

**DIRECCION EJECUTIVA DE FOMENTO A MINERIA "DEFOMIN"**  
**PLANILLA DEL PERSONAL POR ACUERDO JULIO 2013**

| No.                     | Puesto                            | Sueldo Bruto | Sueldo Neto | Dietas | Gastos de Representación | Bonificaciones | Decimocuarto Mes | Decimotercer Mes | Vacaciones | Horas Extras | Total Mensual |
|-------------------------|-----------------------------------|--------------|-------------|--------|--------------------------|----------------|------------------|------------------|------------|--------------|---------------|
| DIRECCIÓN GENERAL       |                                   |              |             |        |                          |                |                  |                  |            |              |               |
| 1                       | Director Ejecutivo                | 90,000.00    | 63,842.37   | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 0.00       | 0.00         | 63,842.37     |
|                         | Sub Director Ejecutivo            |              |             | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 0.00       | 0.00         | 0.00          |
| 2                       | Asesor de Dirección               | 25,000.00    | 24,825.00   | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 0.00       | 0.00         | 24,825.00     |
| 3                       | Secretaria Dirección Ejecutiva    | 15,000.00    | 12,466.61   | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 0.00       | 0.00         | 12,466.61     |
| 4                       | Asesora de la Dirección Ejecutiva | 35,500.00    | 21,315.99   | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 35,500.00  | 0.00         | 56,815.99     |
|                         |                                   | 165,500.00   | 122,449.97  | 0.00   | 0.00                     | 0.00           | 0.00             | 0.00             | 35,500.00  | 0.00         | 157,949.97    |
| SECRETARÍA GENERAL      |                                   |              |             |        |                          |                |                  |                  |            |              |               |
| 5                       | Secretario General                | 30,000.00    | 24,835.40   | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 0.00       | 0.00         | 24,835.40     |
| 6                       | Asistente Secretaría General      | 15,000.00    | 9,575.14    | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 0.00       | 0.00         | 9,575.14      |
| 7                       | Asistente Secretaría General      | 11,505.00    | 2,834.71    | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 0.00       | 0.00         | 2,834.71      |
| 8                       | Receptor Secretaria Gral.         | 11,750.00    | 5,752.82    | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 0.00       | 0.00         | 5,752.82      |
| 9                       | Asistente Secretaría General      | 9,000.00     | 2,118.37    | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 9,000.00   | 0.00         | 11,118.37     |
| 10                      | Asistente Secretaría General      | 11,250.00    | 9,670.71    | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 0.00       | 0.00         | 9,670.71      |
|                         |                                   | 88,505.00    | 54,787.15   | 0.00   | 0.00                     | 0.00           | 0.00             | 0.00             | 9,000.00   | 0.00         | 63,787.15     |
| AUDITORÍA               |                                   |              |             |        |                          |                |                  |                  |            |              |               |
| 11                      | Auditor Interno                   | 26,500.00    | 14,779.28   | 0.00   | 0.00                     | 0.00           | 0.00             |                  |            | 0.00         | 14,779.28     |
| 12                      | Asistente de Auditoría Interna    | 15,750.00    | 10,442.79   | 0.00   | 0.00                     | 0.00           | 0.00             | 0.00             | 0.00       | 0.00         | 10,442.79     |
|                         |                                   | 42,250.00    | 25,222.07   |        |                          |                |                  |                  |            |              | 25,222.07     |
| REGISTRO PÚBLICO MINERO |                                   |              |             |        |                          |                |                  |                  |            |              |               |
| 13                      | Registrador Público               | 18,000.00    | 13,709.88   | 0.00   | 0.00                     | 0.00           | 0.00             |                  |            | 0.00         | 13,709.88     |
|                         |                                   | 18,000.00    | 13,709.88   | 0.00   | 0.00                     | 0.00           | 0.00             | 0.00             | 0.00       | 0.00         | 13,709.88     |
| ADMINISTRACIÓN          |                                   |              |             |        |                          |                |                  |                  |            |              |               |
| 14                      | Gerente Administrativo            | 27,000.00    | 22,636.45   | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 0.00       | 0.00         | 22,636.45     |
