



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



Departamento	Puesto	Sueldo	Subsidio ISR	Canasta Basica	Quinquenio	Prima vacacional	Compensación	Aguinaldo	Total Percepción	ISR	Subsidio al Empleo	Neto
DIRECCION DE FINANZAS	AUX. DE INGRESOS	11,440.00	1,496.42	349.78	408.40	0.00	0.00	0.00	13,694.60	1,496.42	0.00	12,198.18
DIRECCION DE FINANZAS	AUX. GENERAL	12,896.00	1,807.43	349.78	408.40	0.00	0.00	0.00	15,461.61	1,807.43	0.00	13,654.18
DIRECCION DE FINANZAS	AUX. CONTABLE	13,858.86	1,938.38	0.00	408.40	0.00	0.00	0.00	16,205.64	1,938.38	0.00	14,267.26
DIRECCION DE FINANZAS	DIRECTOR	29,410.86	5,359.68	0.00	0.00	0.00	0.00	0.00	34,770.54	5,359.68	0.00	29,410.86
DIRECCION DE FINANZAS	AUX. DE EGRESOS	5,620.00	722.42	0.00	0.00	0.00	0.00	0.00	6,342.42	722.42	0.00	5,620.00
DIRECCION DE ADMINISTRACION	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
DIRECCION DE ADMINISTRACION	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
DIRECCION DE ADMINISTRACION	COORD. DE EVENTOS ESPECIALES	11,167.68	1,603.89	494.70	1,038.90	0.00	0.00	0.00	14,305.17	1,603.89	0.00	12,701.28
DIRECCION DE ADMINISTRACION	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
DIRECCION DE ADMINISTRACION	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
DIRECCION DE ADMINISTRACION	AUX. DE EVENTOS ESPECIALES	9,196.22	1,028.99	349.78	408.40	0.00	0.00	0.00	10,983.39	1,028.99	0.00	9,954.40
DIRECCION DE ADMINISTRACION	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
DIRECCION DE ADMINISTRACION	RESPONSABLE DE AUDIO	6,814.08	690.55	494.70	692.60	0.00	0.00	0.00	8,691.93	690.55	0.00	8,001.38
DIRECCION DE ADMINISTRACION	AUX. ADMINISTRATIVO	7,906.24	675.33	0.00	0.00	0.00	0.00	0.00	8,581.57	675.33	0.00	7,906.24
DIRECCION DE ADMINISTRACION	AUX. ADMINISTRATIVO	7,280.00	363.59	0.00	0.00	0.00	0.00	0.00	7,643.59	363.59	0.00	7,280.00
DIRECCION DE ADMINISTRACION	CONTROL PATRIMONIAL	7,280.00	363.59	0.00	0.00	0.00	0.00	0.00	7,643.59	363.59	0.00	7,280.00
DIRECCION DE ADMINISTRACION	ENCARGADO DE ALMACEN	8,189.00	785.92	0.00	408.40	0.00	0.00	0.00	9,383.32	785.92	0.00	8,597.40
DIRECCION DE ADMINISTRACION	ENCARGADO DE RECURSOS HUMANOS	13,921.32	1,908.10	0.00	204.20	0.00	0.00	0.00	16,033.62	1,908.10	0.00	14,125.52
DIRECCION DE ADMINISTRACION	RESPONSABLE DE INTENDENCIA	6,163.92	918.68	494.70	346.30	1,743.74	0.00	0.00	9,667.34	918.68	0.00	8,748.66
DIRECCION DE ADMINISTRACION	AUX. ADMINISTRATIVO	7,687.52	1,177.11	494.70	346.30	2,174.76	0.00	0.00	11,880.39	1,177.11	0.00	10,703.28
DIRECCION DE ADMINISTRACION	RESPONSABLE CONTROL VEHICULAR	10,528.72	1,183.44	0.00	204.20	0.00	0.00	0.00	11,916.36	1,183.44	0.00	10,732.92
DIRECCION DE ADMINISTRACION	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
DIRECCION DE ADMINISTRACION	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
DIRECCION DE ADMINISTRACION	RESP. EVENTOS ESPECIALES	8,652.80	795.74	0.00	0.00	0.00	0.00	0.00	9,448.54	795.74	0.00	8,652.80
DIRECCION DE ADMINISTRACION	DIRECTOR	29,410.86	5,359.68	0.00	0.00	0.00	0.00	0.00	34,770.54	5,359.68	0.00	29,410.86
DIRECCION DE ADMINISTRACION	ENC. DE SUMINISTRO Y CONTROL VE	12,868.44	1,639.59	0.00	0.00	0.00	0.00	0.00	14,508.03	1,639.59	0.00	12,868.44
