



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



Nombre	Departamento	Puesto	Sueldo	Subsidio ISR	Canasta Basica	Quinquenio	Prima vacacional	Compensacion	Aguinaldo	Vacaciones	Total Percep.	ISR	Subsidio al Empleo	Neto a pagar
GARCÍA MEDRANO ALBERTO	DIRECCION DE FINANZAS	AUX. DE INGRESOS	11,440.00	5,021.10	349.78	408.40	2,860.00	0.00	13,641.24	0.00	33,720.52	5,021.10	0.00	28,699.42
JUÁREZ OLGUÍN LUCÍA	DIRECCION DE FINANZAS	AUX. GENERAL	12,896.00	5,079.25	349.78	408.40	0.00	0.00	15,317.57	0.00	34,051.00	5,079.25	0.00	28,971.75
TORRES BALDERAS REFUGIO	DIRECCION DE FINANZAS	AUX. CONTABLE	13,858.86	5,447.01	0.00	408.40	0.00	0.00	16,426.13	0.00	36,140.40	5,447.01	0.00	30,693.39
VELÁZQUEZ MAQUEDA ALEJANDRO	DIRECCION DE FINANZAS	DIRECTOR	29,410.86	13,808.20	0.00	0.00	0.00	0.00	33,861.19	0.00	77,080.25	13,808.20	0.00	63,272.05
OLVERA ESCAMILLA MARÍA GUADALUPE	DIRECCION DE FINANZAS	AUX. DE EGRESOS	9,000.00	272.13	0.00	0.00	0.00	0.00	0.00	0.00	9,272.13	272.13	0.00	9,000.00
RAMÍREZ SANJUÁN ANTONIO	DIRECCION DE ADMINISTRACION	CHOFER	7,033.34	734.57	494.70	1,038.90	2,452.42	0.00	276.31	0.00	12,030.24	734.57	0.00	11,295.67
SÁNCHEZ BALDERAS SEBASTIÁN	DIRECCION DE ADMINISTRACION	VELADOR DE LA PRESIDENCIA	6,113.08	2,631.94	494.70	1,038.90	2,131.54	1,000.00	8,234.19	0.00	21,644.35	2,631.94	0.00	19,012.41
MATA QUIRÓZ JUAN	DIRECCION DE ADMINISTRACION	COORD. DE EVENTOS ESPECIALES	11,167.68	5,437.46	494.70	1,038.90	3,894.00	0.00	14,053.63	0.00	36,086.37	5,437.46	0.00	30,648.91
GARCÍA LANDAVERDE KARINA	DIRECCION DE ADMINISTRACION	SECRETARIA	7,807.86	3,009.32	494.70	1,038.90	0.00	0.00	10,185.43	0.00	22,536.21	3,009.32	0.00	19,526.89
HERNÁNDEZ BOTELLO ANTONIA	DIRECCION DE ADMINISTRACION	AUXILIAR DE INTENDENCIA	6,163.92	2,434.89	494.70	1,038.90	2,149.26	0.00	8,292.73	0.00	20,574.40	2,434.89	0.00	18,139.51
HUERTA DE PRO JESÚS IVAN	DIRECCION DE ADMINISTRACION	AUX. DE EVENTOS ESPECIALES	9,196.22	3,767.25	349.78	408.40	2,299.00	0.00	11,057.95	0.00	27,078.65	3,767.25	0.00	23,311.40
SANJUÁN MEDELLÍN MARICELA	DIRECCION DE ADMINISTRACION	AUXILIAR DE INTENDENCIA	6,163.94	-836.50	494.70	692.60	1,946.51	0.00	7,894.05	0.00	16,355.30	-836.50	0.00	17,191.80
VELÁZQUEZ LÓPEZ ISÍA	DIRECCION DE ADMINISTRACION	RESPONSABLE DE AUDIO	6,814.08	2,020.56	494.70	692.60	0.00	0.00	8,642.56	0.00	18,664.50	2,020.56	0.00	16,643.94
SANJUÁN RANGEL ANA MARÍA	DIRECCION DE ADMINISTRACION	AUX. ADMINISTRATIVO	7,906.24	2,650.82	0.00	0.00	1,976.56	0.00	9,102.58	0.00	21,636.20	2,650.82	0.00	18,985.38
SÁNCHEZ BOTELLO OLIVIA	DIRECCION DE ADMINISTRACION	AUX. ADMINISTRATIVO	7,280.00	-834.12	0.00	0.00	1,820.00	0.00	8,381.58	0.00	16,647.46	-834.12	0.00	17,481.58
