

**GAD MUNICIPAL DEL CANTON SAN PEDRO DE HUACA**  
**DISTRIBUTIVO SUELDOS Y SALARIOS PRESUPUESTO**  
**PROFORMA**

**GASTOS CORRIENTES EMPLEADOS**

|                       | N O M B R E                         | GRADO | CARGO                          | REMUNER.<br>MENSUAL<br>2,012.00 | INCRE<br>10%<br>2,013.00 | Remuner<br>Mensual 10%<br>2013.0 | PROYEC<br>ANUAL<br>2013 | APORTE<br>PATRONAL<br>11.15% | DECIMO<br>TERCER S.<br>2012 | DECIMO<br>CUARTO<br>2012 | FONDO DE<br>RESERVA<br>2012 | PROYEC<br>ANUAL<br>2013 |
|-----------------------|-------------------------------------|-------|--------------------------------|---------------------------------|--------------------------|----------------------------------|-------------------------|------------------------------|-----------------------------|--------------------------|-----------------------------|-------------------------|
| <b>ADMINISTRACION</b> |                                     |       |                                |                                 |                          |                                  |                         |                              |                             |                          |                             |                         |
|                       | <b>110</b>                          |       | <b>GENERAL</b>                 | <b>16,760.10</b>                | <b>10%</b>               | <b>19,847.53</b>                 | <b>238,170.36</b>       | <b>26,556.00</b>             | <b>19,847.53</b>            | <b>5,406.00</b>          | <b>19,839.59</b>            | <b>309,819.48</b>       |
| 1                     | Paspuel Martínez Campo Elías        |       | Alcalde                        | 2,520.00                        | 252.00                   | 2,772.00                         | 33,264.00               | 3,708.94                     | 2,772.00                    | 318.00                   | 2,770.89                    | 42,833.83               |
| 2                     | Bolaños Fuertes Rodrigo Bayardo     |       | Concejal                       | 1,260.00                        | 126.00                   | 1,386.00                         | 16,632.00               | 1,854.47                     | 1,386.00                    | 318.00                   | 1,385.45                    | 21,575.91               |
| 3                     | Castro Córdova Edy Gustavo          |       | Concejal                       | 1,260.00                        | 126.00                   | 1,386.00                         | 16,632.00               | 1,854.47                     | 1,386.00                    | 318.00                   | 1,385.45                    | 21,575.91               |
| 4                     | Huera Aldás Jairo Aldemar           |       | Concejal                       | 1,260.00                        | 126.00                   | 1,386.00                         | 16,632.00               | 1,854.47                     | 1,386.00                    | 318.00                   | 1,385.45                    | 21,575.91               |
| 5                     | Pérez Mejía Carlos Emilio           |       | Concejal                       | 1,260.00                        | 126.00                   | 1,386.00                         | 16,632.00               | 1,854.47                     | 1,386.00                    | 318.00                   | 1,385.45                    | 21,575.91               |
| 6                     | Reinoso Mejía Manuel Mesías         |       | Concejal                       | 1,260.00                        | 126.00                   | 1,386.00                         | 16,632.00               | 1,854.47                     | 1,386.00                    | 318.00                   | 1,385.45                    | 21,575.91               |
| 7                     | Sierra Osejos Sonia Silvana         |       | Concejala                      | 1,260.00                        | 126.00                   | 1,386.00                         | 16,632.00               | 1,854.47                     | 1,386.00                    | 318.00                   | 1,385.45                    | 21,575.91               |
| 8                     | Urresta Enríquez Yadira Anabel      |       | Concejala                      | 1,260.00                        | 126.00                   | 1,386.00                         | 16,632.00               | 1,854.47                     | 1,386.00                    | 318.00                   | 1,385.45                    | 21,575.91               |
| 9                     | Palacios Reyes Wasternon Ramiro     | 11    | Secretario General             | 1,204.35                        | 120.44                   | 1,324.79                         | 15,897.42               | 1,772.56                     | 1,324.79                    | 318.00                   | 1,324.26                    | 20,637.02               |
