716.52 | 240,390.95 | 241,046.51 | 240,390.95 | 240,390.95 | 249,854.41 | 249,188.69 | 249,188.69 | 249,188.69 | 249,188.69 | 251,185.84 | 3,195,289.45 |
| 800 | 209,619.91 | 121,231.32 | 121,231.32 | 121,558.45 | 129,441.42 | 129,441.42 | 134,042.72 | 133,687.75 | 133,687.75 | 133,687.75 | 133,687.75 | 134,752.66 | 1,636,070.20 |
| 3. ESPECTRO | 423,527.55 | 213,035.55 | 213,164.23 | 214,413.48 | 213,807.95 | 213,807.95 | 219,383.30 | 218,627.04 | 218,429.95 | 219,908.05 | 219,908.05 | 225,283.37 | 2,813,296.45 |
| 220 | 301,383.20 | 150,386.34 | 150,386.34 | 150,819.34 | 150,386.34 | 150,386.34 | 148,796.80 | 148,357.09 | 148,357.09 | 148,357.09 | 148,357.09 | 149,676.22 | 1,945,649.26 |
| 298 | 70,559.44 | 36,112.16 | 36,240.84 | 36,341.04 | 36,240.84 | 36,240.84 | 42,304.60 | 42,388.02 | 42,190.94 | 43,725.99 | 43,725.99 | 44,349.31 | 510,420.02 |
| 299 | 51,584.91 | 26,537.05 | 26,537.05 | 27,253.10 | 27,180.77 | 27,180.77 | 28,281.91 | 27,881.92 | 27,881.92 | 27,824.97 | 27,824.97 | 31,257.84 | 357,227.17 |
| 4. FONATEL | 302,957.37 | 161,973.99 | 162,040.26 | 162,691.21 | 162,253.12 | 162,253.12 | 169,420.69 | 168,957.47 | 168,859.99 | 169,378.97 | 169,378.97 | 171,721.34 | 2,131,886.50 |
| 300 | 212,873.90 | 117,670.12 | 117,670.12 | 117,986.10 | 117,670.12 | 117,670.12 | 119,783.57 | 119,462.69 | 119,462.69 | 119,462.69 | 119,462.69 | 120,425.33 | 1,519,600.14 |
| 398 | 57,001.12 | 29,162.75 | 29,229.02 | 29,309.82 | 29,229.02 | 29,229.02 | 33,340.46 | 33,347.96 | 33,250.48 | 34,182.40 | 34,182.40 | 34,638.27 | 406,102.74 |
| 399 | 33,082.35 | 15,141.12 | 15,141.12 | 15,395.29 | 15,353.97 | 15,353.97 | 16,296.66 | 16,146.81 | 16,146.81 | 15,733.88 | 15,733.88 | 16,657.75 | 206,183.62 |
| TOTAL PROGRAMA CF | 2,908,912.40 | 1,526,271.97 | 1,515,515.11 | 1,521,327.38 | 1,539,690.49 | 1,539,690.49 | 1,620,572.51 | 1,617,275.51 | 1,615,357.91 | 1,616,311.88 | 1,616,311.88 | 1,670,940.30 | 20,308,177.82 |
| 0.04.03 INSTITUTO NACIONAL DE APRENDIZAJE (1.50%) | | | | | | | | | | | | 1.50% | 60,924,533.47 |
| 1. ADMINISTRACIÓN SUPERIOR | 3,117,659.46 | 1,620,712.29 | 1,621,833.51 | 1,628,594.57 | 1,624,176.41 | 1,624,176.41 | 1,753,044.62 | 1,752,051.99 | 1,747,182.89 | 1,763,590.65 | 1,763,590.65 | 1,847,786.66 | 21,864,400.11 |
| 100 | 1,646,439.18 | 837,813.39 | 837,813.39 | 842,439.50 | 840,156.29 | 840,156.29 | 867,093.83 | 863,594.61 | 863,594.61 | 854,752.20 | 854,752.20 | 900,079.18 | 11,048,684.65 |
