

GOBIERNO DEL ESTADO DE JALISCO
 FIDEICOMISO PARA LA PROTECCIÓN DE EL ESTERO DE EL SALADO Y DESARROLLO DE LAS ÁREAS COLINDANTES
 PLANTILLA AUTORIZADA POR LA OPERACIÓN DEL FIDEE EJERCICIO 2013
 COSTO MENSUAL Y ANUAL DE HONORARIOS PROFESIONALES CON I.V.A.

PUESTO	MENSUAL	16% IVA	TOTAL	RETENCIONES IVA	RETENCIONES 10% ISR	TOTAL	PERIODO DE CONTRATACION	ANUAL	16% IVA	TOTAL	RETENCIONES 10.67% IVA	RETENCIONES 10% ISR	TOTAL
Dirección General FIDEES	60,000.00	9,600.00	69,600.00	6,400.00	6,000.00	57,200.00	ENE-DIC	720,000.00	115,200.00	835,200.00	76,800.00	72,000.00	686,400.00
Asistente de Dirección	8,000.00	1,280.00	9,280.00	853.33	800.00	7,626.67	ENE-DIC	96,000.00	15,360.00	111,360.00	10,240.00	9,600.00	91,520.00
Gerente de Eventos y Servicio a Clientes	20,000.00	3,200.00	23,200.00	2,133.33	2,000.00	19,066.67	ENE-DIC	240,000.00	38,400.00	278,400.00	25,600.00	24,000.00	228,800.00
Coordinador de Grupos	12,206.00	1,952.96	14,158.96	1,301.97	1,220.60	11,636.39	ENE-DIC	146,472.00	23,435.52	169,907.52	15,623.68	14,647.20	139,636.64
Gerente de Marketing y Relaciones Públicas	18,000.00	2,880.00	20,880.00	1,920.00	1,800.00	17,160.00	ENE-DIC	216,000.00	34,560.00	250,560.00	23,040.00	21,600.00	205,920.00
Gerente Administrativo	18,000.00	2,880.00	20,880.00	1,920.00	1,800.00	17,160.00	ENE-DIC	216,000.00	34,560.00	250,560.00	23,040.00	21,600.00	205,920.00
Jefe de Inventario y Almacén	12,206.00	1,952.96	14,158.96	1,301.97	1,220.60	11,636.39	ENE-DIC	146,472.00	23,435.52	169,907.52	15,623.68	14,647.20	139,636.64
Asistente Técnico de Control de Gestión	12,206.00	1,952.96	14,158.96	1,301.97	1,220.60	11,636.39	ENE-DIC	146,472.00	23,435.52	169,907.52	15,623.68	14,647.20	139,636.64
Mensajero	6,000.00	960.00	6,960.00	640.00	600.00	5,720.00	ENE-DIC	72,000.00	11,520.00	83,520.00	7,680.00	7,200.00	68,640.00
TOTAL DIRECCION GENERAL	166,618.00	26,658.88	193,276.88	17,772.89	16,681.80	158,842.49		1,999,416.00	319,906.56	2,319,322.56	213,271.04	199,941.60	1,906,709.92
TOTAL AREA DE OPERACIONES	166,618.00	26,658.88	193,276.88	17,772.89	16,681.80	158,842.49		1,999,416.00	319,906.56	2,319,322.56	213,271.04	199,941.60	1,906,709.92
Director de Operaciones	38,000.00	6,080.00	44,080.00	4,053.33	3,800.00	36,226.67	ENE-DIC	456,000.00	72,960.00	528,960.00	48,640.00	45,600.00	434,720.00
Gerente de Mantenimiento	24,000.00	3,840.00	27,840.00	2,560.00	2,400.00	22,880.00	ENE-DIC	288,000.00	46,080.00	334,080.00	30,720.00	28,800.00	274,560.00
Técnico de Mantenimiento A	15,000.00	2,400.00	17,400.00	1,600.00	1,500.00	14,300.00	ENE-DIC	180,000.00	28,800.00	208,800.00	19,200.00	18,000.00	171,600.00