DIRECCION DE ADMINISTRACION	ENC. DE ADQUISICIONES	13,447.52	4,661.67	0.00	0.00	0.00	0.00	15,482.34	33,591.53	4,661.67	0.00	28,929.86
DIRECCION DE ADMINISTRACION	CHOFER	7,280.00	363.59	0.00	0.00	0.00	0.00	0.00	7,643.59	363.59	0.00	7,280.00
DIRECCION DE ADMINISTRACION	AUXILIAR ADMINISTRATIVO	11,698.58	1,389.71	0.00	0.00	0.00	0.00	0.00	13,088.29	1,389.71	0.00	11,698.58
DIRECCION DE ADMINISTRACION	AUXILIAR ADMINISTRATIVO	7,733.50	647.69	0.00	0.00	0.00	0.00	0.00	8,381.19	647.69	0.00	7,733.50
DIRECCION DE ADMINISTRACION	AUX. DE EVENTOS ESPECIALES	6,240.00	214.51	0.00	0.00	0.00	0.00	0.00	6,454.51	214.51	0.00	6,240.00
DIRECCION DE ADMINISTRACION	AUX. DE EVENTOS ESPECIALES	6,489.60	241.67	0.00	0.00	0.00	0.00	0.00	6,731.27	241.67	0.00	6,489.60
DIRECCION DE OBRAS PUBLICAS	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
DIRECCION DE OBRAS PUBLICAS	RESIDENTE DE OBRA	7,200.00	354.89	0.00	0.00	0.00	0.00	0.00	7,554.89	354.89	0.00	7,200.00
DIRECCION DE OBRAS PUBLICAS	OPERADOR DE CAMION VOLTEO	6,966.38	541.17	0.00	204.20	1,741.59	0.00	0.00	9,453.32	541.17	0.00	8,912.15
DIRECCION DE OBRAS PUBLICAS	COORD. LICITACION DE OBRA	15,600.00	3,099.71	0.00	204.20	3,900.00	0.00	0.00	22,803.91	3,099.71	0.00	19,704.20
DIRECCION DE OBRAS PUBLICAS	ANALISTA DE COSTOS	15,600.00	3,099.71	0.00	204.20	3,900.00	0.00	0.00	22,803.91	3,099.71	0.00	19,704.20
DIRECCION DE OBRAS PUBLICAS	OPERADOR DE MAQUINARIA	8,343.68	777.99	0.00	204.20	0.00	0.00	0.00	9,325.87	777.99	0.00	8,547.88
DIRECCION DE OBRAS PUBLICAS	PROYECTISTA	15,600.00	2,223.05	0.00	0.00	0.00	0.00	0.00	17,823.05	2,223.05	0.00	15,600.00
DIRECCION DE OBRAS PUBLICAS	RESIDENTE DE OBRA	16,744.00	2,467.41	0.00	0.00	0.00	0.00	0.00	19,211.41	2,467.41	0.00	16,744.00
DIRECCION DE OBRAS PUBLICAS	JEFE DE MANTENIMIENTO	12,361.30	1,531.27	0.00	0.00	0.00	0.00	0.00	13,892.57	1,531.27	0.00	12,361.30
DIRECCION DE OBRAS PUBLICAS	AUX. ADMINISTRATIVO	10,123.78	1,059.34	0.00	0.00	0.00	0.00	0.00	11,183.12	1,059.34	0.00	10,123.78
DIRECCION DE OBRAS PUBLICAS	OPERADOR DE CAMION VOLTEO	6,966.38	293.54	0.00	0.00	0.00	0.00	0.00	7,259.92	293.54	0.00	6,966.38
DIRECCION DE OBRAS PUBLICAS	OPERADOR DE CAMION VOLTEO	6,966.38	293.54	0.00	0.00	0.00	0.00	0.00	7,259.92	293.54	0.00	6,966.38
DIRECCION DE OBRAS PUBLICAS	DIRECTOR	29,410.86	5,359.68	0.00	0.00	0.00	0.00	0.00	34,770.54	5,359.68	0.00	29,410.86
DIRECCION DE OBRAS PUBLICAS	COORD. MTTO Y CONS. DE CAMINOS	15,600.00	2,223.05	0.00	0.00	0.00	0.00	0.00	17,823.05	2,223.05	0.00	15,600.00
DIRECCION DE OBRAS PUBLICAS	SECRETARIA	3,380.00	135.54	0.00	0.00	0.00	0.00	0.00	3,515.54	135.54	0.00	3,380.00
DIRECCION DE OBRAS PUBLICAS	COORD. DE PROYECTOS Y PRESUPUE	18,740.82	2,893.93	0.00	0.00	0.00	0.00	0.00	21,634.75	2,893.93	0.00	18,740.82
DIRECCION DE OBRAS PUBLICAS	RESIDENTE DE OBRA	12,480.00	1,556.62	0.00	0.00	0.00	0.00	0.00	14,036.62	1,556.62	0.00	12,480.00
DIRECCION DE OBRAS PUBLICAS	AUXILIAR DE OBRAS	6,489.60	241.67	0.00	0.00	0.00	0.00	0.00	6,731.27	241.67	0.00	6,489.60
DIRECCION DE OBRAS PUBLICAS	RESIDENTE DE OBRA	8,320.00	741.53	0.00	0.00	0.00	0.00	0.00	9,061.53	741.53	0.00	8,320.00
DIRECCION DE OBRAS PUBLICAS	AUXILIAR CONTABLE	7,733.50	647.69	0.00	0.00	0.00	0.00	0.00	8,381.19	647.69	0.00	7,733.50
