

**Sistema de Coordinación Hacendaria del Estado de México con sus Municipios  
Manual para la Planeación, Programación y Presupuesto de Egresos Municipal 2026**

**Presupuesto Basado en Resultados Municipal**

PbRM-05 Tabulador de Sueldos

Del 1 de enero al 31 de diciembre de 2026

ENTE PUBLICO: MUNICIPIO DE XONACATLAN

No. 0042

Puesto Funcional	Nivel	No. de Plazas	Categoria			Dietas	Sueldo Base	Compensación	Gratificación	Otras Percepciones	Aguinaldo	Prima Vacacional	Total
			Confianza	Sindicalizado	Eventual								
ALBAÑIL A	A101	1	0	1	0	0.00	103,564.00	15,318.00	0.00	15,104.00	18,453.00	7,097.00	159,536.00
ALBAÑIL B	A102	7	7	0	0	0.00	568,904.00	346,416.00	0.00	0.00	101,367.00	38,990.00	1,055,677.00
ALBAÑIL C	A103	3	3	0	0	0.00	228,009.00	143,626.00	0.00	0.00	40,626.00	15,627.00	427,888.00
ALMACENISTA A	A67	1	0	1	0	0.00	109,608.00	9,600.00	3,000.00	15,208.00	19,530.00	7,512.00	164,458.00
ANALISTA DE PRECIOS UNITARIOS	A60	1	1	0	0	0.00	105,063.00	158,482.00	0.00	0.00	18,720.00	7,200.00	289,465.00
ASESOR A	A37	1	1	0	0	0.00	242,300.00	131,518.00	0.00	0.00	43,173.00	16,605.00	433,596.00
ASESOR B	A38	4	4	0	0	0.00	447,360.00	254,092.00	0.00	0.00	79,712.00	30,656.00	811,820.00
ASESOR C	A39	1	0	0	1	0.00	158,842.00	0.00	0.00	0.00	16,981.00	6,531.00	182,354.00
ASESOR D	A40	1	1	0	0	0.00	86,486.00	59,301.00	0.00	0.00	15,410.00	5,927.00	167,124.00
ATENCION AL USUARIO	A61	1	1	0	0	0.00	91,200.00	68,054.00	0.00	0.00	16,250.00	6,250.00	181,754.00
AUDITOR ADMINISTRATIVO	A44	1	1	0	0	0.00	83,880.00	47,642.00	0.00	0.00	14,946.00	5,748.00	152,216.00
AUDITOR DE OBRA	A45	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
AUTORIDAD INVESTIGADORA	A46	1	1	0	0	0.00	155,138.00	84,717.00	0.00	0.00	27,643.00	10,632.00	278,130.00
