



Sistema de Contabilidad de Gastos Públicos
Manual para la Planeación, Programación y Presupuesto de Egresos Municipal 2025

Presupuesto Basado en Resultados Municipal



PbRM-05 Tabulador de Sueldos

Del 1 de enero al 31 de diciembre de 2025

ENTE PUBLICO: MUNICIPIO DE XONACATLAN												No. 0042	
Puesto Funcional	Nivel	No. de Plazas	Categoría			Días	Sueldo Base	Compensación	Gratificación	Otras Percepciones	Aguinaldo	Prima Vacacional	Total
			Confianza	Sindicatizado	Eventual								
1ER REGIDOR	A3	1	1	0	0	459,224.00	0.00	425,414.00	0.00	0.00	81,824.00	31,471.00	997,533.00
2DO REGIDOR	A3	1	1	0	0	459,224.00	0.00	425,414.00	0.00	0.00	81,824.00	31,471.00	997,533.00
3ER REGIDOR	A3	1	1	0	0	459,224.00	0.00	425,414.00	0.00	0.00	81,824.00	31,471.00	997,533.00
4TO REGIDOR	A3	1	1	0	0	459,224.00	0.00	425,414.00	0.00	0.00	81,824.00	31,471.00	997,533.00
5TO REGIDOR	A3	1	1	0	0	459,224.00	0.00	425,414.00	0.00	0.00	81,824.00	31,471.00	997,533.00
6TO REGIDOR	A3	1	1	0	0	459,224.00	0.00	425,414.00	0.00	0.00	81,824.00	31,471.00	997,533.00
7MO REGIDOR	A3	1	1	0	0	459,224.00	0.00	425,414.00	0.00	0.00	81,824.00	31,471.00	997,533.00
ALBANIL	A70	3	1	1	1	0.00	235,856.00	43,500.00	6,000.00	17,700.00	40,387.00	15,574.00	359,037.00
ALMACENISTA A	A44	1	0	1	0	0.00	111,483.00	9,600.00	6,000.00	17,700.00	18,058.00	6,945.00	169,786.00
ANALISTA DE PRECIOS UNITARIOS	A35	1	1	0	0	0.00	105,063.00	192,603.00	0.00	0.00	18,720.00	7,200.00	323,586.00
ASESOR A	A15	2	1	0	1	0.00	322,036.00	131,518.00	0.00	0.00	73,079.00	28,107.00	754,740.00
ASESOR B	A16	4	4	0	0	0.00	447,260.00	254,082.00	0.00	0.00	79,712.00	30,656.00	811,620.00
ASESOR C	A17	1	0	0	1	0.00	158,842.00	0.00	0.00	0.00	16,981.00	6,531.00	162,354.00
ATENCION AL USUARIO	A36	1	1	0	0	0.00	91,200.00	39,016.00	0.00	0.00	16,250.00	6,250.00	152,716.00
AUDITOR	A37	1	1	0	0	0.00	166,408.00	0.00	0.00	0.00	33,214.00	12,775.00	232,397.00
AUTORIDAD INVESTIGADORA	A21	1	1	0	0	0.00	144,000.00	38,400.00	0.00	0.00	25,658.00	9,868.00	217,926.00
AUTORIDAD SUBSTANCIADORA	A22	1	1	0	0	0.00	81,272.00	49,488.00	0.00	0.00	14,481.00	5,570.00	150,811.00
AUXILIAR A	A55	10	5	5	0	0.00	1,230,171.00	641,620.00	0.00	88,500.00	210,145.00	80,823.00	2,291,259.00
AUXILIAR B	A56	12	5	0	7	0.00	1,506,703.00	204,107.00	12,000.00	0.00	227,237.00	87,400.00	2,037,447.00
AUXILIAR C	A57	11	7	0	4	0.00	964,756.00	304,590.00	30,000.00	0.00	138,401.00	52,524.00	1,390,181.00
AUXILIAR ADMINISTRATIVO A	A58	3	1	1	1	0.00	1,112,968.00	182,343.00	0.00	17,700.00	167,356.00	64,367.00	1,544,734.00
AUXILIAR ADMINISTRATIVO B	A59	6	4	2	0	0.00	1,306,677.00	395,511.00	12,000.00	35,400.00	224,766.00	86,448.00	2,060,603.00
AUXILIAR ADMINISTRATIVO C	A60	20	9	7	4	0.00	3,074,225.00	1,050,128.00	6,000.00	123,900.00	486,433.00	179,396.00	4,900,082.00
AUXILIAR ADMINISTRATIVO D	A61	54	31	7	16	0.00	5,089,941.00	1,694,432.00	18,000.00	123,900.00	766,857.00	290,991.00	7,964,121.00
AUXILIAR VIAL	A76	31	0	0	31	0.00	1,576,443.00	0.00	4,000.00	0.00	72,480.00	58,071.00	1,721,004.00
AYUDANTE	A62	2	1	1	0	0.00	167,724.00	88,552.00	0.00	17,700.00	28,260.00	10,669.00	313,105.00
AYUDANTE GENERAL A	A63	3	0	3	0	0.00	321,120.00	200,160.00	0.00	53,100.00	52,016.00	20,006.00	646,402.00
AYUDANTE GENERAL B	A64	15	1	13	1	0.00	1,613,711.00	303,985.00	30,000.00	230,100.00	255,883.00	86,346.00	2,531,835.00