| 10                    | Castro Aguilar Verónica Maritza     | 6     | Oficinista                     | 542.85                          | 54.29                    | 597.14                           | 7,165.62                | 798.97                       | 597.14                      | 318.00                   | 596.90                      | 9,476.62                |
| 11                    | Castillo Hermosa Karina             | 14    | Procurador Síndico             | 1,356.60                        | 135.66                   | 1,492.26                         | 17,907.12               | 1,996.64                     | 1,492.26                    | 318.00                   | 1,491.66                    | 23,205.69               |
| 12                    | <b>VACANTE</b>                      | 6     | Oficinista - Jurídico          | 542.85                          | 54.29                    | 597.14                           | 7,165.62                | 798.97                       | 597.14                      | 318.00                   | 596.90                      | 9,476.62                |
| 13                    | Valdivieso Franklin Napoleon        | 9     | Jefe de RR.HH                  | 740.25                          | 74.03                    | 814.28                           | 9,771.30                | 1,089.50                     | 814.28                      | 318.00                   | 813.95                      | 12,807.02               |
| 14                    | Urresta Benavides Johana del Carmen | 6     | Oficinista                     | 542.85                          | 54.29                    | 597.14                           | 7,165.62                | 798.97                       | 597.14                      | 318.00                   | 596.90                      | 9,476.62                |
| 15                    | Erazo Revelo Cisthian Diego         | 9     | Jefe de Unidad Inf.            |                                 |                          | 814.28                           | 9,771.36                | 1,089.51                     | 814.28                      | 318.00                   | 813.95                      | 12,807.10               |
| 16                    | <b>VACANTE</b>                      | 6     | Analista de Sistemas           |                                 |                          | 597.14                           | 7,165.68                | 798.97                       | 597.14                      | 318.00                   | 596.90                      | 9,476.69                |
| 17                    | Rivera Ortega Carlos Edmundo        | 2     | Conductor Administra           | 490.35                          | 49.04                    | 539.39                           | 6,472.62                | 721.70                       | 539.39                      | 318.00                   | 539.17                      | 8,590.87                |
|                       |                                     |       |                                |                                 |                          |                                  |                         |                              |                             |                          |                             |                         |
|                       | <b>120</b>                          |       | <b>ADMINIST<br/>FINANCIERA</b> | <b>6,986.25</b>                 | <b>10%</b>               | <b>7,680.76</b>                  | <b>92,169.12</b>        | <b>10,276.86</b>             | <b>7,680.76</b>             | <b>3,180.00</b>          | <b>7,677.69</b>             | <b>89,666.88</b>        |
| 1                     | Villarreal Martínez Luis Ramiro     | 14    | Director Financiero            | 1,356.60                        | 135.66                   | 1,492.26                         | 17,907.12               | 1,996.64                     | 1,492.26                    | 318.00                   | 1,491.66                    | 23,205.69               |
| 2                     | Padilla Jurado Amanda Grisel        | 6     | Oficinista                     | 542.85                          | 54.29                    | 597.14                           | 7,165.62                | 798.97                       | 597.14                      | 318.00                   | 596.90                      | 9,476.62                |
| 3                     | Ibujes Tapia Martha Yolanda         | 9     | Jefe de Contabilidad           | 740.25                          | 74.03                    | 814.28                           | 9,771.36                | 1,089.51                     | 814.28                      | 318.00                   | 813.95                      | 12,807.10               |