AUTORIDAD SUBSTANCIADORA Y RESOLUTORIA	A47	1	1	0	0	0.00	116,354.00	63,538.00	0.00	0.00	20,732.00	7,974.00	208,598.00
AUXILIAR A	A88	2	0	1	1	0.00	347,850.00	132,535.00	5,000.00	20,223.00	40,955.00	15,752.00	562,315.00
AUXILIAR B	A89	9	3	5	1	0.00	1,103,698.00	420,795.00	15,000.00	88,040.00	183,244.00	70,477.00	1,881,254.00
AUXILIAR C	A90	19	12	0	7	0.00	1,745,064.00	552,960.00	27,000.00	0.00	270,243.00	103,948.00	2,699,215.00
AUXILIAR ADMINISTRATIVO A	A91	2	0	1	1	0.00	694,605.00	79,200.00	0.00	32,403.00	98,390.00	37,842.00	942,440.00
AUXILIAR ADMINISTRATIVO C	A93	11	7	3	1	0.00	1,732,894.00	783,899.00	25,000.00	61,087.00	291,003.00	111,924.00	3,005,807.00
AUXILIAR ADMINISTRATIVO D	A94	14	5	5	4	0.00	2,069,861.00	549,867.00	18,000.00	92,817.00	309,080.00	118,875.00	3,158,500.00
AUXILIAR ADMINISTRATIVO F	A96	33	18	0	15	0.00	3,158,602.00	778,389.00	11,500.00	0.00	448,104.00	172,362.00	4,568,957.00
AUXILIAR ADMINISTRATIVO B	A92	10	7	2	1	0.00	2,204,377.00	827,130.00	20,000.00	47,833.00	368,381.00	141,686.00	3,609,407.00
AUXILIAR ADMINISTRATIVO E	A95	17	9	4	4	0.00	1,822,340.00	657,884.00	17,500.00	63,418.00	282,410.00	108,619.00	2,952,171.00
AUXILIAR VIAL	A104	9	1	0	8	0.00	1,037,827.00	46,080.00	0.00	54,000.00	125,134.00	48,129.00	1,311,170.00
AYUDANTE GENERAL A	A97	1	0	1	0	0.00	217,536.00	81,218.00	0.00	25,119.00	38,761.00	14,908.00	377,542.00
AYUDANTE GENERAL B	A98	5	0	4	1	0.00	633,052.00	276,590.00	3,000.00	71,784.00	97,210.00	37,389.00	1,119,025.00
AYUDANTE GENERAL C	A99	20	5	15	0	0.00	2,023,728.00	644,370.00	37,500.00	232,770.00	360,588.00	138,686.00	3,437,642.00
AYUDANTE GENERAL D	A100	23	17	0	6	0.00	1,890,148.00	585,904.00	27,000.00	0.00	299,256.00	115,095.00	2,917,403.00

