



Asociación Grupo Guatemalteco de Mujeres-GGM
Sistema de Administración y Finanzas
Recursos Humanos
Responsable de actualización de información: Gabriela Fernanda Itzep Xiloj
Fecha de elaboración: 29/03/2024
Marzo 2024

| No. | NOMBRE | PUESTO | Sede | Fecha de Ingreso | Sueldo base | Días Laborados | INGRESOS | | SUELDO TOTAL | DEDUCCIONES | | | TOTAL DEDUCCIONES | SUELDO LIQUIDO A RECIBIR |
|-----|----------------------------------|---|--------------------|------------------|-------------|----------------|-----------|-------------------------------------|--------------|--------------|---------------|-------|-------------------|--------------------------|
| | | | | | | | Sueldo | Bonificación Incentivo Dto. 37-2001 | | IGSS LABORAL | RETENCIÓN ISR | OTROS | | |
| 1 | Lilian Giovana Lemus Pérez | Coordinadora Ejecutiva | Oficinas Centrales | 1-1-24 | 21,725.00 | 31 | 21,725.00 | 250.00 | 21,975.00 | 1,049.32 | 846.28 | - | 1,895.60 | 20,079.40 |
| 2 | Aida Magdalena Saravia Marroquín | Coordinadora del Programa de Apoyo Integral y Seguridad | Oficinas Centrales | 2-1-24 | 11,750.00 | 31 | 11,750.00 | 250.00 | 12,000.00 | 567.53 | 371.62 | - | 939.15 | 11,060.85 |
| 3 | Samara Fabiola Ortiz Martinez | Coordinadora del Programa de Prevención | Oficinas Centrales | 2-1-24 | 11,825.00 | 31 | 11,825.00 | 250.00 | 12,075.00 | 571.15 | 375.19 | - | 946.34 | 11,128.66 |
| 4 | Wynna María Pérez Lemus | Subcoordinadora de Comunicación | Oficinas Centrales | 1-1-24 | 7,750.00 | 31 | 7,750.00 | 250.00 | 8,000.00 | 374.33 | 181.28 | - | 555.61 | 7,444.39 |
| 5 | María Vicenta López Tot | Subcoordinadora Financiera | Oficinas Centrales | 2-1-24 | 8,525.00 | 31 | 8,525.00 | 250.00 | 8,775.00 | 411.76 | 218.16 | - | 629.92 | 8,145.08 |
| 6 | Yoselin Rubí López Del Cid | Subcoordinadora de Administración | Oficinas Centrales | 2-1-24 | 8,525.00 | 31 | 8,525.00 | 250.00 | 8,775.00 | 411.76 | 218.16 | - | 629.92 | 8,145.08 |
| 7 | Sucely Alejandra Solano Morente | Contadora General | Oficinas Centrales | 2-1-24 | 6,875.00 | 31 | 6,875.00 | 250.00 | 7,125.00 | 332.06 | 139.65 | - | 471.71 | 6,653.29 |
| 8 | Gabriela Fernanda Itzep Xiloj | Encargada de Recursos Humanos | Oficinas Centrales | 2-1-24 | 5,550.00 | 31 | 5,550.00 | 250.00 | 5,800.00 | 268.07 | 76.60 | - | 344.67 | 5,455.33 |
| 9 | Ericka Isabel Portillo Pérez | Tesorera | Oficinas Centrales | 2-1-24 | 5,225.00 | 31 | 5,225.00 | 250.00 | 5,475.00 | 252.37 | 61.13 | - | 313.50 | 5,161.50 |
