



**MUNICIPIO DE ARROYO SECO, QUERETARO**  
 ADMINISTRACION 2012-2015  
**DIRECCION DE ADMINISTRACION**  
**REMUNERACION AL PERSONAL CORRESPONDIENTE AL MES DE ABRIL 2014**



No.	Nombre	Puesto	Sueldo	Subsidio ISR	Canasta Basica	Quinquenio	Prima vacacional	Compensacion	Vacaciones	Total percep.	ISR	Subsidio al Empleo	Neto a pagar
026	MARTÍNEZ LANDAVERDE MARÍA ELENA	AUX. DE EGRESOS	11,220.00	1,449.43	349.78	408.40	0.00	0.00	0.00	13,427.61	1,449.43	0.00	11,978.18
036	GARCÍA MEDRANO ALBERTO	AUX. DE INGRESOS	11,220.00	1,449.43	349.78	408.40	0.00	0.00	0.00	13,427.61	1,449.43	0.00	11,978.18
349	JUÁREZ OLGUÍN LUCÍA	AUX. GENERAL	12,648.00	2,212.29	349.78	408.40	3,100.00	0.00	0.00	18,718.47	2,212.29	0.00	16,506.18
429	TORRES BALDERAS REFUGIO	AUX. CONTABLE	13,592.34	2,388.73	0.00	408.40	3,331.46	0.00	0.00	19,720.93	2,388.73	0.00	17,332.20
716	VELÁZQUEZ MAQUEDA ALEJANDRO	DIRECTOR	28,845.26	5,226.65	0.00	0.00	0.00	0.00	0.00	34,071.91	5,226.65	0.00	28,845.26
058	RAMÍREZ SANJUÁN ANTONIO	CHOFER	7,033.34	781.04	494.70	1,038.90	0.00	0.00	0.00	9,347.98	781.04	0.00	8,566.94
078	SÁNCHEZ BALDERAS SEBASTIÁN	VELADOR DE LA PRESIDENCIA	6,113.08	794.65	494.70	1,038.90	0.00	1,000.00	0.00	9,441.33	794.65	0.00	8,646.68
080	MATA QUIRÓZ JUAN	COORD. DE EVENTOS ESPECIALES	11,167.68	1,529.92	494.70	692.60	0.00	0.00	0.00	13,884.90	1,529.92	0.00	12,354.98
089	HERNÁNDEZ BOTELLO ANTONIA	AUXILIAR DE INTENDENCIA	6,163.92	641.94	494.70	1,038.90	0.00	0.00	0.00	8,339.46	641.94	0.00	7,697.52
125	HUERTA DE PRO JESÚS IVAN	AUX. DE EVENTOS ESPECIALES	9,019.37	997.30	349.78	408.40	0.00	0.00	0.00	10,774.85	997.30	0.00	9,777.55
160	SANJUÁN MEDELLÍN MARICELA	AUXILIAR DE INTENDENCIA	6,163.94	371.34	494.70	692.60	0.00	0.00	0.00	7,722.58	371.34	0.00	7,351.24
190	VELÁZQUEZ LÓPEZ ISAÍ	RESPONSABLE DE AUDIO	6,814.08	881.80	494.70	692.60	2,151.81	0.00	0.00	11,034.99	881.80	0.00	10,153.19
208	SANJUÁN RANGEL ANA MARÍA	AUX. ADMINISTRATIVO	7,754.20	651.00	0.00	0.00	0.00	0.00	0.00	8,405.20	651.00	0.00	7,754.20
302	SANCHEZ BOTELLO OLIVIA	AUX. ADMINISTRATIVO	7,140.00	348.36	0.00	0.00	0.00	0.00	0.00	7,488.36	348.36	0.00	7,140.00
303	RODRIGUEZ PAZ RIGOBERTO	CONTROL PATRIMONIAL	7,140.00	348.36	0.00	0.00	0.00	0.00	0.00	7,488.36	348.36	0.00	7,140.00
406	DUARTE RIVERA MERCED	ENCARGADO DE ALMACEN	8,031.52	760.72	0.00	408.40	0.00	0.00	0.00	9,200.64	760.72	0.00	8,439.92
449	PÉREZ CORONA JAVIER	ENCARGADO DE RECURSOS HUMANOS	13,653.60	2,361.41	0.00	204.20	3,346.47	0.00	0.00	19,565.68	2,361.41	0.00	17,204.27
459	LEÓN REYES MA. CAMELIA	RESPONSABLE DE INTENDENCIA	6,163.92	297.73	494.70	346.30	0.00	0.00	0.00	7,302.65	297.73	0.00	7,004.92
461	GUEVARA LANDAVERDE DIGNA	AUX. ADMINISTRATIVO	7,687.52	774.90	494.70	346.30	0.00	0.00	0.00	9,303.42	774.90	0.00	8,528.52
510	JUÁREZ MANRIQUEZ ANTONIO	RESPONSABLE CONTROL VEHICULAR	10,326.25	1,140.20	0.00	204.20	0.00	0.00	0.00	11,670.65	1,140.20	0.00	10,530.45
578	RAMÍREZ SÁNCHEZ GABRIEL	AUX. DE EVENTOS ESPECIALES	6,604.56	601.62	494.70	346.30	0.00	0.00	0.00	8,047.18	601.62	0.00	7,445.56
584	PALACIOS ZEPEDA MA. DEL CARMEN	RESP. DE COMPROBACIONES	7,572.16	756.44	494.70	346.30	0.00	0.00	0.00	9,169.60	756.44	0.00	8,413.16
665	GONZÁLEZ GUERRERO TIRSO	RESP. EVENTOS ESPECIALES	8,486.40	768.16	0.00	0.00	0.00	0.00	0.00	9,254.56	768.16	0.00	8,486.40
714	HUERTA MARTÍNEZ ERIK OSWALDO	DIRECTOR	28,845.26	5,226.65	0.00	0.00	0.00	0.00	0.00	34,071.91	5,226.65	0.00	28,845.26
721	HUERTA BOTELLO MIGUEL ANGEL	ENC. DE SUMINISTRO Y CONTROL VE	12,620.97	1,586.73	0.00	0.00	0.00	0.00	0.00	14,207.70	1,586.73	0.00	12,620.97
