

**PLANILLA DE SUELDOS DEL MES DE MARZO DE 2020**  
**PERSONAL PERMANENTE**



\* \* \* \* \*  
COMISIÓN REGULADORA  
DE ENERGÍA ELÉCTRICA  
CREE

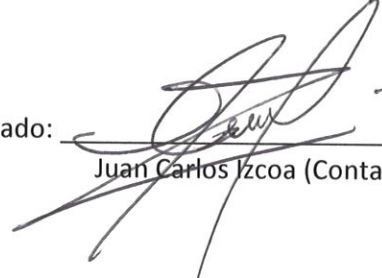
| Empleado Permanente (Objeto del gasto 11100) |    |    |      |         |     |      |       | 4         |        |                     |      |             |              |           |            |            |                  |            |
|--|----|----|------|---------|-----|------|-------|-----------|--------|---------------------|------|-------------|--------------|-----------|------------|------------|------------------|------------|
| No.  | GA | UE | Prog | Sub pro | A/O | Fnt. | OG    | Identidad | Nombre | Cargo               | Dias | Sueldo Base | Sueldo Bruto | IHSS (AS) | IHSS (IVM) | ISR        | Impuesto Vecinal | NETO       |
| 1  | 01 | 02 | 00   | 000     | 001 | 12   | 11100 |           |        | Comisionado         | 30   | 200,000.00  | 200,000.00   | 234.52    | 97.93      | 38,564.07  |                  | 161,103.48 |
| 2  | 01 | 02 | 00   | 000     | 001 | 12   | 11100 |           |        | Comisionado         | 30   | 200,000.00  | 200,000.00   | 234.52    | 97.93      | 46,480.74  |                  | 153,186.81 |
| 3  | 01 | 02 | 00   | 000     | 001 | 12   | 11100 |           |        | Comisionado         | 30   | 200,000.00  | 200,000.00   | 234.52    | 97.93      | 44,804.20  |                  | 154,863.35 |
| 4  | 01 | 02 | 00   | 000     | 005 | 12   | 11100 |           |        | Directora Ejecutiva | 30   | 80,000.00   | 80,000.00    | 234.52    | 97.93      | 13,577.21  |                  | 66,090.34  |
|  |    |    |      |         |     |      |       |           |        |                     |      | 680,000.00  | 680,000.00   | 938.08    | 391.72     | 143,426.22 | 0.00             | 535,243.98 |

|                           |                   |
|---------------------------|-------------------|
| Total empleados:          | 4                 |
| Total sueldos devengados: | 680,000.00        |
| Total retenciones:        | 143,426.22        |
| Total deducciones:        | 1,329.80          |
| Total ajustes:            | 0.00              |
| <b>Sueldo Neto:</b>       | <b>535,243.98</b> |
|                           |                   |

| Mes anterior: Febrero 2020 |             |
|----------------------------|-------------|
| Total empleados:           | 4           |
| Total planilla:            | L680,000.00 |



Elaborado:   
Jesus Donato Arias (Jefe Administrativo)

Revisado:   
Juan Carlos Izcoa (Contador General)

Aprobado:   
Jesus Donato Arias (Jefe Administrativo)