DIRECCION DE OBRAS PUBLICAS	OPERADOR DE CAMION VOLTEO	6,966.38	293.54	0.00	0.00	0.00	0.00	0.00	7,259.92	293.54	0.00	6,966.38
DIRECCION DE OBRAS PUBLICAS	PROYECTISTA	15,600.00	2,223.05	0.00	0.00	0.00	0.00	0.00	17,823.05	2,223.05	0.00	15,600.00
REGISTRO CIVIL	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
REGISTRO CIVIL	AUX. ADMINISTRATIVO	9,610.24	1,105.59	349.78	408.40	0.00	0.00	0.00	11,474.01	1,105.59	0.00	10,368.42
REGISTRO CIVIL	OFICIAL DE REG. CIVIL	11,698.58	1,389.71	0.00	0.00	0.00	0.00	0.00	13,088.29	1,389.71	0.00	11,698.58
CABILDO	REGIDOR	21,308.10	3,453.91	0.00	0.00	0.00	0.00	0.00	24,762.01	3,453.91	0.00	21,308.10
CABILDO	REGIDOR	21,308.10	3,453.91	0.00	0.00	0.00	0.00	0.00	24,762.01	3,453.91	0.00	21,308.10
CABILDO	REGIDOR	21,308.10	3,453.91	0.00	0.00	0.00	0.00	0.00	24,762.01	3,453.91	0.00	21,308.10
CABILDO	REGIDOR	21,308.10	3,453.91	0.00	0.00	0.00	0.00	0.00	24,762.01	3,453.91	0.00	21,308.10
CABILDO	REGIDOR	21,308.10	3,453.91	0.00	0.00	0.00	0.00	0.00	24,762.01	3,453.91	0.00	21,308.10
CABILDO	REGIDOR	21,308.10	3,453.91	0.00	0.00	0.00	0.00	0.00	24,762.01	3,453.91	0.00	21,308.10
CABILDO	REGIDOR	21,308.10	3,453.91	0.00	0.00	0.00	0.00	0.00	24,762.01	3,453.91	0.00	21,308.10
CABILDO	REGIDOR	21,308.10	3,453.91	0.00	0.00	0.00	0.00	0.00	24,762.01	3,453.91	0.00	21,308.10
CABILDO	REGIDOR	21,308.10	3,453.91	0.00	0.00	0.00	0.00	0.00	24,762.01	3,453.91	0.00	21,308.10
CABILDO	REGIDOR	21,308.10	3,453.91	0.00	0.00	0.00	0.00	0.00	24,762.01	3,453.91	0.00	21,308.10
DELEGACION LA FLORIDA	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
DELEGACION LA FLORIDA	OFICIAL DE REG. CIVIL	5,408.00	82.90	0.00	0.00	0.00	0.00	0.00	5,490.90	82.90	0.00	5,408.00
DELEGACION LA FLORIDA	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
DELEGACION SAN JUAN BUENAVENTURA	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



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Departamento	Puesto	Sueldo	Subsidio ISR	Canasta Basica	Quinquenio	Prima vacacional	Compensación	Aguinaldo	Total Percepción	ISR	Subsidio al Empleo	Neto
DELEGACION SAN JUAN BUENAVENTURA	JARDINERO	4,476.92	0.00	0.00	204.20	0.00	0.00	0.00	4,681.12	0.00	-55.79	4,736.91
DELEGACION SAN JUAN BUENAVENTURA	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
DELEGACION SAN JUAN BUENAVENTURA	OFICIAL DE REG. CIVIL	5,408.00	82.90	0.00	0.00	0.00	0.00	0.00	5,490.90	82.90	0.00	5,408.00
DELEGACION CONCA	OFICIAL DE REG. CIVIL	9,313.52	1,086.60	349.78	612.60	0.00	0.00	0.00	11,362.50	1,086.60	0.00	10,275.90
DELEGACION CONCA	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
DELEGACION CONCA	JARDINERO	5,615.32	127.67	0.00	204.20	0.00	0.00	0.00	5,947.19	127.67	0.00	5,819.52
DELEGACION CONCA	AUX. ADMINISTRATIVO	6,489.60	241.67	0.00	0.00	0.00	0.00	0.00	6,731.27	241.67	0.00	6,489.60
DELEGACION EL REFUGIO	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
DELEGACION EL REFUGIO	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
DELEGACION EL REFUGIO	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
DELEGACION PURISIMA DE ARISTA	AUX. ADMINISTRATIVO	10,269.02	2,030.64	494.70	692.60	3,242.85	0.00	0.00	16,729.81	2,030.64	0.00	14,699.17
DELEGACION PURISIMA DE ARISTA	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