728	MARTÍNEZ HERNÁNDEZ EMMANUEL	ENC. DE ADQUISICIONES	13,188.91	1,708.04	0.00	0.00	0.00	0.00	0.00	14,896.95	1,708.04	0.00	13,188.91
735	RUBIO CACERES VICTOR	CHOFER	7,140.00	348.36	0.00	0.00	0.00	0.00	0.00	7,488.36	348.36	0.00	7,140.00
736	MAGARENO VELÁZQUEZ BENEDICTA RAMONA	AUXILIAR ADMINISTRATIVO	11,473.61	1,341.66	0.00	0.00	0.00	0.00	0.00	12,815.27	1,341.66	0.00	11,473.61
742	MATA SILVESTRE TERESA DE JESÚS	AUXILIAR ADMINISTRATIVO	7,584.78	768.29	0.00	0.00	1,859.01	0.00	0.00	10,212.08	768.29	0.00	9,443.79
765	MATA GARCÍA ADAN	AUX. DE EVENTOS ESPECIALES	6,120.00	160.36	0.00	0.00	0.00	0.00	0.00	6,280.36	160.36	0.00	6,120.00
766	RAMIREZ MANCILLA RUBEN	AUX. DE EVENTOS ESPECIALES	6,364.80	228.09	0.00	0.00	0.00	0.00	0.00	6,592.89	228.09	0.00	6,364.80
049	LEÓN MENDOZA AGUSTÍN	OPERADOR DE MAQUINARIA	8,423.90	1,029.55	494.70	1,038.90	0.00	0.00	0.00	10,987.05	1,029.55	0.00	9,957.50
059	OROZCO SÁNCHEZ ARACELI	SECRETARIA	7,733.50	843.77	494.70	692.60	0.00	0.00	0.00	9,764.57	843.77	0.00	8,920.80
083	GARCÍA LANDAVERDE KARINA	SECRETARIA	7,807.86	857.09	494.70	692.60	0.00	0.00	0.00	9,852.25	857.09	0.00	8,995.16
519	BALDERAS BARRON DIMAS	OPERADOR DE CAMION VOLTEO	6,832.39	301.18	0.00	204.20	0.00	0.00	0.00	7,337.77	301.18	0.00	7,036.59
526	MACIEL ALVAREZ ISMAEL	COORD. LICITACION DE OBRA	15,300.00	2,202.59	0.00	204.20	0.00	0.00	0.00	17,706.79	2,202.59	0.00	15,504.20
527	MONROY RIVERA ARIEL	ANALISTA DE COSTOS	15,300.00	2,202.59	0.00	204.20	0.00	0.00	0.00	17,706.79	2,202.59	0.00	15,504.20
539	ESPÍNDOLA GUERRERO CARLOS ALBERTO	CHOFER	7,033.34	670.23	494.70	346.30	0.00	0.00	0.00	8,544.57	670.23	0.00	7,874.34
561	HERNÁNDEZ CARRANZA DAVID	OPERADOR DE MAQUINARIA	8,183.22	752.32	0.00	204.20	0.00	0.00	0.00	9,139.74	752.32	0.00	8,387.42
595	MARIN YAÑEZ JUAN ANGEL	PROYECTISTA	15,300.00	2,158.97	0.00	0.00	0.00	0.00	0.00	17,458.97	2,158.97	0.00	15,300.00
654	ZEPEDA YAÑEZ ROCENDO	OPERADOR DE MAQUINARIA	7,563.22	620.45	0.00	0.00	0.00	0.00	0.00	8,183.67	620.45	0.00	7,563.22
662	VELÁZQUEZ MAQUEDA BENEDICTO	RESIDENTE DE OBRA	16,422.00	2,398.63	0.00	0.00	0.00	0.00	0.00	18,820.63	2,398.63	0.00	16,422.00
667	LANDAVERDE MARQUEZ RAÚL	JEFE DE MANTENIMIENTO	12,123.58	1,910.87	0.00	0.00	2,971.46	0.00	0.00	17,005.91	1,910.87	0.00	15,095.04
680	BALDERAS COLUNGA ALFONZO	AUX. ADMINISTRATIVO	9,929.09	1,024.45	0.00	0.00	0.00	0.00	0.00	10,953.54	1,024.45	0.00	9,929.09
687	RAMOS SÁNCHEZ AGUSTIN	OPERADOR DE CAMION VOLTEO	6,832.41	278.96	0.00	0.00	0.00	0.00	0.00	7,111.37	278.96	0.00	6,832.41
688	OLVERA YAÑEZ LUIS ANTONIO	OPERADOR DE CAMION VOLTEO	6,832.41	278.96	0.00	0.00	0.00	0.00	0.00	7,111.37	278.96	0.00	6,832.41
715	OLVERA SANJUAN ALBERTO	DIRECTOR	28,845.26	5,226.65	0.00	0.00	0.00	0.00	0.00	34,071.91	5,226.65	0.00	28,845.26
733	BALDERAS HERNÁNDEZ MARCO CESAR	COORD. MITTO Y CONS. DE CAMINOS	15,300.00	2,158.97	0.00	0.00	0.00	0.00	0.00	17,458.97	2,158.97	0.00	15,300.00
737	OLVERA ESCAMILLA MARÍA GUADALUPE	SECRETARIA	6,630.00	256.94	0.00	0.00	0.00	0.00	0.00	6,886.94	256.94	0.00	6,630.00
739	GONZÁLEZ LANDAVERDE PEDRO NOEL	COORD. DE PROYECTOS Y PRESUPUE	18,380.42	2,816.95	0.00	0.00	0.00	0.00	0.00	21,197.37	2,816.95	0.00	18,380.42
746	FERRETIZ GUEVARA RAÚL	RESIDENTE DE OBRA	12,240.00	1,505.36	0.00	0.00	0.00	0.00	0.00	13,745.36	1,505.36	0.00	12,240.00
767	GONZALEZ GARCÍA J. RUBEN	AUXILIAR DE OBRAS	6,364.80	228.09	0.00	0.00	0.00	0.00	0.00	6,592.89	228.09	0.00	6,364.80