| 4                     | Chamorro García Nubia Yolanda       | 7     | Auxiliar de Contabilidad       | 592.20                          | 59.22                    | 651.42                           | 7,817.04                | 871.60                       | 651.42                      | 318.00                   | 651.16                      | 10,309.22               |
| 5                     | Andrade Revelo Maritza Oliva        | 7     | Auxiliar de Contabilidad       | 592.20                          | 59.22                    | 651.42                           | 7,817.04                | 871.60                       | 651.42                      | 318.00                   | 651.16                      | 10,309.22               |
| 6                     | Arteaga Romo Ximena Elizabeth       | 6     | Oficinista                     | 542.85                          | 54.29                    | 597.14                           | 7,165.62                | 798.97                       | 597.14                      | 318.00                   | 596.90                      | 9,476.62                |
| 7                     | Tatés Jiménez Rober Eugenio         | 9     | Tesorero                       | 744.00                          | 70.28                    | 814.28                           | 9,771.36                | 1,089.51                     | 814.28                      | 318.00                   | 813.95                      | 12,807.10               |
| 8                     | Rueda Pantoja Doris Patricia        | 7     | Recaudadora                    | 592.20                          | 59.22                    | 651.42                           | 7,817.04                | 871.60                       | 651.42                      | 318.00                   | 651.16                      | 10,309.22               |
| 9                     | Itas Pozo Lilian Maribel            | 9     | Jefe de Comprobación           | 740.25                          | 74.03                    | 814.28                           | 9,771.30                | 1,089.50                     | 814.28                      | 318.00                   | 813.95                      | 12,807.02               |
| 10                    | <b>VACANTE</b>                      | 6     | Oficinista                     | 542.85                          | 54.29                    | 597.14                           | 7,165.62                | 798.97                       | 597.14                      | 318.00                   | 596.90                      |                         |
| 11                    | Guevara Ordóñez Wilson Nolberto     | 9     | Guardalmacén Jefe              | 740.25                          | 74.03                    | 814.28                           | 9,771.30                | 1,089.50                     | 814.28                      | 318.00                   | 813.95                      | 12,807.02               |
| 12                    | Vaca Fuertes Cástulo Rolando        | 6     | Oficinista                     | 542.85                          | 54.29                    | 597.14                           | 7,165.62                | 798.97                       | 597.14                      | 318.00                   | 596.90                      | 9,476.62                |
|                       |                                     |       |                                |                                 |                          |                                  |                         |                              |                             |                          |                             |                         |
|                       | <b>130</b>                          |       | <b>JUSTICIA, POLICIA Y</b>     | <b>1,157.25</b>                 | <b>10%</b>               | <b>1,272.98</b>                  | <b>15,275.70</b>        | <b>1,703.24</b>              | <b>1,272.98</b>             | <b>636.00</b>            | <b>1,272.47</b>             | <b>20,160.38</b>        |
| 1                     | Narváez Benavides Elva Genny        | 9     | Comisaría                      | 740.25                          | 74.03                    | 814.28                           | 9,771.30                | 1,089.50                     | 814.28                      | 318.00                   | 813.95                      | 12,807.02               |
| 2                     | Pozo Mejía Vicente Efraín           | 2     | Insp.Mercados                  | 417.00                          | 41.70                    | 458.70                           | 5,504.40                | 613.74                       | 458.70                      | 318.00                   | 458.52                      | 7,353.36                |