| 500 | 1,471,220.29 | 782,898.90 | 784,020.12 | 786,155.07 | 784,020.12 | 784,020.12 | 885,950.79 | 888,457.38 | 883,588.28 | 908,838.45 | 908,838.45 | 947,707.48 | 10,815,715.45 |
| 2. REGULACIÓN | 3,429,622.99 | 1,833,075.02 | 1,799,098.31 | 1,804,073.50 | 1,866,711.85 | 1,866,711.85 | 1,942,260.94 | 1,937,021.04 | 1,937,021.04 | 1,917,483.91 | 1,917,483.91 | 1,974,020.13 | 24,224,584.50 |
| 210 | 1,350,087.63 | 714,231.48 | 714,231.48 | 716,258.64 | 757,214.74 | 757,214.74 | 790,569.57 | 788,391.72 | 788,391.72 | 768,854.59 | 768,854.59 | 816,204.63 | 9,730,505.54 |
| 400 | 1,450,675.63 | 755,149.57 | 721,172.86 | 723,139.52 | 721,172.86 | 721,172.86 | 749,563.23 | 747,566.08 | 747,566.08 | 747,566.08 | 747,566.08 | 753,557.52 | 9,585,868.36 |
| 800 | 628,859.73 | 363,693.97 | 363,693.97 | 364,675.34 | 388,324.25 | 388,324.25 | 402,128.15 | 401,063.24 | 401,063.24 | 401,063.24 | 401,063.24 | 404,257.98 | 4,908,210.60 |
| 3. ESPECTRO | 1,270,582.64 | 639,106.64 | 639,492.70 | 643,240.44 | 641,423.84 | 641,423.84 | 658,149.91 | 655,881.11 | 655,289.85 | 659,724.14 | 659,724.14 | 675,850.10 | 8,439,889.36 |
| 220 | 904,149.60 | 451,159.02 | 451,159.02 | 452,458.01 | 451,159.02 | 451,159.02 | 446,390.40 | 445,071.26 | 445,071.26 | 445,071.26 | 445,071.26 | 449,028.66 | 5,836,947.78 |
| 298 | 211,678.32 | 108,336.47 | 108,722.53 | 109,023.11 | 108,722.53 | 108,722.53 | 126,913.79 | 127,164.07 | 126,572.81 | 131,177.98 | 131,177.98 | 133,047.92 | 1,531,260.06 |
| 299 | 154,754.72 | 79,611.15 | 79,611.15 | 81,759.31 | 81,542.30 | 81,542.30 | 84,845.72 | 83,645.77 | 83,645.77 | 83,474.90 | 83,474.90 | 93,773.52 | 1,071,681.52 |
| 4. FONATEL | 908,872.11 | 485,921.97 | 486,120.79 | 488,073.64 | 486,759.35 | 486,759.35 | 508,262.07 | 506,872.40 | 506,579.96 | 508,136.92 | 508,136.92 | 515,164.03 | 6,395,659.51 |
| 300 | 638,621.69 | 353,010.36 | 353,010.36 | 353,958.31 | 353,010.36 | 353,010.36 | 359,350.71 | 358,388.07 | 358,388.07 | 358,388.07 | 358,388.07 | 361,275.99 | 4,558,800.43 |
| 398 | 171,003.36 | 87,488.25 | 87,687.07 | 87,929.47 | 87,687.07 | 87,687.07 | 100,021.37 | 100,043.89 | 99,751.45 | 102,547.20 | 102,547.20 | 103,914.80 | 1,218,308.22 |
| 399 | 99,247.05 | 45,423.36 | 45,423.36 | 46,185.86 | 46,061.91 | 46,061.91 | 48,889.99 | 48,440.44 | 48,440.44 | 47,201.65 | 47,201.65 | 49,973.24 | 618,550.86 |
| TOTAL PROGRAMA CF | 8,726,737.20 | 4,578,815.92 | 4,546,545.32 | 4,563,982.15 | 4,619,071.46 | 4,619,071.46 | 4,861,717.54 | 4,851,826.53 | 4,846,073.73 | 4,848,935.63 | 4,848,935.63 | 5,012,820.91 | 60,924,533.47 |