DELEGACION PURISIMA DE ARISTA	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
DELEGACION PURISIMA DE ARISTA	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
DELEGACION PURISIMA DE ARISTA	OFICIAL DE REG. CIVIL	8,652.80	795.74	0.00	0.00	0.00	0.00	0.00	9,448.54	795.74	0.00	8,652.80
CONTRALORIA INTERNA	CONTRALOR	12,979.20	1,663.25	0.00	0.00	0.00	0.00	0.00	14,642.45	1,663.25	0.00	12,979.20
COORDINACION DE PROTECCION CIVIL	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
COORDINACION DE PROTECCION CIVIL	AUX. PROTECCION CIVIL	8,189.00	848.50	349.78	408.40	0.00	0.00	0.00	9,795.68	848.50	0.00	8,947.18
COORDINACION DE PROTECCION CIVIL	AUX. PROTECCION CIVIL	5,061.88	15.00	0.00	0.00	0.00	0.00	0.00	5,076.88	15.00	0.00	5,061.88
COORDINACION DE PROTECCION CIVIL	AUX. PROTECCION CIVIL	6,705.92	447.60	0.00	0.00	1,676.48	0.00	0.00	8,830.00	447.60	0.00	8,382.40
COORDINACION DE PROTECCION CIVIL	COORD. PROTECCION CIVIL	10,798.70	1,197.49	0.00	0.00	0.00	0.00	0.00	11,996.19	1,197.49	0.00	10,798.70
COORDINACION DE PROTECCION CIVIL	AUX. PROTECCION CIVIL	8,320.00	741.53	0.00	0.00	0.00	0.00	0.00	9,061.53	741.53	0.00	8,320.00
COORDINACION DE FOMENTO ECONOMICO	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
COORDINACION DE FOMENTO ECONOMICO	INSPECTOR FISCAL	6,922.28	288.74	0.00	0.00	0.00	0.00	0.00	7,211.02	288.74	0.00	6,922.28
PRESIDENCIA	TITULAR ACCESO A LA INFORMACION	17,115.04	2,633.90	0.00	408.40	0.00	0.00	0.00	20,157.34	2,633.90	0.00	17,523.44
PRESIDENCIA	SRIA. PART. PRESIDENTE	10,171.22	1,107.08	0.00	204.20	0.00	0.00	0.00	11,482.50	1,107.08	0.00	10,375.42
PRESIDENCIA	CHOFER	6,749.18	269.91	0.00	0.00	0.00	0.00	0.00	7,019.09	269.91	0.00	6,749.18
PRESIDENCIA	PRESIDENTE MPAL.	42,216.10	8,985.74	0.00	0.00	0.00	0.00	0.00	51,201.84	8,985.74	0.00	42,216.10
PRESIDENCIA	COORD. COMUNICACION SOCIAL	12,225.02	1,502.16	0.00	0.00	0.00	0.00	0.00	13,727.18	1,502.16	0.00	12,225.02
PRESIDENCIA	JUEZ CIVICO	11,698.58	3,858.00	0.00	0.00	0.00	0.00	13,468.76	29,025.34	3,858.00	0.00	25,167.34
SECRETARIA DEL AYUNTAMIENTO	AUX. ADMINISTRATIVO	8,320.00	741.53	0.00	0.00	0.00	0.00	0.00	9,061.53	741.53	0.00	8,320.00
SECRETARIA DEL AYUNTAMIENTO	SECRETARIO DEL H. AYO	29,410.86	5,359.68	0.00	0.00	0.00	0.00	0.00	34,770.54	5,359.68	0.00	29,410.86
SERVICIOS MUNICIPALES	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
SERVICIOS MUNICIPALES	JEFE DE ALUMBRADO PUBLICO	9,085.66	2,919.55	349.78	408.40	0.00	0.00	10,930.00	23,693.39	2,919.55	0.00	20,773.84
SERVICIOS MUNICIPALES	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
SERVICIOS MUNICIPALES	SEPARADOR DE RESIDUOS	6,966.36	646.26	349.78	408.40	0.00	0.00	0.00	8,370.80	646.26	0.00	7,724.54
SERVICIOS MUNICIPALES	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
SERVICIOS MUNICIPALES	CARGADOR CAMION RECOLECTOR	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
SERVICIOS MUNICIPALES	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
SERVICIOS MUNICIPALES	SEPARADOR DE RESIDUOS	6,537.22	701.66	494.70	1,038.90	0.00	0.00	0.00	8,772.48	701.66	0.00	8,070.82
SERVICIOS MUNICIPALES	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
SERVICIOS MUNICIPALES	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
