

|                                                                                            |  |  |  |  |  |  |  |  |  |
|--------------------------------------------------------------------------------------------|--|--|--|--|--|--|--|--|--|
| <b>ENTIDAD: ASOCIACIÓN NACIONAL DE MUNICIPALIDADES DE LA REPÚBLICA DE GUATEMALA -ANAM-</b> |  |  |  |  |  |  |  |  |  |
| <b>DIRECCIÓN: 8a. CALLE 1-66 ZONA 9, EDIFICIO INFOM, GUATEMALA</b>                         |  |  |  |  |  |  |  |  |  |
| <b>HORARIO DE ATENCIÓN: 8:00 A 16:00 HORAS</b>                                             |  |  |  |  |  |  |  |  |  |
| <b>TELÉFONO: 23242424</b>                                                                  |  |  |  |  |  |  |  |  |  |
| <b>ENCARGADO DE ACTUALIZACIÓN: MONICA HERNANDEZ DE CAMPOSECO</b>                           |  |  |  |  |  |  |  |  |  |
| <b>FECHA DE ACTUALIZACIÓN: 11/12/2023</b>                                                  |  |  |  |  |  |  |  |  |  |
| <b>CORRESPONDE AL MES DE: NOVIEMBRE 2023</b>                                               |  |  |  |  |  |  |  |  |  |

#### **NUMERAL 4 - REMUNERACIONES DE EMPLEADOS Y MIEMBROS DE JUNTA DIRECTIVA**

| <b>No.</b> | <b>Código Nomenclatura</b> | <b>Nombres y Apellidos (Empleado/Miembro de Junta Directiva)</b> | <b>CARGO</b>                                      | <b>DIETAS</b> | <b>SUELDO BASE</b> | <b>HONORARIO</b> | <b>TOTAL INGRESO</b> | <b>TOTAL DESCUENTO</b> | <b>LÍQUIDO</b> |
|------------|----------------------------|------------------------------------------------------------------|---------------------------------------------------|---------------|--------------------|------------------|----------------------|------------------------|----------------|
| 1          | 5-01-01-11-01-001          | José Francisco Mejía Flores                                      | Presidente                                        | 0.00          |                    |                  | 0.00                 | 0.00                   | 0.00           |
| 2          | 5-01-01-10-01-001          | Diego Armando Ochoa Bautista                                     | Primer Vicepresidente                             | 0.00          |                    |                  | 0.00                 | 0.00                   | 0.00           |
| 3          | 5-01-01-10-01-001          | Gustavo Adolfo Cano Villatoro                                    | Segundo Vicepresidente                            | 0.00          |                    |                  | 0.00                 | 0.00                   | 0.00           |
| 4          | 5-01-01-10-01-001          | Alfonso Garcia Junco Hemmerling                                  | Tercer Vicepresidente                             | 0.00          |                    |                  | 0.00                 | 0.00                   | 0.00           |
| 5          | 5-01-01-10-01-001          | Carlos Roberto Marroquín Fuentes                                 | Secretario                                        | 0.00          |                    |                  | 0.00                 | 0.00                   | 0.00           |
| 6          | 5-01-01-11-01-002          | Oscar Ernesto Mata                                               | Tesorero                                          | 0.00          |                    |                  | 15,000.00            | 1,200.00               | 13,800.00      |
| 7          | 5-01-01-10-01-001          | Rafael Alsides Sandoval Rodríguez                                | Coordinador de las Comisiones de la Asociación    | 0.00          |                    |                  | 0.00                 | 0.00                   | 0.00           |
| 8          | 5-01-01-10-01-001          | Julio Axel Figueroa                                              | Coordinador de las Comisiones de la Asociación    | 0.00          |                    |                  | 0.00                 | 0.00                   | 0.00           |
| 9          | 5-01-01-10-01-001          | Brenda Elizabeth del Cid Medrano de Montiel                      | Coordinador de los Representates de la Asociación | 0.00          |                    |                  | 0.00                 | 0.00                   | 0.00           |
