



Sistema de Coordinación Hacendaria del Estado de México con sus Municipios  
Manual para la Planeación, Programación y Presupuestación Municipal 2020

Presupuesto Basado en Resultados Municipal

PbRM-05 Tabulador de Sueldos

Del 1 de enero al 31 de diciembre de 2020

ENTE PUBLICO: MUNICIPIO DE TECAMAC												No. 0046	
Puesto Funcional	Nivel	No. de Plazas	Categoría			Dietas	Sueldo Base	Compensación	Gratificación	Otras Percepciones	Aguinaldo	Prima Vacacional	Total
			Confianza	Sindicalizado	Eventual								
ASESOR JURIDICO A	A	8	8	0	0	0.00	739,230.70	454,328.64	454,328.64	0.00	93,705.30	41,648.80	1,783,240.08
ASESOR JURIDICO B	B	4	4	0	0	0.00	400,767.95	245,446.08	245,446.08	0.00	50,823.32	22,499.25	964,782.68
ASESOR JURIDICO C	C	11	11	0	0	0.00	930,078.48	565,825.92	565,825.92	0.00	116,701.88	51,867.49	2,230,299.65
ASESOR JURIDICO D	D	9	9	0	0	0.00	651,383.35	396,612.72	396,612.72	0.00	81,801.63	36,358.28	1,562,766.70
ASESOR JURIDICO E	E	8	8	0	0	0.00	449,839.38	274,056.96	274,056.96	0.00	56,524.32	25,121.92	1,079,599.54
AUXILIAR ADMINISTRATIVO A	A	9	9	0	0	0.00	1,112,907.98	358,279.20	358,279.20	0.00	141,072.84	62,669.04	2,033,238.24
AUXILIAR ADMINISTRATIVO AA	AA	9	0	9	0	0.00	1,458,101.04	0.00	0.00	3,935.55	328,072.73	121,508.42	1,911,617.74
AUXILIAR ADMINISTRATIVO B	B	8	8	0	0	0.00	679,142.52	413,754.24	413,754.24	0.00	85,337.28	37,927.68	1,629,915.96
AUXILIAR ADMINISTRATIVO C	C	14	14	0	0	0.00	1,060,947.68	652,703.52	652,703.52	0.00	134,621.76	59,831.89	2,560,808.37
AUXILIAR ADMINISTRATIVO D	D	21	21	0	0	0.00	1,508,785.62	925,429.68	925,429.68	0.00	190,870.47	84,831.32	3,635,348.77
AUXILIAR ADMINISTRATIVO E	E	24	24	0	0	0.00	1,369,974.72	964,897.92	964,897.92	0.00	199,010.58	88,449.28	3,787,230.72