| 0.04.04 FONDO DE DESARROLLO SOCIAL Y ASIGNACIONES FAMILIALES (5%) | | | | | | | | | | | | 5.00% | 203,081,778.23 |
| 1. ADMINISTRACIÓN SUPERIOR | 10,392,198.21 | 5,402,374.30 | 5,406,111.71 | 5,428,648.56 | 5,413,921.37 | 5,413,921.37 | 5,843,482.06 | 5,840,173.30 | 5,823,942.95 | 5,878,635.50 | 5,878,635.50 | 6,159,288.86 | 72,881,333.69 |
| 100 | 5,488,130.59 | 2,792,711.30 | 2,792,711.30 | 2,808,131.66 | 2,800,520.96 | 2,800,520.96 | 2,890,312.77 | 2,878,648.69 | 2,878,648.69 | 2,849,174.00 | 2,849,174.00 | 3,000,263.93 | 36,828,948.85 |
| 500 | 4,904,067.62 | 2,609,663.00 | 2,613,400.41 | 2,620,516.90 | 2,613,400.41 | 2,613,400.41 | 2,953,169.29 | 2,961,524.61 | 2,945,294.26 | 3,029,461.50 | 3,029,461.50 | 3,159,024.93 | 36,052,384.84 |
| 2. REGULACIÓN | 11,432,076.64 | 6,110,250.07 | 5,996,994.37 | 6,013,578.35 | 6,222,372.83 | 6,222,372.83 | 6,474,203.15 | 6,456,736.79 | 6,456,736.79 | 6,391,613.04 | 6,391,613.04 | 6,580,067.10 | 80,748,614.99 |
| 210 | 4,500,292.11 | 2,380,771.60 | 2,380,771.60 | 2,387,528.81 | 2,524,049.14 | 2,524,049.14 | 2,635,231.89 | 2,627,972.40 | 2,627,972.40 | 2,562,848.65 | 2,562,848.65 | 2,720,682.10 | 32,435,018.46 |
| 400 | 4,835,585.42 | 2,517,165.23 | 2,403,909.53 | 2,410,465.08 | 2,403,909.53 | 2,403,909.53 | 2,498,544.09 | 2,491,886.93 | 2,491,886.93 | 2,491,886.93 | 2,491,886.93 | 2,511,858.41 | 31,952,894.53 |
| 800 | 2,096,199.11 | 1,212,313.24 | 1,212,313.24 | 1,215,584.45 | 1,294,414.17 | 1,294,414.17 | 1,340,427.17 | 1,336,877.46 | 1,336,877.46 | 1,336,877.46 | 1,336,877.46 | 1,347,526.60 | 16,360,702.00 |
| 3. ESPECTRO | 4,235,275.47 | 2,130,355.47 | 2,131,642.34 | 2,144 | | | | | | | | | |

| | | | | | | | | | | | | | | |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| 210 | 450,029.21 | 238,077.16 | 238,077.16 | 238,752.88 | 252,404.91 | 252,404.91 | 263,523.19 | 262,797.24 | 262,797.24 | 256,284.86 | 256,284.86 | 272,068.21 | 3,243,501.85 | |
| 400 | 483,558.54 | 251,716.52 | 240,390.95 | 241,046.51 | 240,390.95 | 240,390.95 | 249,854.41 | 249,188.69 | 249,188.69 | 249,188.69 | 249,188.69 | 251,185.84 | 3,195,289.45 | |
| 800 | 209,619.91 | 121,231.32 | 121,231.32 | 121,558.45 | 129,441.42 | 129,441.42 | 134,042.72 | 133,687.75 | 133,687.75 | 133,687.75 | 133,687.75 | 134,752.66 | 1,636,070.20 | |
| 3. ESPECTRO | 423,527.55 | 213,035.55 | 213,164.23 | 214,413.48 | 213,807.95 | 213,807.95 | 219,383.30 | 218,627.04 | 218,429.95 | 219,908.05 | 219,908.05 | 225,283.37 | 2,813,296.45 | |