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PbRM-05 Tabulador de Sueldos

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No. 0042

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			Confianza	Sindicalizado	Eventual								
BARRENDERO A	A116	8	0	8	0	0.00	839,759.00	121,363.00	24,000.00	361,251.00	149,628.00	57,547.00	1,553,548.00
BARRENDERO B	A117	5	3	0	2	0.00	498,803.00	94,080.00	9,000.00	0.00	73,126.00	28,127.00	703,136.00
BIBLIOTECARIA C	A87	1	1	0	0	0.00	91,290.00	32,396.00	0.00	0.00	16,266.00	6,256.00	146,208.00
BIBLIOTECARIO A	A85	1	0	1	0	0.00	208,942.00	0.00	0.00	20,928.00	37,229.00	14,319.00	281,418.00
BIBLIOTECARIO B	A86	2	0	2	0	0.00	298,270.00	0.00	0.00	34,458.00	53,145.00	20,441.00	406,314.00
BOMBERO	A119	1	1	0	0	0.00	91,200.00	45,052.00	5,000.00	0.00	16,250.00	6,250.00	163,752.00
CAJERO	A62	1	0	0	1	0.00	178,462.00	0.00	0.00	0.00	18,544.00	7,132.00	204,138.00
CHOFER C	A107	4	2	0	2	0.00	418,035.00	89,583.00	3,000.00	0.00	55,901.00	21,501.00	588,020.00
CHOFER A	A105	4	0	4	0	0.00	626,170.00	19,234.00	3,000.00	73,536.00	111,570.00	42,912.00	876,422.00
CHOFER B	A106	10	3	6	1	0.00	1,111,522.00	320,943.00	12,000.00	97,507.00	186,247.00	71,633.00	1,799,852.00
COMISARIO	A7	1	0	0	1	0.00	496,715.00	0.00	0.00	0.00	53,103.00	20,424.00	570,242.00
CONTADOR	A56	3	2	0	1	0.00	797,217.00	104,516.00	5,000.00	0.00	120,721.00	46,431.00	1,073,885.00
CONTADOR GENERAL	A55	1	1	0	0	0.00	252,177.00	158,995.00	15,000.00	0.00	44,933.00	17,282.00	488,387.00
COORDINADOR A	A17	2	2	0	0	0.00	396,874.00	223,788.00	15,000.00	0.00	70,714.00	27,198.00	733,574.00
COORDINADOR C	A19	2	2	0	0	0.00	299,452.00	196,825.00	5,000.00	0.00	53,357.00	20,522.00	575,156.00
COORDINADOR E	A21	2	2	0	0	0.00	246,030.00	149,916.00	0.00	0.00	43,837.00	16,860.00	456,643.00
COORDINADOR F	A22	6	6	0	0	0.00	649,416.00	434,856.00	0.00	0.00	115,710.00	44,502.00	1,244,484.00
COORDINADOR G	A23	2	2	0	0	0.00	182,400.00	300,573.00	6,000.00	0.00	32,500.00	12,500.00	533,973.00
COORDINADOR H	A24	2	0	0	2	0.00	359,550.00	0.00	0.00	0.00	38,662.00	14,870.00	413,082.00
COORDINADOR B	A18	3	3	0	0	0.00	534,084.00	265,395.00	18,000.00	0.00	95,162.00	36,601.00	949,242.00
COORDINADOR D	A20	2	2	0	0	0.00	267,475.00	137,412.00	0.00	0.00	47,659.00	18,330.00	470,876.00
CRONISTA	A36	1	1	0	0	0.00	91,200.00	53,177.00	0.00	0.00	16,250.00	6,250.00	166,877.00
DEFENSOR DE DERECHOS HUMANOS	A35	1	1	0	0	0.00	91,200.00	118,491.00	0.00	0.00	16,250.00	6,250.00	232,191.00
DIRECTOR D	A11	3	3	0	0	0.00	530,364.00	329,578.00	0.00	0.00	94,500.00	36,345.00	990,787.00
DIRECTOR A	A8	2	2	0	0	0.00	506,978.00	362,852.00	20,000.00	0.00	90,334.00	34,744.00	1,014,908.00
DIRECTOR B	A9	1	1	0	0	0.00	242,300.00	135,924.00	20,000.00	0.00	43,173.00	16,605.00	458,002.00
DIRECTOR C	A10	2	2	0	0	0.00	396,874.00	223,788.00	0.00	0.00	70,714.00	27,198.00	718,574.00
DIRECTOR E	A12	2	2	0	0	0.00	310,276.00	174,958.00	0.00	0.00	55,286.00	21,264.00	561,784.00

