



CERTIFICO QUE ESTA NÓMINA TEMPORERA, CONSTA DE UNA (01) HOJA, ESTÁ CORRECTA Y COMPLETA Y QUE LAS PERSONAS ENUMERADAS EN LA MISMA SON LAS QUE AL 31 DE MARZO 2026 FIGURAN EN LOS RÉCORDS DE PERSONAL QUE MANTIENE LA DIRECCIÓN GENERAL DE EMBELLECIMIENTO DE CARRETERAS Y AVENIDAS DE CIRCUNVALACIÓN.

Fior D. Martinez

LIC. FIOR DALIZA ESTHER MARTINEZ MONTAS
ENC. DEL DPTO. DE RECURSOS HUMANOS



LIC. BRANLIS R. QUEZADA LEBRÓN
SUB-DIRECTOR FINANCIERO INTERINO



| Nº | NOMBRE | CARGO | DEPARTAMENTO | SEXO | FINES | FINAL | SUELDO | HORAS 1/12 (H/12) | Regime Servicio | ASP | Congrativa | Regime de Previdencia (RFP%) | | Régimen Laborativo | | Regime de Salud (RS/12) | | Regime de Jubilación (R) | Subsidio TFR | Total Beneficios y Aportes | | | | | | |
|----|---------------------------------------|--|--|------|-----------|-----------|------------|-------------------|-----------------|--------|------------|------------------------------|-----------------|--------------------|-----------------|-------------------------|-----------------|--------------------------|--------------|----------------------------|------------------|------------|---------------|------------------|----------|----------|
| | | | | | | | | | | | | Empleado (2.8%) | Patronal (7.8%) | Empleado (3.8%) | Patronal (7.8%) | Empleado (1.5%) | Patronal (1.5%) | | | Beneficios Empleado | Aportes Patronal | Saldo Neto | Gratificación | Sub-Tercera Cita | | |
| 1 | Arce Andriella Muelke | Analista Programador | Dirección de Proyectos | F | 1/10/2015 | 1/10/2020 | 370,000.00 | 1,854.00 | 25.00 | 100.00 | 0.00 | 1,437.00 | 1,550.00 | 600.00 | 1,520.00 | 3,545.00 | 0.00 | 2,055.00 | 4,954.00 | 4,954.00 | 0.00 | 0.00 | F | 21.12.20 | | |
| 2 | Miguel Ángel Cruz García | Analista Legal | Dirección Jurídica | F | 1/10/2015 | 1/10/2020 | 340,000.00 | 1,289.46 | 25.00 | 100.00 | 0.00 | 1,326.29 | 1,266.60 | 953.00 | 1,398.40 | 3,261.40 | 0.00 | 2,738.00 | 4,133.06 | 7,875.46 | 41,866.94 | 0.00 | 0.00 | F | 21.12.20 | |
| 3 | Van Mercedes Muñoz Robinson | Técnico de Recursos Humanos | Departamento Técnico Operativo | F | 1/10/2015 | 1/10/2020 | 370,000.00 | 0.00 | 25.00 | 100.00 | 0.00 | 861.00 | 2,190.00 | 340.00 | 92.00 | 2,127.00 | 760.00 | 1,770.00 | 2,680.00 | 4,617.00 | 27,316.00 | 0.00 | 0.00 | F | 21.12.20 | |
| 4 | Audrey Dora Naska | Supervisor Técnico Informática | Dirección de Tecnología de la Información | F | 1/10/2015 | 1/10/2020 | 347,000.00 | 1,148.33 | 25.00 | 100.00 | 0.00 | 1,291.50 | 1,955.00 | 540.00 | 1,260.00 | 3,195.00 | 0.00 | 2,695.00 | 5,023.51 | 6,823.50 | 41,687.17 | 0.00 | 0.00 | F | 21.12.20 | |
| 5 | Amparo María Montes | Analista de Planificación y Desarrollo | Dirección de Planificación y Desarrollo | F | 1/10/2015 | 1/10/2020 | 370,000.00 | 1,854.00 | 25.00 | 100.00 | 0.00 | 1,437.00 | 1,550.00 | 600.00 | 1,520.00 | 3,545.00 | 0.00 | 2,055.00 | 4,954.00 | 7,895.00 | 45,660.00 | 0.00 | 0.00 | F | 21.12.20 | |
| 6 | Araceli Henao Meléndez | Dir. Div. Calidad de Gestión | Departamento de Planificación y Desarrollo | F | 1/10/2015 | 1/10/2020 | 390,000.00 | 6,753.12 | 25.00 | 100.00 | 0.00 | 2,581.00 | 6,990.00 | 1,080.00 | 2,730.00 | 6,361.00 | 0.00 | 5,310.00 | 15,197.12 | 13,851.00 | 78,802.88 | 0.00 | 0.00 | M | 21.12.20 | |
