



Sistema de Coordinación Hacendaria del Estado de México con sus Municipios
Manual para la Planeación, Programación y Presupuestación Municipal 2021
Presupuesto Basado en Resultados Municipal

PbRM-05 Tabulador de Sueldos

Del 1 de enero al 31 de diciembre de 2021

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									
ACTIVADOR DEPORTIVO	A	20	20	0	0	0.00	1,263,364.83	548,729.40	581,007.60	0.00	199,478.66	88,657.18	2,681,237.67	
ACTIVADOR DEPORTIVO	B	10	10	0	0	0.00	533,926.35	231,903.80	245,545.20	0.00	84,304.16	37,468.52	1,133,148.03	
ACTIVADOR DEPORTIVO	C	20	20	0	0	0.00	958,941.74	416,503.40	441,003.60	0.00	151,411.85	67,264.16	2,035,154.75	
ASESOR JURIDICO	A	4	4	0	0	0.00	514,759.39	214,544.08	227,164.32	0.00	64,344.92	28,597.74	1,049,410.45	
ASESOR JURIDICO	B	6	6	0	0	0.00	625,704.24	260,786.46	276,126.84	0.00	78,213.03	34,761.35	1,275,591.92	
ASESOR JURIDICO	C	11	11	0	0	0.00	961,623.33	400,793.36	424,369.44	0.00	120,202.92	53,423.52	1,960,412.57	
ASESOR JURIDICO	D	7	7	0	0	0.00	524,257.56	216,504.23	231,357.42	0.00	65,532.19	29,125.42	1,068,776.82	
ASESOR JURIDICO	E	6	6	0	0	0.00	349,320.30	145,592.76	154,157.04	0.00	43,665.04	19,406.68	712,141.82	
AUXILIAR ADMINISTRATIVO	A	11	8	3	0	0.00	1,420,768.40	310,176.90	572,475.42	0.00	177,596.05	78,931.58	2,559,948.35	
AUXILIAR ADMINISTRATIVO	AA	10	0	10	0	0.00	2,249,139.31	180,456.70	481,480.20	0.00	506,056.35	187,426.28	3,604,560.84	
AUXILIAR ADMINISTRATIVO	B	10	10	0	0	0.00	878,996.23	366,344.90	387,894.60	0.00	109,874.53	48,833.12	1,791,943.38	
AUXILIAR ADMINISTRATIVO	C	10	10	0	0	0.00	792,362.52	330,236.90	349,662.60	0.00	99,045.31	44,020.14	1,615,327.47	