769	JUAREZ OLGUIN ADAN	RESIDENTE DE OBRA	8,160.00	715.93	0.00	0.00	0.00	0.00	0.00	8,875.93	715.93	0.00	8,160.00
774	CAMACHO GARCIA CRISTAL	AUXILIAR CONTABLE	7,584.78	623.90	0.00	0.00	0.00	0.00	0.00	8,208.68	623.90	0.00	7,584.78
775	RESENDIZ SANCHEZ MAURO	CHOFER	6,832.41	278.96	0.00	0.00	0.00	0.00	0.00	7,111.37	278.96	0.00	6,832.41
778	GUILLEN IBARRA TEODULFO	OPERADOR DE CAMION VOLTEO	6,832.41	278.96	0.00	0.00	0.00	0.00	0.00	7,111.37	278.96	0.00	6,832.41
779	GARCIA DON BALTAZAR	PROYECTISTA	15,300.00	2,158.97	0.00	0.00	0.00	0.00	0.00	17,458.97	2,158.97	0.00	15,300.00
044	MATA AGUILAR MARÍA ISABEL	SECRETARIA	7,530.22	807.34	494.70	692.60	0.00	0.00	0.00	9,524.86	807.34	0.00	8,717.52
226	GARCÍA CORNEJO MA. GUADALUPE	AUX. ADMINISTRATIVO	9,425.42	1,033.47	349.78	204.20	0.00	0.00	0.00	11,012.87	1,033.47	0.00	9,979.40
722	SÁNCHEZ GARCÍA CESAR	OFICIAL DE REG. CIVIL	11,473.61	1,341.66	0.00	0.00	0.00	0.00	0.00	12,815.27	1,341.66	0.00	11,473.61
504	BALDERAS GARCÍA JAVIER JESÚS	REGIDOR	20,898.33	3,357.54	0.00	0.00	0.00	0.00	0.00	24,255.87	3,357.54	0.00	20,898.33
641	LANDAVERDE MARTÍNEZ ISMAEL	REGIDOR	20,898.33	3,357.54	0.00	0.00	0.00	0.00	0.00	24,255.87	3,357.54	0.00	20,898.33
706	MARÍN ZEPEDA NOEL	REGIDOR	20,898.33	3,357.54	0.00	0.00	0.00	0.00	0.00	24,255.87	3,357.54	0.00	20,898.33
707	MANCILLA HUERTA CORAL	REGIDOR	20,898.33	3,357.54	0.00	0.00	0.00	0.00	0.00	24,255.87	3,357.54	0.00	20,898.33
708	GUEVARA LANDAVERDE EMILIANO	REGIDOR	20,898.33	3,357.54	0.00	0.00	0.00	0.00	0.00	24,255.87	3,357.54	0.00	20,898.33
709	PADRÓN SÁNCHEZ MARGARITA	REGIDOR	20,898.33	3,357.54	0.00	0.00	0.00	0.00	0.00	24,255.87	3,357.54	0.00	20,898.33



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710	ESPINOZA SUAREZ REMIGIO	REGIDOR	20,898.33	3,357.54	0.00	0.00	0.00	0.00	0.00	24,255.87	3,357.54	0.00	20,898.33
711	ESPINOZA ALAVEZ NELIDA RAQUEL	REGIDOR	20,898.33	3,357.54	0.00	0.00	0.00	0.00	0.00	24,255.87	3,357.54	0.00	20,898.33
712	MATA GONZÁLEZ MA. DEL CARMEN	REGIDOR	20,898.33	3,357.54	0.00	0.00	0.00	0.00	0.00	24,255.87	3,357.54	0.00	20,898.33
141	PÉREZ SÁENZ MA. DEL CARMEN	SECRETARIA	6,586.78	709.59	494.70	1,038.90	0.00	0.00	0.00	8,829.97	709.59	0.00	8,120.38
365	SAENZ ESPINOZA J. CRUZ	OFICIAL DE REG. CIVIL	5,304.00	41.34	0.00	0.00	0.00	0.00	0.00	5,345.34	41.34	0.00	5,304.00
520	VELÁZQUEZ VÁZQUEZ JORGE	DELEGADO MUNICIPAL	12,000.00	1,497.71	0.00	204.20	0.00	0.00	0.00	13,701.91	1,497.71	0.00	12,204.20
147	SUÁREZ LUNA MARTHA ALICIA	SECRETARIA	6,586.78	654.19	494.70	692.60	0.00	0.00	0.00	8,428.27	654.19	0.00	7,774.08
463	VÁZQUEZ ZUÑIGA CESARIO	JARDINERO	4,390.83	0.00	0.00	204.20	1,119.23	0.00	0.00	5,714.26	0.00	-65.15	5,779.41
751	LUNA CONTRERAS FERNANDO	DELEGADO MUNICIPAL	12,000.00	1,454.09	0.00	0.00	0.00	0.00	0.00	13,454.09	1,454.09	0.00	12,000.00
762	ZUÑIGA LUNA MARIA ANTONIA	OFICIAL DE REG. CIVIL	5,304.00	41.34	0.00	0.00	0.00	0.00	0.00	5,345.34	41.34	0.00	5,304.00
152	MEDELLÍN CORNEJO MICAELA	OFICIAL DE REG. CIVIL	9,134.41	1,054.51	349.78	612.60	0.00	0.00	0.00	11,151.30	1,054.51	0.00	10,096.79
574	GÓMEZ GARCÍA ANTONIO	DELEGADO MUNICIPAL	12,000.00	1,454.09	0.00	0.00	0.00	0.00	0.00	13,454.09	1,454.09	0.00	12,000.00
582	GUEVARA OLVERA MARGARITO	JARDINERO	5,507.33	115.92	0.00	204.20	0.00	0.00	0.00	5,827.45	115.92	0.00	5,711.53
700	JUAREZ OLGUIN JAVIER	AUX. ADMINISTRATIVO	6,364.80	300.53	0.00	0.00	1,622.40	0.00	0.00	8,287.73	300.53	0.00	7,987.20
159	ARREDONDO SALDAÑA MARTÍN	JARDINERO	5,342.38	246.03	494.70	692.60	0.00	0.00	0.00	6,775.71	246.03	0.00	6,529.68