| 7 | Cathy Arceña Rosa Oliva | Técnico Administrativo | Dirección de Tecnología y Comunicaciones | F | 1/10/2015 | 1/10/2020 | 347,000.00 | 1,148.33 | 25.00 | 100.00 | 0.00 | 1,291.50 | 1,955.00 | 540.00 | 1,260.00 | 3,195.00 | 0.00 | 2,695.00 | 7,283.76 | 6,823.50 | 37,816.24 | 0.00 | 0.00 | M | 21.12.20 | |
| 8 | Carolina García García | Dir. de la División de Evaluación | Dirección de Evaluación de los Áreas Vicia | F | 1/10/2015 | 1/10/2020 | 390,000.00 | 6,753.12 | 25.00 | 100.00 | 0.00 | 2,581.00 | 6,990.00 | 1,080.00 | 2,730.00 | 6,361.00 | 0.00 | 5,310.00 | 15,197.12 | 13,851.00 | 78,802.88 | 0.00 | 0.00 | F | 21.12.20 | |
| 9 | Claydy Rosery Cruz Rojas | Técnico de Contabilidad | Dirección de Registro, Control y Nominas | F | 1/10/2015 | 1/10/2020 | 340,000.00 | 1,289.46 | 25.00 | 100.00 | 0.00 | 1,326.29 | 1,266.60 | 953.00 | 1,398.40 | 3,261.40 | 0.00 | 2,738.00 | 4,133.06 | 7,875.46 | 41,866.94 | 0.00 | 0.00 | F | 21.12.20 | |
| 10 | Orlando Anacleto Arce Pacheco | Dir. División de Registro y Control de Nominas | Dirección Registro Control y Nominas | F | 1/10/2015 | 1/10/2020 | 390,000.00 | 6,753.12 | 25.00 | 100.00 | 0.00 | 2,581.00 | 6,990.00 | 1,080.00 | 2,730.00 | 6,361.00 | 0.00 | 5,310.00 | 19,108.78 | 13,851.00 | 79,831.62 | 0.00 | 0.00 | F | 21.12.20 | |
| 11 | Edy Geanet Inca Bello | Manejador de Transportación | Sección de Transportación | F | 1/10/2015 | 1/10/2020 | 390,000.00 | 6,753.12 | 25.00 | 100.00 | 0.00 | 2,581.00 | 6,990.00 | 1,080.00 | 2,730.00 | 6,361.00 | 0.00 | 5,310.00 | 15,197.12 | 13,851.00 | 78,802.88 | 0.00 | 0.00 | M | 21.12.20 | |
| 12 | Diego Delfino Martínez Muñoz | Manejador Oper. de Recursos Humanos | Departamento de Recursos Humanos | F | 1/10/2015 | 1/10/2020 | 312,000.00 | 10,809.87 | 25.00 | 100.00 | 0.00 | 3,444.00 | 8,320.00 | 1,114.76 | 3,680.00 | 8,506.00 | 0.00 | 7,082.00 | 24,028.47 | 18,142.76 | 95,973.13 | 0.00 | 0.00 | F | 21.12.20 | |
| 13 | Graciela Margarita Iglesias Alvarez | Analista de Proyectos | Dirección de Proyectos | F | 1/10/2015 | 1/10/2020 | 370,000.00 | 1,854.00 | 25.00 | 100.00 | 0.00 | 1,437.00 | 1,550.00 | 600.00 | 1,520.00 | 3,545.00 | 0.00 | 2,055.00 | 4,954.00 | 7,895.00 | 45,660.00 | 0.00 | 0.00 | F | 21.12.20 | |
| 14 | Heather Wilkins Oliva Corderos | Dir. División de Producción | Dirección de Producción | F | 1/10/2015 | 1/10/2020 | 375,000.00 | 4,306.38 | 25.00 | 100.00 | 0.00 | 1,386.00 | 2,152.50 | 3,325.00 | 960.00 | 2,280.00 | 5,317.50 | 0.00 | 4,432.50 | 12,616.88 | 11,542.50 | 62,831.12 | 0.00 | 0.00 | M | 21.12.20 |
| 15 | Isabel Rosales Yonasa | Supervisor Técnico Informática | Dirección de Tecnología de la Información | F | 1/10/2015 | 1/10/2020 | 370,000.00 | 0.00 | 25.00 | 100.00 | 0.00 | 860.00 | 2,190.00 | 340.00 | 92.00 | 2,127.00 | 0.00 | 1,770.00 | 2,680.00 | 4,617.00 | 27,316.00 | 0.00 | 0.00 | M | 21.12.20 | |
| 16 | José Manuel Castillo | Dir. Regional Arequipa | Oficina Provincial - Arequipa | F | 1/10/2015 | 1/10/2020 | 370,000.00 | 1,854.00 | 25.00 | 100.00 | 0.00 | 1,437.00 | 1,550.00 | 600.00 | 1,520.00 | 3,545.00 | 0.00 | 2,055.00 | 4,954.00 | 7,895.00 | 45,660.00 | 0.00 | 0.00 | M | 21.12.20 | |