RODRIGUEZ PAZ RIGOBERTO	DIRECCION DE ADMINISTRACION	CONTROL PATRIMONIAL	7,280.00	-2,346.41	0.00	0.00	1,820.00	0.00	0.00	0.00	6,753.59	-2,346.41	0.00	9,100.00
DUARTE RIVERA MERCED	DIRECCION DE ADMINISTRACION	ENCARGADO DE ALMACEN	8,189.00	2,593.64	0.00	408.40	0.00	0.00	10,133.43	0.00	21,324.47	2,593.64	0.00	18,730.83
PÉREZ CORONA JAVIER	DIRECCION DE ADMINISTRACION	ENCARGADO DE RECURSOS HUMANOS	13,921.32	5,381.89	0.00	204.20	0.00	0.00	16,262.93	0.00	35,770.34	5,381.89	0.00	30,388.45
LEÓN REYES MA. CAMELIA	DIRECCION DE ADMINISTRACION	RESPONSABLE DE INTENDENCIA	6,163.92	-3,201.52	494.70	346.30	0.00	0.00	3,803.40	0.00	3,803.40	-3,201.52	0.00	7,004.92
GUEVARA LANDAVERDE DIGNA	DIRECCION DE ADMINISTRACION	AUX. ADMINISTRATIVO	8,158.38	3,179.86	494.70	346.30	0.00	0.00	9,791.57	2,674.65	24,645.46	3,179.86	0.00	21,465.60
JUÁREZ MANRIQUEZ ANTONIO	DIRECCION DE ADMINISTRACION	RESPONSABLE CONTROL VEHICULAR	10,528.72	4,376.36	0.00	204.20	2,632.18	0.00	12,356.99	0.00	30,098.45	4,376.36	0.00	25,722.09
RAMÍREZ SÁNCHEZ GABRIEL	DIRECCION DE ADMINISTRACION	AUX. DE EVENTOS ESPECIALES	6,604.56	1,754.84	494.70	346.30	0.00	0.00	8,002.64	0.00	17,203.04	1,754.84	0.00	15,448.20
PALACIOS ZEPEDA MA. DEL CARMEN	DIRECCION DE ADMINISTRACION	RESP. DE COMPROBACIONES	7,572.16	2,438.63	494.70	346.30	0.00	0.00	19,968.45	0.00	19,968.45	2,438.63	0.00	17,529.82
GONZÁLEZ GUERRERO TIRSO	DIRECCION DE ADMINISTRACION	RESP. EVENTOS ESPECIALES	8,652.80	2,619.51	0.00	0.00	0.00	0.00	9,962.10	0.00	21,234.41	2,619.51	0.00	18,614.90
HUERTA MARTÍNEZ ERIK OSWALDO	DIRECCION DE ADMINISTRACION	DIRECTOR	29,410.86	26,138.52	0.00	0.00	0.00	0.00	67,722.37	9,302.50	132,574.25	26,138.52	0.00	106,435.73
HUERTA BOTELLO MIGUEL ANGEL	DIRECCION DE ADMINISTRACION	ENC. DE SUMINISTRO Y CONTROL VE	12,868.44	5,565.61	0.00	0.00	0.00	0.00	14,815.65	4,070.20	37,319.90	5,565.61	0.00	31,754.29
MARTÍNEZ HERNÁNDEZ EMMANUEL	DIRECCION DE ADMINISTRACION	ENC. DE ADQUISICIONES	13,447.52	5,070.34	0.00	0.00	0.00	0.00	15,482.35	0.00	34,000.21	5,070.34	0.00	28,929.87
RUBIO CACERES VÍCTOR	DIRECCION DE ADMINISTRACION	CHOFER	7,280.00	1,743.61	0.00	0.00	1,820.00	0.00	8,381.58	0.00	19,225.19	1,743.61	0.00	17,481.58
MAGARENO VELÁZQUEZ BENEDICTA RAMONA	DIRECCION DE ADMINISTRACION	AUXILIAR ADMINISTRATIVO	11,698.58	4,266.64	0.00	0.00	0.00	0.00	13,468.76	0.00	29,433.98	4,266.64	0.00	25,167.34
MATA SILVESTRE TERESA DE JESÚS	DIRECCION DE ADMINISTRACION	AUXILIAR ADMINISTRATIVO	7,733.50	2,224.61	0.00	0.00	0.00	0.00	8,903.71	0.00	18,861.82	2,224.61	0.00	16,637.21
MATA GARCÍA ADÁN	DIRECCION DE ADMINISTRACION	AUX. DE EVENTOS ESPECIALES	6,240.00	1,776.06	0.00	0.00	1,560.00	0.00	14,368.42	0.00	23,944.48	1,776.06	0.00	22,168.42