AUXILIAR ADMINISTRATIVO F	F	39	39	0	0	0.00	2,388,125.04	1,452,344.40	1,452,344.40	0.00	299,545.74	133,131.44	5,723,491.02
AUXILIAR ADMINISTRATIVO G	G	29	29	0	0	0.00	1,580,785.44	938,604.72	938,604.72	0.00	198,165.12	88,073.39	3,744,213.39
AUXILIAR CONTABLE A	A	4	4	0	0	0.00	227,697.00	141,120.00	141,120.00	0.00	29,106.00	12,938.00	552,279.00
AUXILIAR JURIDICO A	A	8	8	0	0	0.00	989,149.50	209,015.04	209,015.04	0.00	124,845.20	55,531.20	1,587,655.98
AUXILIAR JURIDICO B	B	4	4	0	0	0.00	216,388.25	132,524.16	132,524.16	0.00	27,333.00	12,148.00	520,915.57
AYUDANTE GENERAL A	A	11	11	0	0	0.00	1,554,031.08	15,251.28	15,251.28	0.00	198,003.96	89,001.76	1,870,539.38
AYUDANTE GENERAL AA	AA	40	0	40	0	0.00	7,142,234.40	0.00	0.00	3,935.55	1,607,002.74	595,188.20	9,348,358.89
AYUDANTE GENERAL B	B	10	10	0	0	0.00	1,296,303.16	0.00	17,258.00	0.00	164,784.30	73,237.47	1,551,580.93
AYUDANTE GENERAL C	C	17	17	0	0	0.00	2,065,256.38	48,246.00	48,246.00	0.00	258,791.34	115,018.37	2,535,556.09
AYUDANTE GENERAL D	D	69	69	0	0	0.00	6,576,405.00	552,441.60	552,441.60	0.00	825,039.90	386,684.40	8,873,012.50
AYUDANTE GENERAL E	E	39	39	0	0	0.00	2,031,475.52	956,367.36	956,367.36	0.00	256,123.53	113,832.68	4,314,168.45
AYUDANTE GENERAL F	F	82	82	0	0	0.00	6,440,988.80	0.00	195,819.20	0.00	805,121.10	357,831.60	7,799,540.70
AYUDANTE GENERAL G	G	191	191	0	0	0.00	8,223,023.25	3,388,446.96	3,388,446.96	0.00	1,050,568.85	488,918.80	16,517,402.82
AYUDANTE GENERAL H	H	34	34	0	0	0.00	1,492,428.30	282,882.72	282,882.72	0.00	187,011.80	83,116.40	2,328,322.04
BOMBERO A	A	31	31	0	0	0.00	3,828,133.82	0.00	0.00	50,000.00	639,742.04	319,871.02	4,837,746.88
CAJERO A	AA	8	8	0	0	0.00	457,538.76	281,698.56	281,698.56	0.00	58,100.16	25,822.29	1,104,858.33
CAJERO AA	AA	1	0	1	0	0.00	160,457.22	0.00	0.00	3,935.55	38,102.87	13,371.44	213,867.08