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Del 1 de enero al 31 de diciembre de 2025

ENTE PUBLICO: MUNICIPIO DE XONACATLAN												No.	0042
Puesto Funcional	Nivel	No. de Puestos	Categoría			Dietas	Sueldo Base	Compensación	Gratificación	Otras Percepciones	Aguinaldo	Prima Vacacional	Total
			Confianza	Sindicatizado	Eventual								
AYUDANTE GENERAL C	A65	14	5	3	6	0.00	1,393,149.00	111,596.00	18,000.00	53,100.00	226,292.00	87,036.00	1,889,173.00
BARRERERO A	A72	5	0	5	0	0.00	552,067.00	46,307.00	24,000.00	86,500.00	89,426.00	34,396.00	834,696.00
BARRERERO B	A73	6	2	3	1	0.00	580,891.00	65,386.00	36,000.00	53,100.00	90,967.00	34,988.00	861,334.00
BIBLIOTECARIO	A54	4	0	4	0	0.00	676,873.00	24,000.00	0.00	70,800.00	109,641.00	42,170.00	923,664.00
CAJERO	A38	2	1	0	1	0.00	272,512.00	32,662.00	0.00	0.00	35,226.00	13,548.00	353,968.00
CHOFER A	A66	4	0	4	0	0.00	636,681.00	19,234.00	6,000.00	70,800.00	103,164.00	39,679.00	875,758.00
CHOFER B	A67	9	3	6	0	0.00	963,038.00	297,445.00	24,000.00	106,200.00	163,916.00	63,045.00	1,637,644.00
CONDUCTOR B	A34	2	2	0	0	0.00	528,000.00	104,516.00	0.00	0.00	94,078.00	36,184.00	782,778.00
CONDUCTOR GENERAL	A33	1	1	0	0	0.00	522,057.00	0.00	130,514.00	0.00	93,020.00	35,777.00	781,366.00
CONTRALOR	A5	1	1	0	0	0.00	412,571.00	103,143.00	0.00	0.00	73,512.00	28,274.00	617,500.00
COORDINADOR A	A10	8	8	0	0	0.00	1,335,311.00	1,031,464.00	0.00	0.00	273,560.00	102,067.00	2,942,402.00
COORDINADOR B	A11	13	12	0	1	0.00	1,830,437.00	958,229.00	0.00	0.00	312,737.00	120,283.00	3,221,666.00
COORDINADOR C	A12	8	4	0	4	0.00	940,004.00	218,484.00	18,000.00	0.00	127,250.00	47,960.00	1,351,728.00
CRONISTA	A39	1	1	0	0	0.00	91,200.00	53,177.00	0.00	0.00	18,260.00	6,260.00	166,877.00
DEFENSOR DE DERECHOS HUMANOS	A26	1	1	0	0	0.00	91,200.00	118,491.00	0.00	0.00	16,250.00	6,260.00	232,191.00
DIRECTOR A	A7	2	2	0	0	0.00	506,578.00	284,400.00	0.00	0.00	90,334.00	34,744.00	916,456.00
DIRECTOR B	A6	5	5	0	0	0.00	938,062.00	525,421.00	6,000.00	0.00	167,143.00	64,265.00	1,700,911.00
DIRECTOR C	A9	2	2	0	0	0.00	277,803.00	156,647.00	0.00	0.00	49,499.00	19,038.00	502,987.00
ENCARGADA DE NOMINA	A29	1	1	0	0	0.00	302,580.00	0.00	75,645.00	0.00	53,914.00	20,736.00	452,875.00
ENCARGADA DE PUNTEONES	A30	1	1	0	0	0.00	122,665.00	69,166.00	0.00	0.00	21,856.00	8,406.00	222,096.00
ENCARGADO DE COMBUSTIBLE	A31	1	0	0	1	0.00	218,699.00	0.00	0.00	0.00	23,381.00	8,993.00	251,072.00
ENLACE MEINS	A32	1	0	0	1	0.00	116,915.00	0.00	0.00	0.00	12,469.00	4,807.00	134,221.00
FACILITADOR CIVICO	A20	2	2	0	0	0.00	429,281.00	104,822.00	0.00	0.00	76,489.00	29,419.00	640,011.00
INSPECTOR A	A40	1	1	0	0	0.00	111,840.00	63,523.00	0.00	0.00	19,928.00	7,664.00	202,955.00
INSPECTOR B	A41	3	2	0	1	0.00	272,386.00	101,219.00	0.00	0.00	41,161.00	15,831.00	430,597.00
INTENDENTE A	A74	3	0	3	0	0.00	373,813.00	50,650.00	18,000.00	53,100.00	60,551.00	23,269.00	579,403.00
INTENDENTE B	A75	3	0	2	1	0.00	280,518.00	28,278.00	18,000.00	35,400.00	41,362.00	15,909.00	429,467.00
JARDINERO	A68	3	1	2	0	0.00	276,601.00	43,500.00	0.00	35,400.00	45,897.00	17,653.00	419,051.00



