



SISTEMA DE COORDINACION HACENDARIA DEL ESTADO DE MEXICO CON SUS MUNICIPIOS  
MANUAL PARA LA PLANEACION, PROGRAMACION Y PRESUPUESTACION MUNICIPAL PARA EL EJERCICIO ANUAL 2020

PRESUPUESTO BASADO EN RESULTADOS MUNICIPAL

PbRM 05	TABULADOR DE SUELDOS
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DEL\_01\_\_DE\_ENERO\_\_\_\_\_AL\_31\_\_DE\_DICIEMBRE\_\_DE\_2020

ENTE PUBLICO: MUNICIPIO DE SULTEPEC														No. 049	
PUESTO FUNCIONAL	NIVEL	No. PLAZA	CATEGORIA			DIETAS	SUELDO BASE	SUELDO BASE PERSONAL EVENTUAL	COMPENSACION	GRATIFICACION	OTRAS PERCEPCIONES	AGUNALDO	AGUNALDO EVENTUALES	PRIMA VACACIONAL	TOTAL
			CONFIANZA	SINDICALIZADO	EVENTUAL										
ABOGADO	M	1	1	0	0	0.00	68,628.23	0.00	0.00	0.00	0.00	5,719.02	0.00	5,640.69	79,987.94
ARQUITECTO	M	2	2	0	0	0.00	267,964.17	0.00	0.00	33,908.45	0.00	22,330.35	0.00	3,410.95	327,614.92
ASESOR FINANCIERO	M	1	1	0	0	0.00	229,521.60	0.00	0.00	575,929.20	0.00	19,126.80	0.00	18,864.83	843,442.43
AUX ADMON (SECRETARIA)	A	1	1	0	0	0.00	45,132.87	0.00	0.00	0.00	0.00	3,761.07	0.00	3,709.96	52,603.90
AUX DE DES SOCIAL	O	1	1	0	0	0.00	41,499.80	0.00	0.00	17,718.56	0.00	3,458.32	0.00	3,410.95	66,087.63
AUXILIAR	O	86	75	2	9	0.00	2,458,682.48	360,000.00	0.00	1,353,982.94	18,947.26	66,752.21	30,000.00	237,147.10	4,525,511.99
AUXILIAR ADTVO PROT CIVIL	O	1	1	0	0	0.00	111,911.93	0.00	0.00	2,380.08	11,282.41	9,325.99	0.00	9,198.26	144,108.67
AUXILIAR ADMINISTRATIVO	O	6	4	2	0	0.00	464,641.23	0.00	0.00	119,917.39	21,928.49	33,407.10	0.00	38,189.77	678,083.98
AUX ADTVO SINDICALIZADO	O	2	0	2	0	0.00	399,142.40	0.00	0.00	0.00	21,928.49	27,948.87	0.00	30,659.90	479,679.66
AUX ADTVO SINDICALIZADA	O	1	0	1	0	0.00	140,715.10	0.00	0.00	0.00	12,816.74	11,726.26	0.00	10,909.07	176,067.17
AUXILIAR DE CAMINOS	M	2	2	0	0	0.00	217,389.09	0.00	0.00	0.00	0.00	18,115.76	0.00	8,511.43	244,016.28
AUX DE EVENTOS SINDICALIZADO	O	1	0	1	0	0.00	82,049.38	0.00	0.00	0.00	12,816.74	6,837.45	0.00	6,302.59	108,006.16
AUX DE VACUNACION	O	1	1	0	0	0.00	98,769.52	0.00	0.00	0.00	0.00	8,230.79	0.00	8,118.06	115,118.37
AUX SINDICALIZADO	O	1	0	1	0	0.00	137,015.21	0.00	0.00	0.00	10,352.44	11,417.93	0.00	10,524.52	169,310.10
AUX OPERATIVO	O	1	1	0	0	0.00	85,792.11	0.00	0.00	85,008.00	0.00	7,149.34	0.00	6,545.95	184,495.40
AUX PROT CIVIL	O	26	26	0	0	0.00	1,597,277.28	0.00	0.00	173,160.79	0.00	26,846.44	0.00	131,283.35	1,928,567.86