| 10 | Josselyne Aida Rodas Ortiz | Encargada de Compras | Oficinas Centrales | 2-1-24 | 5,225.00 | 31 | 5,225.00 | 250.00 | 5,475.00 | 252.37 | 61.13 | - | 313.50 | 5,161.50 |
| 11 | Evelyn Aracely Quezada Muñoz | Secretaria Asistente | Oficinas Centrales | 11-3-24 | 4,750.00 | 31 | 3,217.74 | 169.35 | 3,387.09 | 155.42 | 0.00 | - | 155.42 | 3,231.67 |
| 12 | Estefani Karina Valencia Cruz | Secretaria Recepcionista | Oficinas Centrales | 2-1-24 | 3,400.00 | 31 | 3,400.00 | 250.00 | 3,650.00 | 164.22 | 0.00 | - | 164.22 | 3,485.78 |
| 13 | Jose Emanuel Bran Hernandez | Encargado de Almacén | Oficinas Centrales | 22-1-24 | 3,400.00 | 31 | 3,400.00 | 250.00 | 3,650.00 | 164.22 | 0.00 | - | 164.22 | 3,485.78 |
| 14 | Rosa Orbelinda Cuellar | Facilitadora del Programa de Incidencia Política | Oficinas Centrales | 2-1-24 | 5,750.00 | 31 | 5,750.00 | 250.00 | 6,000.00 | 277.73 | 86.11 | - | 363.84 | 5,636.16 |
| 15 | Lidda Stella Avila Merida | Auxiliar de Investigación | Oficinas Centrales | 2-1-24 | 6,750.00 | 31 | 6,750.00 | 250.00 | 7,000.00 | 326.02 | 133.70 | - | 459.72 | 6,540.28 |
| 16 | Mayra Elizabeth Argueta Capriel | Asistente del Sistema Fortalecimiento Institucional | Oficinas Centrales | 2-1-24 | 7,425.00 | 31 | 7,425.00 | 250.00 | 7,675.00 | 358.62 | 165.82 | - | 524.44 | 7,150.56 |
| 17 | Marina Sicajau García | Encargada de Mantenimiento | Oficinas Centrales | 2-1-24 | 3,825.00 | 31 | 3,825.00 | 250.00 | 4,075.00 | 184.74 | 0.00 | - | 184.74 | 3,890.26 |
| 18 | Vilma Patricia Mazariegos Cruz | Encargada de Mantenimiento | Oficinas Centrales | 2-1-24 | 3,550.00 | 31 | 3,550.00 | 250.00 | 3,800.00 | 171.46 | 0.00 | - | 171.46 | 3,628.54 |
| 19 | Augusto Darío Sicajau | Piloto | Oficinas Centrales | 2-1-24 | 4,400.00 | 31 | 4,400.00 | 250.00 | 4,650.00 | 212.51 | 21.87 | - | 234.38 | 4,415.62 |
| 20 | Víctor Hugo Valencia Rodas | Piloto | Oficinas Centrales | 2-1-24 | 4,750.00 | 31 | 4,750.00 | 250.00 | 5,000.00 | 142.50 | 38.53 | - | 181.03 | 4,818.97 |
| 21 | Claudia Celeste Carrillo Pastor | Coordinadora CAIMUS Móvil | CAIMUS Móvil | 2-1-24 | 7,975.00 | 31 | 7,975.00 | 250.00 | 8,225.00 | 385.19 | 191.99 | - | 577.18 | 7,647.82 |
| 22 | Rosa Elvira Alvarado López | Coordinadora del Centro de Apoyo Integral par a Mujeres Sobrevivientes de Violencia | CAIMUS Guatemala | 2-1-24 | 9,625.00 | 31 | 9,625.00 | 250.00 | 9,875.00 | 464.89 | 270.51 | - | 735.40 | 9,139.60 |
| 23 | Rosa María Sicajau García | Asistente Administrativa | CAIMUS Guatemala | 2-1-24 | 4,125.00 | 31 | 4,125.00 | 250.00 | 4,375.00 | 199.24 | 8.79 | - | 208.03 | 4,166.97 |
