

**Anexo N° 6**  
**Superintendencia de Telecomunicaciones**  
**Canon para la Reserva del Espectro Radioeléctrico**  
**Año 2024 pagadero en el año 2025**  
**Cálculo y distribución porcentual para la estimación de la Nómina**  
**colones**

Plazas	Salarios estimados		Costo directo anual x funcionario	Costo Total Costos Directos+Indirectos	%	No hay proyectos POI	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 2024	II Semestre 2024													
				<b>684,822,773.0</b>			<i>DISTRIBUCIÓN PORCENTUAL DE LA NÓMINA CON BASE EN LOS PROYECTOS POI-DIRECTOS Y/O ORDINARIOS</i>								
Director General*	FALLAS FALLAS GLENN	7,249,500.0	7,249,500.0	14,499,000.0	4.5%	-	0.0%	10,722,155.0	35.0%	6,126,946.0	20.0%	6,126,946.0	20.0%	7,658,683.0	25.0%
Profesional Jefe	GONZALEZ GUILLÉN ESTEBAN	14,828,550.0	14,828,550.0	29,657,100.0	9.2%	-	0.0%	21,931,720.0	35.0%	12,532,412.0	20.0%	12,532,412.0	20.0%	15,665,515.0	25.0%
Profesional 5	ACUÑA MURILLO ADRIÁN	11,656,500.0	11,656,500.0	23,313,000.0	7.2%	-	0.0%	24,628,852.0	50.0%	9,851,540.0	20.0%	4,925,770.0	10.0%	9,851,540.0	20.0%
Profesional 5	GODINEZ CHAVEZ KEVIN ALBERTO	11,656,500.0	11,656,500.0	23,313,000.0	7.2%	-	0.0%	24,628,851.0	50.0%	4,925,770.0	10.0%	4,925,770.0	10.0%	14,777,311.0	30.0%
Profesional 5	CASTRO GONZALEZ DANIEL	11,679,300.0	11,679,300.0	23,358,600.0	7.2%	-	0.0%	24,677,024.0	50.0%	4,935,405.0	10.0%	4,935,405.0	10.0%	14,806,215.0	30.0%
Profesional 5	GARRO MORA LUIS JAVIER	11,679,300.0	11,679,300.0	23,358,600.0	7.2%	-	0.0%	7,403,107.0	15.0%	17,273,917.0	35.0%	19,741,620.0	40.0%	4,935,405.0	10.0%
Profesional 5	ARCE VILLALOBOS PEDRO JOSE	11,679,300.0	11,679,300.0	23,358,600.0	7.2%	-	0.0%	9,870,809.0	20.0%	14,806,215.0	30.0%	19,741,620.0	40.0%	4,935,405.0	10.0%
Profesional 5	SOLORZANO GONZALEZ JUAN CARLOS	11,679,300.0	11,679,300.0	23,358,600.0	7.2%	-	0.0%	34,547,834.0	70.0%	4,935,405.0	10.0%	-	0.0%	9,870,810.0	20.0%
Profesional 5	GAMBOA MADRIGAL ROBERTO	11,679,300.0	11,679,300.0	23,358,600.0	7.2%	-	0.0%	34,547,835.0	70.0%	4,935,405.0	10.0%	2,467,702.0	5.0%	7,403,107.0	15.0%
Profesional 2	VACANTE	8,903,400.0	8,903,400.0	17,806,800.0	5.5%	-	0.0%	18,811,865.0	50.0%	9,405,933.0	25.0%	7,524,746.0	20.0%	1,881,187.0	5.0%
Profesional 2	BRENES MENDEZ JOSE	8,903,400.0	8,903,400.0	17,806,800.0	5.5%	-	0.0%	18,811,865.0	50.0%	7,524,746.0	20.0%	9,405,933.0	25.0%	1,881,187.0	5.0%
Profesional 2	VEGA ARGUELLO MARIO	8,903,400.0	8,903,400.0	17,806,800.0	5.5%	-	0.0%	18,811,865.0	50.0%	5,643,560.0	15.0%	9,405,933.0	25.0%	3,762,373.0	10.0%
Profesional 2	BADILLA CASTILLO DIEGO ARMANDO	8,903,400.0	8,903,400.0	17,806,800.0	5.5%	-	0.0%	15,049,493.0	40.0%	7,524,746.0	20.0%	11,287,119.0	30.0%	3,762,373.0	10.0%
Profesional 1	EDUARDO VILLEGAS JIMENEZ	7,552,500.0	7,552,500.0	15,105,000.0	4.7%	-	0.0%	11,170,298.0	35.0%	9,574,541.0	30.0%	9,574,541.0	30.0%	1,595,757.0	5.0%
Profesional 1	LEDEZMA FALLAS EMILIO	7,552,500.0	7,552,500.0	15,105,000.0	4.7%	-	0.0%	11,170,298.0	35.0%	9,574,541.0	30.0%	9,574,541.0	30.0%	1,595,757.0	5.0%
Profesional 1	MINERVA MARÍN LEDEZMA	7,552,500.0	7,552,500.0	15,105,000.0	4.7%	-	0.0%	17,553,326.0	55.0%	6,383,027.0	20.0%	6,383,027.0	20.0%	1,595,757.0	5.0%
		<b>162,058,650.0</b>	<b>162,058,650.0</b>	<b>324,117,300.0</b>		<b>-</b>		<b>304,337,197.0</b>		<b>135,954,109.0</b>		<b>138,553,085.0</b>		<b>105,978,382.0</b>	

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

Fuente: Sutel