RAMÍREZ MANCILLA RUBEN	DIRECCION DE ADMINISTRACION	AUX. DE EVENTOS ESPECIALES	6,489.60	1,092.54	0.00	0.00	1,622.40	0.00	7,471.58	0.00	16,676.12	1,092.54	0.00	15,583.58
OROZCO SÁNCHEZ ARACELI	DIRECCION DE OBRAS PUBLICAS	SECRETARIA	7,733.50	3,445.06	494.70	1,038.90	2,696.55	0.00	10,099.80	0.00	25,508.51	3,445.06	0.00	22,063.45
ZEPEDA AGUILÓN ISIDORO	DIRECCION DE OBRAS PUBLICAS	RESIDENTE DE OBRA	7,200.00	1,358.95	0.00	0.00	0.00	800.00	4,178.81	0.00	13,537.76	1,358.95	0.00	12,178.81
BALDERAS BARRON DIMAS	DIRECCION DE OBRAS PUBLICAS	OPERADOR DE CAMION VOLTEO	6,966.36	-828.17	0.00	204.20	0.00	0.00	8,255.59	0.00	14,597.98	-828.17	0.00	15,426.15
MACIEL ALVAREZ ISMAEL	DIRECCION DE OBRAS PUBLICAS	COORD. LICITACION DE OBRA	15,600.00	6,153.25	0.00	204.20	0.00	0.00	40,153.08	0.00	40,153.08	6,153.25	0.00	33,999.83
MONROY RIVERA ARIEL	DIRECCION DE OBRAS PUBLICAS	ANALISTA DE COSTOS	15,600.00	6,153.25	0.00	204.20	0.00	0.00	18,195.63	0.00	40,153.08	6,153.25	0.00	33,999.83
HERNÁNDEZ CARRANZA DAVID	DIRECCION DE OBRAS PUBLICAS	OPERADOR DE MAQUINARIA	8,343.68	2,514.30	0.00	204.20	0.00	0.00	9,841.31	0.00	20,903.49	2,514.30	0.00	18,389.19
MARIN YAÑEZ JUAN ANGEL	DIRECCION DE OBRAS PUBLICAS	PROYECTISTA	15,600.00	8,835.50	0.00	0.00	0.00	0.00	32,870.22	0.00	57,305.72	8,835.50	0.00	48,470.22
VELAZQUEZ MAQUEDA BENEDICTO	DIRECCION DE OBRAS PUBLICAS	RESIDENTE DE OBRA	16,744.00	10,290.75	0.00	0.00	0.00	0.00	38,555.26	0.00	65,590.01	10,290.75	0.00	55,299.26
LANDAVERDE MARQUEZ RAÚL	DIRECCION DE OBRAS PUBLICAS	JEFE DE MANTENIMIENTO	12,361.30	4,571.17	0.00	0.00	0.00	0.00	14,231.76	0.00	31,164.23	4,571.17	0.00	26,593.06
BALDERAS COLUNGA ALFONZO	DIRECCION DE OBRAS PUBLICAS	AUX. ADMINISTRATIVO	10,123.78	4,102.86	0.00	0.00	2,530.94	0.00	11,655.67	0.00	28,413.25	4,102.86	0.00	24,310.39
RAMOS SÁNCHEZ AGUSTÍN	DIRECCION DE OBRAS PUBLICAS	OPERADOR DE CAMION VOLTEO	6,966.38	-1,365.67	0.00	0.00	0.00	0.00	8,020.50	0.00	13,621.21	-1,365.67	0.00	14,986.88
OLVERA SANJUAN ALBERTO	DIRECCION DE OBRAS PUBLICAS	DIRECTOR	29,410.86	23,347.77	0.00	0.00	0.00	0.00	67,722.37	0.00	120,481.00	23,347.77	0.00	97,133.23
BALDERAS HERNÁNDEZ MARCO CÉSAR	DIRECCION DE OBRAS PUBLICAS	COORD. MTTO Y CONS. DE CAMINOS	15,600.00	9,487.18	0.00	0.00	0.00	0.00	35,921.06	0.00	61,008.24	9,487.18	0.00	51,521.06
GONZÁLEZ LANDAVERDE PEDRO NOEL	DIRECCION DE OBRAS PUBLICAS	COORD. DE PROYECTOS Y PRESUPUE	18,740.82	12,234.69	0.00	0.00	0.00	0.00	43,153.20	0.00	74,128.71	12,234.69	0.00	61,894.02
FERRETIZ GUEVARA RAÚL	DIRECCION DE OBRAS PUBLICAS	RESIDENTE DE OBRA	12,480.00	7,952.61	0.00	0.00	3,120.00	0.00	28,736.84	0.00	52,289.45	7,952.61	0.00	44,336.84