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No. 0042

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			Confianza	Sindicalizado	Eventual								
DIRECTOR F	A13	2	2	0	0	0.00	288,628.00	171,906.00	0.00	0.00	51,428.00	19,780.00	531,742.00
DIRECTOR G	A14	1	1	0	0	0.00	133,489.00	75,272.00	0.00	0.00	23,785.00	9,148.00	241,694.00
DIRECTOR H	A15	1	1	0	0	0.00	122,665.00	69,168.00	0.00	0.00	21,856.00	8,406.00	222,095.00
DIRECTORA I	A16	1	1	0	0	0.00	101,532.00	57,723.00	0.00	0.00	18,091.00	6,958.00	184,304.00
ENCARGADA DE NOMINA	A57	1	1	0	0	0.00	264,435.00	0.00	150,000.00	0.00	47,117.00	18,122.00	479,674.00
ENCARGADO DE MAQUINARIA	A58	1	0	0	1	0.00	188,179.00	0.00	0.00	0.00	20,118.00	7,738.00	216,035.00
ENCARGADO DE COMBUSTIBLE	A59	1	0	0	1	0.00	279,736.00	0.00	0.00	0.00	29,906.00	11,502.00	321,144.00
FACILITADOR CIVICO	A43	2	2	0	0	0.00	357,296.00	153,500.00	0.00	0.00	63,662.00	24,486.00	598,944.00
FONTANERO	A109	1	0	0	1	0.00	115,200.00	0.00	0.00	0.00	13,542.00	5,209.00	133,951.00
INSPECTOR A	A63	1	1	0	0	0.00	101,532.00	57,723.00	5,000.00	0.00	18,091.00	6,958.00	189,304.00
INSPECTOR B	A64	2	1	0	1	0.00	211,383.00	46,080.00	0.00	0.00	27,481.00	10,570.00	295,514.00
INTENDENTE C	A115	2	1	0	1	0.00	191,203.00	46,080.00	3,000.00	0.00	27,084.00	10,418.00	277,785.00
INTENDENTE A	A113	1	0	1	0	0.00	131,347.00	24,000.00	3,000.00	17,777.00	23,403.00	9,001.00	208,528.00
INTENDENTE B	A114	3	0	3	0	0.00	316,537.00	63,833.00	9,000.00	45,961.00	56,401.00	21,692.00	513,424.00
JARDINERO	A110	3	1	2	0	0.00	281,682.00	76,792.00	6,000.00	30,155.00	50,190.00	19,304.00	464,123.00
JEFE DE DEPARTAMENTO	A34	1	1	0	0	0.00	144,314.00	96,635.00	0.00	0.00	25,714.00	9,890.00	276,553.00
JUEZ CIVICO	A41	2	1	0	1	0.00	425,444.00	99,687.00	0.00	0.00	63,331.00	24,358.00	612,820.00
MAESTRA B	A66	3	0	0	3	0.00	345,600.00	0.00	0.00	0.00	40,626.00	15,627.00	401,853.00
MAESTRO A	A65	1	1	0	0	0.00	91,200.00	24,000.00	0.00	0.00	16,250.00	6,250.00	137,700.00
MECANICO	A108	2	2	0	0	0.00	310,276.00	174,958.00	0.00	0.00	55,286.00	21,264.00	561,784.00
MENSAJERO	A68	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
MONITORISTA	A69	1	0	0	1	0.00	120,228.00	0.00	0.00	6,000.00	13,949.00	5,365.00	145,542.00
NOTIFICADOR	A54	1	1	0	0	0.00	186,408.00	0.00	0.00	0.00	33,214.00	12,775.00	232,397.00
OFICIAL DE REGISTRO CIVIL	A48	3	3	0	0	0.00	312,923.00	228,442.00	0.00	0.00	55,756.00	21,445.00	618,566.00
OPERADOR A	A70	1	0	0	1	0.00	249,217.00	0.00	0.00	0.00	26,643.00	10,247.00	286,107.00
OPERADOR B	A71	2	2	0	0	0.00	167,293.00	99,667.00	3,000.00	0.00	29,808.00	11,465.00	311,233.00
OPERADOR DE POZO A	A72	2	1	1	0	0.00	204,308.00	46,080.00	0.00	15,715.00	36,403.00	14,002.00	316,508.00
OPERADOR DE POZO B	A73	2	0	0	2	0.00	230,400.00	0.00	0.00	0.00	27,084.00	10,418.00	267,902.00