| 24 | Adriana Marisol Bámaca Valle | Secretaria -Recepcionista | CAIMUS Guatemala | 2-1-24 | 3,750.00 | 31 | 3,750.00 | 250.00 | 4,000.00 | 181.13 | 0.00 | - | 181.13 | 3,818.87 |
| 25 | Juana Pérez Mendoza | Coordinadora de Albergue Temporal | CAIMUS Guatemala | 2-1-24 | 7,425.00 | 31 | 7,425.00 | 250.00 | 7,675.00 | 358.63 | 165.82 | - | 524.45 | 7,150.55 |

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|----------------|------------------------------------|---|----------------------|---------|-------------------|----|-------------------|------------------|-------------------|------------------|-----------------|----------|----------|------------------|-------------------|
| 26 | Alma Mercedes Rac Mayren | Responsable de Casa | CAIMUS Guatemala | 2-1-24 | 3,575.00 | 31 | 3,575.00 | 250.00 | 3,825.00 | 172.67 | 0.00 | - | 172.67 | 3,652.33 | |
| 27 | Midred Gricelda Díaz Juárez | Responsable de Casa | CAIMUS Guatemala | 2-1-24 | 3,550.00 | 31 | 3,550.00 | 250.00 | 3,800.00 | 171.47 | 0.00 | - | 171.47 | 3,628.53 | |
| 28 | Heidy Lorena Coyote Ixén | Coordinadora del Área de Trabajo Social | CAIMUS Guatemala | 2-1-24 | 7,750.00 | 31 | 7,750.00 | 250.00 | 8,000.00 | 374.33 | 181.28 | - | 555.61 | 7,444.39 | |
| 29 | Evelyn Nohemy Cúa González | Técnica en trabajo social | CAIMUS Guatemala | 20-2-24 | 3,750.00 | 31 | 3,750.00 | 250.00 | 4,000.00 | 181.13 | 0.00 | - | 181.13 | 3,818.87 | |
| 30 | Norma Xiomara Con Álvarez | Abogada | CAIMUS Guatemala | 2-1-24 | 12,100.00 | 31 | 12,100.00 | 250.00 | 12,350.00 | 584.43 | 388.28 | - | 972.71 | 11,377.29 | |
| 31 | Jennifer Graciela Dominguez Jordan | Asistente del área legal | CAIMUS Guatemala | 2-1-24 | 6,750.00 | 31 | 6,750.00 | 250.00 | 7,000.00 | 326.02 | 133.70 | - | 459.72 | 6,540.28 | |
| 32 | Lilian Yesenia Pantuj López | Procuradora Legal | CAIMUS Guatemala | 2-2-24 | 4,250.00 | 31 | 4,250.00 | 250.00 | 4,500.00 | 205.27 | 0.00 | - | 205.27 | 4,294.73 | |
| 33 | Mildred Haydee Valdéz Marroquín | Coordinadora del Área de Psicología | CAIMUS Guatemala | 2-1-24 | 7,425.00 | 31 | 7,425.00 | 250.00 | 7,675.00 | 358.62 | 165.82 | - | 524.44 | 7,150.56 | |
| 34 | Santa Manuela Sicajau García | Encargada de Mantenimiento | CAIMUS Guatemala | 2-1-24 | 3,550.00 | 31 | 3,550.00 | 250.00 | 3,800.00 | 171.46 | 0.00 | - | 171.46 | 3,628.54 | |
| 35 | Nancy Cristina Campos Aguilar | Coordinadora del Centro de Apoyo Integral par a Mujeres Sobrevivientes de Violencia | CAIMUS Rabinal | 2-1-24 | 9,750.00 | 31 | 9,750.00 | 250.00 | 10,000.00 | 470.93 | 276.45 | - | 747.38 | 9,252.62 | |