| 17 | Katherine VM Latorre | Técnico de Recursos Humanos | Departamento de Recursos Humanos | F | 1/10/2015 | 1/10/2020 | 340,000.00 | 1,289.46 | 25.00 | 100.00 | 0.00 | 1,326.29 | 1,266.60 | 953.00 | 1,398.40 | 3,261.40 | 0.00 | 2,738.00 | 4,133.06 | 7,875.46 | 41,866.94 | 0.00 | 0.00 | F | 21.12.20 | |
| 18 | Kariné Ramos | Técnico Administrativo | Dirección de Contabilidad | F | 1/10/2015 | 1/10/2020 | 341,000.00 | 943.79 | 25.00 | 100.00 | 0.00 | 1,080.00 | 1,176.79 | 2,911.00 | 872.00 | 1,246.00 | 2,966.00 | 0.00 | 2,423.00 | 4,231.89 | 6,309.90 | 36,868.11 | 0.00 | 0.00 | F | 21.12.20 |
| 19 | Katherine Yancy Gonzalez P. | Técnico de Compra | Dirección de Compra y Contrataciones | F | 1/10/2015 | 1/10/2020 | 340,000.00 | 442.45 | 25.00 | 100.00 | 0.00 | 1,148.00 | 2,840.00 | 480.00 | 1,216.00 | 2,836.00 | 0.00 | 2,366.00 | 3,931.45 | 4,156.00 | 37,668.15 | 0.00 | 0.00 | F | 21.12.20 | |
| 20 | Katherine M. Hernández Baza | Analista de Recursos Humanos | Departamento de Recursos Humanos | F | 1/10/2015 | 1/10/2020 | 340,000.00 | 3,886.68 | 25.00 | 100.00 | 0.00 | 1,722.00 | 4,260.00 | 720.00 | 1,824.00 | 4,254.00 | 0.00 | 3,546.00 | 7,127.08 | 9,234.00 | 52,842.32 | 0.00 | 0.00 | F | 21.12.20 | |
| 21 | Michelle Espinoza Rojas | Dir. Oficina Regional Sur | Oficina Regional | F | 1/10/2015 | 1/10/2020 | 347,000.00 | 4,427.58 | 25.00 | 100.00 | 0.00 | 1,847.50 | 4,817.00 | 780.00 | 1,976.00 | 4,806.50 | 0.00 | 3,841.50 | 6,294.08 | 10,001.50 | 56,487.92 | 0.00 | 0.00 | M | 21.12.20 | |
| 22 | José Manuel Quiroga Rodríguez | Analista Financiero | Departamento Administrativo Financiero | F | 1/10/2015 | 1/10/2020 | 370,000.00 | 1,766.03 | 25.00 | 100.00 | 0.00 | 1,241.49 | 1,437.00 | 1,550.00 | 600.00 | 1,520.00 | 3,545.00 | 1,919.76 | 2,055.00 | 4,427.33 | 7,895.00 | 45,973.76 | 0.00 | 0.00 | M | 21.12.20 |
| 23 | Katherine García De Dios | Analista Legal | Dirección Jurídica | F | 1/10/2015 | 1/10/2020 | 340,000.00 | 1,289.46 | 25.00 | 100.00 | 0.00 | 1,326.29 | 1,266.60 | 953.00 | 1,398.40 | 3,261.40 | 0.00 | 2,738.00 | 4,133.06 | 7,875.46 | 41,866.94 | 0.00 | 0.00 | F | 21.12.20 | |
| 24 | Manuel Antonio Mera Medina | Cooper. de Privilegio | Departamento de Comunicaciones | F | 1/10/2015 | 1/10/2020 | 340,000.00 | 1,289.46 | 25.00 | 100.00 | 0.00 | 1,297.46 | 1,236.29 | 1,266.60 | 953.00 | 1,398.40 | 3,261.40 | 0.00 | 2,738.00 | 4,133.06 | 39,279.48 | 0.00 | 0.00 | M | 21.12.20 | |
| 25 | María Mercedes González | Asesora | Departamento Administrativo Financiero | F | 1/10/2015 | 1/10/2020 | 375,000.00 | 4,306.38 | 25.00 | 100.00 | 0.00 | 1,675.76 | 2,152.50 | 3,325.00 | 960.00 | 2,280.00 | 5,317.50 | 0.00 | 4,432.50 | 12,642.47 | 11,542.50 | 55,937.51 | 0.00 | 0.00 | F | 21.12.20 |
| 26 | Nancy María Muñoz Pizarro | Contable | Dirección de Contabilidad | F | 1/10/2015 | 1/10/2020 | 370,000.00 | 1,854.00 | 25.00 | 100.00 | 0.00 | 1,437.00 | 1,550.00 | 600.00 | 1,520.00 | 3,545.00 | 0.00 | 2,055.00 | 4,954.00 | 7,895.00 | 45,660.00 | 0.00 | 0.00 | M | 21.12.20 | |
| 27 | Miguelita Bruchman | Asesora de Recursos Humanos | Departamento de Recursos Humanos | F | 1/10/2015 | 1/10/2020 | 340,000.00 | 3,886.68 | 25.00 | 100.00 | 0.00 | 1,722.00 | 4,260.00 | 720.00 | 1,824.00 | 4,254.00 | 0.00 | 3,546.00 | 7,127.08 | 9,234.00 | 52,842.32 | 0.00 | 0.00 | F | 21.12.20 | |
