

**FIDEICOMISO PARA LA ADMINISTRACIÓN DEL BOSQUE LA PRIMAVERA
PLANTILLAS DE PERSONAL AUTORIZADA PARA EL 2012**

Puesto	Honorarios Mensuales Brutos 2011	Incremento Anual por Inflación	Importe Incremento Anual	Honorarios Mensuales Brutos 2012	IVA	Subtotal	Reten. 10% ISR	Reten. 10.67% IVA	Honorarios Netos	Estimulo Anual	IVA	Subtotal	Reten. 10% ISR	Reten. 10.67% IVA	Estimulo Anual Neto	Total Anual
Gestión																
1 Asistente de la Dirección	9,348.90	4.00%	373.96	9,722.86	1,555.66	11,278.51	972.29	1,037.43	9,268.80	9,722.86	1,555.66	11,278.51	972.29	1,037.43	9,268.80	146,620.67
2 Auxiliar Administrativo	10,285.00	4.00%	411.40	10,696.40	1,711.42	12,407.82	1,069.64	1,141.31	10,196.88	10,696.40	1,711.42	12,407.82	1,069.64	1,141.31	10,196.88	161,301.71
3 Director Administrativo	29,043.37	4.00%	1,161.73	30,205.11	4,832.82	35,037.93	3,020.51	3,222.89	28,794.53	30,205.11	4,832.82	35,037.93	3,020.51	3,222.89	28,794.53	455,493.03
4 Director Ejecutivo	46,356.00	4.00%	1,854.24	48,210.24	7,713.64	55,923.88	4,821.02	5,144.03	45,958.82	48,210.24	7,713.64	55,923.88	4,821.02	5,144.03	45,958.82	727,010.42
5 Gestor Administrativo	6,418.68	4.00%	256.75	6,675.43	1,068.07	7,743.50	667.54	712.27	6,363.68	6,675.43	1,068.07	7,743.50	667.54	712.27	6,363.68	100,665.44
	101,451.95		4,058.08	105,510.03	16,881.60	122,391.64	10,551.00	11,257.92	100,582.71	105,510.03	16,881.60	122,391.64	10,551.00	11,257.92	100,582.71	1,591,091.27
Manejo																
1 Director Desarrollo Sust.	26,622.20	4.00%	1,064.89	27,687.09	4,429.93	32,117.02	2,768.71	2,954.21	26,394.10	27,687.09	4,429.93	32,117.02	2,768.71	2,954.21	26,394.10	417,521.29
2 Especialista en Ecoturismo	12,305.00	4.00%	492.20	12,797.20	2,047.55	14,844.75	1,279.72	1,365.46	12,199.57	12,797.20	2,047.55	14,844.75	1,279.72	1,365.46	12,199.57	192,981.78
3 Especialista Recurso Nat.	12,905.00	4.00%	516.20	13,421.20	2,147.39	15,568.59	1,342.12	1,432.04	12,794.43	13,421.20	2,147.39	15,568.59	1,342.12	1,432.04	12,794.43	202,391.70
4 Responsable SIG	13,484.02	4.00%	539.36	14,023.38	2,243.74	16,267.12	1,402.34	1,496.29	13,368.49	14,023.38	2,243.74	16,267.12	1,402.34	1,496.29	13,368.49	211,472.58
	65,316.22		2,612.65	67,928.87	10,868.62	78,797.49	6,792.89	7,248.01	64,756.59	67,928.87	10,868.62	78,797.49	6,792.89	7,248.01	64,756.59	1,024,367.34
Cultura																
1 Director Educación Ambiental	26,622.20	4.00%	1,064.89	27,687.09	4,429.93	32,117.02	2,768.71	2,954.21	26,394.10	27,687.09	4,429.93	32,117.02	2,768.71	2,954.21	26,394.10	417,521.29
2 Educador Ambiental	9,950.00	4.00%	398.00	10,348.00	1,655.68	12,003.68	1,034.80	1,104.13	9,864.75	10,348.00	1,655.68	12,003.68	1,034.80	1,104.13	9,864.75	156,047.84