AUXILIAR ADMINISTRATIVO	D	29	29	0	0	0.00	2,171,924.17	905,231.81	958,480.74	0.00	271,490.52	120,662.45	4,427,789.69	
AUXILIAR ADMINISTRATIVO	E	21	21	0	0	0.00	1,434,868.44	599,035.69	633,214.26	0.00	179,356.56	79,714.91	2,925,191.86	
AUXILIAR ADMINISTRATIVO	F	32	30	2	0	0.00	3,152,848.13	844,097.60	893,750.40	0.00	394,106.02	175,158.23	5,459,960.38	
AUXILIAR ADMINISTRATIVO	G	54	54	0	0	0.00	5,320,431.22	1,267,262.28	1,398,542.76	0.00	665,053.90	295,579.51	8,946,869.67	
AUXILIAR CONTABLE	A	1	1	0	0	0.00	59,958.36	24,990.00	26,460.00	0.00	7,494.79	3,331.02	122,234.17	
AUXILIAR JURIDICO	A	7	7	0	0	0.00	630,601.02	129,545.78	137,166.12	0.00	78,825.13	35,033.39	1,011,171.44	
AUXILIAR JURIDICO	B	3	3	0	0	0.00	169,917.94	70,403.46	74,544.84	0.00	21,114.74	9,364.33	344,365.31	
AYUDANTE GENERAL		200	0	0	200	0.00	6,125,800.00	0.00	0.00	0.00	0.00	0.00	6,125,800.00	
AYUDANTE GENERAL	A	15	13	2	0	0.00	2,224,844.50	213,922.05	226,505.70	0.00	278,105.56	123,602.47	3,066,960.28	
AYUDANTE GENERAL	AA	36	0	36	0	0.00	6,246,615.46	204,163.20	758,970.00	0.00	1,405,488.48	520,551.29	9,135,788.43	
AYUDANTE GENERAL	B	8	8	0	0	0.00	1,086,258.11	9,778.40	0.00	0.00	135,782.26	60,347.67	1,292,166.44	
AYUDANTE GENERAL	C	19	17	2	0	0.00	2,383,316.01	345,458.19	281,192.40	0.00	297,914.50	132,406.45	3,440,287.55	
AYUDANTE GENERAL	D	67	67	0	0	0.00	6,601,275.77	379,970.40	937,966.50	0.00	825,159.47	366,737.54	9,111,109.68	
AYUDANTE GENERAL	E	50	50	0	0	0.00	2,705,727.60	868,496.00	919,584.00	0.00	338,215.95	150,318.20	4,982,341.75	
AYUDANTE GENERAL	F	217	217	0	0	0.00	21,380,251.37	610,603.28	646,482.06	0.00	2,672,531.42	1,187,791.74	26,497,659.87	
AYUDANTE GENERAL	G	1	1	0	0	0.00	745,000.00	85,000.00	90,000.00	0.00	745,000.00	372,500.00	2,037,500.00	