| 10         | 5-01-01-10-01-001          | Nery Cruz Pérez                                                  | Vicepresidente Departamental                      | 0.00          |                    |                  | 0.00                 | 0.00                   | 0.00           |
| 11         | 5-01-01-10-01-001          | Domingo Ajeataz Cho                                              | Vicepresidente Departamental                      | 0.00          |                    |                  | 0.00                 | 0.00                   | 0.00           |
| 12         | 5-01-01-10-01-001          | Luis Florencio García Chutá                                      | Vicepresidente Departamental                      | 0.00          |                    |                  | 0.00                 | 0.00                   | 0.00           |
| 13         | 5-01-01-10-01-001          | Marvin Juventino Morales Palma                                   | Vicepresidente Departamental                      | 0.00          |                    |                  | 0.00                 | 0.00                   | 0.00           |
| 14         | 5-01-01-10-01-001          | Victor Jordán de la Cruz Cruz                                    | Vicepresidente Departamental                      | 0.00          |                    |                  | 0.00                 | 0.00                   | 0.00           |
| 15         | 5-01-01-10-01-001          | Erwin Orlando Tut Quim                                           | Vicepresidente Departamental                      | 0.00          |                    |                  | 0.00                 | 0.00                   | 0.00           |

| No. | Código Nomenclatura | Nombres y Apellidos (Empleado/Miembro de Junta Directiva) | CARGO                                                              | DIETAS | SUELDO BASE | HONORARIO | TOTAL INGRESO | TOTAL DESCUENTO | LÍQUIDO   |
|-----|---------------------|-----------------------------------------------------------|--------------------------------------------------------------------|--------|-------------|-----------|---------------|-----------------|-----------|
| 16  | 5-01-01-10-01-001   | Gaspar Chay Hic                                           | Vicepresidente Departamental                                       | 0.00   |             |           | 0.00          | 0.00            | 0.00      |
| 17  | 5-01-01-10-01-001   | Carlos René Chávez Kestler                                | Vicepresidente Departamental                                       | 0.00   |             |           | 0.00          | 0.00            | 0.00      |
| 18  | 5-01-01-10-01-001   | Juan Carlos Escobar Maldonado                             | Vicepresidente Departamental                                       | 0.00   |             |           | 0.00          | 0.00            | 0.00      |
| 19  | 5-01-01-10-01-001   | Marvin Rolando Cruz Guzmán                                | Vicepresidente Departamental                                       | 0.00   |             |           | 0.00          | 0.00            | 0.00      |
| 20  | 5-01-01-10-01-001   | Clemente Federico Arturo Bethancourt Sanchez              | Vicepresidente Departamental                                       | 0.00   |             |           | 0.00          | 0.00            | 0.00      |
| 21  | 5-01-01-10-01-001   | Dora Aldina Perez Martinez                                | Vicepresidente Departamental                                       | 0.00   |             |           | 0.00          | 0.00            | 0.00      |
| 22  | 5-01-01-10-01-001   | Jorge Alexis Quevedo Divas                                | Vicepresidente Departamental                                       | 0.00   |             |           | 0.00          | 0.00            | 0.00      |
| 23  | 5-01-01-01-01-001   | Gerson Rodolfo López Rodas                                | Director Ejecutivo                                                 |        | 25,000.00   |           | 40,250.00     | 3,020.63        | 37,229.37 |
| 24  | 5-01-01-01-01-001   | Juan Pablo Palacios Altán                                 | Secretario Administrativo y de Fortalecimiento Municipal           |        | 20,000.00   |           | 20,250.00     | 1,746.87        | 18,503.13 |