AUX DE SEG PUBLICA	O	3	3	0	0	0.00	834,047.32	0.00	0.00	173,992.16	0.00	48,251.94	0.00	68,551.98	1,124,843.40
BARRENDERO	O	15	8	7	0	0.00	914,814.95	0.00	0.00	15,663.32	44,216.87	54,982.58	0.00	51,941.17	1,081,620.89
BIBLIOTECARIA	O	5	4	1	0	0.00	403,165.66	0.00	0.00	0.00	15,297.87	33,597.14	0.00	32,058.54	509,693.27
CATASTRO MUNICIPAL	O	1	1	0	0	0.00	102,736.93	0.00	0.00	94,571.40	0.00	8,561.41	0.00	8,444.15	214,313.89
CHOFER	O	12	8	4	0	0.00	1,506,665.47	0.00	0.00	10,226.21	41,358.77	104,303.46	0.00	82,545.37	1,745,099.28
CHOFER CAMION RECOL BASURA	O	3	2	1	0	0.00	218,598.41	0.00	0.00	8,059.01	10,352.44	18,216.53	0.00	17,341.89	272,568.28
COMUNICACION SOCIAL	M	1	1	0	0	0.00	182,397.76	0.00	0.00	59,505.60	0.00	15,199.81	0.00	14,991.63	272,094.80
CONTRADOR	M	3	3	0	0	0.00	1,063,014.24	0.00	0.00	318,780.00	0.00	46,080.52	0.00	10,519.74	1,438,394.50
CONTRALORIA MUNICIPAL	M	1	1	0	0	0.00	264,429.03	0.00	0.00	160,202.51	0.00	22,035.75	0.00	21,733.94	468,401.23
COORDINADOR	O	4	4	0	0	0.00	444,008.26	0.00	0.00	58,470.63	0.00	37,000.69	0.00	35,594.41	575,073.99
COORD DE EVENTOS CIVICOS	M	1	1	0	0	0.00	141,350.62	0.00	0.00	0.00	0.00	11,779.22	0.00	11,617.88	164,747.72
COORD DE PARQUE VEHICULAR	M	1	1	0	0	0.00	110,127.78	0.00	0.00	11,248.85	0.00	9,177.31	0.00	9,051.62	139,605.56
COORD MUNIC DE CAMINOS	M	1	1	0	0	0.00	141,341.44	0.00	0.00	47,817.00	0.00	11,778.45	0.00	11,617.13	212,554.02
COORD MUN DE DESAR AGROPE Y FO	M	1	1	0	0	0.00	141,361.84	0.00	0.00	85,008.00	0.00	11,780.15	0.00	11,618.81	249,768.80
COORD MPAL DE PLANEAC	M	1	1	0	0	0.00	141,375.36	0.00	0.00	85,008.00	0.00	11,781.28	0.00	11,619.92	249,784.56
COORD MPAL DE PROT CIVIL	M	1	1	0	0	0.00	141,381.48	0.00	0.00	95,634.00	0.00	11,781.79	0.00	11,620.42	290,417.69
COORD MPAL DE TURISMO	M	1	1	0	0	0.00	113,639.46	0.00	0.00	56,156.54	0.00	9,469.95	0.00	3,410.95	182,676.90
COORD MPAL DE VIVIENDA	M	1	1	0	0	0.00	141,350.62	0.00	0.00	94,571.40	0.00	11,779.22	0.00	11,617.88	259,319.12
COORD MPAL DEL DEPORTE	M	1	1	0	0	0.00	121,877.50	0.00	0.00	100,947.00	0.00	10,156.46	0.00	10,017.35	242,998.31
COORD MPAL DEL INST DE LA MUJE	M	1	1	0	0	0.00	121,795.38	0.00	0.00	100,947.00	0.00	10,149.62	0.00	10,010.60	242,902.60
COORD OPERATIVO PROT CIVIL	O	1	1	0	0	0.00	79,658.79	0.00	0.00	94,571.40	0.00	6,638.23	0.00	6,547.51	187,415.73
COORD MPAL DE DESAR URBANO	M	1	1	0	0	0.00	189,619.01	0.00	0.00	0.00	0.00	15,801.58	0.00	11,619.31	217,039.90