| 36 | Deimy Sucely Sic Coloch | Asistente Administrativa | CAIMUS Rabinal | 2-1-24 | 3,575.00 | 31 | 3,575.00 | 250.00 | 3,825.00 | 172.67 | 0.00 | - | 172.67 | 3,652.33 | |
| 37 | Stephanie Paola Marcos Salazar | Secretaria -Recepcionista | CAIMUS Rabinal | 2-1-24 | 3,550.00 | 31 | 3,550.00 | 250.00 | 3,800.00 | 171.47 | 0.00 | - | 171.47 | 3,628.53 | |
| 38 | Aura Dinora Ixpata Matias | Procuradora Legal | CAIMUS Rabinal | 2-1-24 | 4,750.00 | 31 | 4,750.00 | 250.00 | 5,000.00 | 229.43 | 38.53 | - | 267.96 | 4,732.04 | |
| 39 | Patricia Raquel Gómez Cajbón | Abogada | CAIMUS Rabinal | 8-1-24 | 7,750.00 | 31 | 7,750.00 | 250.00 | 8,000.00 | 374.33 | 174.11 | - | 548.44 | 7,451.56 | |
| 40 | Lucrecia Jeronimo Manuel | Encargada de la Unidad de Orientación y asesoría en el ámbito socioeconómico | CAIMUS Rabinal | 2-1-24 | 5,250.00 | 31 | 5,250.00 | 250.00 | 5,500.00 | 253.58 | 62.32 | - | 315.90 | 5,184.10 | |
| 41 | Marta Julia Gonzalez Ramírez | Psicóloga | CAIMUS Rabinal | 2-1-24 | 3,750.00 | 31 | 3,750.00 | 250.00 | 4,000.00 | 181.13 | 0.00 | - | 181.13 | 3,818.87 | |
| 42 | Blanca Iris Piox Cojom | Técnica en psicología | CAIMUS Rabinal | 2-1-24 | 3,750.00 | 31 | 3,750.00 | 250.00 | 4,000.00 | 181.12 | 0.00 | - | 181.12 | 3,818.88 | |
| 43 | Gilda Dolores Torres Lem | Encargada de Mantenimiento | CAIMUS Rabinal | 2-1-24 | 3,400.00 | 31 | 3,400.00 | 250.00 | 3,650.00 | 164.21 | 0.00 | - | 164.21 | 3,485.79 | |
| 44 | Elman Argel Camó López | Piloto | CAIMUS Rabinal | 2-1-24 | 4,750.00 | 31 | 4,750.00 | 250.00 | 5,000.00 | 229.42 | 38.53 | - | 267.95 | 4,732.05 | |
| 45 | José Osorio Sic | Guardián-Jardinero | CAIMUS Rabinal | 2-1-24 | 3,750.00 | 31 | 3,750.00 | 250.00 | 4,000.00 | 181.12 | 0.00 | - | 181.12 | 3,818.88 | |
| 46 | Paula Charlot Xiloj Pérez | Coordinadora del Centro de Apoyo Integral par a Mujeres Sobrevivientes de Violencia | CAIMUS Suchitepequez | 2-1-24 | 8,800.00 | 31 | 8,800.00 | 250.00 | 9,050.00 | 425.04 | 231.25 | - | 656.29 | 8,393.71 | |
| 47 | Wendy Sujey Lemus Díaz | Asistente Administrativa | CAIMUS Suchitepequez | 2-1-24 | 3,500.00 | 31 | 3,500.00 | 250.00 | 3,750.00 | 169.05 | 0.00 | - | 169.05 | 3,580.95 | |
| 48 | Rosmary Joselyn Vicente Chocoj | Secretaria -Recepcionista | CAIMUS Suchitepequez | 2-1-24 | 3,550.00 | 31 | 3,550.00 | 250.00 | 3,800.00 | 171.47 | 0.00 | - | 171.47 | 3,628.53 | |
| 49 | Florita Lourdes María García Soto | Psicóloga | CAIMUS Suchitepequez | 12-2-24 | 4,750.00 | 31 | 4,750.00 | 250.00 | 5,000.00 | 229.43 | 30.99 | - | 260.42 | 4,739.58 | |