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CAJERO B	B	12	12	0	0	0.00	617,685.64	423,360.00	423,360.00	0.00	77,750.64	34,555.84	1,576,712.12
CAJERO GENERALA	A	2	2	0	0	0.00	151,161.87	93,562.56	93,562.56	0.00	19,297.26	8,576.56	366,160.81
CAPITAN PRIMERO	P	2	2	0	0	0.00	576,555.84	0.00	0.00	50,000.00	96,092.64	46,046.32	770,694.80
CAPITAN SEGUNDO	S	5	5	0	0	0.00	1,196,482.40	0.00	0.00	50,000.00	199,415.40	99,707.70	1,545,615.50
CHOFERA	A	6	6	0	0	0.00	629,706.22	170,195.04	170,195.04	0.00	79,263.72	35,226.32	1,094,588.34
CHOFERA AA	AA	7	0	7	0	0.00	1,249,891.02	0.00	0.00	3,935.55	281,225.46	104,157.59	1,639,209.64
CHOFER B	B	33	33	0	0	0.00	3,045,598.24	708,040.08	708,040.08	0.00	388,549.26	172,668.56	5,022,918.22
CHOFER C	C	8	8	0	0	0.00	365,998.30	236,400.00	236,400.00	0.00	48,757.88	21,670.08	929,226.06
CIRUJANO DENTISTA AA	AA	3	0	3	0	0.00	722,097.18	0.00	0.00	3,935.55	162,471.87	60,174.76	948,679.36
COMISARIO	AAA	1	1	0	0	0.00	377,120.29	239,885.64	239,885.64	0.00	62,853.38	31,426.69	951,371.64
COORDINADOR DE AREA A	A	2	2	0	0	0.00	317,766.16	211,006.56	211,006.56	0.00	41,447.76	18,421.23	799,646.27
COORDINADOR DE AREA B	B	6	6	0	0	0.00	1,248,272.88	760,490.88	760,490.88	0.00	166,851.04	69,711.57	2,995,817.23
COORDINADOR DE AREA C	C	9	9	0	0	0.00	1,250,779.70	761,572.80	761,572.80	0.00	157,074.66	69,810.96	3,000,810.92
DIBUJANTE AA	AA	1	0	1	0	0.00	193,055.84	0.00	0.00	3,935.55	43,437.59	16,088.00	256,517.08
DIRECTOR DE AREA A	A	6	6	0	0	0.00	1,695,350.66	1,086,403.99	1,086,403.99	0.00	213,400.76	94,644.79	4,176,464.23
DIRECTOR DE AREA B	B	4	4	0	0	0.00	1,024,379.52	620,834.88	620,834.88	0.00	128,047.44	56,909.97	2,451,006.69
DIRECTOR DE AREA C	C	4	4	0	0	0.00	921,941.76	559,751.68	559,751.68	0.00	115,242.72	51,218.99	2,205,906.83
DIRECTOR DE AREA D	D	2	2	0	0	0.00	386,885.87	251,438.40	251,438.40	0.00	49,366.66	21,950.96	961,103.09
DIRECTOR GENERALA	A	4	4	0	0	0.00	1,303,491.42	847,143.36	847,143.36	0.00	166,403.16	73,656.96	3,238,138.26
DIRECTOR GENERAL B	B	6	6	0	0	0.00	1,819,336.03	1,174,065.76	1,174,065.76	0.00	230,620.06	102,497.80	4,500,585.41
DIRECTOR GENERAL C	C	3	3	0	0	0.00	839,377.92	541,672.82	541,672.82	0.00	109,400.02	47,288.90	2,076,412.48
DIRECTOR GENERAL D	D	2	2	0	0	0.00	491,429.76	326,324.90	326,324.90	0.00	64,099.53	28,468.66	1,239,667.77
ELECTRICISTA A	A	4	4	0	0	0.00	446,060.08	59,429.76	59,429.76	0.00	56,943.84	25,308.37	647,171.81
ELECTRICISTA AA	AA	5	0	5	0	0.00	1,024,550.10	0.00	0.00	3,935.55	230,523.77	85,379.18	1,344,369.60
ELECTRICISTA B	B	9	9	0	0	0.00	844,968.40	35,901.36	35,901.36	0.00	107,813.90	47,826.40	1,072,213.42
ELECTRICISTA C	C	3	3	0	0	0.00	132,068.40	68,568.28	68,568.64	0.00	16,501.05	7,333.80	293,020.17
ENFERMERA AA	AA	4	0	4	0	0.00	673,354.06	0.00	0.00	3,935.55	151,504.67	56,112.64	884,907.14
INSPECTOR A	A	2	2	0	0	0.00	576,000.00	106,100.60	106,100.60	0.00	72,000.00	32,000.00	892,201.20



