

**FIDEICOMISO PARA LA ADMINISTRACIÓN DEL BOSQUE LA PRIMAVERA**  
**PLANTILLA DE PERSONAL AUTORIZADA 2011**

Puesto	Honorarios mensuales brutos 2011	IVA 16%	Subtotal	Reten. 10% ISR	Reten. 10.67% IVA	Honorarios mensuales netos	Estimulo Anual	IVA	Subtotal	Reten. 10% ISR	Reten. 10.67% IVA	Estimulo Anual Neto	Total Anual
<b>Administración</b>													
1 Director Ejecutivo	43,241.71	6,918.67	50,160.38	4,324.17	4,613.89	41,222.32	50,160.38	8,025.66	58,186.04	5,016.04	5,352.11	47,817.89	660,110.63
2 Abogado	15,750.00	2,520.00	18,270.00	1,575.00	1,680.53	15,014.48	18,270.00	2,923.20	21,193.20	1,827.00	1,949.41	17,416.79	240,433.20
3 Gestor Administrativo	6,214.61	994.34	7,208.95	621.46	663.10	5,924.39	7,208.95	1,153.43	8,362.38	720.90	769.20	6,872.29	94,869.81
4 Auxiliar Administrativo	10,274.25	1,643.88	11,918.13	1,027.43	1,096.26	9,794.44	11,918.13	1,906.90	13,825.03	1,191.81	1,271.66	11,361.55	156,842.59
5 Director Administrativo	30,175.29	4,828.05	35,003.34	3,017.53	3,219.70	28,766.11	35,003.34	5,600.53	40,603.87	3,500.33	3,734.86	33,368.68	460,643.93
6 Asistente de la Dirección	9,291.35	1,486.62	10,777.96	929.13	991.39	8,857.44	10,777.96	1,724.47	12,502.43	1,077.80	1,150.01	10,274.63	141,837.96
	<b>114,947.21</b>	<b>18,391.55</b>	<b>133,338.76</b>	<b>11,494.72</b>	<b>12,264.87</b>	<b>109,579.17</b>	<b>133,338.76</b>	<b>21,334.20</b>	<b>154,672.97</b>	<b>13,333.88</b>	<b>14,227.25</b>	<b>127,111.84</b>	<b>1,754,738.12</b>
<b>Conocimiento</b>													
1 Investigador	13,230.00	2,116.80	15,346.80	1,323.00	1,411.64	12,612.16	15,346.80	2,455.49	17,802.29	1,534.68	1,637.50	14,630.10	201,963.89
2 Responsable SIG	14,158.22	2,265.32	16,423.54	1,415.82	1,510.68	13,497.03	16,423.54	2,627.77	19,051.30	1,642.35	1,752.39	15,656.56	216,133.74
	<b>27,388.22</b>	<b>4,382.12</b>	<b>31,770.34</b>	<b>2,738.82</b>	<b>2,922.32</b>	<b>26,109.19</b>	<b>31,770.34</b>	<b>5,083.25</b>	<b>36,853.59</b>	<b>3,177.03</b>	<b>3,389.89</b>	<b>30,286.66</b>	<b>418,097.63</b>
<b>Desarrollo Sustentable</b>													
1 Especialista Recurso Nat.	13,230.00	2,116.80	15,346.80	1,323.00	1,411.64	12,612.16	15,346.80	2,455.49	17,802.29	1,534.68	1,637.50	14,630.10	201,963.89
2 Director Desarrollo Sust.	16,537.50	2,646.00	19,183.50	1,653.75	1,764.55	15,765.20	19,183.50	3,069.36	22,252.86	1,918.35	2,046.88	18,287.63	252,454.86
	<b>29,767.50</b>	<b>4,762.80</b>	<b>34,530.30</b>	<b>2,976.75</b>	<b>3,176.19</b>	<b>28,377.36</b>	<b>34,530.30</b>	<b>5,524.85</b>	<b>40,055.15</b>	<b>3,453.03</b>	<b>3,684.38</b>	<b>32,917.73</b>	<b>454,418.75</b>
<b>Educación Ambiental</b>													
1 Diseñador	10,220.18	1,635.23	11,855.40	1,022.02	1,090.49	9,742.89	11,855.40	1,896.86	13,752.27	1,185.54	1,264.97	11,301.76	156,017.10
2 Director Educación Ambien	19,721.52	3,155.44	22,876.96	1,972.15	2,104.29	18,800.53	22,876.96	3,660.31	26,537.28	2,287.70	2,440.97	21,808.61	301,060.84
3 Educador Ambiental	9,922.50	1,587.60	11,510.10	992.25	1,058.73	9,459.12	11,510.10	1,841.62	13,351.72	1,151.01	1,228.13	10,972.58	151,472.92
	<b>39,864.20</b>	<b>6,378.27</b>	<b>46,242.47</b>	<b>3,986.42</b>	<b>4,253.51</b>	<b>38,002.54</b>	<b>46,242.47</b>	<b>7,398.79</b>	<b>53,641.26</b>	<b>4,624.25</b>	<b>4,934.07</b>	<b>44,082.94</b>	<b>608,550.86</b>
<b>Fauna</b>													
1 Director Fauna	12,852.00	2,056.32	14,908.32	1,285.20	1,371.31	12,251.81	14,908.32	2,385.33	17,293.65	1,490.83	1,590.72	14,212.10	196,193.49
2 Técnico de Campo	9,922.50	1,587.60	11,510.10	992.25	1,058.73	9,459.12	11,510.10	1,841.62	13,351.72	1,151.01	1,228.13	10,972.58	151,472.92
	<b>22,774.50</b>	<b>3,643.92</b>	<b>26,418.42</b>	<b>2,277.45</b>	<b>2,430.04</b>	<b>21,710.93</b>	<b>26,418.42</b>	<b>4,226.95</b>	<b>30,645.37</b>	<b>2,641.84</b>	<b>2,818.85</b>	<b>25,184.68</b>	<b>347,666.41</b>
<b>Inspección y Vigilancia</b>													
1 Guardabosques	9,261.00	1,481.76	10,742.76	926.10	988.15	8,828.51	10,742.76	1,718.84	12,461.60	1,074.28	1,146.25	10,241.07	141,374.72
2 Guardabosques	9,261.00	1,481.76	10,742.76	926.10	988.15	8,828.51	10,742.76	1,718.84	12,461.60	1,074.28	1,146.25	10,241.07	141,374.72
3 Guardabosques	9,261.00	1,481.76	10,742.76	926.10	988.15	8,828.51	10,742.76	1,718.84	12,461.60	1,074.28	1,146.25	10,241.07	141,374.72
4 Guardabosques	9,261.00	1,481.76	10,742.76	926.10	988.15	8,828.51	10,742.76	1,718.84	12,461.60	1,074.28	1,146.25	10,241.07	141,374.72
5 Guardabosques	10,552.33	1,688.37	12,240.71	1,055.23	1,125.93	10,059.54	12,240.71	1,958.51	14,199.22	1,224.07	1,306.08	11,669.06	161,087.68