GONZALEZ GARCIA J. RUBEN	DIRECCION DE OBRAS PUBLICAS	AUXILIAR DE OBRAS	6,489.60	1,456.93	0.00	0.00	1,622.40	0.00	7,471.58	0.00	17,040.51	1,456.93	0.00	15,583.58
JUAREZ OLGUIN ADAN	DIRECCION DE OBRAS PUBLICAS	RESIDENTE DE OBRA	8,320.00	4,144.93	0.00	0.00	2,080.00	0.00	19,157.89	0.00	33,702.82	4,144.93	0.00	29,557.89
CAMACHO GARCIA CRISTAL	DIRECCION DE OBRAS PUBLICAS	AUXILIAR CONTABLE	7,733.50	2,056.38	0.00	0.00	0.00	0.00	8,903.71	0.00	18,693.59	2,056.38	0.00	16,637.21
GUILLEN IBARRA TEODILFO	DIRECCION DE OBRAS PUBLICAS	OPERADOR DE CAMION VOLTEO	6,966.38	-1,590.10	0.00	0.00	0.00	0.00	7,339.31	0.00	12,715.59	-1,590.10	0.00	14,305.69
GARCIA DON BALTAZAR	DIRECCION DE OBRAS PUBLICAS	PROYECTISTA	15,600.00	7,595.25	0.00	0.00	0.00	0.00	27,063.81	0.00	50,259.06	7,595.25	0.00	42,663.81
MATA AGUILAR MARÍA ISABEL	REGISTRO CIVIL	SECRETARIA	7,530.22	2,860.80	494.70	692.60	2,377.97	0.00	9,467.06	0.00	23,423.35	2,860.80	0.00	20,562.55
GARCÍA CORNEJO MA. GUADALUPE	REGISTRO CIVIL	AUX. ADMINISTRATIVO	9,610.24	4,019.57	349.78	408.40	2,402.56	0.00	11,534.60	0.00	28,325.15	4,019.57	0.00	24,305.58
SÁNCHEZ GARCÍA CÉSAR	REGISTRO CIVIL	OFICIAL DE REG. CIVIL	11,698.58	2,211.68	0.00	0.00	0.00	0.00	0.00	3,848.20	17,758.46	2,211.68	0.00	15,546.78
BALDERAS GARCÍA JAVIER JESÚS	CABILDO	REGIDOR	21,308.10	9,278.54	0.00	0.00	0.00	0.00	24,532.35	0.00	55,118.99	9,278.54	0.00	45,840.45
LANDAVERDE MARTÍNEZ ISMAEL	CABILDO	REGIDOR	21,308.10	9,278.54	0.00	0.00	0.00	0.00	24,532.35	0.00	55,118.99	9,278.54	0.00	45,840.45
MARÍN ZEPEDA NOEL	CABILDO	REGIDOR	21,308.10	9,278.54	0.00	0.00	0.00	0.00	24,532.35	0.00	55,118.99	9,278.54	0.00	45,840.45
MANCILLA HUERTA CORAL	CABILDO	REGIDOR	21,308.10	9,278.54	0.00	0.00	0.00	0.00	24,532.35	0.00	55,118.99	9,278.54	0.00	45,840.45
GUEVARA LANDAVERDE EMILIANO	CABILDO	REGIDOR	21,308.10	9,278.54	0.00	0.00	0.00	0.00	24,532.35	0.00	55,118.99	9,278.54	0.00	45,840.45
PADRÓN SÁNCHEZ MARGARITA	CABILDO	REGIDOR	21,308.10	9,278.54	0.00	0.00	0.00	0.00	24,532.35	0.00	55,118.99	9,278.54	0.00	45,840.45
ESPIÑOZA SUAREZ REMIGIO	CABILDO	REGIDOR	21,308.10	9,278.54	0.00	0.00	0.00	0.00	24,532.35	0.00	55,118.99	9,278.54	0.00	45,840.45
ESPIÑOZA ALVAREZ NEILDA RAQUEL	CABILDO	REGIDOR	21,308.10	9,278.54	0.00	0.00	0.00	0.00	24,532.35	0.00	55,118.99	9,278.54	0.00	45,840.45
MATA GONZÁLEZ MA. DEL CARMEN	CABILDO	REGIDOR	21,308.10	9,278.54	0.00	0.00	0.00	0.00	24,532.35	0.00	55,118.99	9,278.54	0.00	45,840.45
PÉREZ SÁENZ MA. DEL CARMEN	DELEGACION LA FLORIDA	SECRETARIA	6,586.78	2,484.47	494.70	1,038.90	2,296.71	0.00	8,779.56	0.00	21,681.12	2,484.47	0.00	19,196.65
SAENZ ESPINOZA J. CRUZ	DELEGACION LA FLORIDA	OFICIAL DE REG. CIVIL	5,408.00	907.41	0.00	0.00	1,352.00	0.00	6,226.31	0.00	13,893.72	907.41	0.00	12,986.31