SERVICIOS MUNICIPALES	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
SERVICIOS MUNICIPALES	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
SERVICIOS MUNICIPALES	CHOFER CAMION RECOLECTOR DE BA	7,874.04	792.06	349.78	408.40	0.00	0.00	0.00	9,424.28	792.06	0.00	8,632.22
SERVICIOS MUNICIPALES	ENCARGADO DE PANTEON	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
SERVICIOS MUNICIPALES	CARGADOR CAMION RECOLECTOR	6,106.06	282.43	349.78	408.40	0.00	0.00	0.00	7,146.67	282.43	0.00	6,864.24
SERVICIOS MUNICIPALES	RESP. DISTRIBUCION DE AGUA	7,280.00	2,019.79	494.70	692.60	0.00	0.00	9,086.87	19,573.96	2,019.79	0.00	17,554.17
SERVICIOS MUNICIPALES	AUXILIAR DE SERVICIOS	8,000.02	857.29	0.00	0.00	2,000.00	0.00	0.00	10,857.31	857.29	0.00	10,000.02
SERVICIOS MUNICIPALES	CHOFER CAMION RECOLECTOR DE BA	6,489.60	241.67	0.00	0.00	0.00	0.00	0.00	6,731.27	241.67	0.00	6,489.60
SERVICIOS MUNICIPALES	CHOFER	5,241.72	147.30	349.78	408.40	0.00	0.00	0.00	6,147.20	147.30	0.00	5,999.90
SERVICIOS MUNICIPALES	CARGADOR CAMION RECOLECTOR	6,164.76	297.82	494.70	346.30	0.00	0.00	0.00	7,303.58	297.82	0.00	7,005.76
SERVICIOS MUNICIPALES	RESP. SERVICIOS DE LIMPIA	9,740.58	990.67	0.00	0.00	0.00	0.00	0.00	10,731.25	990.67	0.00	9,740.58
SERVICIOS MUNICIPALES	COORD. SERVICIOS DE LIMPIA	15,333.98	2,166.23	0.00	0.00	0.00	0.00	0.00	17,500.21	2,166.23	0.00	15,333.98
SERVICIOS MUNICIPALES	COORD. BACHEO Y MTTTO BIENES PUBLICOS	10,816.00	1,201.19	0.00	0.00	0.00	0.00	0.00	12,017.19	1,201.19	0.00	10,816.00
SERVICIOS MUNICIPALES	ENC. DE PANTEON CONCA	3,749.04	138.39	0.00	204.20	1,271.99	0.00	0.00	5,363.62	138.39	-151.68	5,376.91
SERVICIOS MUNICIPALES	LIMPIEZA Y CHAPOLEO	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
SERVICIOS MUNICIPALES	SECRETARIA	7,851.92	1,222.16	494.70	346.30	2,221.27	0.00	0.00	12,136.35	1,222.16	0.00	10,914.19
SERVICIOS MUNICIPALES	RESP. RELLENO SANITARIO	6,106.04	222.15	0.00	204.20	0.00	0.00	0.00	6,532.39	222.15	0.00	6,310.24
SERVICIOS MUNICIPALES	SEPARADOR DE RESIDUOS	6,106.04	222.15	0.00	204.20	0.00	0.00	0.00	6,532.39	222.15	0.00	6,310.24
SERVICIOS MUNICIPALES	SEPARADOR DE RESIDUOS	6,106.04	222.15	0.00	204.20	0.00	0.00	0.00	6,532.39	222.15	0.00	6,310.24
SERVICIOS MUNICIPALES	AUX. ALUMBRADO PUBLICO	5,087.94	40.05	0.00	204.20	0.00	0.00	0.00	5,332.19	40.05	0.00	5,292.14
SERVICIOS MUNICIPALES	AUX. ALUMBRADO PUBLICO	9,085.66	909.90	0.00	204.20	0.00	0.00	0.00	10,199.76	909.90	0.00	9,289.86
SERVICIOS MUNICIPALES	COORDINADOR DE PARQUES, JARDINES Y PANTEONES	10,400.00	1,112.33	0.00	0.00	0.00	0.00	0.00	11,512.33	1,112.33	0.00	10,400.00
SERVICIOS MUNICIPALES	LIMPIEZA DE BIENES PUBLICOS	7,711.52	644.18	0.00	0.00	0.00	0.00	0.00	8,355.70	644.18	0.00	7,711.52
SERVICIOS MUNICIPALES	AYUDANTE DE CAMION CISTERNA	6,106.06	158.85	0.00	0.00	0.00	0.00	0.00	6,264.91	158.85	0.00	6,106.06
SERVICIOS MUNICIPALES	SEPARADOR DE RESIDUOS	8,938.04	846.86	0.00	0.00	0.00	0.00	0.00	9,784.90	846.86	0.00	8,938.04
SERVICIOS MUNICIPALES	AYUDANTE DE CAMION CISTERNA	6,966.38	293.54	0.00	0.00	0.00	0.00	0.00	7,259.92	293.54	0.00	6,966.38
SERVICIOS MUNICIPALES	AUX. ALUMBRADO PUBLICO	7,874.04	670.18	0.00	0.00	0.00	0.00	0.00	8,544.22	670.18	0.00	7,874.04