|                       |                                     |       |                                |                                 |                          |                                  |                         |                              |                             |                          |                             |                         |
|                       | <b>BOMBEROS</b>                     |       |                                | <b>3,212.00</b>                 | <b>8.91%</b>             | <b>3,498.00</b>                  | <b>41,976.00</b>        | <b>4,680.32</b>              | <b>3,498.00</b>             | <b>3,498.00</b>          | <b>3,496.60</b>             | <b>57,148.92</b>        |
| 1                     | Aguilar Robles Ana                  |       | Bombero                        | 292.00                          | 26.00                    | 318.00                           | 3,816.00                | 425.48                       | 318.00                      | 318.00                   | 317.87                      | 5,195.36                |
| 2                     | Calderón Malpud Carmen              |       | Bombero                        | 292.00                          | 26.00                    | 318.00                           | 3,816.00                | 425.48                       | 318.00                      | 318.00                   | 317.87                      | 5,195.36                |
| 3                     | García Narváez Eonald               |       | Bombero                        | 292.00                          | 26.00                    | 318.00                           | 3,816.00                | 425.48                       | 318.00                      | 318.00                   | 317.87                      | 5,195.36                |
| 4                     | Ibujes Imbaquingo Jairo             |       | Bombero                        | 292.00                          | 26.00                    | 318.00                           | 3,816.00                | 425.48                       | 318.00                      | 318.00                   | 317.87                      | 5,195.36                |
| 5                     | Melo Cortéz Ramiro                  |       | Bombero                        | 292.00                          | 26.00                    | 318.00                           | 3,816.00                | 425.48                       | 318.00                      | 318.00                   | 317.87                      | 5,195.36                |
| 6                     | Nazate Peñafiel Wendy               |       | Bombero                        | 292.00                          | 26.00                    | 318.00                           | 3,816.00                | 425.48                       | 318.00                      | 318.00                   | 317.87                      | 5,195.36                |



|    |                                     |                       |          |       |          |           |          |          |          |          |           |
|----|-------------------------------------|-----------------------|----------|-------|----------|-----------|----------|----------|----------|----------|-----------|
| 6  | Mejía Acosta Carlos Leonel          | Jornalero             | 350.20   | 35.02 | 385.22   | 4,622.64  | 515.42   | 385.22   | 318.00   | 385.07   | 6,226.35  |
| 7  | Paillacho Pérez Segundo Polibio     | Jornalero             | 350.20   | 35.02 | 385.22   | 4,622.64  | 515.42   | 385.22   | 318.00   | 385.07   | 6,226.35  |
| 8  | Villota Huera Wilmer Homero         | Jornalero             | 350.20   | 35.02 | 385.22   | 4,622.64  | 515.42   | 385.22   | 318.00   | 385.07   | 6,226.35  |
| 9  | Aguilar Trejo Robin Armando         | Chofer                | 361.53   | 36.15 | 397.68   | 4,772.20  | 532.10   | 397.68   | 318.00   | 397.52   | 6,417.50  |
| 10 | Ayala Salazar José Patricio         | Chofer                | 371.00   | 26.68 | 397.68   | 4,772.16  | 532.10   | 397.68   | 318.00   | 397.52   | 6,417.46  |
| 11 | Benavides Guevara Eliezer Gaitán    | Chofer                | 361.53   | 36.15 | 397.68   | 4,772.20  | 532.10   | 397.68   | 318.00   | 397.52   | 6,417.50  |
| 12 | Chamorro Paillacho Raúl Clemente    | Chofer                | 361.53   | 36.15 | 397.68   | 4,772.20  | 532.10   | 397.68   | 318.00   | 397.52   | 6,417.50  |
| 13 | Chapi Chacón Jesús Andrés           | Chofer                | 361.53   | 36.15 | 397.68   | 4,772.20  | 532.10   | 397.68   | 318.00   | 397.52   | 6,417.50  |
| 14 | Cuasquer Ordóñez Artemio Pánfilo    | Chofer                | 361.53   | 36.15 | 397.68   | 4,772.20  | 532.10   | 397.68   | 318.00   | 397.52   | 6,417.50  |
| 15 | García Salazar Segundo Eduardo      | Chofer                | 371.00   | 26.68 | 397.68   | 4,772.16  | 532.10   | 397.68   | 318.00   | 397.52   | 6,417.46  |
| 16 | Montenegro Huera David Fredy        | Chofer                | 361.53   | 36.15 | 397.68   | 4,772.20  | 532.10   | 397.68   | 318.00   | 397.52   | 6,417.50  |