Técnico de Mantenimiento A	15,000.00	2,400.00	17,400.00	1,600.00	1,500.00	14,300.00	ENE-DIC	180,000.00	28,800.00	208,800.00	19,200.00	18,000.00	171,600.00
Técnico de Mantenimiento B	10,000.00	1,600.00	11,600.00	1,066.67	1,000.00	9,533.33	ENE-DIC	120,000.00	19,200.00	139,200.00	12,800.00	12,000.00	114,400.00
Técnico de Mantenimiento B	8,000.00	1,280.00	9,280.00	853.33	800.00	7,626.67	ENE-DIC	96,000.00	15,360.00	111,360.00	10,240.00	9,600.00	91,520.00
Técnico de Mantenimiento B	8,000.00	1,280.00	9,280.00	853.33	800.00	7,626.67	ENE-DIC	96,000.00	15,360.00	111,360.00	10,240.00	9,600.00	91,520.00
Técnico de Mantenimiento B	8,000.00	1,280.00	9,280.00	853.33	800.00	7,626.67	ENE-DIC	96,000.00	15,360.00	111,360.00	10,240.00	9,600.00	91,520.00
TOTAL AREA DE OPERACIONES	126,000.00	20,160.00	146,160.00	13,440.00	12,600.00	120,120.00		1,512,000.00	241,920.00	1,753,920.00	161,280.00	151,200.00	1,441,440.00
Director Jurídico	38,000.00	6,080.00	44,080.00	4,053.33	3,800.00	36,226.67	ENE-DIC	456,000.00	72,960.00	528,960.00	48,640.00	45,600.00	434,720.00
Asistente Jurídico	12,206.00	1,952.96	14,158.96	1,301.97	1,220.60	11,636.39	ENE-DIC	146,472.00	23,435.52	169,907.52	15,623.68	14,647.20	139,636.64
TOTAL AREA JURÍDICA	50,206.00	8,032.96	58,238.96	5,355.31	5,020.60	47,863.05		602,472.00	96,395.52	698,867.52	64,263.68	60,247.20	574,356.64
Director Comercial	38,000.00	6,080.00	44,080.00	4,053.33	3,800.00	36,226.67	ENE-DIC	456,000.00	72,960.00	528,960.00	48,640.00	45,600.00	434,720.00
Gerente de Ventas de Congresos y Convenciones	18,000.00	2,880.00	20,880.00	1,920.00	1,800.00	17,160.00	ENE-DIC	216,000.00	34,560.00	250,560.00	23,040.00	21,600.00	205,920.00
Gerente de Ventas Cooperativo	18,000.00	2,880.00	20,880.00	1,920.00	1,800.00	17,160.00	ENE-DIC	216,000.00	34,560.00	250,560.00	23,040.00	21,600.00	205,920.00
Asistente de Ventas	12,206.00	1,952.96	14,158.96	1,301.97	1,220.60	11,636.39	ENE-DIC	146,472.00	23,435.52	169,907.52	15,623.68	14,647.20	139,636.64
TOTAL AREA COMERCIAL	86,206.00	13,792.96	99,998.96	9,195.31	8,620.60	82,183.05		1,034,472.00	165,915.52	1,199,987.52	110,343.68	103,447.20	986,196.64
Director de Alimentos y Bebidas	18,000.00	2,880.00	20,880.00	1,920.00	1,800.00	17,160.00	ENE-DIC	216,000.00	34,560.00	250,560.00	23,040.00	21,600.00	205,920.00
Chief Ejecutivo	15,000.00	2,400.00	17,400.00	1,600.00	1,500.00	14,300.00	ENE-DIC	180,000.00	28,800.00	208,800.00	19,200.00	18,000.00	171,600.00
Coordinador de Ventas de Alimentos y Bebidas	15,000.00	2,400.00	17,400.00	1,600.00	1,500.00	14,300.00	ENE-DIC	180,000.00	28,800.00	208,800.00	19,200.00	18,000.00	171,600.00
Ayudante General "B"	8,000.00	1,280.00	9,280.00	853.33	800.00	7,626.67	ENE-DIC	96,000.00	15,360.00	111,360.00	10,240.00	9,600.00	91,520.00