COORD JURIDICO TESORERIA	M	1	1	0	0	0.00	189,630.49	0.00	0.00	0.00	0.00	15,802.54	0.00	0.00	205,433.03
CUARTO REGIDOR	S	1	1	0	0	597,181.54	0.00	0.00	0.00	183,885.06	0.00	0.00	0.00	49,083.52	830,150.12
DECIMO REGIDOR	S	1	1	0	0	599,052.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	49,237.29	648,289.69
DEFENSORA DERECHOS HUMANOS	M	1	1	0	0	0.00	85,442.99	0.00	0.00	0.00	0.00	7,120.25	0.00	5,772.78	102,553.61
DIREC DE ADMINISTRACION	M	1	1	0	0	0.00	208,778.71	0.00	0.00	59,505.60	0.00	17,398.23	0.00	11,617.88	297,300.42
DIRE DE DESAR ECONOMICO	M	1	1	0	0	0.00	161,847.92	0.00	0.00	63,756.00	0.00	13,487.33	0.00	13,302.60	252,393.85

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			CONFIANZA	SINDICALIZADO	EVENTUAL											
DIREC DE GOBIERNO MPAL	M	1	1	0	0	0.00	182,387.04	0.00	0.00	74,382.00	0.00	15,198.92	0.00	14,990.75	286,958.71	
DIRECCION DE OB PUB Y DES URBA	M	1	1	0	0	0.00	409,311.99	0.00	0.00	127,717.80	0.00	28,796.33	0.00	33,642.16	599,468.28	
DIRECTORA DE DESAR SOCIAL	O	1	1	0	0	0.00	182,398.01	0.00	0.00	560.80	0.00	15,199.83	0.00	14,991.65	213,150.29	
ELECTRICISTA	O	2	2	0	0	0.00	151,372.05	0.00	0.00	0.00	0.00	12,614.34	0.00	12,441.57	176,427.96	
ENCARGADO CCA	O	1	1	0	0	0.00	92,268.96	0.00	0.00	0.00	0.00	7,689.08	0.00	107,541.81		
ENCARGO DE PANTEON MPAL	O	1	0	1	0	0.00	75,432.53	0.00	0.00	0.00	12,816.74	6,286.04	0.00	5,036.72	99,572.03	
ENLACE MPAL DE PROSPERA	M	1	1	0	0	0.00	141,350.62	0.00	0.00	370.80	0.00	11,779.22	0.00	11,617.88	165,118.52	
EVENTOS CIVICOS	M	1	1	0	0	0.00	46,225.14	0.00	0.00	6,917.02	0.00	3,852.10	0.00	3,799.33	60,793.59	
FONTANERO	O	10	5	5	0	0.00	831,256.34	0.00	0.00	35,940.79	58,259.21	48,019.36	0.00	63,902.27	1,037,377.97	
INSTITUTO DEL MIG Y ADULT MAY	M	1	1	0	0	0.00	121,822.92	0.00	0.00	381.26	0.00	10,151.91	0.00	10,012.87	142,368.96	
INTENDENTE	O	34	29	5	0	0.00	1,814,638.57	0.00	0.00	103,338.79	49,281.60	108,715.88	0.00	131,098.97	2,207,073.81	
INTENDETE SINDICALIZADO	O	1	0	0	0	0.00	89,778.39	0.00	0.00	10,352.44	7,481.53	5,662.17	0.00	5,662.17	113,274.53	
INTENDETE SINDICALIZADA	O	1	0	0	0	0.00	40,739.57	0.00	0.00	9,473.63	3,394.96	0.00	0.00	3,129.55	56,737.71	
JARDINERO	O	2	1	1	0	0.00	140,675.32	0.00	0.00	158.11	10,352.44	11,722.94	0.00	11,562.38	174,471.19	
JEFE DE TURNO	O	2	2	0	0	0.00	157,434.73	0.00	0.00	17,312.56	0.00	13,119.56	0.00	11,552.19	199,419.04	
MEJORAMIENTO A LA VIVIENDA	M	1	1	0	0	0.00	41,499.80	0.00	0.00	0.00	0.00	3,458.32	0.00	3,410.95	48,369.07	