| 25  | 5-01-01-01-01-001   | Gradely Yamilet Medina Ortega                             | Coordinador de Presidencia                                         |        | 20,000.00   |           | 20,250.00     | 1,746.87        | 18,503.13 |
| 26  | 5-01-01-01-01-001   | Mónica Isabel Hernández De Mata                           | Directora Financiera                                               |        | 18,000.00   |           | 18,250.00     | 1,812.10        | 16,437.90 |
| 27  | 5-01-01-01-01-001   | Christian Giovanni Guevara Herrera                        | Coordinador Jurídico                                               |        | 15,500.00   |           | 15,750.00     | 1,315.38        | 14,434.62 |
| 28  | 5-01-01-01-01-001   | Jeyhmy Roxana Fuentes Rueda                               | Cordinador de Recursos Humanos                                     |        | 15,500.00   |           | 15,750.00     | 2,293.20        | 13,456.80 |
| 29  | 5-01-01-01-01-001   | Fabiola Judith Penados Gómez                              | Coordinadora Financiera                                            |        | 15,500.00   |           | 15,750.00     | 1,533.22        | 14,216.78 |
| 30  | 5-01-01-01-01-001   | Jessica Johana Orellana Orellana                          | Auditora Interna                                                   |        | 15,000.00   |           | 15,250.00     | 7,519.83        | 7,730.17  |
| 31  | 5-01-01-01-01-001   | Otto Lushani Galindo Valenzuela                           | Asesor de Secretaría Administrativa y de Fortalecimiento Municipal |        | 14,000.00   |           | 14,250.00     | 3,171.56        | 11,078.44 |
| 32  | 5-01-01-01-01-001   | Augusto Boriz Estuardo Quiñonez Hernández                 | Coordinador de Sedes Regionales y EIGM                             |        | 14,000.00   |           | 14,250.00     | 1,171.56        | 13,078.44 |
| 33  | 5-01-01-01-01-001   | Hector Julio José Cermeño Mejía                           | Gestor I                                                           |        | 14,000.00   |           | 14,250.00     | 980.29          | 13,269.71 |
| 34  | 5-01-01-01-01-001   | Edgar Estuardo López Rodas                                | Asesor de Coordinación Regional                                    |        | 12,000.00   |           | 12,250.00     | 6,004.79        | 6,245.21  |

| No. | Código Nomenclatura | Nombres y Apellidos (Empleado/Miembro de Junta Directiva) | CARGO                                                       | DIETAS | SUELDO BASE | HONORARIO | TOTAL INGRESO | TOTAL DESCUENTO | LÍQUIDO   |
|-----|---------------------|-----------------------------------------------------------|-------------------------------------------------------------|--------|-------------|-----------|---------------|-----------------|-----------|
| 35  | 5-01-01-01-01-001   | Alejandra Patricia Kuylen Aguilar                         | Coordinador de Secretaría Administrativa                    |        | 10,000.00   |           | 10,250.00     | 1,788.02        | 8,461.98  |
| 36  | 5-01-01-01-01-001   | Mirian Jeaneth Ordoñez Palencia de Castillo               | Coordinador de Fortalecimiento Municipal                    |        | 10,000.00   |           | 10,250.00     | 1,288.02        | 8,961.98  |
| 37  | 5-01-01-01-01-001   | Jasmín Alejandra del Cid Rodríguez de Girón               | Asistente Ejecutivo I                                       |        | 8,500.00    |           | 8,750.00      | 4,652.52        | 4,097.48  |
| 38  | 5-01-01-01-01-001   | Darwin Josué Carranza Orellana                            | Encargado de Unidad de Servicios Generales                  |        | 8,500.00    |           | 8,750.00      | 2,944.19        | 5,805.81  |
| 39  | 5-01-01-01-01-001   | Dany Emanuel Flores Marroquin                             | Coordinador de la Unidad de Acceso a la Información Pública |        | 8,000.00    |           | 8,250.00      | 604.58          | 7,645.42  |
| 40  | 5-01-01-01-01-001   | Etixon Ronaldo Aquino Colindres                           | Piloto                                                      |        | 7,300.00    |           | 8,550.00      | 587.46          | 7,962.54  |