3 Educador Ambiental	9,694.83	4.00%	387.79	10,082.62	1,613.22	11,695.84	1,008.26	1,075.82	9,611.76	10,082.62	1,613.22	11,695.84	1,008.26	1,075.82	9,611.76	152,045.96
4 Chofer	6,887.16	4.00%	275.49	7,162.65	1,146.02	8,308.67	716.26	764.25	6,828.15	7,162.65	1,146.02	8,308.67	716.26	764.25	6,828.15	108,012.71
	53,154.19		2,126.17	55,280.36	8,844.86	64,125.21	5,528.04	5,898.41	52,698.76	55,280.36	8,844.86	64,125.21	5,528.04	5,898.41	52,698.76	833,627.79
Conocimiento																
1 Director Fauna	26,622.20	4.00%	1,064.89	27,687.09	4,429.93	32,117.02	2,768.71	2,954.21	26,394.10	27,687.09	4,429.93	32,117.02	2,768.71	2,954.21	26,394.10	417,521.29
2 Técnico de Campo	9,950.00	4.00%	398.00	10,348.00	1,655.68	12,003.68	1,034.80	1,104.13	9,864.75	10,348.00	1,655.68	12,003.68	1,034.80	1,104.13	9,864.75	156,047.84
3 Educador Ambiental	9,194.94	4.00%	367.80	9,562.74	1,530.04	11,092.78	956.27	1,020.34	9,116.16	9,562.74	1,530.04	11,092.78	956.27	1,020.34	9,116.16	144,206.08
4 Investigador	12,905.00	4.00%	516.20	13,421.20	2,147.39	15,568.59	1,342.12	1,432.04	12,794.43	13,421.20	2,147.39	15,568.59	1,342.12	1,432.04	12,794.43	202,391.70
	58,672.14		2,346.89	61,019.03	9,763.04	70,782.07	6,101.90	6,510.73	58,169.44	61,019.03	9,763.04	70,782.07	6,101.90	6,510.73	58,169.44	920,166.91
Inspección y Vigilancia																
1 Director de Insp. Y Vigilancia	26,622.20	4.00%	1,064.89	27,687.09	4,429.93	32,117.02	2,768.71	2,954.21	26,394.10	27,687.09	4,429.93	32,117.02	2,768.71	2,954.21	26,394.10	417,521.29
2 Guardabosques	9,320.00	4.00%	372.80	9,692.80	1,550.85	11,243.65	969.28	1,034.22	9,240.15	9,692.80	1,550.85	11,243.65	969.28	1,034.22	9,240.15	146,167.42
3 Guardabosques	9,320.00	4.00%	372.80	9,692.80	1,550.85	11,243.65	969.28	1,034.22	9,240.15	9,692.80	1,550.85	11,243.65	969.28	1,034.22	9,240.15	146,167.42
4 Guardabosques	9,320.00	4.00%	372.80	9,692.80	1,550.85	11,243.65	969.28	1,034.22	9,240.15	9,692.80	1,550.85	11,243.65	969.28	1,034.22	9,240.15	146,167.42
5 Guardabosques	10,549.84	4.00%	421.99	10,971.83	1,755.49	12,727.33	1,097.18	1,170.69	10,459.45	10,971.83	1,755.49	12,727.33	1,097.18	1,170.69	10,459.45	165,455.25
6 Guardabosques	9,320.00	4.00%	372.80	9,692.80	1,550.85	11,243.65	969.28	1,034.22	9,240.15	9,692.80	1,550.85	11,243.65	969.28	1,034.22	9,240.15	146,167.42
7 Guardabosques	8,900.00	4.00%	356.00	9,256.00	1,480.96	10,736.96	925.60	987.62	8,823.74	9,256.00	1,480.96	10,736.96	925.60	987.62	8,823.74	139,580.48
8 Guardabosques	9,320.00	4.00%	372.80	9,692.80	1,550.85	11,243.65	969.28	1,034.22	9,240.15	9,692.80	1,550.85	11,243.65	969.28	1,034.22	9,240.15	146,167.42
9 Guardabosques	8,900.00	4.00%	356.00	9,256.00	1,480.96	10,736.96	925.60	987.62	8,823.74	9,256.00	1,480.96	10,736.96	925.60	987.62	8,823.74	139,580.48