| 28 | Miguel Ángel Oliva Yonasa | Manejador en el Depto. de Planificación y Desarrollo | Departamento de Planificación | F | 1/10/2015 | 1/10/2020 | 312,000.00 | 0.00 | 25.00 | 100.00 | 0.00 | 344.00 | 872.00 | 144.00 | 364.00 | 892.00 | 0.00 | 789.20 | 834.20 | 1,848.80 | 11,363.80 | 0.00 | 0.00 | M | 21.12.20 | |
| 29 | Nahida Jacqueline Peña G. | Analista de Recursos Humanos | Departamento de Recursos Humanos | F | 1/10/2015 | 1/10/2020 | 370,000.00 | 1,854.00 | 25.00 | 100.00 | 0.00 | 1,437.00 | 1,550.00 | 600.00 | 1,520.00 | 3,545.00 | 0.00 | 2,055.00 | 4,954.00 | 7,895.00 | 45,660.00 | 0.00 | 0.00 | F | 21.12.20 | |
| 30 | Nery Figueroa Rosales | Técnico de Contabilidad | Dirección de Contabilidad | F | 1/10/2015 | 1/10/2020 | 345,000.00 | 1,148.33 | 25.00 | 100.00 | 0.00 | 1,280.00 | 1,291.50 | 1,955.00 | 540.00 | 1,260.00 | 3,195.00 | 0.00 | 2,695.00 | 5,023.51 | 6,823.50 | 29,687.17 | 0.00 | 0.00 | F | 21.12.20 |
| 31 | Palma Pérez | Manejador Oficina Regional Norte | Oficina Provincial - Santiago | F | 1/10/2015 | 1/10/2020 | 347,000.00 | 4,427.58 | 25.00 | 100.00 | 0.00 | 1,847.50 | 4,817.00 | 780.00 | 1,976.00 | 4,806.50 | 0.00 | 3,841.50 | 6,294.08 | 10,001.50 | 56,487.92 | 0.00 | 0.00 | M | 21.12.20 | |
| 32 | Rafael Arturo Ariza García | Analista de Proyectos | Dirección de Proyectos | F | 1/10/2015 | 1/10/2020 | 370,000.00 | 1,854.00 | 25.00 | 100.00 | 0.00 | 1,437.00 | 1,550.00 | 600.00 | 1,520.00 | 3,545.00 | 0.00 | 2,055.00 | 4,954.00 | 7,895.00 | 45,660.00 | 0.00 | 0.00 | M | 21.12.20 | |
| 33 | Rosario Mercedes Quiroga Rodríguez | Manejador Administrativo y Financiero | Departamento Administrativo Financiero | F | 1/10/2015 | 1/10/2020 | 330,000.00 | 12,003.37 | 25.00 | 100.00 | 0.00 | 2,080.00 | 2,870.00 | 7,000.00 | 1,114.76 | 3,680.00 | 7,090.00 | 0.00 | 5,990.00 | 20,141.87 | 15,366.76 | 79,893.63 | 0.00 | 0.00 | M | 21.12.20 |
| 34 | Rubén Emilio Araya Mera | Responsable de Acceso e Informática | Dirección General de Evaluación y Mejora de la Calidad Educativa | F | 1/10/2015 | 1/10/2020 | 385,000.00 | 6,574.99 | 25.00 | 100.00 | 0.00 | 4,929.41 | 2,439.50 | 6,055.00 | 1,020.00 | 2,584.00 | 6,625.50 | 0.00 | 5,623.50 | 13,867.80 | 11,881.50 | 66,344.90 | 0.00 | 0.00 | M | 21.12.20 |
| 35 | Rogelio Elgueta De La Cruz Cantavieja | Técnico de Comunicaciones | Departamento de Comunicaciones | F | 1/10/2015 | 1/10/2020 | 35,000.00 | 0.00 | 25.00 | 100.00 | 0.00 | 1,000.50 | 7,485.00 | 420.00 | 1,064.00 | 2,481.50 | 0.00 | 2,084.50 | 2,193.50 | 5,286.50 | 32,806.50 | 0.00 | 0.00 | M | 21.12.20 | |
| 36 | Rogelio Erika Castro Calvo de Calvo | Manejador de la División de Compra y Contrataciones | Departamento Administrativo Financiero | F | 1/10/2015 | 1/10/2020 | 390,000.00 | 6,753.12 | 25.00 | 100.00 | 0.00 | 2,581.00 | 6,990.00 | 1,080.00 | 2,730.00 | 6,361.00 | 0.00 | 5,310.00 | 15,197.12 | 13,851.00 | 78,802.88 | 0.00 | 0.00 | F | 21.12.20 | |
| 37 | Rosario Espinoza Pizarro | Coordinadora de Atención y Seguimiento | Sección de Atención y Seguimiento | F | 1/ | | | | | | | | | | | | | | | | | | | | | |