| 17 | Pérez Quiroz Rober Arnulfo          | Chofer                | 361.53   | 36.15 | 397.68   | 4,772.20  | 532.10   | 397.68   | 318.00   | 397.52   | 6,417.50  |
| 18 | Vizcaino Patiño Horacio Pánfilo     | Chofer                | 361.53   | 36.15 | 397.68   | 4,772.20  | 532.10   | 397.68   | 318.00   | 397.52   | 6,417.50  |
| 19 | Almeida Reinoso Alexander Vladimir  | Operador Motonivelad  | 424.36   | 42.44 | 466.80   | 5,601.55  | 624.57   | 466.80   | 318.00   | 466.61   | 7,477.53  |
| 20 | Arciniegas Martínez Hernán Reyneiro | Operador Motonivelad  | 424.36   | 42.44 | 466.80   | 5,601.55  | 624.57   | 466.80   | 318.00   | 466.61   | 7,477.53  |
| 21 | Frías Guevara Wilmer Alonso         | Operador Motonivelad  | 424.36   | 42.44 | 466.80   | 5,601.55  | 624.57   | 466.80   | 318.00   | 466.61   | 7,477.53  |
| 22 | Guevara Ordóñez Artemio Germán      | Operador Motonivelad  | 424.36   | 42.44 | 466.80   | 5,601.55  | 624.57   | 466.80   | 318.00   | 466.61   | 7,477.53  |
| 23 | Pozo León José Vicente              | Operador Motonivelad  | 424.36   | 42.44 | 466.80   | 5,601.55  | 624.57   | 466.80   | 318.00   | 466.61   | 7,477.53  |
| 24 | Narváez Villota Pedro               | Mecánico              | 456.29   | 45.63 | 501.92   | 6,023.03  | 671.57   | 501.92   | 318.00   | 501.72   | 8,016.23  |
| 25 | Aguilar Revelo Byron Patricio       | Jornalero             | 350.20   | 35.02 | 385.22   | 4,622.64  | 515.42   | 385.22   | 318.00   | 385.07   | 6,226.35  |
| 26 | Ayala Ayala Javier Ramiro           | Jornalero             | 350.20   | 35.02 | 385.22   | 4,622.64  | 515.42   | 385.22   | 318.00   | 385.07   | 6,226.35  |
| 27 | Cárdenas Ortíz Gustavo Andrés       | Jornalero             | 292.00   | 29.20 | 321.20   | 3,854.40  | 429.77   | 321.20   | 318.00   | 321.07   | 5,244.44  |
| 28 | Chamorro Caicedo Carlos Alberto     | Jornalero             | 350.20   | 35.02 | 385.22   | 4,622.64  | 515.42   | 385.22   | 318.00   | 385.07   | 6,226.35  |
| 29 | Enríquez Delgado Campo Elías        | Jornalero             | 350.20   | 35.02 | 385.22   | 4,622.64  | 515.42   | 385.22   | 318.00   | 385.07   | 6,226.35  |
| 30 | Imbaquingo Chamorro Jose Edmundo    | Jornalero             | 350.20   | 35.02 | 385.22   | 4,622.64  | 515.42   | 385.22   | 318.00   | 385.07   | 6,226.35  |
| 31 | Pantoja Bastidas Alvaro Fernando    | Jornalero             | 350.20   | 35.02 | 385.22   | 4,622.64  | 515.42   | 385.22   | 318.00   | 385.07   | 6,226.35  |
| 32 | Vallejo Wilson                      | Guardia Polideportivo | 292.00   | 29.20 | 321.20   | 3,854.40  | 429.77   | 321.20   | 318.00   | 321.07   | 5,244.44  |
| 33 | Serrano Revelo Jose Raul            | Conserje Municipald   | 360.00   | 25.22 | 385.22   | 4,622.64  | 515.42   | 385.22   | 318.00   | 385.07   | 6,226.35  |
| 34 | Burbano Estela                      | Guardia Granja Munic  | 292.00   | 29.20 | 321.20   | 3,854.40  | 429.77   | 321.20   | 318.00   | 321.07   | 5,244.44  |
|    |                                     |                       |          |       |          |           |          |          |          |          |           |
|    | 330                                 | AGUA POTABLE Y A      | 370.80   | 10%   | 793.10   | 9,517.20  | 1,061.17 | 793.10   | 636.00   | 792.78   | 12,800.25 |
| 1  | Narváez Hurtado Juan Alberto        | Operador AA:PP:       | 370.80   | 37.08 | 407.88   | 4,894.56  | 545.74   | 407.88   | 318.00   | 407.72   | 6,573.90  |
| 2  | Paspuel Villarreal Luis Arturo      | Jornalero AA:PP:      | 350.20   | 35.02 | 385.22   | 4,622.64  | 515.42   | 385.22   | 318.00   | 385.07   | 6,226.35  |
|    |                                     |                       |          |       |          |           |          |          |          |          |           |
|    | 310                                 | GESTION AMBIENTA      | 1,762.33 | 10%   | 1,938.56 | 23,262.76 | 2,593.80 | 1,938.56 | 1,590.00 | 1,937.79 | 31,322.90 |
| 1  | Cuasapaz Salazar José Eriberto      | Jornalero             | 350.20   | 35.02 | 385.22   | 4,622.64  | 515.42   | 385.22   | 318.00   | 385.07   | 6,226.35  |
| 2  | Sanmartín Flor Luis Alberto         | Jornalero             | 350.20   | 35.02 | 385.22   | 4,622.64  | 515.42   | 385.22   | 318.00   | 385.07   | 6,226.35  |
| 3  | Sierra Aurelio Agustín              | Jornalero             | 350.20   | 35.02 | 385.22   | 4,622.64  | 515.42   | 385.22   | 318.00   | 385.07   | 6,226.35  |
| 4  | Tatés Jiménez Jesús Gilberto        | Jornalero             | 350.20   | 35.02 | 385.22   | 4,622.64  | 515.42   | 385.22   | 318.00   | 385.07   | 6,226.35  |
| 5  | Chamorro Romo Eduardo Rafael        | Chofer                | 361.53   | 36.15 | 397.68   | 4,772.20  | 532.10   | 397.68   | 318.00   | 397.52   | 6,417.50  |

ING. FRANKLIN VALDIVIESO  
JEFE DE RECURSOS HUMANOS