513	ARREDONDO LANDAVERDE TEODORA	SECRETARIA	5,342.38	167.26	494.70	346.30	0.00	0.00	0.00	6,350.64	167.26	0.00	6,183.38
750	PRADO CHAVEZ J. JESUS	DELEGADO MUNICIPAL	12,000.00	1,454.09	0.00	0.00	0.00	0.00	0.00	13,454.09	1,454.09	0.00	12,000.00
763	SANCHEZ CRISTALES CARMEN	OFICIAL DE REG. CIVIL	5,304.00	41.34	0.00	0.00	0.00	0.00	0.00	5,345.34	41.34	0.00	5,304.00
029	FERRETIZ GUEVARA YESENIA	AUX. ADMINISTRATIVO	10,269.02	1,337.96	494.70	692.60	0.00	0.00	0.00	12,794.28	1,337.96	0.00	11,456.32
153	BERNON ZUÑIGA NARCEDALIA	SECRETARIA	6,586.78	709.59	494.70	1,038.90	0.00	0.00	0.00	8,829.97	709.59	0.00	8,120.38
166	ZEPEDA OLVERA GERMAN	JARDINERO	5,342.38	676.71	494.70	2,077.80	0.00	0.00	0.00	8,591.59	676.71	0.00	7,914.88
749	ZUÑIGA NIETO MARIA INES	DELEGADO MUNICIPAL	12,000.00	1,454.09	0.00	0.00	0.00	0.00	0.00	13,454.09	1,454.09	0.00	12,000.00
761	PALACIOS TORRES ANA MILENI	OFICIAL DE REG. CIVIL	8,486.40	768.16	0.00	0.00	0.00	0.00	0.00	9,254.56	768.16	0.00	8,486.40
143	MONROY GUERRERO EMETERIO	POLICIA	8,404.80	1,013.36	349.78	612.60	0.00	500.00	0.00	10,880.54	1,013.36	0.00	9,867.18
479	OLVERA MONROY FRANCISCO	POLICIA	8,404.80	877.49	0.00	204.20	0.00	500.00	0.00	9,986.49	877.49	0.00	9,109.00
568	MARTÍNEZ VÁZQUEZ FEDERICO	POLICIA	8,404.80	877.49	0.00	204.20	0.00	500.00	0.00	9,986.49	877.49	0.00	9,109.00
193	ZEPEDA GUILLEN SERAFÍN	POLICIA	8,404.80	976.77	349.78	408.40	0.00	500.00	0.00	10,639.75	976.77	0.00	9,662.98
730	MARTÍNEZ GARCÍA NOÉ	CONTRALOR	12,729.60	1,609.94	0.00	0.00	0.00	0.00	0.00	14,339.54	1,609.94	0.00	12,729.60
203	NIETO MÉNDEZ DOMINGO	AUX. PROTECCION CIVIL	9,945.00	1,416.69	494.70	1,385.20	0.00	0.00	0.00	13,241.59	1,416.69	0.00	11,824.90
211	PÉREZ MORÁN ANTONIO	AUX. PROTECCION CIVIL	8,031.52	820.28	349.78	408.40	0.00	0.00	0.00	9,609.98	820.28	0.00	8,789.70
692	LOPEZ CAMACHO CIRILO	AUX. PROTECCION CIVIL	4,964.54	7.50	0.00	0.00	0.00	0.00	0.00	4,972.04	7.50	-3.09	4,967.63
697	HERNANDEZ LOPEZ ASAEL	AUX. PROTECCION CIVIL	6,576.96	251.17	0.00	0.00	0.00	0.00	0.00	6,828.13	251.17	0.00	6,576.96
723	LIMONES MENDEZ CESAR	COORD. PROTECCION CIVIL	10,591.03	1,153.14	0.00	0.00	0.00	0.00	0.00	11,744.17	1,153.14	0.00	10,591.03
758	YAÑEZ ROMERO HERMILO	AUX. PROTECCION CIVIL	8,160.00	715.93	0.00	0.00	0.00	0.00	0.00	8,875.93	715.93	0.00	8,160.00
040	RODRÍGUEZ MORÁN MARTÍN	COORD. DE FOMENTO ECONOMICO	10,920.00	1,624.95	494.70	1,385.20	0.00	0.00	0.00	14,424.85	1,624.95	0.00	12,799.90
727	RAMÍREZ ZARATE SAÚL	INSPECTOR FISCAL	6,789.16	274.26	0.00	0.00	0.00	0.00	0.00	7,063.42	274.26	0.00	6,789.16
164	MARTÍNEZ ROMERO JUAN LUÍS	TITULAR ACCESO A LA INFORMACIO	16,785.90	2,563.59	0.00	408.40	0.00	0.00	0.00	19,757.89	2,563.59	0.00	17,194.30
453	SÁNCHEZ DEL CASTILLO CECILIA	SRIA. PART. PRESIDENTE	9,975.62	1,069.38	0.00	204.20	0.00	0.00	0.00	11,249.20	1,069.38	0.00	10,179.82
693	IBARRA SANJUAN EZEQUIEL	CHOFER	6,619.39	255.79	0.00	0.00	0.00	0.00	0.00	6,875.18	255.79	0.00	6,619.39
705	TORRES BALDERAS ELFEGO	PRESIDENTE MPAL.	41,404.25	8,742.19	0.00	0.00	0.00	0.00	0.00	50,146.44	8,742.19	0.00	41,404.25
719	LUNA OLLERVIDES OSCAR ESTEBAN	COORD. COMUNICACION SOCIAL	11,989.92	1,451.94	0.00	0.00	0.00	0.00	0.00	13,441.86	1,451.94	0.00	11,989.92
771	OLVERA SANJUAN JUAN CARLOS	JUEZ CIVICO	11,473.61	1,341.66	0.00	0.00	0.00	0.00	0.00	12,815.27	1,341.66	0.00	11,473.61
677	BOTELLO SANJUAN YENI CORAL	AUX. ADMINISTRATIVO	8,160.00	715.93	0.00	0.00	0.00	0.00	0.00	8,875.93	715.93	0.00	8,160.00
717	SÁNCHEZ GIL FERNANDO	SECRETARIO DEL H. AYTO	28,845.26	7,765.24	0.00	0.00	0.00	0.00	9,302.50	45,913.00	7,765.24	0.00	38,147.76