**PLANTILLA DE PERSONAL AUTORIZADA 2011**

	<b>Puesto</b>	<b>Honorarios mensuales brutos 2011</b>	<b>IVA 16%</b>	<b>Subtotal</b>	<b>Reten. 10% ISR</b>	<b>Reten. 10.67% IVA</b>	<b>Honorarios mensuales netos</b>	<b>Estimulo Anual</b>	<b>IVA</b>	<b>Subtotal</b>	<b>Reten. 10% ISR</b>	<b>Reten. 10.67% IVA</b>	<b>Estimulo Anual Neto</b>	<b>Total Anual</b>
6	Guardabosques	9,261.00	1,481.76	10,742.76	926.10	988.15	8,828.51	10,742.76	1,718.84	12,461.60	1,074.28	1,146.25	10,241.07	141,374.72
7	Guardabosques	8,820.00	1,411.20	10,231.20	882.00	941.09	8,408.11	10,231.20	1,636.99	11,868.19	1,023.12	1,091.67	9,753.40	134,642.59
8	Guardabosques	9,261.00	1,481.76	10,742.76	926.10	988.15	8,828.51	10,742.76	1,718.84	12,461.60	1,074.28	1,146.25	10,241.07	141,374.72
9	Vigilante de Caseta	5,918.68	946.99	6,865.67	591.87	631.52	5,642.28	6,865.67	1,098.51	7,964.18	686.57	732.57	6,545.04	90,352.23
10	Vigilante de Caseta	6,214.61	994.34	7,208.95	621.46	663.10	5,924.39	7,208.95	1,153.43	8,362.38	720.90	769.20	6,872.29	94,869.81
11	Vigilante de Caseta	6,214.61	994.34	7,208.95	621.46	663.10	5,924.39	7,208.95	1,153.43	8,362.38	720.90	769.20	6,872.29	94,869.81
12	Vigilante de Caseta	6,214.61	994.34	7,208.95	621.46	663.10	5,924.39	7,208.95	1,153.43	8,362.38	720.90	769.20	6,872.29	94,869.81
13	Vigilante de Caseta	5,918.68	946.99	6,865.67	591.87	631.52	5,642.28	6,865.67	1,098.51	7,964.18	686.57	732.57	6,545.04	90,352.23
14	Vigilante de Caseta	5,918.68	946.99	6,865.67	591.87	631.52	5,642.28	6,865.67	1,098.51	7,964.18	686.57	732.57	6,545.04	90,352.23
15	Vigilante de Caseta	5,636.84	901.89	6,538.74	563.68	601.45	5,373.60	6,538.74	1,046.20	7,584.93	653.87	697.68	6,233.38	86,049.76
16	Vigilante de Caseta	5,636.84	901.89	6,538.74	563.68	601.45	5,373.60	6,538.74	1,046.20	7,584.93	653.87	697.68	6,233.38	86,049.76
17	Vigilante de Caseta	6,214.61	994.34	7,208.95	621.46	663.10	5,924.39	7,208.95	1,153.43	8,362.38	720.90	769.20	6,872.29	94,869.81
18	Vigilante de Caseta	5,918.68	946.99	6,865.67	591.87	631.52	5,642.28	6,865.67	1,098.51	7,964.18	686.57	732.57	6,545.04	90,352.23
19	Torrero	5,918.68	946.99	6,865.67	591.87	631.52	5,642.28	6,865.67	1,098.51	7,964.18	686.57	732.57	6,545.04	90,352.23
20	Torrero	5,918.68	946.99	6,865.67	591.87	631.52	5,642.28	6,865.67	1,098.51	7,964.18	686.57	732.57	6,545.04	90,352.23
21	Director de Inso. Y Vigilancia	16,537.50	2,646.00	19,183.50	1,653.75	1,764.55	15,765.20	19,183.50	3,069.36	22,252.86	1,918.35	2,046.88	18,287.63	252,454.86