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ENTE PÚBLICO: MUNICIPIO DE XONACATLAN												No.	0042
Puesto Funcional	Nivel	No. de Plazas	Categoría			Dietas	Sueldo Base	Compensación	Gratificación	Otras Percepciones	Aguinaldo	Prima Vacacional	Total
			Confianza	Simultáneo	Eventual								
JEFE DE CUADILLA	A69	2	1	1	0	0.00	191,320.00	192,679.00	0.00	17,700.00	32,500.00	12,500.00	446,899.00
JEFES CIVICO	A18	2	1	0	1	0.00	353,452.00	150,574.00	0.00	0.00	42,631.00	16,396.00	563,053.00
MAESTRO	A42	4	1	0	3	0.00	401,550.00	17,294.00	0.00	0.00	49,430.00	19,012.00	487,286.00
MENSAJERO	A43	1	1	0	0	0.00	67,404.00	43,500.00	0.00	0.00	12,010.00	4,619.00	127,533.00
NOTIFICADOR	A27	2	0	0	2	0.00	206,500.00	0.00	0.00	0.00	22,120.00	8,506.00	237,526.00
OFICIAL ALBAÑIL	A71	1	0	1	0	0.00	100,320.00	76,430.00	0.00	17,700.00	16,250.00	6,250.00	216,950.00
OFICIAL DE REGISTRO CIVIL A	A23	3	3	0	0	0.00	306,840.00	234,524.00	0.00	0.00	54,672.00	21,028.00	617,064.00
OPERADOR	A45	1	1	0	0	0.00	67,404.00	43,500.00	0.00	0.00	12,010.00	4,619.00	127,533.00
OPERADOR AMBULANCIA	A80	1	1	0	0	0.00	91,200.00	45,052.00	6,000.00	0.00	16,250.00	5,417.00	163,919.00
OPERADOR DE POZO A	A46	2	1	1	0	0.00	221,700.00	36,000.00	0.00	17,700.00	37,389.00	14,380.00	327,169.00
OPERADOR DE POZO B	A47	2	0	0	2	0.00	161,383.00	0.00	0.00	0.00	24,113.00	9,274.00	214,770.00
OPERADOR DE VALVULAS	A48	3	3	0	0	0.00	299,405.00	43,791.00	0.00	0.00	53,348.00	20,518.00	417,062.00
OPERADOR RETROEXAMINADORA	A49	2	1	1	0	0.00	280,075.00	63,307.00	0.00	17,700.00	46,844.00	18,077.00	425,943.00
PARAMEDICO	A78	8	8	0	0	0.00	633,400.00	345,398.00	48,000.00	0.00	119,166.00	40,836.00	1,191,800.00
PARAMEDICO	A79	5	5	0	0	0.00	410,400.00	217,750.00	30,000.00	0.00	75,833.00	25,835.00	759,818.00
POLICIA 1RO	A81	7	7	0	0	0.00	994,545.00	467,148.00	14,000.00	0.00	118,181.00	65,167.00	1,662,461.00
POLICIA 2DO	A82	15	15	0	0	0.00	2,031,800.00	580,400.00	30,000.00	0.00	241,305.00	139,230.00	3,002,535.00
POLICIA 3RO	A83	41	41	0	0	0.00	5,784,592.00	1,887,215.00	112,000.00	0.00	899,582.00	441,394.00	8,124,783.00
PRESIDENTE	A1	1	1	0	0	550,039.00	0.00	683,882.00	0.00	0.00	98,006.00	37,695.00	1,369,622.00
PROFESOR	A50	3	1	1	1	0.00	340,500.00	17,294.00	0.00	17,700.00	51,001.00	19,616.00	446,520.00
SECRETARIA B	A52	3	3	0	0	0.00	216,080.00	136,484.00	6,000.00	0.00	38,501.00	14,065.00	411,138.00
SECRETARIA A	A51	3	1	2	0	0.00	371,147.00	86,851.00	0.00	35,400.00	62,590.00	24,073.00	580,061.00
SECRETARIO PARTICULAR	A14	1	1	0	0	0.00	220,086.00	124,102.00	0.00	0.00	39,215.00	15,083.00	398,486.00
SECRETARIO CIVICO	A19	2	2	0	0	0.00	429,281.00	111,341.00	0.00	0.00	76,489.00	29,419.00	646,530.00
SECRETARIO DEL AYUNTAMIENTO	A4	1	1	0	0	0.00	242,300.00	135,924.00	0.00	0.00	43,173.00	16,605.00	438,002.00
SECRETARIO TECNICO	A13	1	1	0	0	0.00	155,138.00	87,479.00	0.00	0.00	27,643.00	9,214.00	279,474.00
SHOUCO	A2	1	1	0	0	512,210.00	0.00	595,522.00	0.00	0.00	91,265.00	35,102.00	1,234,099.00
SISTEMAS	A53	1	1	0	0	0.00	91,200.00	99,652.00	0.00	0.00	16,250.00	6,250.00	213,552.00