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INSPECTOR B	B	1	1	0	0	0.00	276,000.00	42,408.69	42,408.69	0.00	34,500.00	15,333.33	410,650.71
INSPECTOR C	C	3	3	0	0	0.00	792,000.00	95,301.27	95,301.27	0.00	99,000.00	44,000.00	1,125,602.54
INSPECTOR D	D	2	2	0	0	0.00	483,000.00	42,250.97	42,250.97	0.00	63,000.00	28,000.00	658,501.94
INSPECTOR E	E	3	3	0	0	0.00	756,000.00	17,292.75	17,292.75	0.00	94,500.00	42,000.00	927,085.50
INSPECTOR EN JEFE A	A	1	1	0	0	0.00	299,000.00	74,729.52	74,729.52	0.00	39,000.00	17,333.33	504,792.37
INSPECTOR EN JEFE B	B	1	1	0	0	0.00	300,000.00	63,691.91	63,691.91	0.00	37,500.00	16,666.67	491,550.49
INSPECTOR EN JEFE C	C	3	3	0	0	0.00	900,000.00	187,540.16	187,540.16	0.00	112,500.00	50,000.00	1,397,580.32
INSPECTOR F	F	8	8	0	0	0.00	1,920,000.00	25,675.55	25,675.55	0.00	240,000.00	106,666.67	2,318,017.77
INSPECTOR GENERAL A	A	1	1	0	0	0.00	346,000.00	128,418.72	128,418.72	0.00	43,500.00	19,333.33	667,670.77
INSPECTOR GENERAL B	B	1	1	0	0	0.00	322,000.00	124,808.09	124,808.09	0.00	42,000.00	18,666.67	632,282.85
INSPECTOR GENERAL C	C	3	3	0	0	0.00	945,000.00	269,734.98	269,734.98	0.00	121,500.00	54,000.00	1,641,969.96
JARDINERO A	A	3	3	0	0	0.00	355,203.80	0.00	0.00	0.00	45,669.06	20,297.36	421,170.22
JARDINERO AA	AA	6	0	6	0	0.00	952,784.12	0.00	0.00	3,935.55	214,371.93	79,397.01	1,250,468.61
JARDINERO B	B	4	4	0	0	0.00	336,043.42	0.00	0.00	0.00	42,899.16	19,066.29	398,008.87
JEFE DE DEPARTAMENTO A	A	5	5	0	0	0.00	771,184.28	475,306.80	475,306.80	0.00	98,031.90	43,569.73	1,883,389.51
JEFE DE DEPARTAMENTO B	B	6	6	0	0	0.00	826,096.36	507,715.20	507,715.20	0.00	104,716.44	46,540.64	1,992,783.64
JEFE DE DEPARTAMENTO C	C	7	7	0	0	0.00	848,786.80	522,535.44	522,535.44	0.00	107,772.84	47,869.04	2,047,529.36
JEFE DE DEPARTAMENTO D	D	15	15	0	0	0.00	1,708,297.38	1,039,874.40	1,039,874.40	0.00	214,474.95	95,322.20	4,095,813.33
JEFE DE DEPARTAMENTO E	E	20	20	0	0	0.00	2,121,033.60	1,285,468.80	1,285,468.80	0.00	265,129.20	117,835.20	5,074,935.60
JEFE DE DEPARTAMENTO F	F	10	10	0	0	0.00	889,369.12	541,704.00	541,704.00	0.00	111,727.20	49,656.53	2,131,160.85
JEFE DE SECTOR A	A	10	10	0	0	0.00	2,297,659.96	771,468.70	771,468.70	0.00	288,409.20	126,181.67	4,257,184.43
JEFE DE SECTOR B	B	3	3	0	0	0.00	674,500.00	187,811.34	187,811.34	0.00	85,500.00	36,000.00	1,173,622.68
JEFE DE UNIDAD A	A	6	6	0	0	0.00	1,182,888.40	726,998.40	726,998.40	0.00	149,943.60	66,641.60	2,853,470.40
JEFE DE UNIDAD B	B	7	7	0	0	0.00	1,263,841.88	775,071.36	775,071.36	0.00	159,858.31	71,048.14	3,044,691.05
MEDICO CIRUJANO AA	AA	1	0	1	0	0.00	178,555.88	0.00	0.00	3,935.55	40,175.07	14,879.66	237,549.14
NOTIFICADOR A	A	4	4	0	0	0.00	281,759.31	176,269.44	113,463.36	0.00	36,356.04	16,159.24	624,006.39
NOTIFICADOR AA	AA	2	0	2	0	0.00	369,485.58	0.00	0.00	3,935.55	80,884.25	29,957.13	474,282.49
NOTIFICADOR B	B	14	14	0	0	0.00	781,793.60	479,522.40	479,522.40	0.00	98,901.60	43,956.27	1,883,696.27