| 15                      | Auxiliar de Contabilidad          | 8,000.00     | 7,265.00    |        |                          |                | 0.00             |                  | 0.00       | 0.00         | 7,265.00      |
| 16                      | Contador General                  | 15,750.00    | 3,435.24    | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 0.00       | 0.00         | 3,435.24      |
| 17                      | Encargado de Bienes Nacionales    | 9,000.00     | 4,732.39    | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 0.00       | 0.00         | 4,732.39      |
|                         | Encargada de Presupuesto          | 0.00         |             |        |                          |                |                  |                  | 0.00       | 0.00         | 0.00          |
| 18                      | Analista Financiero               | 12,000.00    | 10,173.93   |        |                          |                | 0.00             |                  | 0.00       | 0.00         | 10,173.93     |
| 19                      | Auxiliar Administrativo           | 6,753.55     | 6,011.96    |        |                          |                | 0.00             |                  | 0.00       | 0.00         | 6,011.96      |
|                         |                                   | 78,503.55    | 54,254.97   | 0.00   | 0.00                     | 0.00           | 0.00             | 0.00             | 0.00       | 0.00         | 54,254.97     |
| RECURSOS HUMANOS        |                                   |              |             |        |                          |                |                  |                  | 0.00       |              |               |
| 20                      | Jefe de Recursos Humanos          | 23,000.00    | 19,245.76   | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 11,500.00  | 0.00         | 30,745.76     |

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|                      |                            | 23,000.00    | 19,245.76   | 0.00   | 0.00                     | 0.00           | 0.00             | 0.00             | 11,500.00  | 0.00         | 30,745.76     |
| INFORMÁTICA          |                            |              |             |        |                          |                |                  |                  |            |              |               |
| 21                   | Jefe de Informática        | 15,000.00    | 13,537.73   | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 6,000.00   | 0.00         | 19,537.73     |
|                      |                            | 15,000.00    | 13,537.73   | 0.00   | 0.00                     | 0.00           | 0.00             | 0.00             | 6,000.00   | 0.00         | 19,537.73     |
| SERVICIOS GENERALES  |                            |              |             |        |                          |                |                  |                  |            |              |               |
| 22                   | Jefe Servicios Generales   | 9,800.00     | 3,786.76    | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 0.00       | 0.00         | 3,786.76      |
| 23                   | Aseadora / Conserje        | 6,753.55     | 2,933.86    | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 0.00       | 0.00         | 2,933.86      |
| 24                   | Encargado de Mantenimiento | 7,500.00     | 3,947.78    | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 0.00       | 0.00         | 3,947.78      |
| 25                   | Aseadora / Conserje        | 6,753.55     | 2,578.11    | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 0.00       | 0.00         | 2,578.11      |
| 26                   | Aseadora / Conserje        | 7,000.00     | 3,374.17    | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 0.00       | 0.00         | 3,374.17      |
| 27                   | Motorista                  | 7,500.00     | 3,599.05    | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 7,500.00   | 0.00         | 11,099.05     |
| 28                   | Motorista                  | 7,000.00     | 2,914.25    | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 0.00       | 0.00         | 2,914.25      |
| 29                   | Supervisor Vigilancia      | 7,000.00     | 6,335.00    | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 0.00       | 0.00         | 6,335.00      |
| 30                   | Vigilante                  | 6,753.55     | 6,584.88    | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 0.00       | 0.00         | 6,584.88      |
| 31                   | Vigilante                  | 6,753.55     | 6,111.96    | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 0.00       | 0.00         | 6,111.96      |
| 32                   | Recepcionista              | 6,753.55     | 5,501.96    | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 6,753.55   | 0.00         | 12,255.51     |
|                      |                            | 79,567.75    | 47,667.78   | 0.00   | 0.00                     | 0.00           | 0.00             | 0.00             | 14,253.55  | 0.00         | 61,921.33     |
| LEGAL                |                            |              |             |        |                          |                |                  |                  |            |              |               |