| 220 | 301,383.20 | 150,386.34 | 150,386.34 | 150,819.34 | 150,386.34 | 150,386.34 | 148,796.80 | 148,357.09 | 148,357.09 | 148,357.09 | 148,357.09 | 149,676.22 | 1,945,649.26 | |
| 298 | 70,559.44 | 36,112.16 | 36,240.84 | 36,341.04 | 36,240.84 | 36,240.84 | 42,304.60 | 42,388.02 | 42,190.94 | 43,725.99 | 43,725.99 | 44,349.31 | 510,420.02 | |
| 299 | 51,584.91 | 26,537.05 | 26,537.05 | 27,253.10 | 27,180.77 | 27,180.77 | 28,281.91 | 27,881.92 | 27,881.92 | 27,824.97 | 27,824.97 | 31,257.84 | 357,227.17 | |
| 4. FONATEL | 302,957.37 | 161,973.99 | 162,040.26 | 162,691.21 | 162,253.12 | 162,253.12 | 169,420.69 | 168,957.47 | 168,859.99 | 169,378.97 | 169,378.97 | 171,721.34 | 2,131,886.50 | |
| 300 | 212,873.90 | 117,670.12 | 117,670.12 | 117,986.10 | 117,670.12 | 117,670.12 | 119,783.57 | 119,462.69 | 119,462.69 | 119,462.69 | 119,462.69 | 120,425.33 | 1,519,600.14 | |
| 398 | 57,001.12 | 29,162.75 | 29,229.02 | 29,309.82 | 29,229.02 | 29,229.02 | 33,340.46 | 33,347.96 | 33,250.48 | 34,182.40 | 34,182.40 | 34,638.27 | 406,102.74 | |
| 399 | 33,082.35 | 15,141.12 | 15,141.12 | 15,395.29 | 15,353.97 | 15,353.97 | 16,296.66 | 16,146.81 | 16,146.81 | 15,733.88 | 15,733.88 | 16,657.75 | 206,183.62 | |
| TOTAL PROGRAMA CF | 2,908,912.40 | 1,526,271.97 | 1,515,515.11 | 1,521,327.38 | 1,539,690.49 | 1,539,690.49 | 1,620,572.51 | 1,617,275.51 | 1,615,357.91 | 1,616,311.88 | 1,616,311.88 | 1,670,940.30 | 20,308,177.82 | |
| | | | | | | | | | | | | | | |
| 0.05 CONTRIBUCIONES PATRONALES A FONDOS DE PENSIONES Y OTROS FONDOS DE CAPITALIZACIÓN (14.92%) | | | | | | | | | | | | | 15.08% | 612,494,643.15 |
| 0.05.01 SEGURO DE PENSIONES CAJA COSTARRICENSE DEL SEGURO SOCIAL (5.58%) | | | | | | | | | | | | | 5.58% | 226,639,264.51 |
| 1. ADMINISTRACIÓN SUPERIOR | 11,597,693.20 | 6,029,049.72 | 6,033,220.67 | 6,058,371.79 | 6,041,936.25 | 6,041,936.25 | 6,521,325.97 | 6,517,633.40 | 6,499,520.33 | 6,560,557.22 | 6,560,557.22 | 6,873,766.37 | 81,335,568.40 | |
| 100 | 6,124,753.74 | 3,116,665.81 | 3,116,665.81 | 3,133,874.93 | 3,125,381.39 | 3,125,381.39 | 3,225,589.05 | 3,212,571.94 | 3,212,571.94 | 3,179,678.18 | 3,179,678.18 | 3,348,294.55 | 41,101,106.91 | |
| 500 | 5,472,939.47 | 2,912,383.91 | 2,916,554.86 | 2,924,496.86 | 2,916,554.86 | 2,916,554.86 | 3,295,736.92 | 3,305,061.46 | 3,286,948.40 | 3,380,879.04 | 3,380,879.04 | 3,525,471.82 | 40,234,461.48 | |
| 2. REGULACIÓN | 12,758,197.53 | 6,819,039.08 | 6,692,645.71 | 6,711,153.43 | 6,944,168.08 | 6,944,168.08 | 7,225,210.71 | 7,205,718.25 | 7,205,718.25 | 7,133,040.15 | 7,133,040.15 | 7,343,354.89 | 90,115,454.33 | |