VELÁZQUEZ VÁZQUEZ JORGE	DELEGACION LA FLORIDA	DELEGADO MUNICIPAL	12,000.00	4,489.26	0.00	204.20	0.00	0.00	14,050.89					



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DIRECCION DE ADMINISTRACION
REMUNERACION AL PERSONAL CORRESPONDIENTE AL MES DE DICIEMBRE 2014



Nombre	Departamento	Puesto	Sueldo	Subsidio ISR	Canasta Basica	Quinquenio	Prima vacacional	Compensacion	Aguiinaldo	Vacaciones	Total Percep.	ISR	Subsidio al Empleo	Neto a pagar
ZUÑIGA LUNA MARIA ANTONIA	DELEGACION SAN JUAN BUENAVENTURA	OFICIAL DE REG. CIVIL	5,408.00	907.41	0.00	0.00	1,352.00	0.00	6,226.31	0.00	13,893.72	907.41	0.00	12,986.31
MEDELLIN CORNEJO MICAELA	DELEGACION CONCA	OFICIAL DE REG. CIVIL	9,313.52	4,078.02	349.78	816.80	2,328.38	0.00	11,663.20	0.00	28,549.70	4,078.02	0.00	24,471.68
GOMEZ GARCIA ANTONIO	DELEGACION CONCA	DELEGADO MUNICIPAL	12,000.00	4,405.15	0.00	0.00	0.00	0.00	13,815.79	0.00	30,220.94	4,405.15	0.00	25,815.79
GUEVARA OLVERA MARGARITO	DELEGACION CONCA	JARDINERO	5,615.32	1,009.39	0.00	204.20	1,403.83	0.00	6,700.10	0.00	14,932.84	1,009.39	0.00	13,923.45
JUAREZ OLGUIN JAVIER	DELEGACION CONCA	AUX. ADMINISTRATIVO	6,489.60	1,280.42	0.00	0.00	0.00	0.00	7,471.58	0.00	15,241.60	1,280.42	0.00	13,961.18
ARREDONDO SALDAÑA MARTÍN	DELEGACION EL REFUGIO	JARDINERO	5,342.38	1,389.04	494.70	692.60	1,687.07	0.00	6,948.17	0.00	16,553.96	1,389.04	0.00	15,164.92
ARREDONDO LANDAVERDE TEODORA	DELEGACION EL REFUGIO	SECRETARIA	5,342.38	371.37	494.70	346.30	0.00	0.00	6,549.47	0.00	13,104.22	371.37	0.00	12,732.85
PRADO CHAVEZ J. JESUS	DELEGACION EL REFUGIO	DELEGADO MUNICIPAL	12,000.00	4,374.36	0.00	0.00	0.00	0.00	13,815.79	0.00	30,190.15	4,374.36	0.00	25,815.79
FERRETIZ GUEVARA YESENIA	DELEGACION PURISIMA DE ARISTA	AUX. ADMINISTRATIVO	10,269.02	4,033.65	494.70	692.60	0.00	0.00	12,620.29	0.00	28,110.26	4,033.65	0.00	24,076.61
BERNON ZUÑIGA NARCEDALIA	DELEGACION PURISIMA DE ARISTA	SECRETARIA	6,586.78	2,484.47	494.70	1,038.90	2,296.71	0.00	8,779.56	0.00	21,681.12	2,484.47	0.00	19,196.65
ZEPEDA OLVERA GERMAN	DELEGACION PURISIMA DE ARISTA	JARDINERO	5,342.38	2,601.82	494.70	2,077.80	2,390.01	0.00	8,542.96	0.00	21,449.67	2,601.82	0.00	18,847.85
ZUÑIGA NIETO MARIA INES	DELEGACION PURISIMA DE ARISTA	DELEGADO MUNICIPAL	12,000.00	4,374.36	0.00	0.00	0.00	0.00	13,815.79	0.00	30,190.15	4,374.36	0.00	25,815.79
PALACIOS TORRES ANA MILENI	DELEGACION PURISIMA DE ARISTA	OFICIAL DE REG. CIVIL	8,652.80	4,448.64	0.00	0.00	2,163.20	0.00	19,924.21	0.00	35,188.85	4,448.64	0.00	30,740.21
MARTÍNEZ GARCÍA NOÉ	CONTRALORIA INTERNA	CONTRALOR	12,979.20	4,855.11	0.00	0.00	0.00	0.00	14,943.16	0.00	32,777.47	4,855.11	0.00	27,922.36