053	SÁNCHEZ ESTRADA OBEHT	JEFE DE ALUMBRADO PUBLICO	8,910.93	977.87	349.78	408.40	0.00	0.00	0.00	10,646.98	977.87	0.00	9,669.11
063	HUERTA COLUNGA J. JESÚS	SEPARADOR DE RESIDUOS	6,164.76	371.43	494.70	692.60	0.00	0.00	0.00	7,723.49	371.43	0.00	7,352.06
064	FERRETIZ BALDERAS RAFAEL	SEPARADOR DE RESIDUOS	6,832.39	624.82	349.78	408.40	0.00	0.00	0.00	8,215.39	624.82	0.00	7,590.57
071	LÓPEZ MOLINERO JOSÉ TRANQUILINO	ENC. DE PARQUE ARROYO SECO	6,164.78	371.43	494.70	692.60	0.00	0.00	0.00	7,723.51	371.43	0.00	7,352.08
082	LEÓN REYES HÉCTOR	CARGADOR CAMION RECOLECTOR	6,164.76	684.00	494.70	692.60	0.00	608.37	0.00	8,644.43	684.00	0.00	7,960.43
087	CASTRO DAMIÁN	ENC. PLAZA PRINCIPAL A.S.	6,164.76	697.48	494.70	1,385.20	0.00	0.00	0.00	8,742.14	697.48	0.00	8,044.66
088	GARCÍA REYES CANDIDO PAULINO	SEPARADOR DE RESIDUOS	6,537.22	646.26	494.70	692.60	0.00	0.00	0.00	8,370.78	646.26	0.00	7,724.52
091	BALDERAS JUÁREZ ANATOLIO	ENC. PLANTA TRATADORA ARROYO	6,164.76	642.07	494.70	1,038.90	0.00	0.00	0.00	8,340.43	642.07	0.00	7,698.36
102	SANJUÁN MARTÍNEZ SAÚL	CARGADOR CAMION RECOLECTOR	7,054.10	784.36	494.70	1,038.90	0.00	0.00	0.00	9,372.06	784.36	0.00	8,587.70
104	HUERTA DE PRÓ TOMÁS	SEPARADOR DE RESIDUOS	6,164.76	642.07	494.70	1,038.90	0.00	0.00	0.00	8,340.43	642.07	0.00	7,698.36
105	MARTÍNEZ MOLINERO SALVADOR	SEPARADOR DE RESIDUOS	6,164.76	371.43	494.70	692.60	0.00	0.00	0.00	7,723.49	371.43	0.00	7,352.06
188	BALDERAS MARTÍNEZ LEONIDES	CHOFER CAMION RECOLECTOR DE BA	7,722.62	1,169.41	349.78	408.40	1,968.51	1,245.25	0.00	12,863.97	1,169.41	0.00	11,694.56
213	GUERRERO PÉREZ JESÚS GUADALUPE	CARGADOR CAMION RECOLECTOR	5,988.63	644.33	349.78	408.40	0.00	965.65	0.00	8,356.79	644.33	0.00	7,712.46
214	FERRETIZ GUEVARA JAVIER	RESP. DISTRIBUCION DE AGUA	7,280.00	765.10	494.70	692.60	0.00	0.00	0.00	9,232.40	765.10	0.00	8,467.30
233	ESCAMILLA MEDELLIN EMILIO	AUXILIAR DE SERVICIOS	7,846.17	665.72	0.00	0.00	0.00	0.00	0.00	8,511.89	665.72	0.00	7,846.17
424	GAYTAN MORALES JOSE DE JESUS	CHOFER CAMION RECOLECTOR DE BA	6,364.80	228.09	0.00	0.00	0.00	0.00	0.00	6,592.89	228.09	0.00	6,364.80
434	OLMOS MARISCAL LEODEGARIO	CHOFER	5,140.92	114.11	349.78	204.20	0.00	0.00	0.00	5,809.01	114.11	0.00	5,694.90
484	HERNÁNDEZ RAMÍREZ JOEL	CARGADOR CAMION RECOLECTOR	6,164.76	693.49	494.70	346.30	0.00	1,013.95	0.00	8,713.20	693.49	0.00	8,019.71
505	MENDEZ CHÁVEZ WENCESLAO	RESP. SERVICIOS DE LIMPIA	9,553.26	957.11	0.00	0.00	0.00	0.00	0.00	10,510.37	957.11	0.00	9,553.26
508	LANDAVERDE MARQUEZ GUMECINDO	COORD. SERVICIOS DE LIMPIA	15,039.09	3,690.56	0.00	0.00	0.00	2,425.05	4,850.10	26,004.80	3,690.56	0.00	22,314.24
524	RAMIREZ SANJUAN JUAN LUIS	COORD. BACHEO Y MITTO BIENES PUBLICOS	10,608.00	1,156.76	0.00	0.00	0.00	0.00	0.00	11,764.76	1,156.76	0.00	10,608.00
528	GONZÁLEZ GARCÍA NICACIO	ENC. DE PANTEON CONCA	4,990.13	29.41	0.00	204.20	0.00	0.00	0.00	5,223.74	29.41	0.00	5,194.33



**MUNICIPIO DE ARROYO SECO, QUERETARO**  
 ADMINISTRACION 2012- 2015  
 DIRECCION DE ADMINISTRACION  
 REMUNERACION AL PERSONAL CORRESPONDIENTE AL MES DE ABRIL 2014



No.	Nombre	Puesto	Sueldo	Subsidio ISR	Canasta Basica	Quinquenio	Prima vacacional	Compensacion	Vacaciones	Total percep.	ISR	Subsidio al Empleo	Neto a pagar
546	BOTELLO LANDAVERDE MIRNA AZUCENA	SECRETARIA	7,851.92	802.93	494.70	346.30	0.00	0.00	0.00	9,495.85	802.93	0.00	8,692.92
556	TORRES LANDAVERDE JOSÉ PABLO	RESP. RELLENO SANITARIO	5,988.62	168.29	0.00	204.20	0.00	0.00	0.00	6,361.11	168.29	0.00	6,192.82
