

Anexo N° 6
Superintendencia de Telecomunicaciones
Canon para la Reserva del Espectro Radioeléctrico
Año 2023 pagadero en el año 2024
Cálculo y distribución porcentual para la estimación de la Nómina
colones

Plazas	Salarios estimados		Costo directo anual x funcionario	Costos Directos+Indirectos	%	E-2 (2020) Sistema Nacional de Gestión y Monitoreo del Espectro 2021 (SNGME-2021)	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 2023	II Semestre 2023															
			680,342,905.0			DISTRIBUCIÓN PORCENTUAL DE LA NÓMINA CON BASE EN LOS PROYECTOS POI-DIRECTOS Y/O ORDINARIOS											
Director General*	FALLAS FALLAS GLENN	7,249,500.0	7,249,500.0	14,499,000.0	4.5%	3,040,973.0	100.0%	3,040,973.0	10.0%	9,122,919.0	30.0%	6,081,945.0	20.0%	6,081,945.0	20.0%	6,081,945.0	20.0%
Profesional Jefe	GONZALEZ GUILLLEN ESTEBAN	14,828,550.0	14,828,550.0	29,657,100.0	9.1%	62,201,827.0	100.0%	62,201,827.0	10.0%	18,660,549.0	30.0%	12,440,365.0	20.0%	12,440,365.0	20.0%	12,440,365.0	20.0%
Profesional 5	PLAZA VACANTE	11,656,500.0	11,656,500.0	23,313,000.0	7.2%	48,895,920.0	100.0%	-	0.0%	24,447,960.0	50.0%	9,779,184.0	20.0%	4,889,592.0	10.0%	9,779,184.0	20.0%
Profesional 5	GODINEZ CHAVEZ KEVIN ALBERTO	11,656,500.0	11,656,500.0	23,313,000.0	7.2%	48,895,920.0	100.0%	-	0.0%	24,447,960.0	50.0%	4,889,592.0	10.0%	4,889,592.0	10.0%	14,668,776.0	30.0%
Profesional 5	CASTRO GONZALEZ DANIEL	11,679,300.0	11,679,300.0	23,358,600.0	7.2%	48,991,560.0	100.0%	-	0.0%	24,495,780.0	50.0%	4,899,156.0	10.0%	4,899,156.0	10.0%	14,697,468.0	30.0%
Profesional 5	GARRO MORA LUIS JAVIER	11,679,300.0	11,679,300.0	23,358,600.0	7.2%	48,991,560.0	100.0%	17,147,046.0	35.0%	4,899,156.0	10.0%	12,247,890.0	25.0%	9,798,312.0	20.0%	4,899,156.0	10.0%
Profesional 5	ARCE VILLALOBOS PEDRO JOSE	11,679,300.0	11,679,300.0	23,358,600.0	7.2%	48,991,560.0	100.0%	12,247,890.0	25.0%	12,247,890.0	25.0%	7,348,734.0	15.0%	12,247,890.0	25.0%	4,899,156.0	10.0%
Profesional 5	SOLORZANO GONZALEZ JUAN CARLOS	11,679,300.0	11,679,300.0	23,358,600.0	7.2%	48,991,560.0	100.0%	-	0.0%	34,294,092.0	70.0%	9,798,312.0	20.0%	-	0.0%	4,899,156.0	10.0%
Profesional 5	GAMBOA MADRIGAL ROBERTO	11,679,300.0	11,679,300.0	23,358,600.0	7.2%	48,991,560.0	100.0%	-	0.0%	34,294,092.0	70.0%	9,798,312.0	20.0%	2,449,578.0	5.0%	2,449,578.0	5.0%
Profesional 2	SALAZAR ANGULO MONICA	8,934,750.0	8,934,750.0	17,869,500.0	5.5%	37,478,902.0	100.0%	-	0.0%	18,739,452.0	50.0%	7,495,780.0	20.0%	7,495,780.0	20.0%	3,747,890.0	10.0%
Profesional 2	BRENES MENDEZ JOSE	8,934,750.0	8,934,750.0	17,869,500.0	5.5%	37,478,902.0	100.0%	-	0.0%	18,739,451.0	50.0%	7,495,780.0	20.0%	9,369,726.0	25.0%	1,873,945.0	5.0%
Profesional 2	VEGA ARGUELLO MARIO	8,934,750.0	8,934,750.0	17,869,500.0	5.5%	37,478,902.0	100.0%	-	0.0%	18,739,451.0	50.0%	5,621,835.0	15.0%	9,369,726.0	25.0%	3,747,890.0	10.0%
Profesional 2	PLAZA VACANTE	8,934,750.0	8,934,750.0	17,869,500.0	5.5%	37,478,902.0	100.0%	-	0.0%	14,991,561.0	40.0%	7,495,780.0	20.0%	13,117,616.0	35.0%	1,873,945.0	5.0%
Profesional 1	ACUÑA MURILLO ADRIÁN	7,552,500.0	7,552,500.0	15,105,000.0	4.7%	31,680,731.0	100.0%	-	0.0%	17,424,402.0	55.0%	6,336,146.0	20.0%	6,336,146.0	20.0%	1,584,037.0	5.0%
Profesional 1	LEDEZMA FALLAS EMILIO	7,558,200.0	7,558,200.0	15,116,400.0	4.7%	31,704,641.0	100.0%	-	0.0%	11,096,625.0	35.0%	9,511,392.0	30.0%	9,511,392.0	30.0%	1,585,232.0	5.0%
Profesional 1	BADILLA CASTILLO DIEGO ARMANDO	7,552,500.0	7,552,500.0	15,105,000.0	4.7%	31,680,731.0	100.0%	-	0.0%	11,088,256.0	35.0%	9,504,219.0	30.0%	9,504,219.0	30.0%	1,584,037.0	5.0%
		162,189,750.0	162,189,750.0	324,379,500.0		680,342,905.0		38,656,092.0		297,729,596.0		130,744,422.0		122,401,035.0		90,811,760.0	

* El salario del Director General se divide en un 70.0% Calidad y un 30.0% Espectro.

Fuente: Sutel