| 33                   | Jefe Depto. Legal          | 27,000.00    | 19,958.44   | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 0.00       | 0.00         | 19,958.44     |
|                      | Asesor Legal               | 0.00         | 0.00        | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 0.00       | 0.00         | 0.00          |
| 34                   | Asist. Depto. Legal        | 15,005.00    | 13,587.60   | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 0.00       | 0.00         | 13,587.60     |
|                      |                            | 42,005.00    | 33,546.04   | 0.00   | 0.00                     | 0.00           | 0.00             | 0.00             | 0.00       | 0.00         | 33,546.04     |
| FISCALIZACIÓN        |                            |              |             |        |                          |                |                  |                  |            |              |               |
| 35                   | Jefe de Fiscalización      | 20,000.00    | 8,112.50    | 0.00   | 0.00                     | 0.00           | 0.00             | 0.00             | 0.00       | 0.00         | 8,112.50      |
| 36                   | Inspector de Fiscalización | 8,000.00     | 1,949.00    | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 0.00       | 0.00         | 1,949.00      |
| 37                   | Inspector de Fiscalización | 8,250.00     | 3,618.22    |        |                          |                | 0.00             |                  | 0.00       |              | 3,618.22      |
|                      | Auxiliar de Fiscalización  |              |             | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 0.00       | 0.00         | 0.00          |
|                      |                            | 36,250.00    | 13,679.72   | 0.00   | 0.00                     | 0.00           | 0.00             | 0.00             | 0.00       | 0.00         | 13,679.72     |
| AMBIENTE Y SEGURIDAD |                            |              |             |        |                          |                |                  |                  |            |              |               |
| 38                   | Jefe Ambiente y Seguridad  | 20,000.00    | 17,244.88   | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 0.00       | 0.00         | 17,244.88     |
| 39                   | Inspector Ambiental        | 8,000.00     | 7,825.00    |        |                          |                | 0.00             |                  | 0.00       |              | 7,825.00      |
|                      |                            | 28,000.00    | 25,069.88   | 0.00   | 0.00                     | 0.00           | 0.00             | 0.00             | 0.00       | 0.00         | 25,069.88     |
| LABORATORIO          |                            |              |             |        |                          |                |                  |                  |            |              |               |
| 40                   | Jefe Laboratorio           | 21,000.00    | 14,307.00   | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 21,000.00  | 0.00         | 35,307.00     |
|                      |                            | 21,000.00    | 14,307.00   | 0.00   | 0.00                     | 0.00           | 0.00             | 0.00             | 21,000.00  | 0.00         | 35,307.00     |
| CATASTRO MINERO      |                            |              |             |        |                          |                |                  |                  |            |              |               |

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| 41               | Jefe de Catastro Minero     | 20,000.00    | 16,926.82   | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 0.00       | 0.00         | 16,926.82     |
| 42               | Inspector Catastral         | 9,000.00     | 5,184.23    | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 0.00       | 0.00         | 5,184.23      |
| 43               | Inspector Catastral         | 10,000.00    | 3,843.50    |        |                          |                | 0.00             |                  | 0.00       |              | 3,843.50      |
|                  |                             | 39,000.00    | 25,954.55   | 0.00   | 0.00                     | 0.00           | 0.00             | 0.00             | 0.00       | 0.00         | 25,954.55     |
| MINAS Y GEOLOGÍA |                             |              |             |        |                          |                |                  |                  |            |              |               |
| 44               | Jefe de Minas               | 20,000.00    | 26,760.15   | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 0.00       | 0.00         | 26,760.15     |
| 45               | Secretaria Deptos. Técnicos | 9,000.00     | 6,422.83    | 0.00   | 0.00                     | 0.00           | 0.00             |                  | 0.00       | 0.00         | 6,422.83      |
|                  |                             | 29,000.00    | 33,182.98   | 0.00   | 0.00                     | 0.00           | 0.00             | #¡REF!           | 0.00       | 0.00         | 33,182.98     |
|                  | TOTALES                     | 705,581.30   | 496,615.48  | 0.00   | 0.00                     | 0.00           | 0.00             | #¡REF!           | 97,253.55  | 0.00         | 593,869.03    |