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OFICIAL	O	4	4	0	0	0.00	1,578,173.25	27,809.28	27,809.28	681,743.50	265,797.60	132,898.80	2,714,231.71
OPERADOR DE BOB CAT AA	AA	1	0	1	0	0.00	119,909.16	0.00	0.00	3,935.55	26,979.56	9,992.43	160,816.70
OPERADOR DE MAQUINARIA A	A	2	2	0	0	0.00	163,156.02	108,340.80	108,340.80	0.00	21,281.22	9,458.32	410,577.16
OPERADOR DE MAQUINARIA B	B	2	2	0	0	0.00	158,715.71	68,237.76	68,237.76	0.00	20,261.58	9,005.15	304,457.96
OPERADOR DE MAQUINARIA C	C	2	2	0	0	0.00	116,893.36	72,345.60	72,345.60	0.00	14,921.28	6,631.66	283,127.52
POLICIA	P	520	520	0	0	0.00	96,546,674.32	5,338,070.40	5,338,070.40	681,743.50	16,236,476.80	8,119,236.40	132,264,273.82
POLICIA PRIMERO	P1	41	41	0	0	0.00	12,911,290.92	421,063.44	421,063.44	681,743.50	2,173,975.06	1,089,987.53	17,896,123.89
POLICIA SEGUNDO	P2	68	68	0	0	0.00	17,075,128.40	714,368.16	714,368.16	681,743.50	2,882,246.40	1,441,123.20	23,508,975.82
POLICIA TERCERO	P3	201	201	0	0	0.00	41,888,515.25	2,344,560.48	2,344,512.24	681,743.50	7,029,171.00	3,514,585.50	57,601,087.97
PRESIDENTA MUNICIPAL	PM	1	1	0	0	0.00	451,561.35	287,357.22	287,357.22	0.00	56,445.17	25,086.74	1,107,807.70
PROFESIONAL ESPECIALIZADO A	A	5	5	0	0	0.00	517,003.11	321,369.60	321,369.60	0.00	66,282.45	29,458.87	1,255,483.63
PROFESIONAL ESPECIALIZADO B	B	3	3	0	0	0.00	221,912.28	147,356.64	147,356.64	0.00	28,945.08	12,864.48	558,435.12
PROFESIONAL ESPECIALIZADO C	C	10	10	0	0	0.00	574,476.52	361,732.80	361,732.80	0.00	74,697.60	33,158.93	1,405,710.65
RECEPCIONISTA A	A	4	4	0	0	0.00	279,716.74	173,132.16	173,132.16	0.00	35,708.52	15,870.45	677,560.03
RECEPCIONISTA AA	AA	3	0	3	0	0.00	339,179.40	0.00	0.00	3,935.55	76,315.37	28,264.95	447,695.27
RECEPCIONISTA B	B	4	4	0	0	0.00	189,936.01	55,056.00	118,200.00	0.00	24,378.64	10,835.04	397,405.68
REGIDOR (A)	RA	13	13	0	0	0.00	4,718,132.94	3,002,446.23	3,002,446.23	0.00	589,766.62	282,118.50	11,574,914.52
SARGENTO PRIMERO	S1	10	10	0	0	0.00	1,506,026.40	0.00	0.00	50,000.00	251,004.40	125,502.20	1,932,533.00
SARGENTO SEGUNDO	S2	12	12	0	0	0.00	1,561,693.04	0.00	0.00	50,000.00	263,643.84	131,821.92	2,027,328.80
SECRETARIA A	A	8	6	0	0	0.00	688,584.78	102,591.36	102,591.36	0.00	87,904.44	39,068.64	1,020,740.58
SECRETARIA AA	AA	2	0	2	0	0.00	269,995.92	0.00	0.00	3,935.55	67,499.08	24,999.66	396,430.21
SECRETARIA B	B	7	7	0	0	0.00	393,251.60	239,761.20	239,761.20	0.00	49,450.80	21,978.13	944,202.93
SECRETARIA C	C	4	4	0	0	0.00	190,969.46	118,204.80	118,204.80	0.00	24,379.08	10,835.15	462,593.28
SECRETARIA D	D	6	5	0	0	0.00	214,513.85	129,144.00	129,144.00	0.00	27,591.75	12,223.00	512,529.40
SECRETARIA EJECUTIVA AA	AA	1	0	1	0	0.00	92,541.96	0.00	0.00	3,935.55	20,821.94	7,711.83	125,011.28
SINDICO MUNICIPAL	SM	1	1	0	0	0.00	418,949.66	266,604.33	266,604.33	0.00	52,368.71	23,274.88	1,027,802.01
SUB OFICIAL	SO	8	8	0	0	0.00	2,709,210.00	89,690.88	89,690.88	681,743.50	456,288.00	228,144.00	4,254,767.26
SUBDIRECTOR DE AREA A	A	3	3	0	0	0.00	557,986.80	347,836.32	347,836.32	0.00	71,741.16	31,884.86	1,357,285.56