Ayudante General "B"	8,000.00	1,280.00	9,280.00	853.33	800.00	7,626.67	ENE-DIC	96,000.00	15,360.00	111,360.00	10,240.00	9,600.00	91,520.00
TOTAL AREA ALIMENTOS Y BEBIDAS	64,000.00	10,240.00	74,240.00	6,826.67	6,400.00	61,013.33		768,000.00	122,880.00	890,880.00	81,920.00	76,800.00	732,160.00
Director del ANP	38,000.00	6,080.00	44,080.00	4,053.33	3,800.00	36,226.67	ENE-DIC	456,000.00	72,960.00	528,960.00	48,640.00	45,600.00	434,720.00
Coordinador de Usos Públicos y Difusión	15,000.00	2,400.00	17,400.00	1,600.00	1,500.00	14,300.00	ENE-DIC	180,000.00	28,800.00	208,800.00	19,200.00	18,000.00	171,600.00
Coordinador de Manejo Recursos Naturales	15,000.00	2,400.00	17,400.00	1,600.00	1,500.00	14,300.00	ENE-DIC	180,000.00	28,800.00	208,800.00	19,200.00	18,000.00	171,600.00
Coordinador de Vistas Comerciales	15,000.00	2,400.00	17,400.00	1,600.00	1,500.00	14,300.00	ENE-DIC	180,000.00	28,800.00	208,800.00	19,200.00	18,000.00	171,600.00
Coord. de Inv., Monitoreo, y Cooperación Científica	15,000.00	2,400.00	17,400.00	1,600.00	1,500.00	14,300.00	ENE-DIC	180,000.00	28,800.00	208,800.00	19,200.00	18,000.00	171,600.00
Ayudante General "B"	8,000.00	1,280.00	9,280.00	853.33	800.00	7,626.67	ENE-DIC	96,000.00	15,360.00	111,360.00	10,240.00	9,600.00	91,520.00
Ayudante General "B"	8,000.00	1,280.00	9,280.00	853.33	800.00	7,626.67	ENE-DIC	96,000.00	15,360.00	111,360.00	10,240.00	9,600.00	91,520.00
Ayudante General "B"	8,000.00	1,280.00	9,280.00	853.33	800.00	7,626.67	ENE-DIC	96,000.00	15,360.00	111,360.00	10,240.00	9,600.00	91,520.00
Guía Naturalista	8,000.00	1,280.00	9,280.00	853.33	800.00	7,626.67	ENE-DIC	96,000.00	15,360.00	111,360.00	10,240.00	9,600.00	91,520.00
Guía Naturalista	8,000.00	1,280.00	9,280.00	853.33	800.00	7,626.67	ENE-DIC	96,000.00	15,360.00	111,360.00	10,240.00	9,600.00	91,520.00
Responsable de Tienda	8,000.00	1,280.00	9,280.00	853.33	800.00	7,626.67	ENE-DIC	96,000.00	15,360.00	111,360.00	10,240.00	9,600.00	91,520.00
Motorista 1	6,000.00	960.00	6,960.00	640.00	600.00	5,720.00	ENE-DIC	72,000.00	11,520.00	83,520.00	7,680.00	7,200.00	68,640.00
Motorista 2	6,000.00	960.00	6,960.00	640.00	600.00	5,720.00	ENE-DIC	72,000.00	11,520.00	83,520.00	7,680.00	7,200.00	68,640.00
Encargado de Acuatario	8,000.00	1,280.00	9,280.00	853.33	800.00	7,626.67	ENE-DIC	96,000.00	15,360.00	111,360.00	10,240.00	9,600.00	91,520.00
TOTAL DE DIRECCION ANP	166,000.00	26,560.00	192,560.00	17,706.67	16,600.00	158,253.33		1,992,000.00	318,720.00	2,310,720.00	212,480.00	198,200.00	1,898,040.00
TOTAL GENERAL	659,030.00	105,444.80	764,474.80	70,296.53	65,903.00	629,275.27		7,968,360.00	1,265,337.60	9,173,697.60	843,558.40	790,836.00	7,539,303.20