Reporte de Nómina

125567 - 01/03/2026 - 1 - - Normal - - DIRECCION GENERAL DE EMBELLECCIMIENTO DE CARRETERAS - Aprobada

| Total General | Cargo | Sueldo Bruto | Otros ing. | Total ing. | AFP | ISR | SFS | Otros Desc. | Total Desc. | Neto |
|----------------|-------|--------------|------------|--------------|-----------|------------|-----------|-------------|-------------|--------------|
| Total general: | 46 | 2,728,438.13 | 0.00 | 2,728,438.13 | 78,306.17 | 183,844.39 | 82,944.52 | 85,762.42 | 430,857.50 | 2,297,580.63 |

| Concepto | Codigo SIGEF | Beneficiario | Monto |
|--|--------------|---|------------|
| 500-01 - AFP | 02003 | 43014945400 - Tesoreria Seguridad Soc (RECC | 78,306.17 |
| 500-02 - Impuesto sobre la renta | 02001 | 49999998400 - Colector de Rentas Internas | 183,844.39 |
| 500-03 - Seguro de vida (INAVI) | 03004 | 43014946200 - Instituto de Aux. y Vivienda | 1,150.00 |
| 510-02 - Seguro Familiar de Salud | 03007 | 43014945400 - Tesoreria Seguridad Soc (RECC | 82,944.52 |
| 510-03 - SFS - Salud Padres | 03002 | 43014945400 - Tesoreria Seguridad Soc (RECC | 1,919.78 |
| 510-15 - SENASA Complementario | 03010 | 40151645400 - Seg.Nacional de Salud (SENAS. | 786.00 |
| 540-31 - Cooperativa Ahorro | 02006 | 43000375100 - Coop. Serv. Multiples COOSEO | 25,100.00 |
| 540-32 - Cooperativa Aporte | 01003 | 43000375100 - Coop. Serv. Multiples COOSEO | 24,100.00 |
| 540-33 - Prestamos Cooperativa | 04011 | 43000375100 - Coop. Serv. Multiples COOSEO | 28,106.64 |
| 590-28 - Descuento Servidores Publicos DIGECAC | 02026 | 43031737300 - Asoc Servidor Publicos DIGECA | 4,600.00 |
| 900-01 - Aporte Fondos de Pensiones | | | 193,719.11 |
| 900-02 - Aporte Seguro de Riesgo Laborales | | | 32,330.66 |
| 900-03 - Aporte Seguro Familiar de Salud | | | 193,446.26 |

Preparado por: 
Responsable de Nómina

Aprobado por: 
Responsable Financiero

Aprobado por: 
Responsable Institución

Revisado por: _____
Servicios Personales CGR

Aprobado por: _____
Contralor General

Firmas OPCIONALES, según aplique:

Aprobado por: _____
Responsable Advo. y Financiero de la Institución a la que está adscrita

Aprobado por: _____
Responsable de la Institución a la que está adscrita