NIETO MÉNDEZ DOMINGO	COORDINACION DE PROTECCION CIVIL	AUX. PROTECCION CIVIL	9,945.00	5,013.59	494.70	1,385.20	3,794.80	0.00	13,044.64	0.00	33,677.93	5,013.59	0.00	28,664.34
PÉREZ MORÁN ANTONIO	COORDINACION DE PROTECCION CIVIL	AUX. PROTECCION CIVIL	8,189.00	3,154.42	349.78	408.40	2,047.25	0.00	9,898.34	0.00	24,047.19	3,154.42	0.00	20,892.77
LOPEZ CAMACHO CIRILO	COORDINACION DE PROTECCION CIVIL	AUX. PROTECCION CIVIL	5,061.88	-369.90	0.00	0.00	0.00	0.00	4,691.98	0.00	9,351.88	-369.90	0.00	5,061.88
HERNANDEZ LOPEZ ASAFEL	COORDINACION DE PROTECCION CIVIL	AUX. PROTECCION CIVIL	6,705.92	1,050.03	0.00	0.00	0.00	0.00	7,720.63	0.00	15,476.58	1,050.03	0.00	14,426.55
LIMÓNES MENDEZ CESAR	COORDINACION DE PROTECCION CIVIL	COORD. PROTECCION CIVIL	10,798.70	1,197.51	0.00	0.00	0.00	0.00	11,996.21	0.00	23,992.42	1,197.51	0.00	22,794.91
YAÑEZ ROMERO HERMILO	COORDINACION DE PROTECCION CIVIL	AUX. PROTECCION CIVIL	8,320.00	2,820.22	0.00	0.00	2,080.00	0.00	9,578.94	0.00	22,799.16	2,820.22	0.00	19,978.94
RODRÍGUEZ MORÁN MARTÍN	COORDINACION DE FOMENTO ECONOMICO	COORD. DE FOMENTO ECONOMICO	10,920.00	5,541.10	494.70	1,385.20	4,166.84	0.00	14,167.17	0.00	36,675.01	5,541.10	0.00	31,133.91
RAMÍREZ ZARATE SAÚL	COORDINACION DE FOMENTO ECONOMICO	INSPECTOR FISCAL	6,922.28	-1,376.90	0.00	0.00	0.00	0.00	7,969.74	0.00	13,515.12	-1,376.90	0.00	14,892.02
MARTÍNEZ ROMERO JUAN LUÍS	PRESIDENCIA	TITULAR ACCESO A LA INFORMACION	17,115.04	6,730.46	0.00	408.40	0.00	0.00	44,428.90	0.00	67,282.80	6,730.46	0.00	37,698.44
SÁNCHEZ DEL CASTILLO CECILIA	PRESIDENCIA	SRIA. PART. PRESIDENTE	10,171.22	4,165.26	0.00	204.20	2,542.80	0.00	11,945.38	0.00	29,028.86	4,165.26	0.00	24,863.60
IBARRA SANJUAN EZEQUIEL	PRESIDENCIA	CHOFER	6,749.18	1,056.41	0.00	0.00	0.00	0.00	7,770.44	0.00	15,576.03	1,056.41	0.00	14,519.62
TORRES BALDERAS ELFEGO	PRESIDENCIA	PRESIDENTE MPAL.	42,216.10	37,574.12	0.00	0.00	0.00	0.00	97,208.11	0.00	176,998.33	37,574.12	0.00	139,424.21
LUNA OLLERVIDES OSCAR ESTEBAN	PRESIDENCIA	COORD. COMUNICACION SOCIAL	12,225.02	7,106.30	0.00	0.00	0.00	0.00	47,481.04	0.00	64,706.30	7,106.30	0.00	40,374.74
OLVERA SANJUAN JUAN CARLOS	PRESIDENCIA	JUEZ CIVICO	11,698.58	1,389.70	0.00	0.00	0.00	0.00	13,088.28	0.00	24,787.86	1,389.70	0.00	21,698.16
BOTELLO SANJUAN YENI CORAL	SECRETARIA DEL AYUNTAMIENTO	AUX. ADMINISTRATIVO	8,320.00	2,939.39	0.00	0.00	2,080.00	2,000.00	9,578.94	0.00	24,918.33	2,939.39	0.00	21,978.94
SÁNCHEZ GIL FERNANDO	SECRETARIA DEL AYUNTAMIENTO	SECRETARIO DEL H. AYTO	29,410.86	23,815.44	0.00	0.00	0.00	0.00	67,722.37	0.00	120,948.67	23,815.44	0.00	97,133.23