10 Guardabosques	8,900.00	4.00%	356.00	9,256.00	1,480.96	10,736.96	925.60	987.62	8,823.74	9,256.00	1,480.96	10,736.96	925.60	987.62	8,823.74	139,580.48
11 Torrero	6,184.00	4.00%	247.36	6,431.36	1,029.02	7,460.38	643.14	686.23	6,131.02	6,431.36	1,029.02	7,460.38	643.14	686.23	6,131.02	96,984.91
12 Torrero	6,184.00	4.00%	247.36	6,431.36	1,029.02	7,460.38	643.14	686.23	6,131.02	6,431.36	1,029.02	7,460.38	643.14	686.23	6,131.02	96,984.91
13 Vigilante de Caseta	6,418.68	4.00%	256.75	6,675.43	1,068.07	7,743.50	667.54	712.27	6,363.68	6,675.43	1,068.07	7,743.50	667.54	712.27	6,363.68	100,665.44

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14	Vigilante de Caseta	6,184.00	4.00%	247.36	6,431.36	1,029.02	7,460.38	643.14	686.23	6,131.02	6,431.36	1,029.02	7,460.38	643.14	686.23	6,131.02	96,984.91
15	Vigilante de Caseta	6,418.68	4.00%	256.75	6,675.43	1,068.07	7,743.50	667.54	712.27	6,363.68	6,675.43	1,068.07	7,743.50	667.54	712.27	6,363.68	100,665.44
16	Vigilante de Caseta	6,418.68	4.00%	256.75	6,675.43	1,068.07	7,743.50	667.54	712.27	6,363.68	6,675.43	1,068.07	7,743.50	667.54	712.27	6,363.68	100,665.44
17	Vigilante de Caseta	6,418.68	4.00%	256.75	6,675.43	1,068.07	7,743.50	667.54	712.27	6,363.68	6,675.43	1,068.07	7,743.50	667.54	712.27	6,363.68	100,665.44
18	Vigilante de Caseta	6,184.00	4.00%	247.36	6,431.36	1,029.02	7,460.38	643.14	686.23	6,131.02	6,431.36	1,029.02	7,460.38	643.14	686.23	6,131.02	96,984.91
19	Vigilante de Caseta	6,184.00	4.00%	247.36	6,431.36	1,029.02	7,460.38	643.14	686.23	6,131.02	6,431.36	1,029.02	7,460.38	643.14	686.23	6,131.02	96,984.91
20	Vigilante de Caseta	6,184.00	4.00%	247.36	6,431.36	1,029.02	7,460.38	643.14	686.23	6,131.02	6,431.36	1,029.02	7,460.38	643.14	686.23	6,131.02	96,984.91
21	Vigilante de Caseta	6,184.00	4.00%	247.36	6,431.36	1,029.02	7,460.38	643.14	686.23	6,131.02	6,431.36	1,029.02	7,460.38	643.14	686.23	6,131.02	96,984.91
22	Vigilante de Caseta	6,184.00	4.00%	247.36	6,431.36	1,029.02	7,460.38	643.14	686.23	6,131.02	6,431.36	1,029.02	7,460.38	643.14	686.23	6,131.02	96,984.91
23	Vigilante de Caseta	6,184.00	4.00%	247.36	6,431.36	1,029.02	7,460.38	643.14	686.23	6,131.02	6,431.36	1,029.02	7,460.38	643.14	686.23	6,131.02	96,984.91
24	Vigilante de Caseta	6,184.00	4.00%	247.36	6,431.36	1,029.02	7,460.38	643.14	686.23	6,131.02	6,431.36	1,029.02	7,460.38	643.14	686.23	6,131.02	96,984.91
25	Vigilante de Caseta	6,184.00	4.00%	247.36	6,431.36	1,029.02	7,460.38	643.14	686.23	6,131.02	6,431.36	1,029.02	7,460.38	643.14	686.23	6,131.02	96,984.91
26	Vigilante de Caseta	6,184.00	4.00%	247.36	6,431.36	1,029.02	7,460.38	643.14	686.23	6,131.02	6,431.36	1,029.02	7,460.38	643.14	686.23	6,131.02	96,984.91
27	Vigilante de Caseta	6,184.00	4.00%	247.36	6,431.36	1,029.02	7,460.38	643.14	686.23	6,131.02	6,431.36	1,029.02	7,460.38	643.14	686.23	6,131.02	96,984.91