557	MARTÍNEZ MOLINERO SERGIO	SEPARADOR DE RESIDUOS	5,988.62	168.29	0.00	204.20	0.00	0.00	0.00	6,361.11	168.29	0.00	6,192.82
558	CASTILLO FLORES IGNACIO	SEPARADOR DE RESIDUOS	5,988.62	168.29	0.00	204.20	0.00	0.00	0.00	6,361.11	168.29	0.00	6,192.82
559	RESENDIZ ENRIQUE	AUX. ALUMBRADO PUBLICO	4,990.10	29.41	0.00	204.20	0.00	0.00	0.00	5,223.71	29.41	0.00	5,194.30
589	MARTÍNEZ NIETO J. JESÚS	AUX. ALUMBRADO PUBLICO	8,910.93	878.59	0.00	204.20	0.00	0.00	0.00	9,993.72	878.59	0.00	9,115.13
621	HUERTA RÍOS HÉCTOR	COORDINADOR DE PARQUES, JARDINES Y PANTE	10,200.00	1,073.00	0.00	0.00	0.00	0.00	0.00	11,273.00	1,073.00	0.00	10,200.00
655	ROMERO BALDERAS PABLO	AYUDANTE DE CAMION CISTERNA	5,988.63	146.07	0.00	0.00	0.00	0.00	0.00	6,134.70	146.07	0.00	5,988.63
661	RÍOS LICEA GILVERTO	SEPARADOR DE RESIDUOS	8,766.15	816.06	0.00	0.00	0.00	0.00	0.00	9,582.21	816.06	0.00	8,766.15
678	MENDEZ MARTÍNEZ ADOLFO	AYUDANTE DE CAMION CISTERNA	6,832.41	278.96	0.00	0.00	0.00	0.00	0.00	7,111.37	278.96	0.00	6,832.41
682	SÁNCHEZ ESTRADA NEFTALI	AUX. ALUMBRADO PUBLICO	7,722.62	645.95	0.00	0.00	0.00	0.00	0.00	8,368.57	645.95	0.00	7,722.62
684	VARA MEDINA IGNACIO	CHOFER CAMION RECOLECTOR DE BA	8,825.86	1,030.78	0.00	0.00	0.00	1,138.52	0.00	10,995.16	1,030.78	0.00	9,964.38
686	VELAZQUEZ PACHECO DIONICIO	ENC. UNIDAD DEP. CONCA	7,425.60	598.43	0.00	0.00	0.00	0.00	0.00	8,024.03	598.43	0.00	7,425.60
747	REYES MORANTES ARNOLDO	COORD. ECOLOGIA	9,178.89	890.02	0.00	0.00	0.00	0.00	0.00	10,068.91	890.02	0.00	9,178.89
760	CARRANZA ESPINDOLA FRANCISCO JAVIER	CHOFER CAMION RECOLECTOR DE BA	6,364.80	228.09	0.00	0.00	0.00	0.00	0.00	6,592.89	228.09	0.00	6,364.80
764	SANJUAN MARTINEZ MARIÁ DEL REFUGIO	ATENCION CIUDADANA	5,304.00	41.34	0.00	0.00	0.00	0.00	0.00	5,345.34	41.34	0.00	5,304.00
776	LUNA MORENO HECTOR	DIRECTOR	24,480.00	4,199.94	0.00	0.00	0.00	0.00	0.00	28,679.94	4,199.94	0.00	24,480.00
250	HERNANDEZ HERNANDEZ JOSE FRANCISCO	AUX. DE DEPORTES	3,120.00	86.71	0.00	0.00	0.00	0.00	0.00	3,206.71	86.71	0.00	3,120.00
294	RODRIGUEZ PADRON DIEGO ARMANDO	AUX. DE DEPORTES	3,120.00	86.71	0.00	0.00	0.00	0.00	0.00	3,206.71	86.71	0.00	3,120.00
718	CRUZ HERNÁNDEZ ANGEL DANIEL	DIRECTOR	9,178.89	890.02	0.00	0.00	0.00	0.00	0.00	10,068.91	890.02	0.00	9,178.89
720	RIVAS MUÑOZ JUAN MANUEL	ENC. DEPORTES	10,326.25	1,096.58	0.00	0.00	0.00	0.00	0.00	11,422.83	1,096.58	0.00	10,326.25
743	BENITEZ MARTINEZ JUAN ANGEL	AUX. DE DEPORTES	8,031.52	869.89	0.00	0.00	2,047.25	0.00	0.00	10,948.66	869.89	0.00	10,078.77
156	CORONA ROMERO LADISLAO	POLICIA	9,865.44	1,579.06	349.78	408.40	2,418.00	500.00	0.00	15,120.68	1,579.06	0.00	13,541.62
196	NIETO LUNA EUTQUIO	POLICIA	9,865.44	1,266.90	349.78	408.40	0.00	500.00	0.00	12,390.52	1,266.90	0.00	11,123.62
230	BALLEZA ALFARO HUGO	POLICIA	9,865.44	1,599.72	349.78	408.40	2,514.72	500.00	0.00	15,238.06	1,599.72	0.00	13,638.34
255	PEREZ RAMIREZ SAIRA YANET	POLICIA	9,865.44	1,104.95	0.00	0.00	0.00	500.00	0.00	11,470.39	1,104.95	0.00	10,365.44
336	DOMÍNGUEZ DOMÍNGUEZ MARCOS PEDRO	POLICIA	11,995.87	1,647.24	0.00	408.40	0.00	500.00	0.00	14,551.51	1,647.24	0.00	12,904.27
337	GONZÁLEZ RUBIO J. FÉLIX	POLICIA	11,995.87	1,647.24	0.00	408.40	0.00	500.00	0.00	14,551.51	1,647.24	0.00	12,904.27
353	BALDERAS PADRÓN JULIO	POLICIA	11,995.87	1,678.34	349.78	204.20	0.00	500.00	0.00	14,728.19	1,678.34	0.00	13,049.85
390	HERNÁNDEZ MONTOYA J. HERMILO	POLICIA	11,995.87	1,647.24	0.00	408.40	0.00	500.00	0.00	14,551.51	1,647.24	0.00	12,904.27