PLANILLA DE SUELDOS DEL MES DE MARZO DE 2020

PERSONAL NO PERMANENTE



COMISIÓN REGULADORA DE ENERGÍA ELÉCTRICA CREE

| Empleado No Permanente |     |     |       |         |       |     |     |       |           | 26     |   |      |             |                            |                  |           |            |             |          |       |                  |                 |           |
|------------------------|-----|-----|-------|---------|-------|-----|-----|-------|-----------|--------|---|------|-------------|----------------------------|------------------|-----------|------------|-------------|----------|-------|------------------|-----------------|-----------|
| No.                    | GA  | UE  | Pro g | Sub pro | Pro y | A/O | Fnt | OG    | Identidad | Nombre | Cargo                                       | Dias | Sueldo Base | Deducción por inasistencia | Sueldo Devengado | IHSS (AS) | IHSS (IVM) | ISR (Tabla) | ISR 12.5 | Otros | Impuesto vecinal | Total deducción | NETO      |
| 1                      | 001 | 002 | 01    | 000     | 001   | 003 | 12  | 12100 |           |        | Analista UPEG                               | 30   | 30,000.00   | 0.00                       | 30,000.00        | 234.52    | 97.93      | 2,193.84    |          | 0.00  | 0.00             | 2,526.29        | 27,473.71 |
| 2                      | 001 | 002 | 01    | 000     | 001   | 006 | 12  | 12100 |           |        | Gestor de Información Pública               | 2    | 23,100.00   | 0.00                       | 1,540.00         | 234.52    | 97.93      | 881.78      |          | 0.00  | 0.00             | 1,214.23        | 325.77    |
| 3                      | 001 | 002 | 01    | 000     | 001   | 006 | 12  | 12100 |           |        | Ejecutivo de Servicios Generales            | 30   | 24,100.00   | 0.00                       | 24,100.00        | 234.52    | 97.93      | 1,031.78    |          | 0.00  | 0.00             | 1,364.23        | 22,735.77 |
| 4                      | 001 | 002 | 01    | 000     | 001   | 006 | 12  | 12100 |           |        | Jefe Administrativo                         | 30   | 54,700.00   | 0.00                       | 54,700.00        | 234.52    | 97.93      | 7,252.21    |          | 0.00  | 0.00             | 7,584.66        | 47,115.34 |
| 5                      | 001 | 002 | 01    | 000     | 001   | 006 | 12  | 12100 |           |        | Auxiliar Administrativo                     | 30   | 17,500.00   | 0.00                       | 17,500.00        | 234.52    | 97.93      | 41.78       |          | 0.00  | 0.00             | 374.23          | 17,125.77 |
| 6                      | 001 | 002 | 01    | 000     | 001   | 006 | 12  | 12100 |           |        | Especialista de Adquisiciones               | 30   | 40,000.00   | 0.00                       | 40,000.00        | 234.52    | 97.93      | 4,193.84    |          | 0.00  | 0.00             | 4,526.29        | 35,473.71 |
| 7                      | 001 | 002 | 01    | 000     | 001   | 006 | 12  | 12100 |           |        | Conserje                                    | 30   | 10,100.00   | 0.00                       | 10,100.00        | 234.52    | 97.93      | 0.00        |          | 0.00  | 0.00             | 332.45          | 9,767.55  |
| 8                      | 001 | 002 | 01    | 000     | 001   | 007 | 12  | 12100 |           |        | Contador General                            | 30   | 32,600.00   | 0.00                       | 32,600.00        | 234.52    | 97.93      | 2,713.84    |          | 0.00  | 0.00             | 3,046.29        | 29,553.71 |
| 9                      | 001 | 002 | 01    | 000     | 001   | 007 | 12  | 12100 |           |        | Ejecutivo de Presupuesto                    | 30   | 33,100.00   | 0.00                       | 33,100.00        | 234.52    | 97.93      | 2,813.84    |          | 0.00  | 0.00             | 3,146.29        | 29,953.71 |
| 10                     | 001 | 001 | 11    | 000     | 001   | 001 | 12  | 12100 |           |        | Profesional Auxiliar                        | 30   | 23,000.00   | 0.00                       | 23,000.00        | 234.52    | 97.93      | 866.78      |          | 0.00  | 0.00             | 1,199.23        | 21,800.77 |
| 11                     | 001 | 001 | 13    | 000     | 001   | 001 | 12  | 12100 |           |        | Encargado de la Unidad de Fiscalización     | 30   | 60,000.00   | 0.00                       | 60,000.00        | 234.52    | 97.93      | 8,577.21    |          | 0.00  | 0.00             | 8,909.66        | 51,090.34 |
| 12                     | 001 | 001 | 11    | 000     | 001   | 001 | 12  | 12100 |           |        | Profesional Auxiliar                        | 30   | 23,000.00   | 0.00                       | 23,000.00        | 234.52    | 97.93      | 866.78      |          | 0.00  | 0.00             | 1,199.23        | 21,800.77 |
| 13                     | 001 | 001 | 11    | 000     | 001   | 001 | 12  | 12100 |           |        | Profesional Auxiliar                        | 30   | 21,000.00   | 0.00                       | 21,000.00        | 234.52    | 97.93      | 0.00        | 2,625.00 | 0.00  | 0.00             | 2,957.45        | 18,042.55 |
| 14                     | 001 | 002 | 01    | 000     | 001   | 003 | 12  | 12100 |           |        | Jefe UPEG                                   | 30   | 60,000.00   | 0.00                       | 60,000.00        | 234.52    | 97.93      | 8,577.21    |          | 0.00  | 0.00             | 8,909.66        | 51,090.34 |
| 15                     | 001 | 001 | 13    | 000     | 001   | 001 | 12  | 12100 |           |        | Encargada de la Unidad de Tarifas           | 30   | 60,000.00   | 0.00                       | 60,000.00        | 234.52    | 97.93      | 8,577.21    |          | 0.00  | 0.00             | 8,909.66        | 51,090.34 |
| 16                     | 001 | 001 | 11    | 000     | 000   | 001 | 12  | 12100 |           |        | Asesora Financiera y Contable en Regulación | 30   | 47,500.00   | 0.00                       | 47,500.00        | 234.52    | 97.93      | 0.00        | 5,937.50 | 0.00  | 0.00             | 6,269.95        | 41,230.05 |
| 17                     | 001 | 002 | 01    | 000     | 000   | 005 | 12  | 12100 |           |        | Asesor Administrativo                       | 30   | 47,500.00   | 0.00                       | 47,500.00        | 234.52    | 97.93      | 0.00        | 5,937.50 | 0.00  | 0.00             | 6,269.95        | 41,230.05 |
| 18                     | 001 | 002 | 01    | 000     | 001   | 004 | 12  | 12100 |           |        | Director Legal del Subsector Eléctrico      | 30   | 75,000.00   | 0.00                       | 75,000.00        | 234.52    | 97.93      | 0.00        | 9,375.00 | 0.00  | 0.00             | 9,707.45        | 65,292.55 |
| 19                     | 001 | 002 | 01    | 000     | 001   | 004 | 12  | 12100 |           |        | Secretaria General                          | 30   | 47,500.00   | 0.00                       | 47,500.00        | 234.52    | 97.93      | 0.00        | 5,937.50 | 0.00  | 0.00             | 6,269.95        | 41,230.05 |
| 20                     | 001 | 002 | 01    | 000     | 001   | 004 | 12  | 12100 |           |        | Oficial Juridico                            | 30   | 35,000.00   | 0.00                       | 35,000.00        | 234.52    | 97.93      | 0.00        | 4,375.00 | 0.00  | 0.00             | 4,707.45        | 30,292.55 |
| 21                     | 001 | 002 | 01    | 000     | 001   | 004 | 12  | 12100 |           |        | Oficial Juridico                            | 30   | 30,000.00   | 0.00                       | 30,000.00        | 234.52    | 97.93      | 0.00        | 3,750.00 | 0.00  | 0.00             | 4,082.45        | 25,917.55 |
| 22                     | 001 | 002 | 01    | 000     | 001   | 004 | 12  | 12100 |           |        | Oficial Administrativo Legal                | 30   | 21,000.00   | 0.00                       | 21,000.00        | 234.52    | 97.93      | 0.00        | 2,625.00 | 0.00  | 0.00             | 2,957.45        | 18,042.55 |
| 23                     | 001 | 002 | 01    | 000     | 001   | 004 | 12  | 12100 |           |        | Oficial Juridico                            | 30   | 35,000.00   | 0.00                       | 35,000.00        | 234.52    | 97.93      | 0.00        | 4,375.00 | 0.00  | 0.00             | 4,707.45        | 30,292.55 |