SERVICIOS MUNICIPALES	CHOFER CAMION RECOLECTOR DE BA	8,998.92	857.77	0.00	0.00	0.00	0.00	0.00	9,856.69	857.77	0.00	8,998.92



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



Departamento	Puesto	Sueldo	Subsidio ISR	Canasta Basica	Quinquenio	Prima vacacional	Compensación	Aguinaldo	Total Percepción	ISR	Subsidio al Empleo	Neto
SERVICIOS MUNICIPALES	ENC. UNIDAD DEP. CONCA	7,571.20	621.72	0.00	0.00	0.00	0.00	0.00	8,192.92	621.72	0.00	7,571.20
SERVICIOS MUNICIPALES	COORD. ECOLOGIA	9,358.86	922.27	0.00	0.00	0.00	0.00	0.00	10,281.13	922.27	0.00	9,358.86
SERVICIOS MUNICIPALES	CHOFER CAMION RECOLECTOR DE BA	6,489.60	846.43	0.00	0.00	0.00	0.00	7,471.58	14,807.61	846.43	0.00	13,961.18
DIRECCION DE GOBIERNO	ATENCION CIUDADANA	5,408.00	82.90	0.00	0.00	0.00	0.00	0.00	5,490.90	82.90	0.00	5,408.00
DIRECCION DE GOBIERNO	DIRECTOR	24,960.00	4,312.84	0.00	0.00	0.00	0.00	0.00	29,272.84	4,312.84	0.00	24,960.00
INSTITUTO MUNICIPAL DE LA JUVENTUD	AUX. DE DEPORTES	6,240.00	214.51	0.00	0.00	0.00	0.00	0.00	6,454.51	214.51	0.00	6,240.00
INSTITUTO MUNICIPAL DE LA JUVENTUD	AUX. DE DEPORTES	6,240.00	214.51	0.00	0.00	0.00	0.00	0.00	6,454.51	214.51	0.00	6,240.00
INSTITUTO MUNICIPAL DE LA JUVENTUD	DIRECTOR	9,358.86	922.27	0.00	0.00	0.00	0.00	0.00	10,281.13	922.27	0.00	9,358.86
INSTITUTO MUNICIPAL DE LA JUVENTUD	ENC. DEPORTES	10,528.72	1,139.83	0.00	0.00	0.00	0.00	0.00	11,668.55	1,139.83	0.00	10,528.72
INSTITUTO MUNICIPAL DE LA JUVENTUD	AUX. DE DEPORTES	8,189.00	720.57	0.00	0.00	0.00	0.00	0.00	8,909.57	720.57	0.00	8,189.00
SEGURIDAD PUBLICA MUNICIPAL	POLICIA	8,569.60	953.29	349.78	612.60	0.00	0.00	0.00	10,485.27	953.29	0.00	9,531.98
SEGURIDAD PUBLICA MUNICIPAL	POLICIA	10,058.88	1,201.42	349.78	408.40	0.00	0.00	0.00	12,018.48	1,201.42	0.00	10,817.06
SEGURIDAD PUBLICA MUNICIPAL	POLICIA	8,569.60	916.70	349.78	408.40	0.00	0.00	0.00	10,244.48	916.70	0.00	9,327.78
SEGURIDAD PUBLICA MUNICIPAL	POLICIA	10,058.88	1,201.42	349.78	408.40	0.00	0.00	0.00	12,018.48	1,201.42	0.00	10,817.06
SEGURIDAD PUBLICA MUNICIPAL	POLICIA	10,058.88	1,201.42	349.78	408.40	0.00	0.00	0.00	12,018.48	1,201.42	0.00	10,817.06
SEGURIDAD PUBLICA MUNICIPAL	POLICIA	10,058.88	1,047.71	0.00	0.00	0.00	0.00	0.00	11,106.59	1,047.71	0.00	10,058.88
SEGURIDAD PUBLICA MUNICIPAL	POLICIA	12,231.08	2,243.83	0.00	408.40	3,057.77	0.00	0.00	17,941.08	2,243.83	0.00	15,697.25
SEGURIDAD PUBLICA MUNICIPAL	POLICIA	12,231.08	2,243.83	0.00	408.40	3,057.77	0.00	0.00	17,941.08	2,243.83	0.00	15,697.25
SEGURIDAD PUBLICA MUNICIPAL	POLICIA	12,231.08	1,621.78	349.78	204.20	0.00	0.00	0.00	14,406.84	1,621.78	0.00	12,785.06
SEGURIDAD PUBLICA MUNICIPAL	POLICIA	12,231.08	1,590.69	0.00	408.40	0.00	0.00	0.00	14,230.17	1,590.69	0.00	12,639.48
SEGURIDAD PUBLICA MUNICIPAL	POLICIA	12,231.08	1,590.69	0.00	408.40	0.00	0.00	0.00	14,230.17	1,590.69	0.00	12,639.48
SEGURIDAD PUBLICA MUNICIPAL	POLICIA	10,058.88	1,047.71	0.00	0.00	0.00	0.00	0.00	11,106.59	1,047.71	0.00	10,058.88
SEGURIDAD PUBLICA MUNICIPAL	POLICIA	10,058.88	1,126.70	0.00	408.40	0.00	0.00	0.00	11,593.98	1,126.70	0.00	10,467.28
SEGURIDAD PUBLICA MUNICIPAL	POLICIA	8,569.60	854.02	0.00	408.40	0.00	0.00	0.00	9,832.02	854.02	0.00	8,978.00
SEGURIDAD PUBLICA MUNICIPAL	POLICIA	8,569.60	817.43	0.00	204.20	0.00	0.00	0.00	9,591.23	817.43	0.00	8,773.80