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			Confianza	Sindicalizado	Eventual									
AYUDANTE GENERAL	H	1	1	0	0	0.00	241,000.00	85,000.00	90,000.00	0.00	241,000.00	120,500.00	777,500.00	
BOMBERO	A	29	29	0	0	0.00	3,698,534.46	0.00	0.00	0.00	616,422.41	308,211.21	4,623,168.08	
CAJERO	A	2	2	0	0	0.00	119,686.33	49,864.12	52,818.48	0.00	14,960.79	6,649.24	243,998.96	
CAJERO	AA	1	0	1	0	0.00	165,271.00	0.00	0.00	0.00	37,185.97	13,772.58	216,228.55	
CAJERO	B	8	8	0	0	0.00	427,112.16	199,920.00	211,680.00	0.00	53,389.02	23,726.45	915,829.63	
CAJERO GENERAL	A	1	1	0	0	0.00	79,504.71	33,136.74	35,085.96	0.00	9,938.09	4,416.93	162,082.43	
CAPTAN PRIMERO		2	2	0	0	0.00	593,852.52	0.00	0.00	0.00	98,975.42	49,487.71	742,315.65	
CAPTAN SEGUNDO		5	5	0	0	0.00	1,232,387.17	0.00	0.00	0.00	205,397.86	102,698.93	1,540,483.96	
CHOFER	A	22	22	0	0	0.00	2,394,821.19	442,034.34	468,036.36	0.00	299,352.65	133,045.62	3,737,290.16	
CHOFER	AA	6	0	6	0	0.00	1,183,672.21	0.00	0.00	0.00	266,326.25	98,639.35	1,546,637.81	
CHOFER	B	18	18	0	0	0.00	1,959,403.61	273,560.94	465,967.08	0.00	244,925.45	108,855.76	3,052,712.84	
CHOFER	C	7	7	0	0	0.00	367,796.52	146,518.75	155,137.50	0.00	45,974.57	20,433.14	735,860.48	
CIRUJANO DENTISTA	AA	3	0	3	0	0.00	743,760.28	0.00	0.00	0.00	167,346.06	61,960.02	973,086.36	
COMISARIO		1	1	0	0	0.00	407,688.17	158,657.09	167,989.86	0.00	50,961.02	22,649.34	807,945.48	
COORDINADOR DE AREA	A	3	3	0	0	0.00	512,293.57	224,194.47	237,382.38	0.00	64,036.70	28,460.75	1,066,367.87	
COORDINADOR DE AREA	B	4	4	0	0	0.00	646,226.28	269,340.52	285,184.08	0.00	80,778.29	35,901.46	1,317,430.63	
COORDINADOR DE AREA	C	6	6	0	0	0.00	862,866.43	359,631.60	380,786.40	0.00	107,858.30	47,937.02	1,759,079.75	
CUARTO REGIDOR		1	1	0	0	0.00	393,075.69	163,594.91	173,218.14	0.00	49,134.46	21,837.54	800,860.74	
DECIMO PRIMER REGIDOR		1	1	0	0	0.00	393,075.69	163,594.91	173,218.14	0.00	49,134.46	21,837.54	800,860.74	
DECIMO REGIDOR		1	1	0	0	0.00	393,075.69	163,594.91	173,218.14	0.00	49,134.46	21,837.54	800,860.74	
DECIMO SEGUNDO REGIDOR		1	1	0	0	0.00	393,075.69	163,594.91	173,218.14	0.00	49,134.46	21,837.54	800,860.74	
DECIMO TERCER REGIDOR		1	1	0	0	0.00	393,075.69	163,594.91	173,218.14	0.00	49,134.46	21,837.54	800,860.74	
DIBUJANTE	B	1	0	1	0	0.00	196,847.68	0.00	0.00	0.00	24,855.96	11,047.09	234,750.73	
DIRECTOR DE AREA	A	3	3	0	0	0.00	879,211.30	384,767.97	407,401.38	0.00	109,901.41	48,845.07	1,830,127.13	
DIRECTOR DE AREA	B	3	3	0	0	0.00	791,333.18	329,818.53	349,219.62	0.00	98,916.65	43,962.95	1,613,250.93	
DIRECTOR DE AREA	C	6	6	0	0	0.00	1,424,405.95	593,673.66	628,595.64	0.00	178,050.74	79,133.66	2,903,859.65	
DIRECTOR GENERAL	A	3	3	0	0	0.00	1,052,176.15	450,044.91	476,518.14	0.00	131,522.02	58,454.23	2,168,715.45	
DIRECTOR GENERAL	B	5	5	0	0	0.00	1,583,594.10	693,024.55	733,790.70	0.00	197,949.26	87,977.45	3,296,336.06	