		216,538.76		8,661.55	225,200.31	36,032.05	261,232.36	22,520.03	24,028.87	214,683.46	225,200.31	36,032.05	261,232.36	22,520.03	24,028.87	214,683.46	3,396,020.68
	Protección y Restauración																
1	Brigadista	6,583.00	4.00%	263.32	6,846.32	1,095.41	7,941.73	684.63	730.50	6,526.60	6,846.32	1,095.41	7,941.73	684.63	730.50	6,526.60	103,242.51
2	Brigadista	6,083.00	4.00%	243.32	6,326.32	1,012.21	7,338.53	632.63	675.02	6,030.88	6,326.32	1,012.21	7,338.53	632.63	675.02	6,030.88	95,400.91
3	Brigadista	6,583.00	4.00%	263.32	6,846.32	1,095.41	7,941.73	684.63	730.50	6,526.60	6,846.32	1,095.41	7,941.73	684.63	730.50	6,526.60	103,242.51
4	Brigadista	6,083.00	4.00%	243.32	6,326.32	1,012.21	7,338.53	632.63	675.02	6,030.88	6,326.32	1,012.21	7,338.53	632.63	675.02	6,030.88	95,400.91
5	Brigadista	6,583.00	4.00%	263.32	6,846.32	1,095.41	7,941.73	684.63	730.50	6,526.60	6,846.32	1,095.41	7,941.73	684.63	730.50	6,526.60	103,242.51
6	Brigadista	6,583.00	4.00%	263.32	6,846.32	1,095.41	7,941.73	684.63	730.50	6,526.60	6,846.32	1,095.41	7,941.73	684.63	730.50	6,526.60	103,242.51
7	Brigadista	6,583.00	4.00%	263.32	6,846.32	1,095.41	7,941.73	684.63	730.50	6,526.60	6,846.32	1,095.41	7,941.73	684.63	730.50	6,526.60	103,242.51
8	Brigadista	6,083.00	4.00%	243.32	6,326.32	1,012.21	7,338.53	632.63	675.02	6,030.88	6,326.32	1,012.21	7,338.53	632.63	675.02	6,030.88	95,400.91
9	Brigadista	6,083.00	4.00%	243.32	6,326.32	1,012.21	7,338.53	632.63	675.02	6,030.88	6,326.32	1,012.21	7,338.53	632.63	675.02	6,030.88	95,400.91
10	Director de Protección	26,622.20	4.00%	1,064.89	27,687.09	4,429.93	32,117.02	2,768.71	2,954.21	26,394.10	27,687.09	4,429.93	32,117.02	2,768.71	2,954.21	26,394.10	417,521.29
11	Jefe de Brigada	7,573.68	4.00%	302.95	7,876.63	1,260.26	9,136.89	787.66	840.44	7,508.79	7,876.63	1,260.26	9,136.89	787.66	840.44	7,508.79	118,779.54
12	Jefe de Brigada	7,573.68	4.00%	302.95	7,876.63	1,260.26	9,136.89	787.66	840.44	7,508.79	7,876.63	1,260.26	9,136.89	787.66	840.44	7,508.79	118,779.54
		99,016.56		3,960.66	102,977.22	16,476.36	119,453.58	10,297.72	10,987.67	98,168.19	102,977.22	16,476.36	119,453.58	10,297.72	10,987.67	98,168.19	1,552,896.51
56		594,149.82		23,765.99	617,915.82	98,866.53	716,782.35	61,791.58	65,931.62	589,059.15	617,915.82	98,866.53	716,782.35	61,791.58	65,931.62	589,059.15	9,318,170.50

Nota:

El incremento anual por inflación aun no se ha autorizado (al 31 de marzo de 2012), siendo el 4% un estimado de la inflación anual, y es el Comité Técnico quien decide y lo autoriza tomando como referencia el incremento autorizado por el Gobierno del Estado de Jalisco.
El personal es contrata por honorarios profesionales de conformidad con el contrato de fideicomiso.