**Sistema de Coordinación Hacendaria del Estado de México con sus Municipios**  
**Manual para la Planeación, Programación y Presupuestación Municipal 2020**

**Presupuesto Basado en Resultados Municipal**

PbRM-05 Tabulador de Sueldos

Del 1 de enero al 31 de diciembre de 2020

ENTE PUBLICO: MUNICIPIO DE TECAMAC												No. 0046	
Puesto Funcional	Nivel	No. de Plazas	Categoría			Dietas	Sueldo Base	Compensación	Gratificación	Otras Percepciones	Aguinaldo	Prima Vacacional	Total
			Confianza	Sindicalizado	Eventual								
SUBDIRECTOR DE AREA B	B	3	3	0	0	0.00	507,734.50	316,509.84	316,509.84	0.00	65,280.15	29,013.40	1,235,047.73
SUBDIRECTOR DE AREA C	C	3	3	0	0	0.00	464,017.66	285,184.08	285,184.08	0.00	58,819.14	26,141.84	1,119,346.80
SUBTENIENTE	ST	8	8	0	0	0.00	1,327,868.16	0.00	0.00	50,000.00	221,311.36	110,655.68	1,709,835.20
SUPERVISOR A	A	10	10	0	0	0.00	1,040,954.88	667,992.00	667,992.00	0.00	131,212.60	58,316.80	2,568,468.48
SUPERVISOR AA	AA	1	0	1	0	0.00	247,208.22	0.00	0.00	3,935.55	55,621.85	20,600.69	327,368.31
SUPERVISOR B	B	4	4	0	0	0.00	359,272.02	224,763.84	224,763.84	0.00	48,357.68	20,603.41	875,760.79
SUPERVISOR C	C	4	4	0	0	0.00	307,613.80	145,085.76	168,393.28	0.00	38,856.48	17,269.55	697,218.87
SUPERVISOR D	D	6	6	0	0	0.00	332,026.80	205,509.60	205,509.60	0.00	42,386.40	18,638.40	804,270.80
SUPERVISOR DE OBRA A	A	4	4	0	0	0.00	378,652.29	236,887.68	236,887.68	0.00	48,858.36	21,714.83	923,000.84
SUPERVISOR DE OBRA B	B	8	8	0	0	0.00	700,157.12	433,363.20	433,363.20	0.00	89,381.76	39,725.23	1,665,990.51
SUPERVISOR DE OBRA C	C	5	5	0	0	0.00	354,471.39	220,336.80	220,336.80	0.00	45,445.05	20,197.80	860,787.84
TENIENTE	TN	5	5	0	0	0.00	875,618.40	0.00	0.00	50,000.00	145,938.40	72,969.20	1,144,523.00
VERIFICADOR A	A	20	20	0	0	0.00	1,574,370.00	962,174.40	962,174.40	0.00	198,450.00	88,200.00	3,785,368.80
VERIFICADOR B	B	8	8	0	0	0.00	565,400.11	344,457.60	344,457.60	0.00	71,045.04	31,575.57	1,356,935.92
VERIFICADOR C	C	7	7	0	0	0.00	435,005.64	273,383.04	273,383.04	0.00	58,389.62	25,062.05	1,063,223.39
VERIFICADOR D	D	9	9	0	0	0.00	496,662.80	308,264.40	308,264.40	0.00	63,579.60	28,257.60	1,205,228.80
VETERINARIO A	A	2	2	0	0	0.00	117,633.04	78,112.32	78,112.32	0.00	15,343.44	6,819.31	296,020.43
VETERINARIO B	B	2	2	0	0	0.00	113,030.40	68,503.20	68,503.20	0.00	14,128.80	6,279.47	270,445.07

Total Percepciones:	477,708,651.89
Seguridad Social y Otras Percepciones:	109,778,083.33
Total Capítulo 1000:	587,484,735.22

**C. MARIBEL GUTIERREZ ESCALANTE**  
 Presidente Municipal

**PROF. FERNANDO DOMINGUEZ AVENDAÑO**  
 SINDICATURA Sindico

**Tecamac**  
 CIUDAD SEGURA Y PRÓSPERA  
 APRIL 2012 - 2021

**Tecamac**  
 CIUDAD SEGURA Y PRÓSPERA  
 SECRETARÍA DEL AYUNTAMIENTO

**Tecamac**  
 CIUDAD SEGURA Y PRÓSPERA  
 TESORERÍA MUNICIPAL

**LIC. ALEJANDRO HERVE MAURIES ORTEGA**  
 Secretario

**CP. MIGUEL ANGEL GALINDO ENCISO**  
 Tesorero

Fecha de elaboración:

Día	Mes	Año
25	02	2020