NIÑERA	M	1	1	0	0	0.00	41,499.80	0.00	0.00	17,694.33	0.00	3,458.32	0.00	3,410.95	66,063.40	
NOTIFICADOR	O	1	1	0	0	0.00	40,931.35	0.00	0.00	27,470.68	0.00	3,410.95	0.00	3,364.23	75,177.21	
NOVENO REGIDOR	S	1	1	0	0	599,052.40	0.00	0.00	10,626.00	0.00	0.00	49,237.29	0.00	49,237.29	658,915.69	
OCTAVO REGIDOR	S	1	1	0	0	599,050.87	0.00	0.00	10,626.00	0.00	0.00	49,237.17	0.00	49,237.17	658,914.04	
OFICIAL DEL REG CIVIL 01	O	2	2	0	0	0.00	214,411.43	0.00	0.00	5,313.00	0.00	17,867.62	0.00	17,622.90	255,214.95	
OFICIAL DE REG CIVIL 02	O	1	1	0	0	0.00	133,629.26	0.00	0.00	12,751.20	0.00	11,135.77	0.00	10,983.25	168,499.48	
OFICIALIA CONCILIADORA Y CALIF	M	1	1	0	0	0.00	121,845.88	0.00	0.00	47,817.00	0.00	10,153.82	0.00	10,014.75	189,831.45	
OFICIALIA DE PARTES Y ATEN C	M	1	1	0	0	0.00	98,725.66	0.00	0.00	7,438.20	0.00	8,227.14	0.00	8,114.46	122,505.46	
PEON	O	15	10	5	0	0.00	998,480.17	0.00	0.00	1,820.87	56,656.64	61,954.88	0.00	66,473.73	1,185,386.99	
POLICIA MUNICIPAL	O	4	4	0	0	0.00	311,053.79	0.00	0.00	123,194.02	0.00	25,921.15	0.00	18,082.40	478,251.36	
POLICIA MUNICIPAL B	O	1	1	0	0	0.00	77,763.45	0.00	0.00	17,474.24	0.00	6,480.29	0.00	4,966.33	106,684.31	
POLICIA MUNICIPAL C	O	11	11	0	0	0.00	777,634.48	0.00	0.00	384,939.52	0.00	32,924.87	0.00	39,996.73	1,235,495.60	
PORTERO	O	1	0	1	0	0.00	181,435.29	0.00	0.00	8,500.80	17,423.07	15,119.61	0.00	17,476.38	239,955.15	
PRESIDENTE	S	1	1	0	0	696,640.30	0.00	0.00	474,460.42	0.00	0.00	100,896.82	0.00	100,896.82	1,272,027.54	
PRIMER REGIDOR	S	1	1	0	0	597,181.54	0.00	0.00	183,855.98	0.00	0.00	49,083.52	0.00	49,083.52	830,121.04	
PROF DE DANZA	O	1	1	0	0	0.00	30,336.38	0.00	0.00	2,542.08	0.00	2,528.03	0.00	2,493.41	37,899.90	
PROF DE MUSICA	O	1	1	0	0	0.00	82,245.24	0.00	0.00	0.00	0.00	6,853.77	0.00	6,759.90	95,858.91	
QUINTO REGIDOR	S	1	1	0	0	597,181.54	0.00	0.00	183,881.48	0.00	0.00	49,083.52	0.00	49,083.52	830,146.54	
RECAMARERA	O	1	1	0	0	0.00	60,387.90	0.00	0.00	0.00	0.00	5,032.32	0.00	4,637.04	70,057.26	
RECAUDACION MUNICIPAL	O	1	1	0	0	0.00	138,020.77	0.00	0.00	3,469.15	0.00	11,501.73	0.00	11,344.20	164,325.85	
RECOLECTOR DE BASURA (CAM)	O	2	2	0	0	0.00	101,867.30	0.00	0.00	53,130.00	0.00	8,488.94	0.00	8,372.67	171,858.91	
RECURSOS HUMANOS	O	1	0	0	0	0.00	135,770.19	0.00	0.00	0.00	22,202.05	11,314.18	0.00	10,429.42	179,715.84	
SECRETARIA	O	19	19	0	0	0.00	1,225,406.81	0.00	0.00	555,374.35	0.00	59,613.23	0.00	80,760.62	1,921,155.01	