| 41  | 5-01-01-01-01-001   | Maria Del Rosario Peña Morales                            | Asistente de Secretaría de Coordinación Regional            |        | 7,000.00    |           | 7,250.00      | 1,500.36        | 5,749.64  |
| 42  | 5-01-01-01-01-001   | Carlos Eduardo Ramírez Cruz                               | Asistente Financiero                                        |        | 7,000.00    |           | 7,250.00      | 476.77          | 6,773.23  |
| 43  | 5-01-01-01-01-001   | Juan de Dios Díaz Fajardo                                 | Conserje II                                                 |        | 6,000.00    |           | 7,250.00      | 454.48          | 6,795.52  |
| 44  | 5-01-01-01-01-001   | Samuel Francisco Alvarez Mejía                            | Piloto                                                      |        | 6,000.00    |           | 7,250.00      | 440.46          | 6,809.54  |
| 45  | 5-01-01-01-01-001   | Edin Roberto Gómez Sacor                                  | Encargado de Inventario y Almacén                           |        | 6,000.00    |           | 6,250.00      | 1,429.48        | 4,820.52  |
| 46  | 5-01-01-01-01-001   | Francisco Ixcajoc Itzol                                   | Técnico en Video y Fotografía                               |        | 5,000.00    |           | 5,250.00      | 1,230.00        | 4,020.00  |
| 47  | 5-01-01-01-01-001   | Ana Piedad Juárez Girón                                   | Conserje                                                    |        | 3,750.00    |           | 4,000.00      | 120.11          | 3,879.89  |
| 48  | 5-01-01-15-01-001   | Claudio Paholo Alvarez Morales                            | Asesor de Presidencia                                       |        |             | 22,000.00 | 22,000.00     | 982.14          | 21,017.86 |
| 49  | 5-01-01-15-01-001   | Christian Dirceou Romero Soto                             | Asesor Legal                                                |        |             | 14,000.00 | 14,000.00     | 625.00          | 13,375.00 |
| 50  | 5-01-01-15-01-001   | Milton Valerio Villagrán Gramajo                          | Asesor de Coordinación Regional                             |        |             | 9,000.00  | 9,000.00      |                 | 9,000.00  |
| 51  | 5-01-01-15-01-003   | Josue David Peinado Medina                                | Coordinador de Sede Regional II                             |        |             | 12,500.00 | 12,500.00     |                 | 12,500.00 |
| 52  | 5-01-01-15-01-004   | Sindy Julieta Guerra Castañeda de García                  | Coordinador de Sede Regional III                            |        |             | 12,500.00 | 12,500.00     |                 | 12,500.00 |
| 53  | 5-01-01-15-01-004   | Ruben Giovanni Vasquez Gonzalez                           | Asesor Técnico en Municipalidades                           |        |             | 8,000.00  | 8,000.00      | 357.14          | 7,642.86  |

| No. | Código Nomenclatura | Nombres y Apellidos (Empleado/Miembro de Junta Directiva) | CARGO                             | DIETAS | SUELDO BASE | HONORARIO | TOTAL INGRESO | TOTAL DESCUENTO | LÍQUIDO   |
|-----|---------------------|-----------------------------------------------------------|-----------------------------------|--------|-------------|-----------|---------------|-----------------|-----------|
| 54  | 5-01-01-15-01-005   | Lidice Karlina Sandoval Coronado                          | Coordinador de Sede Regional IV   |        |             | 12,500.00 | 12,500.00     |                 | 12,500.00 |
| 55  | 5-01-01-15-01-005   | Walter Sergio Lopez Ortiz                                 | Asesor Técnico en Municipalidades |        |             | 8,000.00  | 8,000.00      |                 | 8,000.00  |
| 56  | 5-01-01-15-01-006   | Diego Alexander Citalán Salic                             | Asesor Técnico en Municipalidades |        |             | 10,000.00 | 10,000.00     |                 | 10,000.00 |
| 57  | 5-01-01-15-01-007   | Blanca Lidia González de la Cruz                          | Coordinador de Sede Regional VI   |        |             | 12,500.00 | 12,500.00     |                 | 12,500.00 |