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COMISIÓN REGULADORA DE ENERGÍA ELÉCTRICA CREE

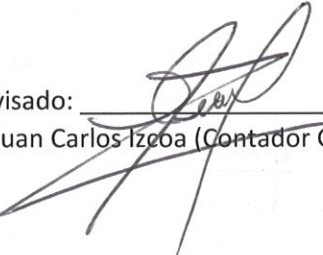
PERSONAL NO PERMANENTE

| Empleado No Permanente |     |     |       |         |       |     |     |       |           | 26     |                          |      |             |                            |                  |           |            |             |           |       |                  |                 |            |
|------------------------|-----|-----|-------|---------|-------|-----|-----|-------|-----------|--------|--------------------------|------|-------------|----------------------------|------------------|-----------|------------|-------------|-----------|-------|------------------|-----------------|------------|
| No.                    | GA  | UE  | Pro g | Sub pro | Pro y | A/O | Fnt | OG    | Identidad | Nombre | Cargo                    | Dias | Sueldo Base | Deducción por inasistencia | Sueldo Devengado | IHSS (AS) | IHSS (IVM) | ISR (Tabla) | ISR 12.5  | Otros | Impuesto vecinal | Total deducción | NETO       |
| 24                     | 001 | 001 | 11    | 000     | 001   | 001 | 12  | 12100 |           |        | Profesional Auxiliar     | 30   | 21,000.00   | 0.00                       | 21,000.00        | 234.52    | 97.93      | 0.00        | 2,625.00  | 0.00  | 0.00             | 2,957.45        | 18,042.55  |
| 25                     | 001 | 001 | 01    | 000     | 001   | 006 | 12  | 12100 |           |        | Especialista Informatico | 30   | 47,000.00   | 0.00                       | 47,000.00        | 234.52    | 97.93      | 0.00        | 5,875.00  | 0.00  | 0.00             | 6,207.45        | 40,792.55  |
| 26                     | 001 | 002 | 01    | 000     | 00    | 006 | 12  | 12100 |           |        | * Jefe de RRHH           | 20   | 37,500.00   | 0.00                       | 25,000.00        | 234.52    | 97.93      |             | 3,125.00  |       |                  | 3,457.45        | 21,542.55  |
|                        |     |     |       |         |       |     |     |       |           |        |                          |      | 956,200.00  | 0.00                       | 922,140.00       | 6,097.52  | 2,546.18   | 48,588.10   | 56,562.50 | 0.00  | 0.00             | 113,794.30      | 808,345.70 |

| RESUMEN                  |                   |                             |            |
|--------------------------|-------------------|-----------------------------|------------|
| Total Empleados          | 26                | Mes Anterior : Febrero 2020 |            |
| Total Sueldos Devengados | 922,140.00        | Total Empleados             | 24         |
| Total Retenciones        | 105,150.60        | Total Planilla              | 719,038.94 |
| Total Deducciones        | 8,643.70          |                             |            |
| Total Ajustes            | 0.00              |                             |            |
| <b>Sueldo Neto</b>       | <b>808,345.70</b> |                             |            |

Elaborado:   
 Jesus Donato Arias (Jefe Administrativo)

Aprobado:   
 Jesus Donato Arias (Jefe Administrativo)

Revisado:   
 Juan Carlos Izco (Contador General)