403	COMPEÁN FERNÁNDEZ DOMINGO	POLICIA	11,995.87	1,647.24	0.00	408.40	0.00	500.00	0.00	14,551.51	1,647.24	0.00	12,904.27
422	GARZÓN VARGAS ROGELIO	POLICIA	9,865.44	1,013.05	0.00	0.00	0.00	0.00	0.00	10,878.49	1,013.05	0.00	9,865.44
431	VÁZQUEZ CORONA DEMETRIO	POLICIA	9,865.44	1,148.57	0.00	204.20	0.00	500.00	0.00	11,718.21	1,148.57	0.00	10,569.64
436	SÁNCHEZ MARTÍNEZ JULIO	POLICIA	8,404.80	877.49	0.00	204.20	0.00	500.00	0.00	9,986.49	877.49	0.00	9,109.00
540	GONZÁLEZ TELLO CANDELARIO	POLICIA	9,865.44	1,148.57	0.00	204.20	0.00	500.00	0.00	11,718.21	1,148.57	0.00	10,569.64
542	LINARES MARTÍNEZ JOAQUIN	POLICIA	9,865.44	1,148.57	0.00	204.20	0.00	500.00	0.00	11,718.21	1,148.57	0.00	10,569.64
544	LOREDO MONTES GERARDO	POLICIA	9,865.44	1,148.57	0.00	204.20	0.00	500.00	0.00	11,718.21	1,148.57	0.00	10,569.64
548	HERNÁNDEZ OLVERA HIPÓLITO	POLICIA	9,865.44	1,148.57	0.00	204.20	0.00	500.00	0.00	11,718.21	1,148.57	0.00	10,569.64
555	HERNÁNDEZ RAMÍREZ ANDREA	SECRETARIA	7,644.00	981.77	494.70	346.30	2,162.45	0.00	0.00	11,629.22	981.77	0.00	10,647.45
560	BALDERAS GUEVARA SALVADOR	POLICIA	9,865.44	1,148.57	0.00	204.20	0.00	500.00	0.00	11,718.21	1,148.57	0.00	10,569.64
563	GUILLEN HERNÁNDEZ JAVIER	POLICIA	9,865.44	1,148.57	0.00	204.20	0.00	500.00	0.00	11,718.21	1,148.57	0.00	10,569.64
571	ACUÑA CASTILLO JOSÉ LUIS	POLICIA	9,865.44	1,255.37	0.00	204.20	0.00	1,000.00	0.00	12,325.01	1,255.37	0.00	11,069.64
671	MARÍN RODRIGUEZ JOSE MANUEL	POLICIA	9,865.44	1,211.75	0.00	0.00	0.00	1,000.00	0.00	12,077.19	1,211.75	0.00	10,865.44
672	RÍOS GONZÁLEZ GILBERTO	POLICIA	9,865.44	1,013.05	0.00	0.00	0.00	0.00	0.00	10,878.49	1,013.05	0.00	9,865.44
674	REYES TORRES NOEL	POLICIA	9,865.44	1,104.95	0.00	0.00	0.00	500.00	0.00	11,470.39	1,104.95	0.00	10,365.44
729	MARTÍNEZ RUIZ VICTOR MANUEL	DIRECTOR	23,979.85	6,284.89	0.00	0.00	0.00	1,500.00	7,743.40	39,508.14	6,284.89	0.00	33,223.25
773	SAN JUAN VITALES ALVARO LEONEL	POLICIA	9,865.44	1,104.95	0.00	0.00	0.00	500.00	0.00	11,470.39	1,104.95	0.00	10,365.44
075	CASTRO VELÁSQUEZ MA. DE LA CRUZ	VOCAL DE FIDIVEPRO	8,031.52	893.46	349.78	816.80	0.00	0.00	0.00	10,091.56	893.46	0.00	9,198.10
076	BALDERAS JIMÉNEZ MA. AUREA	SECRETARIA	6,399.40	350.27	349.78	408.40	0.00	0.00	0.00	7,507.85	350.27	0.00	7,157.58
077	SOLANO HERNÁNDEZ ALICIA	SECRETARIA	6,586.78	709.59	494.70	1,038.90	0.00	0.00	0.00	8,829.97	709.59	0.00	8,120.38
679	GUERRERO SÁNCHEZ J. SANTOS	PROYECTISTA	7,722.62	645.95	0.00	0.00	0.00	0.00	0.00	8,368.57	645.95	0.00	7,722.62
731	SALVADOR COMPEÁN VICENTE	DIRECTOR	16,785.90	2,476.36	0.00	0.00	0.00	0.00	0.00	19,262.26	2,476.36	0.00	16,785.90
738	GUILLEN HERNÁNDEZ J. JESÚS	SUBDIRECTOR	10,608.00	1,156.76	0.00	0.00	0.00	0.00	0.00	11,764.76	1,156.76	0.00	10,608.00
744	BALDERAS ZEPEDA J. REYES	CHOFER	8,486.40	1,545.91	0.00	0.00	2,163.20	0.00	2,736.80	14,932.31	1,545.91	0.00	13,386.40
084	NAVARRO MONTEJANO MARÍA DE JESÚS	ENC. TURISMO	6,587.62	765.14	494.70	1,385.20	0.00	0.00	0.00	9,232.66	765.14	0.00	8,467.52
734	GUERRERO MONTES CIRIA	COORD. DE TURISMO	11,473.61	1,341.66	0.00	0.00	0.00	0.00	0.00	12,815.27	1,341.66	0.00	11,473.61
768	FERRETIZ NOYOLA BERTHA YOLANDA	RESP. PROYECTOS TURISTICOS	10,200.00	1,073.00	0.00	0.00	0.00	0.00	0.00	11,273.00	1,073.00	0.00	10,200.00
050	SIERRA JIMÉNEZ GREGORIA	ENC. C.C.A. PURISIMA	6,587.62	709.73	494.70	1,038.90	0.00	0.00	0.00	8,830.95	709.73	0.00	8,121.22
093	MEDINA HERNÁNDEZ YOLANDA	ENCARGADA DE BIBLIOTECA	6,398.59	620.76	349.78	816.80	0.00	0.00	0.00	8,185.93	620.76	0.00	7,565.17