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SECRETARÍA DE ECONOMÍA

**Presupuesto Basado en Resultados Municipal**

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OPERADOR DE VALVULAS A	A74	2	2	0	0	0.00	208,205.00	29,124.00	0.00	0.00	37,098.00	14,268.00	288,695.00
OPERADOR DE VALVULAS B	A75	2	1	0	1	0.00	206,400.00	24,000.00	0.00	0.00	29,792.00	11,459.00	271,651.00
OPERADOR RETROEXCAVADORA A	A76	2	1	1	0	0.00	276,899.00	63,307.00	0.00	20,047.00	49,338.00	18,976.00	428,567.00
PANTEONERO A	A111	2	0	1	1	0.00	260,180.00	14,652.00	1,500.00	15,089.00	35,228.00	13,549.00	340,198.00
PANTEONERO B	A112	2	0	0	2	0.00	241,551.00	0.00	0.00	0.00	29,580.00	11,377.00	282,508.00
PARAMEDICO	A120	12	11	1	0	0.00	1,101,833.00	530,439.00	60,000.00	15,368.00	196,324.00	75,509.00	1,979,473.00
POLICIA 1RO	A124	7	7	0	0	0.00	1,024,800.00	493,248.00	0.00	92,400.00	182,602.00	70,231.00	1,863,281.00
POLICIA 1RO JEFE DE SERVICIO	A121	1	1	0	0	0.00	146,400.00	146,761.00	0.00	13,200.00	26,086.00	10,033.00	342,480.00
POLICIA 2DO	A125	16	16	0	0	0.00	2,232,960.00	639,744.00	0.00	211,200.00	397,872.00	153,024.00	3,634,800.00
POLICIA 2DO JEFE DE TURNO PREVENTIVO	A123	2	2	0	0	0.00	285,960.00	261,692.00	0.00	19,200.00	50,953.00	19,597.00	637,402.00
POLICIA 3RO	A126	44	44	0	0	0.00	5,406,720.00	1,732,324.00	0.00	580,800.00	963,380.00	370,524.00	9,053,748.00
POLICIA 3RO JEFA DE TURNO DE GENERO	A122	2	2	0	0	0.00	269,280.00	259,994.00	0.00	26,400.00	47,981.00	18,454.00	622,109.00
PRESIDENTE	A1	1	1	0	0	550,039.00	0.00	825,059.00	40,000.00	0.00	98,006.00	37,695.00	1,550,799.00
PROFESOR	A77	2	1	0	1	0.00	250,042.00	24,000.00	0.00	0.00	30,189.00	11,611.00	315,842.00
REGIDOR 1	A3	1	1	0	0	459,224.00	0.00	562,557.00	30,000.00	0.00	81,824.00	31,471.00	1,165,076.00
REGIDOR 2	A3	1	1	0	0	459,224.00	0.00	562,557.00	30,000.00	0.00	81,824.00	31,471.00	1,165,076.00
REGIDOR 3	A3	1	1	0	0	459,224.00	0.00	562,557.00	30,000.00	0.00	81,824.00	31,471.00	1,165,076.00
REGIDOR 4	A3	1	1	0	0	459,224.00	0.00	562,557.00	30,000.00	0.00	81,824.00	31,471.00	1,165,076.00
REGIDOR 5	A3	1	1	0	0	459,224.00	0.00	562,557.00	30,000.00	0.00	81,824.00	31,471.00	1,165,076.00
REGIDOR 6	A3	1	1	0	0	459,224.00	0.00	562,557.00	30,000.00	0.00	81,824.00	31,471.00	1,165,076.00
REGIDOR 7	A3	1	1	0	0	459,224.00	0.00	562,557.00	30,000.00	0.00	81,824.00	31,471.00	1,165,076.00
SECRETARIA A	A78	2	0	2	0	0.00	214,983.00	86,851.00	0.00	33,375.00	38,306.00	14,733.00	388,248.00
SECRETARIA B	A79	2	2	0	0	0.00	157,275.00	95,568.00	3,000.00	0.00	28,023.00	10,779.00	294,645.00
SECRETARIA C	A80	1	0	0	1	0.00	121,351.00	0.00	0.00	0.00	13,542.00	5,209.00	140,102.00
SECRETARIO CIVICO	A42	2	2	0	0	0.00	357,296.00	153,500.00	0.00	0.00	63,662.00	24,486.00	598,944.00
SECRETARIO DEL AYUNTAMIENTO	A4	1	1	0	0	0.00	289,806.00	190,093.00	20,000.00	0.00	51,637.00	19,861.00	571,397.00
SECRETARIO TECNICO DE SECRETARIA TECNICA	A25	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 DE SEGURIDAD PUBLICA	A26	1	0	0	1	0.00	273,632.00	0.00	0.00	0.00	29,253.00	11,251.00	314,136.00