| 50 | Maria Fernanda Alvarez Marroquín | Técnica en Trabajo Social | CAIMUS Suchitepequez | 2-1-24 | 4,675.00 | 31 | 4,675.00 | 250.00 | 4,925.00 | 225.80 | 34.96 | - | 260.76 | 4,664.24 | |
| 51 | Zoila Isabel Figueroa Ramirez | Abogada | CAIMUS Suchitepequez | 2-1-24 | 7,425.00 | 31 | 7,425.00 | 250.00 | 7,675.00 | 358.63 | 165.82 | - | 524.45 | 7,150.55 | |
| 52 | Jose Francisco López Barrientos | Piloto | CAIMUS Suchitepequez | 2-1-24 | 4,625.00 | 31 | 4,625.00 | 250.00 | 4,875.00 | 223.38 | 32.58 | - | 255.96 | 4,619.04 | |
| 53 | Brenda de Jesús Chocoj De León | Encargada de mantenimiento | CAIMUS Suchitepequez | 2-1-24 | 3,550.00 | 31 | 3,550.00 | 250.00 | 3,800.00 | 171.46 | 0.00 | - | 171.46 | 3,628.54 | |
| 54 | Mirza Amarilis Ixmalej Arevalo | Coordinadora del Centro de Apoyo Integral par a Mujeres Sobrevivientes de Violencia | CAIMUS Escuintla | 2-1-24 | 8,800.00 | 31 | 8,800.00 | 250.00 | 9,050.00 | 425.04 | 231.25 | - | 656.29 | 8,393.71 | |
| 55 | Lesbia Noemi Roca Luch | Asistente Administrativa | CAIMUS Escuintla | 2-1-24 | 3,750.00 | 31 | 3,750.00 | 250.00 | 4,000.00 | 181.13 | 0.00 | - | 181.13 | 3,818.87 | |
| 56 | Tania Gissele Orellana Barrera | Secretaria -Recepcionista | CAIMUS Escuintla | 2-1-24 | 3,500.00 | 31 | 3,500.00 | 250.00 | 3,750.00 | 169.05 | 0.00 | - | 169.05 | 3,580.95 | |
| 57 | Maria José Gonzalez Solis | Psicóloga | CAIMUS Escuintla | 2-1-24 | 5,750.00 | 31 | 5,750.00 | 250.00 | 6,000.00 | 277.73 | 86.11 | - | 363.84 | 5,636.16 | |
| 58 | Andrea Patricia Pineda Villanueva | Trabajadora Social | CAIMUS Escuintla | 2-1-24 | 5,750.00 | 31 | 5,750.00 | 250.00 | 6,000.00 | 277.73 | 86.11 | - | 363.84 | 5,636.16 | |
| 59 | Ivone Marleny López Contreras | Abogada | CAIMUS Escuintla | 2-1-24 | 7,750.00 | 31 | 7,750.00 | 250.00 | 8,000.00 | 374.32 | 181.28 | - | 555.60 | 7,444.40 | |
| 60 | Ricardo Mijangos Cabrera | Piloto | CAIMUS Escuintla | 2-1-24 | 4,625.00 | 31 | 4,625.00 | 250.00 | 4,875.00 | 223.38 | 32.58 | - | 255.96 | 4,619.04 | |
| 61 | Celan Yomara Martínez Pamal | Encargada de Mantenimiento | CAIMUS Escuintla | 2-1-24 | 3,550.00 | 31 | 3,550.00 | 250.00 | 3,800.00 | 171.46 | 0.00 | - | 171.46 | 3,628.54 | |
| 62 | Lilian Asuzena Wug Maldonado | Coordinadora Regional Suroccidente | Quetzaltenango | 2-1-24 | 10,725.00 | 31 | 10,725.00 | 250.00 | 10,975.00 | 518.02 | 322.85 | - | 840.87 | 10,134.13 | |
| Totales | | | | | 375,675.00 | | 374,142.74 | 15,419.35 | 389,562.09 | 17,984.17 | 6,527.14 | Q | - | 24,511.31 | 365,050.78 |