| 58  | 5-01-01-15-01-007   | Mariela Nicté Altán Burgos de Monterroso                  | Asesor Técnico en Municipalidades |        |             | 10,000.00 | 10,000.00     |                 | 10,000.00 |
| 59  | 5-01-01-15-01-008   | Juan Antonio Solorzano Rodríguez                          | Coordinador de Sede Regional VIII |        |             | 12,500.00 | 12,500.00     | 558.04          | 11,941.96 |
| 60  | 5-01-01-15-01-008   | Luis Eduardo Herrera Pivaral                              | Asesor Legal                      |        |             | 10,000.00 | 10,000.00     | 446.43          | 9,553.57  |
| 61  | 5-01-01-15-01-010   | Yosselin Esther Flores López                              | Coordinador de Sede Regional IX   |        |             | 12,500.00 | 12,500.00     |                 | 12,500.00 |
| 62  | 5-01-01-15-01-011   | Luis Adrian Palacios Cifuentes                            | Asesor Técnico en Municipalidades |        |             | 8,000.00  | 8,000.00      |                 | 8,000.00  |
| 63  | 5-01-01-16-01-001   | Edy Antonio Cifuentes del Aguila                          | Asesor de Dirección Ejecutiva     |        |             | 14,000.00 | 14,000.00     | 625.00          | 13,375.00 |
| 64  | 5-01-01-16-01-001   | Mario Roberto Estrada Merida                              | Gestor I                          |        |             | 14,000.00 | 14,000.00     |                 | 14,000.00 |
| 65  | 5-01-01-16-01-001   | Fausto Rolando Moss Calderón                              | Encargado de Protocolo            |        |             | 12,000.00 | 12,000.00     |                 | 12,000.00 |
| 66  | 5-01-01-16-01-001   | Elit Grajeda de Estrada                                   | Gestor I                          |        |             | 9,000.00  | 9,000.00      |                 | 9,000.00  |
| 67  | 5-01-01-16-01-001   | Efren Antonio Zetino Carranza                             | Técnico en Informática            |        |             | 7,000.00  | 7,000.00      |                 | 7,000.00  |
| 68  | 5-01-01-16-01-001   | Eddson Amilkar Gutiérrez Barillas                         | Gestor II                         |        |             | 6,000.00  | 6,000.00      |                 | 6,000.00  |
| 69  | 5-01-01-16-01-001   | Jorge Oswaldo Morales Alvarado                            | Tecnico en Informática            |        |             | 5,500.00  | 5,500.00      |                 | 5,500.00  |
| 70  | 5-01-01-16-01-001   | Hugo Manolo Peña Martínez                                 | Gestor II                         |        |             | 5,500.00  | 5,500.00      |                 | 5,500.00  |
| 71  | 5-01-01-16-01-001   | Eval Vinicio de León Reynoso                              | Gestor II                         |        |             | 4,000.00  | 4,000.00      |                 | 4,000.00  |
| 72  | 5-01-01-16-01-001   | Milvia Lisseth Terraza Ramos                              | Gestor II                         |        |             | 5,000.00  | 5,000.00      |                 | 5,000.00  |
| 73  | 5-01-01-16-01-001   | Sharon Gadil Hicho Salguero                               | Gestor II                         |        |             | 5,000.00  | 5,000.00      |                 | 5,000.00  |
| 74  | 5-01-01-16-01-001   | Diego Oswaldo Aldana Gutierrez                            | Gestor II                         |        |             | 5,000.00  | 5,000.00      |                 | 5,000.00  |
| 75  | 5-01-01-16-01-001   | Gloria Wanessa Saguil Hernández                           | Gestor II                         |        |             | 5,000.00  | 5,000.00      |                 | 5,000.00  |
| 76  | 5-01-01-16-01-001   | Enma Yaneth Castañeda Jimenez                             | Gestor II                         |        |             | 5,000.00  | 5,000.00      |                 | 5,000.00  |
| 77  | 5-01-01-16-01-001   | Madelyne Victoria Perez Alvarez                           | Gestor II                         |        |             | 5,000.00  | 5,000.00      |                 | 5,000.00  |

| No. | Código<br>Nomenclatura | Nombres y Apellidos<br>(Empleado/Miembro de Junta<br>Directiva) | CARGO                                 | DIETAS | SUELDO BASE | HONORARIO | TOTAL INGRESO | TOTAL<br>DESCUENTO | LÍQUIDO   |