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DIRECTOR GENERAL	C	1	1	0	0	0.00	292,245.28	127,894.91	135,418.14	0.00	36,530.66	16,235.85	608,324.84
DIRECTOR GENERAL	D	1	1	0	0	0.00	264,091.18	115,573.48	122,371.92	0.00	33,011.40	14,671.73	549,719.71
ELECTRICISTA	A	1	1	0	0	0.00	117,304.31	10,524.02	11,143.08	0.00	14,663.04	6,516.91	160,151.36
ELECTRICISTA	AA	6	0	6	0	0.00	1,266,344.29	63,144.12	119,892.96	0.00	284,927.47	105,528.69	1,839,837.53
ELECTRICISTA	B	8	3	0	0	0.00	788,212.03	22,604.56	23,934.24	0.00	98,526.50	43,789.56	977,066.89
ENCARGADO DE DESPACHO		1	1	0	0	0.00	271,920.00	26,743.04	28,316.16	0.00	33,990.00	15,106.67	376,075.87
ENFERMERA	AA	3	0	3	0	0.00	520,166.40	0.00	0.00	0.00	117,037.44	43,347.20	680,551.04
INSPECTOR	B	6	6	0	0	0.00	1,966,122.50	414,630.00	439,020.00	0.00	245,765.31	109,229.03	3,174,766.84
INSPECTOR	C	11	11	0	0	0.00	2,991,120.00	294,173.44	311,477.76	0.00	373,890.00	166,173.33	4,136,834.53
INSPECTOR	D	2	2	0	0	0.00	519,120.00	35,591.20	37,684.80	0.00	64,890.00	28,840.00	686,126.00
INSPECTOR EN JEFE	B	1	1	0	0	0.00	309,000.00	53,621.40	56,775.60	0.00	38,625.00	17,166.67	475,188.67
INSPECTOR EN JEFE	C	3	3	0	0	0.00	927,000.00	118,674.45	125,655.30	0.00	115,875.00	51,500.00	1,338,704.75
INSPECTOR GENERAL	A	2	2	0	0	0.00	724,721.68	220,040.52	351,679.32	0.00	90,590.21	40,262.32	1,427,294.05
INSPECTOR GENERAL	B	1	1	0	0	0.00	346,078.76	106,930.00	97,663.14	0.00	43,259.85	19,226.60	613,158.35
INSPECTOR GENERAL	C	2	2	0	0	0.00	667,440.00	148,930.88	157,691.52	0.00	83,430.00	37,080.00	1,094,572.40
JARDINERO	A	3	3	0	0	0.00	376,313.05	0.00	0.00	0.00	47,039.13	20,906.28	444,258.46
JARDINERO	AA	3	0	3	0	0.00	346,014.24	0.00	48,789.00	0.00	77,853.21	28,834.52	501,490.97
JARDINERO	B	4	4	0	0	0.00	353,491.06	50,264.92	12,246.48	0.00	44,186.38	19,638.39	479,827.23
JEFE DE DEPARTAMENTO	A	5	5	0	0	0.00	807,782.86	336,675.65	356,480.10	0.00	100,972.86	44,876.83	1,646,788.30
JEFE DE DEPARTAMENTO	B	9	9	0	0	0.00	1,294,295.20	539,447.40	571,179.60	0.00	161,786.90	71,905.29	2,638,614.39
JEFE DE DEPARTAMENTO	C	8	8	0	0	0.00	1,899,200.03	423,004.88	447,887.52	0.00	237,400.00	105,511.11	3,113,003.54
JEFE DE DEPARTAMENTO	D	11	11	0	0	0.00	1,296,000.63	540,156.98	571,930.92	0.00	162,000.08	72,000.04	2,642,088.65
JEFE DE DEPARTAMENTO	E	18	18	0	0	0.00	1,966,198.15	819,486.36	867,691.44	0.00	245,774.77	109,233.23	4,008,383.95
JEFE DE DEPARTAMENTO	F	17	17	0	0	0.00	1,565,078.82	652,301.90	690,672.60	0.00	195,634.85	86,948.82	3,190,636.99
JEFE DE DEPARTAMENTO	G	11	11	0	0	0.00	815,730.54	336,586.91	356,386.14	0.00	122,359.58	54,382.04	1,685,445.21
JEFE DE SECTOR	B	3	3	0	0	0.00	704,520.74	158,124.99	167,426.46	0.00	88,065.09	39,140.04	1,157,277.32
JEFE DE UNIDAD	A	6	6	0	0	0.00	1,235,542.68	514,957.20	545,248.80	0.00	154,442.83	68,641.26	2,518,832.77
JEFE DE UNIDAD	B	3	3	0	0	0.00	564,531.88	235,290.03	249,130.08	0.00	70,566.48	31,362.88	1,150,881.35