LEÓN MENDOZA AGUSTÍN	SERVICIOS MUNICIPALES	OPERADOR DE MAQUINARIA	8,423.90	3,828.49	494.70	1,038.90	2,937.28	0.00	10,894.68	0.00	27,617.95	3,828.49	0.00	23,789.46
SÁNCHEZ ESTRADA OBEHT	SERVICIOS MUNICIPALES	JEFE DE ALUMBRADO PUBLICO	9,085.66	3,676.03	349.78	408.40	2,271.41	0.00	10,931.31	0.00	26,722.59	3,676.03	0.00	23,046.56
HUERTA COLUNGA J. JESÚS	SERVICIOS MUNICIPALES	SEPARADOR DE RESIDUOS	6,164.76	-665.78	494.70	692.60	1,946.77	0.00	7,987.09	0.00	16,620.14	-665.78	0.00	17,285.92
FERRETIZ BALDERAS RAFAEL	SERVICIOS MUNICIPALES	SEPARADOR DE RESIDUOS	6,966.36	2,158.07	349.78	408.40	1,741.59	0.00	8,904.68	0.00	20,114.88	2,158.07	0.00	17,956.81
LÓPEZ MOLINERO JOSÉ TRANQUILINO	SERVICIOS MUNICIPALES	ENC. DE PARQUE ARROYO SECO	6,164.76	1,725.08	494.70	692.60	1,946.77	0.00	7,987.11	0.00	19,011.04	1,725.08	0.00	17,285.96
LEÓN REYES HÉCTOR	SERVICIOS MUNICIPALES	CARGADOR CAMION RECOLECTOR	6,164.76	-926.58	494.70	692.60	1,946.77	0.00	7,987.11	0.00	14,320.47	-926.58	0.00	15,247.05
CASTRO DAMIÁN	SERVICIOS MUNICIPALES	ENC. PLAZA PRINCIPAL A.S.	6,164.76	2,704.02	494.70	1,385.20	2,352.34	0.00	8,876.61	0.00	21,977.63	2,704.02	0.00	19,273.61
GARCÍA REYES CANDIDO PAULINO	SERVICIOS MUNICIPALES	SEPARADOR DE RESIDUOS	6,537.22	2,655.10	494.70	1,038.90	2,279.42	0.00	8,722.49	0.00	21,727.83	2,655.10	0.00	19,072.73
BALDERAS JUÁREZ ANATOLIO	SERVICIOS MUNICIPALES	ENC. PLANTA TRATADORA ARROYO	6,164.76	2,435.64	494.70	1,038.90	2,149.56	0.00	8,293.70	0.00	20,577.26	2,435.64	0.00	18,141.62
SANJUÁN MARTÍNEZ SAÚL	SERVICIOS MUNICIPALES	CARGADOR CAMION RECOLECTOR	7,054.10	3,207.52	494.70	1,385.20	2,691.70	0.00	10,253.16	0.00	25,086.38	3,207.52	0.00	21,878.86
HUERTA DE PRÓ TOMÁS	SERVICIOS MUNICIPALES	SEPARADOR DE RESIDUOS	6,164.76	2,186.71	494.70	1,038.90	2,149.56	0.00	8,293.70	0.00	20,328.33	2,186.71	0.00	18,141.62
MARTÍNEZ MOLINERO SALVADOR	SERVICIOS MUNICIPALES	SEPARADOR DE RESIDUOS	6,164.76	1,553.15	494.70	692.60	1,946.77	0.00	7,894.98	0.00	18,746.96	1,553.15	0.00	17,193.81
BALDERAS MARTÍNEZ LEONIDES	SERVICIOS MUNICIPALES	CHOFER CAMION RECOLECTOR DE BA	7,874.04	2,590.20	349.78	408.40	0.00	0.00	9,535.72	0.00	20,758.14	2,590.20	0.00	18,167.94
LANDAVERDE MÁRQUEZ ALFREDO	SERVICIOS MUNICIPALES	ENCARGADO DE PANTEON	7,054.10	2,734.18	494.70	692.60	2,227.61	0.00	9,011.01	0.00	22,214.20	2,734.18	0.00	19,480.02
GUERRERO PÉREZ JESÚS GUADALUPE	SERVICIOS MUNICIPALES	CARGADOR CAMION RECOLECTOR	6,106.06	1,349.84	349.78	408.40	1,526.51	193.13	7,500.19	0.00	17,433.91	1,349.84	0.00	16,084.07
FERRETIZ GUEVARA JAVIER	SERVICIOS MUNICIPALES	RESP. DISTRIBUCION DE AGUA	7,280.00	1,209.13	494.70	692.60	2,298.95	0.00	184.22	0.00	12,159.60	1,209.13	0.00	10,950.47