SECRETARIA DE POL MPAL	O	1	1	0	0	0.00	79,644.25	0.00	0.00	21,252.00	0.00	6,637.02	0.00	6,546.12	114,079.39	
SECRETARIA PARTICULAR	A	1	1	0	0	0.00	161,848.69	0.00	0.00	203,560.16	0.00	13,487.39	0.00	13,302.66	392,198.90	
SECRETARIA SINDICALIZADA	A	11	0	11	0	0.00	1,727,742.89	0.00	0.00	0.00	109,092.66	80,222.57	0.00	177,027.12	2,094,085.24	
SECRETARIO AYUNTAMIENTO	M	1	1	0	0	0.00	545,818.69	0.00	0.00	166,936.42	0.00	34,858.89	0.00	32,136.95	779,750.95	
SECRETARIO PARTICULAR	M	2	2	0	0	0.00	599,756.01	0.00	0.00	1,403.91	0.00	39,353.67	0.00	49,295.12	689,808.71	
SEGUNDO REGIDOR	S	1	1	0	0	597,181.54	0.00	0.00	183,855.98	0.00	0.00	49,083.52	0.00	49,083.52	830,121.04	
SEPTIMO REGIDOR	S	1	1	0	0	599,052.40	0.00	0.00	10,626.00	0.00	0.00	49,237.29	0.00	49,237.29	658,915.69	
SEXTO REGIDOR	S	1	1	0	0	597,181.54	0.00	0.00	183,855.98	0.00	0.00	49,083.52	0.00	49,083.52	830,121.04	
SINDICATURA	S	1	1	0	0	792,230.27	0.00	0.00	228,631.93	0.00	0.00	75,740.96	0.00	75,740.96	1,096,603.16	
SUPERVISOR DE OBRA	A	1	1	0	0	0.00	113,833.53	0.00	0.00	0.00	0.00	9,486.13	0.00	9,356.20	132,675.86	
SUPERVISOR DE RUTA CAMINOS	M	4	4	0	0	0.00	264,836.05	0.00	0.00	135,469.51	0.00	22,069.67	0.00	21,767.39	444,142.62	
TERCER REGIDOR	S	1	1	0	0	597,181.54	0.00	0.00	183,855.98	0.00	0.00	49,083.52	0.00	49,083.52	830,121.04	
TESORERIA MUNICIPAL	M	1	1	0	0	0.00	409,311.99	0.00	0.00	661,524.52	0.00	33,708.07	0.00	65,101.86	1,169,646.44	
UNIDAD DE TRANSPARENCIA	M	1	1	0	0	0.00	121,822.92	0.00	0.00	53,130.00	0.00	10,151.91	0.00	10,012.87	195,117.70	
VELADOR	O	2	1	1	0	0.00	176,345.61	0.00	0.00	13,744.26	34,570.39	14,695.47	0.00	10,811.61	250,167.34	
0	0	0	0	0	0	0.00		0.00			8,483,967.70		0.00		8,483,967.70	
<b>SIMBOLOGIA</b>																
S	SUPERIOR							0.00							0.00	
M	MANDO MEDIO							0.00							0.00	
O	OPERATIVO							0.00							0.00	
A	ADMINISTRATIVO							0.00							0.00	
				SUMAS		9.00	7,468,167.88	28,101,587.58	360,000.00	0.00	8,917,630.65	9,095,749.09	1,730,402.67	30,000.00	2,760,326.63	58,463,864.50

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			CONFIANZA	SINDICALIZADO	EVENTUAL										
MIGUEL ANGEL HERNANDEZ TINOCO PRESIDENTE MUNICIPAL															
BRENDA KARINA LOPEZ MARTINEZ SINDICO MUNICIPAL															
ESMERALDA MACEDO CASAS SECRETARIO DEL AYUNTAMIENTO															
MAX GONZALEZ GOMEZ TESORERO MUNIICIPAL															

FECHA DE ELABORACION

DIA	MES	ANO
21	2	2020