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MEDICO CIRUJANO	AA	1	0	1	0	0.00	183,912.60	0.00	0.00	0.00	41,380.33	15,326.05	240,618.98
NOTIFICADOR	AA	1	0	1	0	0.00	136,311.77	0.00	30,450.24	0.00	30,670.15	11,359.31	208,791.47
NOTIFICADOR	C	3	3	0	0	0.00	174,631.97	72,784.65	77,066.10	0.00	21,829.00	9,701.78	356,013.50
NOVENO REGIDOR		1	1	0	0	0.00	393,075.69	43,625.23	46,191.42	0.00	49,134.46	21,837.54	553,864.34
OCTAVO REGIDOR		1	1	0	0	0.00	393,075.69	163,594.91	173,218.14	0.00	49,134.46	21,837.54	800,860.74
OFICIAL		3	3	0	0	0.00	1,231,971.88	14,773.68	15,642.72	20,395.55	205,328.65	102,664.32	1,590,776.80
OPERADOR DE BOB CAT	AA	1	0	1	0	0.00	123,506.56	0.00	0.00	0.00	27,788.98	10,292.21	161,587.75
OPERADOR DE MAQUINARIA	A	4	4	0	0	0.00	350,717.47	153,482.80	256,555.44	0.00	43,839.68	19,484.30	824,079.69
OPERADOR DE MAQUINARIA	B	1	1	0	0	0.00	83,477.71	34,792.54	36,839.16	0.00	10,434.71	4,637.65	170,181.77
OPERADOR DE MAQUINARIA	C	1	1	0	0	0.00	61,475.67	25,622.40	27,129.60	0.00	7,684.46	3,415.32	125,327.45
POLICIA		561	561	0	0	0.00	108,266,574.08	4,079,261.01	4,319,217.54	3,813,967.86	18,044,429.01	9,022,214.51	147,545,664.01
POLICIA PRIMERO		31	31	0	0	0.00	10,158,299.60	306,234.43	238,773.78	210,754.02	1,693,049.93	846,524.97	13,453,636.73
POLICIA SEGUNDO		45	45	0	0	0.00	12,144,738.24	345,007.35	365,301.90	305,933.25	2,024,123.04	1,012,061.52	16,197,165.30
POLICIA TERCERO		163	163	0	0	0.00	35,228,009.49	2,106,652.75	1,425,982.68	1,108,158.22	5,871,334.91	2,935,667.46	48,675,805.51
PRESIDENTA MUNICIPAL		1	1	0	0	0.00	484,929.03	203,544.74	215,517.96	0.00	60,616.13	26,940.50	991,548.36
PRIMER REGIDOR		1	1	0	0	0.00	393,075.69	163,594.91	173,218.14	0.00	49,134.46	21,837.54	800,860.74
PROFESIONAL ESPECIALIZADO	A	10	9	1	0	0.00	1,092,334.78	694,725.40	735,591.60	0.00	136,541.85	60,685.27	2,719,878.90
PROFESIONAL ESPECIALIZADO	B	9	8	1	0	0.00	715,529.05	313,132.86	550,743.30	0.00	89,441.13	39,751.61	1,708,597.95
PROFESIONAL ESPECIALIZADO	C	5	5	0	0	0.00	307,393.20	128,113.70	230,711.40	0.00	36,424.15	17,077.40	721,719.85
QUINTO REGIDOR		1	1	0	0	0.00	393,075.69	163,594.91	173,218.14	0.00	49,134.46	21,837.54	800,860.74
RECEPCIONISTA	A	3	3	0	0	0.00	220,678.65	91,976.46	97,386.84	0.00	27,584.83	12,259.93	449,886.71
RECEPCIONISTA	AA	2	0	2	0	0.00	207,681.62	0.00	0.00	0.00	46,728.36	17,306.80	271,716.78
RECEPCIONISTA	C	1	1	0	0	0.00	52,542.36	20,931.25	10,323.00	0.00	6,567.80	2,919.02	93,283.43
SARGENTO PRIMERO		10	10	0	0	0.00	1,551,207.19	0.00	0.00	0.00	258,534.53	129,267.27	1,939,008.99
SARGENTO SEGUNDO		13	13	0	0	0.00	1,765,095.51	133,148.08	140,980.32	0.00	294,182.58	147,091.29	2,480,497.78
SECRETARIA	A	3	2	1	0	0.00	362,166.29	36,334.44	38,471.76	0.00	45,270.79	20,120.35	502,363.63
SECRETARIA	AA	4	0	4	0	0.00	617,992.09	97,046.20	102,754.80	0.00	139,048.22	51,499.34	1,008,340.65
SECRETARIA	B	3	3	0	0	0.00	174,631.97	72,784.65	77,066.10	0.00	21,829.00	9,701.78	356,013.50