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Puesto Funcional	Nivel	No. de Plazas	Categoria			Dietas	Sueldo Base	Compensación	Gratificación	Otras Percepciones	Aguinaldo	Prima Vacacional	Total	
			Confianza	Sindicalizado	Eventual									
SINDICO	A2	1	1	0	0	488,210.00	0.00	755,825.00	30,000.00	0.00	86,989.00	33,457.00	1,394,481.00	
SISTEMAS	A81	1	1	0	0	0.00	91,200.00	116,484.00	0.00	0.00	16,250.00	6,250.00	230,184.00	
SRIO PARTICULAR PRESIDENCIA	A27	1	1	0	0	0.00	220,086.00	124,102.00	14,000.00	0.00	39,215.00	15,083.00	412,486.00	
SUB DIRECTOR B	A50	1	1	0	0	0.00	198,437.00	111,894.00	0.00	0.00	35,357.00	13,599.00	359,287.00	
SUB DIRECTOR C	A51	1	1	0	0	0.00	144,314.00	81,375.00	0.00	0.00	25,714.00	9,890.00	261,293.00	
SUBDIRECTOR A	A49	1	1	0	0	0.00	242,300.00	74,794.00	0.00	6,000.00	43,173.00	16,605.00	382,872.00	
SUPERVISOR	A52	1	1	0	0	0.00	155,138.00	87,479.00	3,000.00	0.00	27,643.00	10,632.00	283,892.00	
SUPERVISOR DE OBRA	A53	5	2	0	3	0.00	874,360.00	184,114.00	0.00	0.00	123,585.00	47,534.00	1,229,593.00	
TESORERA	A6	1	1	0	0	0.00	801,152.00	169,601.00	80,000.00	0.00	142,749.00	54,904.00	1,248,406.00	
TITULAR DE LA UNIDAD DE TRANSPARENCIA	A29	1	1	0	0	0.00	155,138.00	87,479.00	0.00	0.00	27,643.00	10,632.00	280,892.00	
TITULAR DE INFORMATICA	A32	1	1	0	0	0.00	91,290.00	39,470.00	0.00	0.00	16,266.00	6,256.00	153,282.00	
TITULAR DE LA CONSEJERIA JURIDICA	A28	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	
TITULAR DE IMEVIS	A33	1	1	0	0	0.00	91,290.00	53,587.00	0.00	0.00	16,266.00	6,256.00	167,399.00	
TITULAR DE ASUNTOS INTERNOS	A30	1	1	0	0	0.00	144,314.00	81,375.00	0.00	0.00	25,714.00	9,890.00	261,293.00	
TITULAR DE LA UNIDAD DE SIMP Y DIG MPAL	A31	1	1	0	0	0.00	133,489.00	72,119.00	0.00	0.00	23,785.00	9,148.00	238,541.00	
TITULAR DEL ORGANO INTERNO DE CONTROL	A5	1	1	0	0	0.00	253,489.00	138,265.00	20,000.00	0.00	45,167.00	17,372.00	474,293.00	
VELADOR	A118	2	1	0	1	0.00	206,400.00	24,000.00	0.00	0.00	29,792.00	11,459.00	271,651.00	
VERIFICADOR A	A82	2	0	0	2	0.00	508,434.00	0.00	0.00	0.00	17,762.00	6,832.00	533,028.00	
VERIFICADOR B	A83	2	0	0	2	0.00	274,854.00	0.00	0.00	0.00	27,878.00	10,722.00	313,454.00	
VERIFICADOR C	A84	1	0	0	1	0.00	121,351.00	0.00	0.00	0.00	13,542.00	5,209.00	140,102.00	
												Total Percepciones:	106,379,405.00	
												Seguridad Social y Otras Percepciones:	13,561,131.00	
												Total Capitulo 1000:	119,940,536.00	

Sistema de Coordinación Hacendaria del Estado de México con sus Municipios  
Manual para la Planeación, Programación y Presupuesto de Egresos Municipal 2026

4/2026

Presupuesto Basado en Resultados Municipal

PbRM-05 Tabulador de Sueldos

Del 1 de enero al 31 de diciembre de 2026

ENTE PUBLICO: MUNICIPIO DE XONACATLAN

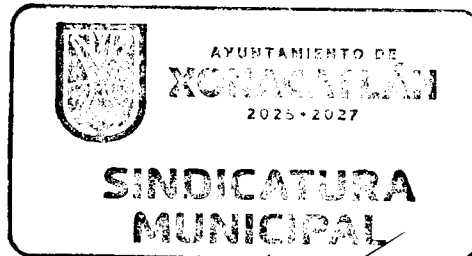
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Puesto Funcional	Nivel	No. de Plazas	Categoría			Dietas	Sueldo Base	Compensación	Gratificación	Otras Percepciones	Aguinaldo	Prima Vacacional	Total
			Confianza	Sindicalizado	Eventual								



*[Handwritten Signature]*

JOAQUIN RUIZ ESQUIVEL  
Presidente Municipal



*[Handwritten Signature]*

HILARIA GUTIERREZ TORIS  
Sindico(a)



*[Handwritten Signature]*

XICOTENCATL CARDOSO BRITO  
Secretario



*[Handwritten Signature]*

BELEN DIAZ ALVAREZ  
Tesorera Municipal

Fecha de elaboración: Dia Mes Año  
20 02 2026