		<b>163,120.06</b>	<b>26,099.21</b>	<b>189,219.27</b>	<b>16,312.01</b>	<b>17,404.91</b>	<b>155,502.36</b>	<b>189,219.27</b>	<b>30,275.08</b>	<b>219,494.36</b>	<b>18,921.93</b>	<b>20,189.70</b>	<b>180,382.73</b>	<b>2,490,125.62</b>
<b>Protección y Restauración</b>														
1	Brigadista	5,918.68	946.99	6,865.67	591.87	631.52	5,642.28	6,865.67	1,098.51	7,964.18	686.57	732.57	6,545.04	90,352.23
2	Brigadista	5,636.84	901.89	6,538.74	563.68	601.45	5,373.60	6,538.74	1,046.20	7,584.93	653.87	697.68	6,233.38	86,049.76
3	Brigadista	5,918.68	946.99	6,865.67	591.87	631.52	5,642.28	6,865.67	1,098.51	7,964.18	686.57	732.57	6,545.04	90,352.23
4	Brigadista	6,214.61	994.34	7,208.95	621.46	663.10	5,924.39	7,208.95	1,153.43	8,362.38	720.90	769.20	6,872.29	94,869.81
5	Brigadista	5,918.68	946.99	6,865.67	591.87	631.52	5,642.28	6,865.67	1,098.51	7,964.18	686.57	732.57	6,545.04	90,352.23
6	Brigadista	5,918.68	946.99	6,865.67	591.87	631.52	5,642.28	6,865.67	1,098.51	7,964.18	686.57	732.57	6,545.04	90,352.23
7	Brigadista	5,918.68	946.99	6,865.67	591.87	631.52	5,642.28	6,865.67	1,098.51	7,964.18	686.57	732.57	6,545.04	90,352.23
8	Brigadista	6,214.61	994.34	7,208.95	621.46	663.10	5,924.39	7,208.95	1,153.43	8,362.38	720.90	769.20	6,872.29	94,869.81
9	Brigadista	5,918.68	946.99	6,865.67	591.87	631.52	5,642.28	6,865.67	1,098.51	7,964.18	686.57	732.57	6,545.04	90,352.23
10	Director Forestal	27,633.06	4,421.29	32,054.35	2,763.31	2,948.45	26,342.60	32,054.35	5,128.70	37,183.05	3,205.43	3,420.20	30,557.41	421,835.24
11	Jefe de Brigada	7,427.36	1,188.38	8,615.74	742.74	792.50	7,080.51	8,615.74	1,378.52	9,994.26	861.57	919.30	8,213.39	113,383.17
12	Jefe de Brigada	7,427.36	1,188.38	8,615.74	742.74	792.50	7,080.51	8,615.74	1,378.52	9,994.26	861.57	919.30	8,213.39	113,383.17
		<b>96,065.95</b>	<b>15,370.55</b>	<b>111,436.50</b>	<b>9,606.59</b>	<b>10,250.24</b>	<b>91,579.67</b>	<b>111,436.50</b>	<b>17,829.84</b>	<b>129,266.34</b>	<b>11,143.65</b>	<b>11,890.27</b>	<b>106,232.42</b>	<b>1,466,504.35</b>

**PLANTILLA DE PERSONAL AUTORIZADA 2011**

Puesto	Honorarios mensuales brutos 2011	IVA 16%	Subtotal	Reten. 10% ISR	Reten. 10.67% IVA	Honorarios mensuales netos	Estimulo Anual	IVA	Subtotal	Reten. 10% ISR	Reten. 10.67% IVA	Estimulo Anual Neto	Total Anual
48	493,927.64	79,028.42	572,956.06	49,392.76	52,702.08	470,861.22	572,956.06	91,672.97	664,629.03	57,295.61	61,134.41	546,199.01	7,540,101.73