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			Confianza	Semicalizado	Eventual									
SUB DIRECTOR	A24	1	0	0	1	0.00	340,773.00	0.00	0.00	0.00	36,431.00	14,012.00	391,216.00	
SUPERVISOR	A25	3	2	0	1	0.00	458,589.00	136,967.00	6,000.00	0.00	61,708.00	31,427.00	714,671.00	
SUPERVISOR DE OBRA	A28	1	1	0	0	0.00	105,063.00	135,764.00	0.00	0.00	18,720.00	7,200.00	266,747.00	
TESORERA MUNICIPAL	A6	1	1	0	0	0.00	801,152.00	169,601.00	0.00	0.00	142,749.00	54,904.00	1,168,406.00	
VELADOR	A77	2	1	0	1	0.00	194,650.00	15,901.00	0.00	0.00	27,310.00	10,504.00	248,365.00	

Total Percepciones:	90,977,322.00
Seguridad Social y Otras Percepciones:	14,191,953.00
Total Capital 1000:	105,169,275.00



JOAQUIN RUIZ ESQUIVEL
Presidente Municipal



HILARIA GUTIERREZ TORIS
Sindico(a)



JUAN RAÚL ALGARA SANDOVAL
Secretario



BELEN DIAZ ALVAREZ
Tesorera Municipal

Fecha de elaboración:	Día	Mes	Año
	23	02	2025