|-----|------------------------|-----------------------------------------------------------------|---------------------------------------|--------|-------------|-----------|---------------|--------------------|-----------|
| 78  | 5-01-01-16-01-001      | Karen Anahy Quijano Morales                                     | Gestor II                             |        |             | 5,000.00  | 5,000.00      |                    | 5,000.00  |
| 79  | 5-01-01-16-01-001      | Sulia Stephanie Paz Morales de Cermeño                          | Gestor II                             |        |             | 5,000.00  | 5,000.00      |                    | 5,000.00  |
| 80  | 5-01-01-16-01-001      | Maria Julissa Hicho                                             | Gestor II                             |        |             | 5,000.00  | 5,000.00      |                    | 5,000.00  |
| 81  | 5-01-01-16-01-001      | Angel Alfredo Yaxcal Carías                                     | Gestor II                             |        |             | 5,000.00  | 5,000.00      |                    | 5,000.00  |
| 82  | 5-01-01-16-01-001      | José Abrahán López Ruiz                                         | Gestor II                             |        |             | 5,000.00  | 5,000.00      |                    | 5,000.00  |
| 83  | 5-01-01-16-01-002      | Freddy Gabriel Piriz Onesti                                     | Asesor Técnico en<br>Municipalidades  |        |             | 10,000.00 | 10,000.00     |                    | 10,000.00 |
|     | 5-01-01-16-01-002      | Reyna Maria Virginia Juárez Santiago                            | Asesor Técnico en<br>Municipalidades  |        |             | 6,000.00  | 6,000.00      |                    | 6,000.00  |
| 84  | 5-01-01-16-01-002      | Diana Samantha Chacón García                                    | Gestor II                             |        |             | 4,000.00  | 4,000.00      |                    | 4,000.00  |
| 85  | 5-01-01-16-01-005      | Katherine Jazmin Arevalo Muñoz                                  | Asesor Técnico en<br>Municipalidades  |        |             | 8,000.00  | 8,000.00      |                    | 8,000.00  |
| 86  | 5-01-01-16-01-006      | Eduardo David Cotton Aguilar                                    | Coordinador de Sede<br>Regional V     |        |             | 12,500.00 | 12,500.00     | 558.04             | 11,941.96 |
| 87  | 5-01-01-16-01-006      | Karen Mishell Fuentes Piedrasanta                               | Gestora II                            |        |             | 4,500.00  | 4,500.00      |                    | 4,500.00  |
| 88  | 5-01-01-16-01-007      | Francisco Jose Roberto Caniz Oliveros                           | Coordinador de la Sede<br>Regional VI |        |             | 12,500.00 | 12,500.00     |                    | 12,500.00 |
| 89  | 5-01-01-16-01-007      | Alonzo Guachiac Tambriz                                         | Asesor Técnico en<br>Municipalidades  |        |             | 8,000.00  | 8,000.00      |                    | 8,000.00  |
| 90  | 5-01-01-16-01-008      | Nury Ana Belèn Montejo Hernández                                | Asesor Técnico en<br>Municipalidades  |        |             | 8,000.00  | 8,000.00      |                    | 8,000.00  |
| 91  | 5-01-01-16-01-009      | Martha Alicia Ajeatas Suc                                       | Asesor Técnico en<br>Municipalidades  |        |             | 8,000.00  | 8,000.00      |                    | 8,000.00  |
| 92  | 5-01-01-16-01-009      | Jhony Vinicio Mateo Ramos                                       | Asesor Técnico en<br>Municipalidades  |        |             | 10,000.00 | 10,000.00     |                    | 10,000.00 |
| 93  | 5-01-01-16-01-010      | Darlin Eleyda Barahona Blanco                                   | Gestor II                             |        |             | 7,000.00  | 7,000.00      |                    | 7,000.00  |
| 94  | 5-01-01-16-01-011      | Ruth Noemy Tay Recinos                                          | Coordinador de Sede<br>Regional X     |        |             | 12,500.00 | 12,500.00     |                    | 12,500.00 |