SEGURIDAD PUBLICA MUNICIPAL	POLICIA	10,058.88	1,084.31	0.00	204.20	0.00	0.00	0.00	11,347.39	1,084.31	0.00	10,263.08
SEGURIDAD PUBLICA MUNICIPAL	POLICIA	10,058.88	1,084.31	0.00	204.20	0.00	0.00	0.00	11,347.39	1,084.31	0.00	10,263.08
SEGURIDAD PUBLICA MUNICIPAL	POLICIA	10,058.88	1,084.31	0.00	204.20	0.00	0.00	0.00	11,347.39	1,084.31	0.00	10,263.08
SEGURIDAD PUBLICA MUNICIPAL	POLICIA	10,058.88	1,606.86	0.00	204.20	2,514.72	0.00	0.00	14,384.66	1,606.86	0.00	12,777.80
SEGURIDAD PUBLICA MUNICIPAL	SECRETARIA	7,644.00	767.93	494.70	346.30	0.00	0.00	0.00	9,252.93	767.93	0.00	8,485.00
SEGURIDAD PUBLICA MUNICIPAL	POLICIA	10,058.88	1,084.31	0.00	204.20	0.00	0.00	0.00	11,347.39	1,084.31	0.00	10,263.08
SEGURIDAD PUBLICA MUNICIPAL	POLICIA	10,058.88	1,084.31	0.00	204.20	0.00	0.00	0.00	11,347.39	1,084.31	0.00	10,263.08
SEGURIDAD PUBLICA MUNICIPAL	POLICIA	8,569.60	1,222.59	0.00	204.20	2,142.40	0.00	0.00	12,138.79	1,222.59	0.00	10,916.20
SEGURIDAD PUBLICA MUNICIPAL	POLICIA	10,058.88	1,084.31	0.00	204.20	0.00	0.00	0.00	11,347.39	1,084.31	0.00	10,263.08
SEGURIDAD PUBLICA MUNICIPAL	POLICIA	16,000.00	2,308.49	0.00	0.00	0.00	0.00	0.00	18,308.49	2,308.49	0.00	16,000.00
SEGURIDAD PUBLICA MUNICIPAL	POLICIA	10,058.88	1,047.71	0.00	0.00	0.00	0.00	0.00	11,106.59	1,047.71	0.00	10,058.88
SEGURIDAD PUBLICA MUNICIPAL	POLICIA	10,058.88	1,047.71	0.00	0.00	0.00	0.00	0.00	11,106.59	1,047.71	0.00	10,058.88
SEGURIDAD PUBLICA MUNICIPAL	DIRECTOR	24,450.04	4,192.90	0.00	0.00	0.00	0.00	0.00	28,642.94	4,192.90	0.00	24,450.04
SEGURIDAD PUBLICA MUNICIPAL	POLICIA	10,058.88	1,047.71	0.00	0.00	0.00	0.00	0.00	11,106.59	1,047.71	0.00	10,058.88
DIRECCION DE DESARROLLO RURAL	VOCAL DE FIDIVEPRO	8,189.00	921.68	349.78	816.80	0.00	0.00	0.00	10,277.26	921.68	0.00	9,355.58
DIRECCION DE DESARROLLO RURAL	SECRETARIA	6,524.88	363.92	349.78	408.40	0.00	0.00	0.00	7,646.98	363.92	0.00	7,283.06
DIRECCION DE DESARROLLO RURAL	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
DIRECCION DE DESARROLLO RURAL	PROYECTISTA	7,874.04	670.18	0.00	0.00	0.00	0.00	0.00	8,544.22	670.18	0.00	7,874.04
DIRECCION DE DESARROLLO RURAL	DIRECTOR	17,115.04	2,546.67	0.00	0.00	0.00	0.00	0.00	19,661.71	2,546.67	0.00	17,115.04
DIRECCION DE DESARROLLO RURAL	SUBDIRECTOR	10,816.00	1,201.19	0.00	0.00	0.00	0.00	0.00	12,017.19	1,201.19	0.00	10,816.00
DIRECCION DE DESARROLLO RURAL	CHOFER	8,652.80	795.74	0.00	0.00	0.00	0.00	0.00	9,448.54	795.74	0.00	8,652.80
COORDINACION DE TURISMO	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
COORDINACION DE TURISMO	COORD. DE TURISMO	11,698.58	1,389.71	0.00	0.00	0.00	0.00	0.00	13,088.29	1,389.71	0.00	11,698.58
COORDINACION DE TURISMO	RESP. PROYECTOS TURISTICOS	10,400.00	1,112.33	0.00	0.00	0.00	0.00	0.00	11,512.33	1,112.33	0.00	10,400.00
DIRECCION DE DESARROLLO SOCIAL Y HUMANO	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
DIRECCION DE DESARROLLO SOCIAL Y HUMANO	ENCARGADA DE BIBLIOTECA	6,524.06	640.84	349.78	816.80	0.00	0.00	0.00	8,331.48	640.84	0.00	7,690.64
DIRECCION DE DESARROLLO SOCIAL Y HUMANO	RESPONSABLE DE BIBLIOTECA	6,525.32	363.97	349.78	408.40	0.00	0.00	0.00	7,647.47	363.97	0.00	7,283.50