| 210 | 5,022,325.99 | 2,656,941.10 | 2,656,941.10 | 2,664,482.16 | 2,816,838.84 | 2,816,838.84 | 2,940,918.78 | 2,932,817.19 | 2,932,817.19 | 2,860,139.09 | 2,860,139.09 | 3,036,281.22 | 36,197,480.60 | |
| 400 | 5,396,513.33 | 2,809,156.40 | 2,682,763.03 | 2,690,079.03 | 2,682,763.03 | 2,682,763.03 | 2,788,375.21 | 2,780,945.81 | 2,780,945.81 | 2,780,945.81 | 2,780,945.81 | 2,803,233.99 | 35,659,430.30 | |
| 800 | 2,339,358.21 | 1,352,941.58 | 1,352,941.58 | 1,356,592.25 | 1,444,566.21 | 1,444,566.21 | 1,495,916.72 | 1,491,955.25 | 1,491,955.25 | 1,491,955.25 | 1,491,955.25 | 1,503,839.68 | 18,258,543.43 | |
| 3. ESPECTRO | 4,726,567.42 | 2,377,476.70 | 2,378,912.85 | 2,392,854.43 | 2,386,096.70 | 2,386,096.70 | 2,448,317.67 | 2,439,877.72 | 2,437,678.23 | 2,454,173.81 | 2,454,173.81 | 2,514,162.36 | 31,396,388.42 | |
| 220 | 3,363,436.50 | 1,678,311.54 | 1,678,311.54 | 1,683,143.81 | 1,678,311.54 | 1,678,311.54 | 1,660,572.27 | 1,655,665.10 | 1,655,665.10 | 1,655,665.10 | 1,655,665.10 | 1,670,386.62 | 21,713,445.73 | |
| 298 | 787,443.36 | 403,011.68 | 404,447.82 | 405,565.98 | 404,447.82 | 404,447.82 | 472,119.31 | 473,050.35 | 470,850.87 | 487,982.07 | 487,982.07 | 494,938.25 | 5,696,287.41 | |
| 299 | 575,687.56 | 296,153.49 | 296,153.49 | 304,144.64 | 303,337.34 | 303,337.34 | 315,626.08 | 311,162.27 | 311,162.27 | 310,526.64 | 310,526.64 | 348,837.50 | 3,986,655.27 | |
| 4. FONATEL | 3,381,004.24 | 1,807,629.73 | 1,808,369.35 | 1,815,633.95 | 1,810,744.78 | 1,810,744.78 | 1,890,734.90 | 1,885,565.32 | 1,884,477.46 | 1,890,269.34 | 1,890,269.34 | 1,916,410.18 | 23,791,853.37 | |
| 300 | 2,375,672.70 | 1,313,198.55 | 1,313,198.55 | 1,316,724.92 | 1,313,198.55 | 1,313,198.55 | 1,336,784.64 | 1,333,203.61 | 1,333,203.61 | 1,333,203.61 | 1,333,203.61 | 1,343,946.68 | 16,958,737.60 | |
| 398 | 636,132.50 | 325,456.29 | 326,195.92 | 327,097.64 | 326,195.92 | 326,195.92 | 372,079.50 | 372,163.26 | 371,075.40 | 381,475.59 | 381,475.59 | 386,563.06 | 4,532,106.56 | |
| 399 | 369,199.03 | 168,974.88 | 168,974.88 | 171,811.39 | 171,350.31 | 171,350.31 | 181,870.77 | 180,198.45 | 180,198.45 | 175,590.14 | 175,590.14 | 185,900.45 | 2,301,009.21 | |
| TOTAL PROGRAMA CF | 32,463,462.39 | 17,033,195.22 | 16,913,148.59 | 16,978,013.60 | 17,182,945.82 | 17,182,945.82 | 18,085,589.25 | 18,048,794.68 | 18,027,394.28 | 18,038,040.53 | 18,038,040.53 | 18,647,693.80 | 226,639,264.51 | |
| 0.05.02 RÉGIMEN OBLIGATORIO DE PENSIONES COMPLEMENTARIAS E INS (3%) | | | | | | | | | | | | | 3.00% | 121,849,066.94 |