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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								
SECRETARIA	C	7	7	0	0	0.00	367,796.52	146,524.70	155,143.80	0.00	45,974.57	20,433.14	735,872.73
SECRETARIA	D	2	2	0	0	0.00	105,084.72	36,590.80	38,743.20	0.00	13,135.59	5,838.04	199,392.35
SECRETARIA EJECUTIVA	AA	1	0	1	0	0.00	95,318.34	0.00	34,917.30	0.00	21,446.63	7,943.20	159,625.47
SEGUNDO REGIDOR		1	1	0	0	0.00	393,075.69	163,594.91	173,218.14	0.00	49,134.46	21,837.54	800,860.74
SEPTIMO REGIDOR		1	1	0	0	0.00	393,075.69	163,594.91	173,218.14	0.00	49,134.46	21,837.54	800,860.74
SEXTO REGIDOR		1	1	0	0	0.00	393,075.69	163,594.91	173,218.14	0.00	49,134.46	21,837.54	800,860.74
SINDICO MUNICIPAL		1	1	0	0	0.00	448,760.70	188,844.67	199,953.18	0.00	56,095.09	24,931.15	918,584.79
SUBDIRECTOR DE AREA	A	5	5	0	0	0.00	985,252.68	410,640.10	434,795.40	0.00	123,156.59	54,736.26	2,008,581.03
SUBDIRECTOR DE AREA	B	2	2	0	0	0.00	358,608.10	149,462.98	158,254.92	0.00	44,826.01	19,922.67	731,074.68
SUBDIRECTOR DE AREA	C	2	2	0	0	0.00	323,113.14	134,670.26	142,592.04	0.00	40,389.14	17,950.73	658,715.31
SUBOFICIAL		6	6	0	0	0.00	2,114,894.88	47,648.28	50,451.12	40,791.10	352,482.48	176,241.24	2,782,509.10
SUBTENIENTE		8	8	0	0	0.00	1,367,704.20	0.00	0.00	0.00	227,950.70	113,975.35	1,709,630.25
SUPERVISOR	A	1	1	0	0	0.00	113,525.38	47,316.10	50,099.40	0.00	14,190.67	6,306.96	231,438.49
SUPERVISOR	AA	1	0	1	0	0.00	254,624.40	0.00	0.00	0.00	57,290.49	21,218.70	333,133.59
SUPERVISOR	C	5	5	0	0	0.00	400,221.74	166,806.55	203,672.70	0.00	50,027.72	22,234.54	842,963.25
SUPERVISOR	D	2	2	0	0	0.00	116,421.31	48,523.10	51,377.40	0.00	14,552.66	6,467.85	237,342.32
SUPERVISOR DE OBRA	B	1	1	0	0	0.00	92,063.46	38,370.70	40,627.80	0.00	11,507.93	5,114.64	187,684.53
TENIENTE		4	4	0	0	0.00	721,509.56	0.00	0.00	0.00	120,251.59	60,125.80	901,886.95
TERCER REGIDOR		1	1	0	0	0.00	393,075.69	163,594.91	173,218.14	0.00	49,134.46	21,837.54	800,860.74
VERIFICADOR	A	19	19	0	0	0.00	1,553,466.60	647,463.19	685,549.26	0.00	194,183.32	86,303.70	3,166,966.07
VERIFICADOR	B	2	2	0	0	0.00	197,053.01	60,997.70	64,585.80	0.00	24,631.63	10,947.39	358,215.53
VERIFICADOR	C	1	1	0	0	0.00	66,378.64	27,663.76	29,291.04	0.00	8,297.33	3,687.70	135,318.47
VERIFICADOR	D	4	4	0	0	0.00	232,842.62	97,046.20	102,754.80	0.00	29,105.33	12,935.70	474,684.65

Total Percepciones: 459,728,150.41

Seguridad Social y Otras Percepciones: 90,756,584.59

Total Capitulo 1000: 550,484,735.00



Sistema de Coordinación Hacendaria del Estado de México con sus Municipios
Manual para la Planeación, Programación y Presupuestación Municipal 2021

Presupuesto Basado en Resultados Municipal

PbRM-05 Tabulador de Sueldos

Del 1 de enero al 31 de diciembre de 2021

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								



C. MARIELA GUTIERREZ ESCALANTE
Presidente Municipal



PROF. FERNANDO DOMÍNGUEZ AVENDAÑO

Sindico



LIC. ALEJANDRO HERVE MAURIES ORTEGA
Secretario



LIC. JORGE FERNÁNDEZ HERNÁNDEZ
Tesorero

Fecha de elaboración:

Día	Mes	Año
01	03	2021