

Anexo N° 6
Superintendencia de Telecomunicaciones
Canon para la Reserva del Espectro Radioeléctrico
Año 2026 pagadero en el año 2027
Cálculo y distribución porcentual para la estimación de la Nómina
colones

Plazas		Salarios estimados		Costo Total Costos Directos+Indirectos		%	E-2 (2020) Sistema Nacional de Gestión y Monitoreo del Espectro		A) Dictámenes Técnicos (permisos de uso no comerciales, concesiones directas, adecuaciones)		B) Inspección, identificación y eliminación de interferencias.		C) Gestión y Monitoreo continuo del espectro		D) Proyectos Ordinarios		
		I Semestre 2026	II Semestre 2026	Costo directo anual x funcionario	785,079,220.0		DISTRIBUCIÓN PORCENTUAL DE LA NÓMINA CON BASE EN LOS PROYECTOS POI-DIRECTOS Y/O ORDINARIOS										
Director General*	FALLAS FALLAS GLENN	10,409,937.4	10,566,086.4	20,976,023.8	6.1%	47,888,250.0	100.0%	-	0.0%	16,760,887.0	35.0%	7,183,237.0	15.0%	7,183,238.0	15.0%	16,760,888.0	35.0%
Profesional Jefe	GONZALEZ GUILLEN ESTEBAN	16,125,772.2	16,367,658.8	32,493,431.0	9.4%	74,182,481.0	100.0%	-	0.0%	25,963,868.0	35.0%	11,127,373.0	15.0%	11,127,372.0	15.0%	25,963,868.0	35.0%
Profesional 5	ACUÑA MURILLO ADRIÁN	12,710,482.1	12,901,139.3	25,611,621.4	7.4%	58,471,314.0	100.0%	-	0.0%	29,235,657.0	50.0%	8,770,697.0	15.0%	8,770,697.0	15.0%	11,694,263.0	20.0%
Profesional 5	GODINEZ CHAVEZ KEVIN ALBERTO	12,710,482.1	12,901,139.3	25,611,621.4	7.4%	58,471,314.0	100.0%	-	0.0%	23,388,526.0	40.0%	2,923,566.0	5.0%	2,923,566.0	5.0%	29,235,657.0	50.0%
Profesional 5	CASTRO GONZALEZ DANIEL	12,710,482.1	12,901,139.3	25,611,621.4	7.4%	58,471,314.0	100.0%	-	0.0%	23,388,526.0	40.0%	5,847,131.0	10.0%	5,847,131.0	10.0%	23,388,526.0	40.0%
Profesional 5	GARRO MORA LUIS JAVIER	12,710,482.1	12,901,139.3	25,611,621.4	7.4%	58,471,314.0	100.0%	8,770,697.0	15.0%	2,923,566.0	5.0%	20,464,960.0	35.0%	20,464,960.0	35.0%	5,847,131.0	10.0%
Profesional 5	ARCE VILLALOBOS PEDRO JOSE	12,710,482.1	12,901,139.3	25,611,621.4	7.4%	58,471,314.0	100.0%	8,770,697.0	15.0%	5,847,131.0	10.0%	20,464,960.0	35.0%	20,464,960.0	35.0%	2,923,566.0	5.0%
Profesional 5	SOLORZANO GONZALEZ JUAN CARLOS	12,710,482.1	12,901,139.3	25,611,621.4	7.4%	58,471,314.0	100.0%	5,847,131.0	10.0%	23,388,526.0	40.0%	5,847,131.0	10.0%	-	0.0%	23,388,526.0	40.0%
Profesional 5	GAMBOA MADRIGAL ROBERTO	12,710,482.1	12,901,139.3	25,611,621.4	7.4%	58,471,314.0	100.0%	5,847,131.0	10.0%	23,388,526.0	40.0%	5,847,131.0	10.0%	-	0.0%	23,388,526.0	40.0%
Profesional 2	BADILLA CASTILLO DIEGO ARMANDO	9,640,893.2	9,785,506.6	19,426,399.8	5.6%	44,350,457.0	100.0%	-	0.0%	17,740,183.0	40.0%	13,305,137.0	30.0%	11,087,614.0	25.0%	2,217,523.0	5.0%
Profesional 2	BRENES MENDEZ JOSE	9,640,893.2	9,785,506.6	19,426,399.8	5.6%	44,350,457.0	100.0%	-	0.0%	17,740,183.0	40.0%	13,305,137.0	30.0%	11,087,614.0	25.0%	2,217,523.0	5.0%
Profesional 2	VEGA ARGUELLO MARIO	9,640,893.2	9,785,506.6	19,426,399.8	5.6%	44,350,457.0	100.0%	-	0.0%	22,175,229.0	50.0%	8,870,091.0	20.0%	11,087,614.0	25.0%	2,217,523.0	5.0%
Profesional 2	LEIVA JIMENEZ KAREN IVONNE	9,640,893.2	9,785,506.6	19,426,399.8	5.6%	44,350,457.0	100.0%	-	0.0%	17,740,183.0	40.0%	8,870,091.0	20.0%	11,087,614.0	25.0%	6,652,569.0	15.0%
Profesional 1	LEDEZMA FALLAS EMILIO	8,064,376.2	8,185,341.8	16,249,718.0	4.7%	37,098,095.0	100.0%	-	0.0%	12,984,332.0	35.0%	11,129,429.0	30.0%	11,129,429.0	30.0%	1,854,905.0	5.0%
Gestor Técnico	VILLEGAS JIMENEZ EDUARDO	4,261,662.2	4,325,587.2	8,587,249.4	2.5%	19,604,684.0	100.0%	-	0.0%	6,881,640.0	35.0%	5,881,405.0	30.0%	5,881,405.0	30.0%	980,234.0	5.0%
Gestor Técnico	MARIN LEDEZMA MINERVA	4,261,662.2	4,325,587.2	8,587,249.4	2.5%	19,604,684.0	100.0%	-	0.0%	9,802,342.0	50.0%	4,901,171.0	25.0%	3,920,937.0	20.0%	980,234.0	5.0%
		170,660,357.5	173,220,262.8	343,880,620.3		785,079,220.0		29,235,656.0	8.50%	279,329,304.0		154,738,647.0		142,064,151.0		179,711,462.0	

* El salario del Director General se divide en un 60.0% Calidad y un 40.0% Espectro.

Fuente: Sutel