| 1. ADMINISTRACIÓN SUPERIOR | 6,235,318.93 | 3,241,424.58 | 3,243,667.03 | 3,257,189.13 | 3,248,352.82 | 3,248,352.82 | 3,506,089.23 | 3,504,103.98 | 3,494,365.77 | 3,527,181.30 | 3,527,181.30 | 3,695,573.31 | 43,728,800.21 | |
| 100 | 3,292,878.35 | 1,675,626.78 | 1,675,626.78 | 1,684,879.00 | 1,680,312.58 | 1,680,312.58 | 1,734,187.66 | 1,727,189.21 | 1,727,189.21 | 1,709,504.40 | 1,709,504.40 | 1,800,158.36 | 22,097,369.31 | |
| 500 | 2,942,440.57 | 1,565,797.80 | 1,568,040.25 | 1,572,310.14 | 1,568,040.25 | 1,568,040.25 | 1,771,901.57 | 1,776,914.76 | 1,767,176.56 | 1,817,676.90 | 1,817,676.90 | 1,895,414.96 | 21,631,430.91 | |
| 2. REGULACIÓN | 6,859,245.98 | 3,666,150.04 | 3,598,196.62 | 3,608,147.01 | 3,733,423.70 | 3,733,423.70 | 3,884,521.89 | 3,874,042.07 | 3,874,042.07 | 3,834,967.82 | 3,834,967.82 | 3,948,040.26 | 48,449,168.99 | |
| 210 | 2,700,175.27 | 1,428,462.96 | 1,428,462.96 | 1,432,517.29 | 1,514,429.48 | 1,514,429.48 | 1,581,139.13 | 1,576,783.44 | 1,576,783.44 | 1,537,709.19 | 1,537,709.19 | 1,632,409.26 | 19,461,011.08 | |
| 400 | 2,901,351.25 | 1,510,299.14 | 1,442,345.72 | 1,446,279.05 | 1,442,345.72 | 1,442,345.72 | 1,499,126.45 | 1,495,132.16 | 1,495,132.16 | 1,495,132.16 | 1,495,132.16 | 1,507,115.05 | 19,171,736.72 | |
| 800 | 1,257,719.47 | 727,387.95 | 727,387.95 | 729,350.67 | 776,648.50 | 776,648.50 | 804,256.30 | 802,126.48 | 802,126.48 | 802,126.48 | 802,126.48 | 808,515.96 | 9,816,421.20 | |
| 3. ESPECTRO | 2,541,165.28 | 1,278,213.28 | 1,278,985.41 | 1,286,480.87 | 1,282,847.69 | 1,282,847.69 | 1,316,299.82 | 1,311,762.21 | 1,310,579.70 | 1,319,448.29 | 1,319,448.29 | 1,351,700.20 | 16,879,778.72 | |
| 220 | 1,808,299.19 | 902,318.03 | 902,318.03 | 904,916.03 | 902,318.03 | 902,318.03 | 892,780.79 | 890,142.53 | 890,142.53 | 890,142.53 | 890,142.53 | 898,057.32 | 11,673,895.56 | |
| 298 | 423,356.65 | 216,672.94 | 217,445.07 | 218,046.22 | 217,445.07 | 217,445.07 | 253,827.59 | 254,328.15 | 253,145.63 | 262,355.95 | 262,355.95 | 266,095.83 | 3,062,520.11 | |
| 299 | 309,509.44 | 159,222.31 | 159,222.31 | 163,518.62 | 163,084.59 | 163,084.59 | 169,691.44 | 167,291.54 | 167,291.54 | 166,949.81 | 166,949.81 | 187,547.04 | 2,143,363.05 | |
| 4. FONATEL | 1,817,744.21 | 971,843.94 | 972,241.59 | 976,147.28 | 973,518.70 | 973,518.70 | 1,016,524.14 | 1,013,744.79 | 1,013,159.93 | 1,016,273.84 | 1,016,273.84 | 1,030,328.06 | 12,791,319.02 | |