099	GUERRERO SALINAS HORTENSIA ISABEL	RESPONSABLE DE BIBLIOTECA	6,399.83	350.32	349.78	408.40	0.00	0.00	0.00	7,508.33	350.32	0.00	7,158.01
169	FLORES GONZÁLEZ LUCÍA	ENC. C.C.A. ARROYO SECO	6,587.64	654.32	494.70	692.60	0.00	0.00	0.00	8,429.26	654.32	0.00	7,774.94
212	LANDAVERDE MÁRQUEZ ALFREDO	CHOFER	7,054.10	728.96	494.70	692.60	0.00	0.00	0.00	8,970.36	728.96	0.00	8,241.40
430	ESCAMILLA FERRETIZ LETICIA	ENC. C.C.A. CONCA	5,987.81	282.39	0.00	306.30	1,526.31	0.00	0.00	8,102.81	282.39	0.00	7,820.42
516	RANGEL ANGELES HUGO	DIRECTOR	18,357.78	2,812.11	0.00	0.00	0.00	0.00	0.00	21,169.89	2,812.11	0.00	18,357.78
580	MARÍN ANDABLO MA. ARCELIA	AUX. ADMINISTRATIVO	6,884.17	306.81	0.00	204.20	0.00	0.00	0.00	7,395.18	306.81	0.00	7,088.37
703	LUGO SEVILLA NANCY	COORDINADOR DE SALUD	12,729.60	1,609.94	0.00	0.00	0.00	0.00	0.00	14,339.54	1,609.94	0.00	12,729.60



**MUNICIPIO DE ARROYO SECO, QUERETARO**  
 ADMINISTRACION 2012- 2015  
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No.	Nombre	Puesto	Sueldo	Subsidio ISR	Canasta Basica	Quinquenio	Prima vacacional	Compensacion	Vacaciones	Total percep.	ISR	Subsidio al Empleo	Neto a pagar
724	RUBIO MARTÍNEZ EIMAR	COORD. PARTICIPACION SOCIAL	11,989.92	1,451.94	0.00	0.00	0.00	0.00	0.00	13,441.86	1,451.94	0.00	11,989.92
725	BALDERAS SAENZ BARTOLOME	AUX. PARTICIPACION SOCIAL	10,326.25	1,096.58	0.00	0.00	0.00	0.00	0.00	11,422.83	1,096.58	0.00	10,326.25
726	SUAREZ LUNA MARÍA DE LOURDES	COORD. DE EDUCACION	10,608.00	1,156.76	0.00	0.00	0.00	0.00	0.00	11,764.76	1,156.76	0.00	10,608.00
085	SOLANO HERNÁNDEZ EVA	SECRETARIA	6,586.78	709.59	494.70	1,038.90	0.00	0.00	0.00	8,829.97	709.59	0.00	8,120.38
713	JIMÉNEZ ESPINOLA NESTOR	DIRECTOR JURIDICO	15,586.91	2,220.26	0.00	0.00	0.00	0.00	0.00	17,807.17	2,220.26	0.00	15,586.91
039	GARCÍA REYES HILDA FRANCISCA	SECRETARIA	6,587.62	654.32	494.70	692.60	0.00	0.00	0.00	8,429.24	654.32	0.00	7,774.92
107	LÓPEZ DÍAZ JUAN DEMETRIO	COORD. CASA DE CULTURA	12,135.55	1,732.23	349.78	816.80	0.00	0.00	0.00	15,034.36	1,732.23	0.00	13,302.13
108	OROZCO LÓPEZ ISMAEL	ASESOR DE MUSICA	4,710.24	89.47	349.78	408.40	0.00	0.00	0.00	5,557.89	89.47	0.00	5,468.42
109	DEL CASTILLO GUILLEN ALICIA	ASESOR DANZA FOLKLORICA	4,710.24	89.47	349.78	408.40	0.00	0.00	0.00	5,557.89	89.47	0.00	5,468.42
110	MARTÍNEZ BOTELLO ORACIO	RESP. DE MANTENIMIENTO	5,341.94	357.26	494.70	1,385.20	0.00	0.00	0.00	7,579.10	357.26	0.00	7,221.84
111	PACHECO GIL J. FRANCISCO PETRONI	VELADOR CASA DE LA CULTURA	4,294.12	13.96	349.78	408.40	0.00	0.00	0.00	5,066.26	13.96	0.00	5,052.30
552	AGUILAR MORENO FRANCISCO	RESPONSABLE DE AUDIO	7,140.00	348.36	0.00	0.00	0.00	0.00	0.00	7,488.36	348.36	0.00	7,140.00
611	SUAREZ GONZÁLEZ SERGIO	ASESOR DANZA FOLKLORICA	9,421.31	1,192.20	0.00	0.00	2,309.14	0.00	0.00	12,922.65	1,192.20	0.00	11,730.45
732	MEDELLIN NOYOLA LINO	DIRECTOR	12,135.55	1,483.05	0.00	0.00	0.00	0.00	0.00	13,618.60	1,483.05	0.00	12,135.55
777	OLGUIN RIOS ALEJANDRA	COORDINADOR DE ASESORES	8,160.00	715.93	0.00	0.00	0.00	0.00	0.00	8,875.93	715.93	0.00	8,160.00
740	MONTES BALDERAS J. MATILDE	AUX. DE CATASTRO	8,160.00	715.93	0.00	0.00	0.00	0.00	0.00	8,875.93	715.93	0.00	8,160.00
748	LUNA TREJO JONATAN	COORDINADOR DE CATASTRO	8,825.86	1,058.49	0.00	0.00	2,249.73	0.00	0.00	12,134.08	1,058.49	0.00	11,075.59
676	LÓPEZ MEDELLIN LAURA	DIRECTOR	10,200.00	1,073.00	0.00	0.00	0.00	0.00	0.00	11,273.00	1,073.00	0.00	10,200.00
699	GONZALEZ AGUILAR MARCO ANTONIO	PSICOLOGO	7,425.60	598.43	0.00	0.00	0.00	0.00	0.00	8,024.03	598.43	0.00	7,425.60