DIRECCION DE DESARROLLO SOCIAL Y HUMANO	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
DIRECCION DE DESARROLLO SOCIAL Y HUMANO	ENC. C.C.A. CONCA	6,105.22	244.28	0.00	408.40	0.00	0.00	0.00	6,757.90	244.28	0.00	6,513.62
DIRECCION DE DESARROLLO SOCIAL Y HUMANO	DIRECTOR	18,717.74	2,889.00	0.00	0.00	0.00	0.00	0.00	21,606.74	2,889.00	0.00	18,717.74
DIRECCION DE DESARROLLO SOCIAL Y HUMANO	AUX. ADMINISTRATIVO	7,019.16	357.43	0.00	204.20	0.00	0.00	0.00	7,580.79	357.43	0.00	7,223.36
DIRECCION DE DESARROLLO SOCIAL Y HUMANO	COORDINADOR DE SALUD	12,979.20	1,663.25	0.00	0.00	0.00	0.00	0.00	14,642.45	1,663.25	0.00	12,979.20
DIRECCION DE DESARROLLO SOCIAL Y HUMANO	COORD. PARTICIPACION SOCIAL	12,225.02	1,502.16	0.00	0.00	0.00	0.00	0.00	13,727.18	1,502.16	0.00	12,225.02
DIRECCION DE DESARROLLO SOCIAL Y HUMANO	AUX. PARTICIPACION SOCIAL	10,528.72	1,139.83	0.00	0.00	0.00	0.00	0.00	11,668.55	1,139.83	0.00	10,528.72
DIRECCION DE DESARROLLO SOCIAL Y HUMANO	COORD. DE EDUCACION	10,816.00	1,201.19	0.00	0.00	0.00	0.00	0.00	12,017.19	1,201.19	0.00	10,816.00
DIRECCION DE DESARROLLO SOCIAL Y HUMANO	CHOFER	6,956.38	293.54	0.00	0.00	0.00	0.00	0.00	7,259.92	293.54	0.00	6,956.38
DIRECCION JURIDICA	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
DIRECCION JURIDICA	DIRECTOR JURIDICO	15,892.54	2,285.54	0.00	0.00	0.00	0.00	0.00	18,178.08	2,285.54	0.00	15,892.54
DIRECCION DE FOMENTO CULTURAL	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
DIRECCION DE FOMENTO CULTURAL	COORD. CASA DE CULTURA	12,373.50	4,567.97	349.78	816.80	0.00	0.00	14,951.10	33,059.15	4,567.97	0.00	28,491.18
DIRECCION DE FOMENTO CULTURAL	ASESOR DANZA FOLKLORICA	4,802.60	99.52	349.78	408.40	0.00	0.00	0.00	5,660.30	99.52	0.00	5,560.78
DIRECCION DE FOMENTO CULTURAL	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
DIRECCION DE FOMENTO CULTURAL	VELADOR CASA DE LA CULTURA	4,378.32	23.12	349.78	408.40	0.00	0.00	0.00	5,159.62	23.12	0.00	5,136.50
DIRECCION DE FOMENTO CULTURAL	RESPONSABLE DE AUDIO	7,280.00	363.59	0.00	0.00	0.00	0.00	0.00	7,643.59	363.59	0.00	7,280.00
DIRECCION DE FOMENTO CULTURAL	ASESOR DANZA FOLKLORICA	9,606.04	2,633.97	0.00	0.00	0.00	0.00	11,059.58	23,299.59	2,633.97	0.00	20,665.62



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Departamento	Puesto	Sueldo	Subsidio ISR	Canasta Basica	Quinquenio	Prima vacacional	Compensación	Aguinaldo	Total Percepción	ISR	Subsidio al Empleo	Neto
DIRECCION DE FOMENTO CULTURAL	DIRECTOR	12,373.50	1,533.87	0.00	0.00	0.00	0.00	0.00	13,907.37	1,533.87	0.00	12,373.50
DIRECCION DE FOMENTO CULTURAL	COORDINADOR DE ASESORES	8,320.00	1,112.33	0.00	0.00	2,080.00	0.00	0.00	11,512.33	1,112.33	0.00	10,400.00
COORDINACION DE CATASTRO	AUX. DE CATASTRO	8,320.00	741.53	0.00	0.00	0.00	0.00	0.00	9,061.53	741.53	0.00	8,320.00
COORDINACION DE CATASTRO	COORDINADOR DE CATASTRO	8,998.92	857.77	0.00	0.00	0.00	0.00	0.00	9,856.69	857.77	0.00	8,998.92
INSTITUTO MUNICIPAL DE LA MUJER	DIRECTOR	10,400.00	1,112.33	0.00	0.00	0.00	0.00	0.00	11,512.33	1,112.33	0.00	10,400.00
INSTITUTO MUNICIPAL DE LA MUJER	PSICOLOGO	7,571.20	621.72	0.00	0.00	0.00	0.00	0.00	8,192.92	621.72	0.00	7,571.20
	total	2,187,033.66	273,833.11	30,656.22	58,717.20	36,725.34	1,000.00	82,450.23	2,670,415.76	273,833.11	-207.47	2,396,790.12