| 300 | 1,277,243.39 | 706,020.73 | 706,020.73 | 707,916.62 | 706,020.73 | 706,020.73 | 718,701.42 | 716,776.14 | 716,776.14 | 716,776.14 | 716,776.14 | 722,551.98 | 9,117,600.86 | |
| 398 | 342,006.72 | 174,976.50 | 175,374.15 | 175,858.94 | 175,374.15 | 175,374.15 | 200,042.74 | 200,087.77 | 199,502.90 | 205,094.40 | 205,094.40 | 207,829.60 | | |

| | | | | | | | | | | | | | |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| 298 | 211,678.32 | 108,336.47 | 108,722.53 | 109,023.11 | 108,722.53 | 108,722.53 | 126,913.79 | 127,164.07 | 126,572.81 | 131,177.98 | 131,177.98 | 133,047.92 | 1,531,260.06 |
| 299 | 154,754.72 | 79,611.15 | 79,611.15 | 81,759.31 | 81,542.30 | 81,542.30 | 84,845.72 | 83,645.77 | 83,645.77 | 83,474.90 | 83,474.90 | 93,773.52 | 1,071,681.52 |
| 4. FONATEL | 908,872.11 | 485,921.97 | 486,120.79 | 488,073.64 | 486,759.35 | 486,759.35 | 508,262.07 | 506,872.40 | 506,579.96 | 508,136.92 | 508,136.92 | 515,164.03 | 6,395,659.51 |
| 300 | 638,621.69 | 353,010.36 | 353,010.36 | 353,958.31 | 353,010.36 | 353,010.36 | 359,350.71 | 358,388.07 | 358,388.07 | 358,388.07 | 358,388.07 | 361,275.99 | 4,558,800.43 |
| 398 | 171,003.36 | 87,488.25 | 87,687.07 | 87,929.47 | 87,687.07 | 87,687.07 | 100,021.37 | 100,043.89 | 99,751.45 | 102,547.20 | 102,547.20 | 103,914.80 | 1,218,308.22 |
| 399 | 99,247.05 | 45,423.36 | 45,423.36 | 46,185.86 | 46,061.91 | 46,061.91 | 48,889.99 | 48,440.44 | 48,440.44 | 47,201.65 | 47,201.65 | 49,973.24 | 618,550.86 |
| TOTAL PROGRAMA CF | 8,726,737.20 | 4,578,815.92 | 4,546,545.32 | 4,563,982.15 | 4,619,071.46 | 4,619,071.46 | 4,861,717.54 | 4,851,826.53 | 4,846,073.73 | 4,848,935.63 | 4,848,935.63 | 5,012,820.91 | 60,924,533.47 |
| 0.05.05 FONDOS ADMINISTRADOS POR ENTES PRIVADOS (5%) | | | | | | | | | | | | | 5.00% |
| | | | | | | | | | | | | | 203,081,778.23 |
| 1. ADMINISTRACIÓN SUPERIOR | 10,392,198.21 | 5,402,374.30 | 5,406,111.71 | 5,428,648.56 | 5,413,921.37 | 5,413,921.37 | 5,843,482.06 | 5,840,173.30 | 5,823,942.95 | 5,878,635.50 | 5,878,635.50 | 6,159,288.86 | 72,881,333.69 |
| 100 | 5,488,130.59 | 2,792,711.30 | 2,792,711.30 | 2,808,131.66 | 2,800,520.96 | 2,800,520.96 | 2,890,312.77 | 2,878,648.69 | 2,878,648.69 | 2,849,174.00 | 2,849,174.00 | 3,000,263.93 | 36,828,948.85 |
| 500 | 4,904,067.62 | 2,609,663.00 | 2,613,400.41 | 2,620,516.90 | 2,613,400.41 | 2,613,400.41 | 2,953,169.29 | 2,961,524.61 | 2,945,294.26 | 3,029,461.50 | 3,029,461.50 | 3,159,024.93 | 36,052,384.84 |
| 2. REGULACIÓN | 11,432,076.64 | 6,110,250.07 | 5,996,994.37 | 6,013,578.35 | 6,222,372.83 | 6,222,372.83 | 6,474,203.15 | 6,456,736.79 | 6,456,736.79 | 6,391,613.04 | 6,391,613.04 | 6,580,067.10 | 80,748,614.99 |
| 210 | 4,500,292.11 | 2,380,771.60 | 2,380,771.60 | 2,387,528.81 | 2,524,049.14 | 2,524,049.14 | 2,635,231.89 | 2,627,972.40 | 2,627,972.40 | 2,562,848.65 | 2,562,848.65 | 2,720,682.10 | 32,435,018.46 |
| 400 | 4,835,585.42 | 2,517,165.23 | 2,403,909.53 | 2,410,465.08 | 2,403,909.53 | 2,403,909.53 | 2,498,544.09 | 2,491,886.93 | 2,491,886.93 | 2,491,886.93 | 2,491,886.93 | 2,511,858.41 | 31,952,894.53 |
| 800 | 2,096,199.11 | 1,212,313.24 | 1,212,313.24 | 1,215,584.45 | 1,294,414.17 | 1,294,414.17 | 1,340,427.17 | 1,336,877.46 | 1,336,877.46 | 1,336,877.46 | 1,336,877.46 | 1,347,526.60 | 16,360,702.00 |
| 3. ESPECTRO | 4,235,275.47 | 2,130,355.47 | 2,131,642.34 | 2,144,134.79 | 2,138,079.48 | 2,138,079.48 | 2,193,833.03 | 2,186,270.36 | 2,184,299.49 | 2,199,080.48 | 2,199,080.48 | 2,252,833.66 | 28,132,964.53 |
| 220 | 3,013,831.99 | 1,503,863.38 | 1,503,863.38 | 1,508,193.38 | 1,503,863.38 | 1,503,863.38 | 1,487,967.99 | 1,483,570.88 | 1,483,570.88 | 1,483,570.88 | 1,483,570.88 | 1,496,762.21 | 19,456,492.59 |
| 298 | 705,594.41 | 361,121.57 | 362,408.45 | 363,410.37 | 362,408.45 | 362,408.45 | 423,045.98 | 423,880.24 | 421,909.38 | 437,259.92 | 437,259.92 | 443,493.05 | 5,104,200.19 |
| 299 | 515,849.07 | 265,370.51 | 265,370.51 | 272,531.04 | 271,807.65 | 271,807.65 | 282,819.07 | 278,819.24 | 278,819.24 | 278,249.68 | 278,249.68 | 312,578.40 | 3,572,271.75 |
| 4. FONATEL | 3,029,573.69 | 1,619,739.90 | 1,620,402.65 | 1,626,912.14 | 1,622,531.16 | 1,622,531.16 | 1,694,206.90 | 1,689,574.66 | 1,688,599.88 | 1,693,789.74 | 1,693,789.74 | 1,717,213.43 | 21,318,865.03 |
| 300 | 2,128,738.98 | 1,176,701.21 | 1,176,701.21 | 1,179,861.04 | 1,176,701.21 | 1,176,701.21 | 1,197,835.70 | 1,194,626.89 | 1,194,626.89 | 1,194,626.89 | 1,194,626.89 | 1,204,253.30 | 15,196,001.44 |
| 398 | 570,011.20 | 291,627.50 | 292,290.25 | 293,098.24 | 292,290.25 | 292,290.25 | 333,404.57 | 333,479.62 | 332,504.84 | 341,824.00 | 341,824.00 | 346,382.67 | 4,061,027.38 |
| 399 | 330,823.51 | 151,411.19 | 151,411.19 | 153,952.86 | 153,539.70 | 153,539.70 | 162,966.64 | 161,468.14 | 161,468.14 | 157,338.84 | 157,338.84 | 166,577.46 | 2,061,836.21 |
| TOTAL PROGRAMA CF | 29,089,124.00 | 15,262,719.74 | 15,155,151.06 | 15,213,273.83 | 15,396,904.85 | 15,396,904.85 | 16,205,725.14 | 16,172,755.09 | 16,153,579.10 | 16,163,118.75 | 16,163,118.75 | 16,709,403.05 | 203,081,778.23 |

Fuente: Recursos Humanos-Sutel.