ESCAMILLA MEDELLIN EMILIO	SERVICIOS MUNICIPALES	AUXILIAR DE SERVICIOS	8,000.02	1,862.35	0.00	0.00	0.00	506.08	7,721.70	0.00	18,090.15	1,862.35	0.00	16,227.80
GAYTAN MORALES JOSE DE JESUS	SERVICIOS MUNICIPALES	CHOFER CAMION RECOLECTOR DE BA	6,489.60	913.66	0.00	0.00	1,622.40	0.00	7,471.58	0.00	16,497.24	913.66	0.00	15,583.58
OLMOS MARISCAL LEODEGARIO	SERVICIOS MUNICIPALES	CHOFER	5,241.72	504.42	349.78	408.40	1,310.43	0.00	6,505.07	0.00	14,319.82	504.42	0.00	13,815.40
HERNÁNDEZ RAMÍREZ JOEL	SERVICIOS MUNICIPALES	CARGADOR CAMION RECOLECTOR	6,164.76	-1,298.56	494.70	346.30	0.00	389.98	7,496.29	0.00	13,593.47	-1,298.56	0.00	14,892.03
MENDEZ CHÁVEZ WENCESLAO	SERVICIOS MUNICIPALES	RESP. SERVICIOS DE LIMPIA	9,740.58	3,491.95	0.00	0.00	0.00	0.00	11,214.48	0.00	24,447.01	3,491.95	0.00	20,955.06
LANDAVERDE MARQUEZ GUMECINDO	SERVICIOS MUNICIPALES	COORD. SERVICIOS DE LIMPIA	15,333.98	9,266.16	0.00	0.00	0.00	0.00	35,308.49	0.00	59,908.63	9,266.16	0.00	50,642.47
RAMIREZ SANJUAN JUAN LUIS	SERVICIOS MUNICIPALES	COORD. BACHEO Y MITO BIENES PUBLICOS	10,816.00	6,112.33	0.00	0.00	0.00	0.00	24,905.26	0.00	41,833.59	6,112.33	0.00	35,721.26
GONZALEZ GARCÍA NICACIO	SERVICIOS MUNICIPALES	ENC. DE PANTEON CONCA	5,087.98	-577.80	0.00	204.20	0.00	0.00	5,425.24	0.00	10,139.62	-577.80	0.00	10,717.42
ESPÍNDOLA GUERRERO CARLOS ALBERTO	SERVICIOS MUNICIPALES	LIMPIEZA Y CHAPOLEO	7,033.34	2,209.30	494.70	346.30	0.00	0.00	8,542.36	0.00	18,626.00	2,209.30	0.00	16,416.70
BOTELLO LANDAVERDE MIRNA AZUCENA	SERVICIOS MUNICIPALES	SECRETARIA	7,851.92	2,499.74	494.70	346.30	0.00	0.00	9,438.74	0.00	20,631.40	2,499.74	0.00	18,131.66
TORRES LANDAVERDE JOSÉ PABLO	SERVICIOS MUNICIPALES	RESP. RELLENO SANITARIO	6,106.04	1,263.38	0.00	204.20	1,526.51	0.00	7,265.09	0.00	16,365.22	1,263.38	0.00	15,101.84
MARTÍNEZ MOLINERO SERGIO	SERVICIOS MUNICIPALES	SEPARADOR DE RESIDUOS	6,106.04	939.43	0.00	204.20	1,526.51	0.00	7,265.09	0.00	16,041.27	939.43	0.00	15,101.84
CASTILLO FLORES IGNACIO	SERVICIOS MUNICIPALES	SEPARADOR DE RESIDUOS	6,106.04	1,302.93	0.00	204.20	1,526.51	0.00	7,265.09	0.00	16,404.77	1,302.93	0.00	15,101.84
RESENDIZ ENRIQUE	SERVICIOS MUNICIPALES	AUX. ALUMBRADO PUBLICO	5,087.94	478.56	0.00	204.20	1,271.99	0.00	6,092.94	0.00	13,135.63	478.56	0.00	12,657.07
MARTÍNEZ NIETO J. JESÚS	SERVICIOS MUNICIPALES	AUX. ALUMBRADO PUBLICO	9,085.66	3,179.18	0.00	204.20	0.00	0.00	10,695.55	0.00	23,164.59	3,179.18	0.00	19,985.41
HUERTA RÍOS HÉCTOR	SERVICIOS MUNICIPALES	COORDINADOR DE PARQUES, JARDINES Y PANTEONES	10,400.00	6,340.04	0.00	0.00	2,600.00	0.00	23,947.37	0.00	43,287.41	6,340.04	0.00	36,947.37
ZEPEDA YAÑEZ ROCENDO	SERVICIOS MUNICIPALES	LIMPIEZA DE BIENES PUBLICOS	7,711.52	774.56	0.00	0.00	0.00	0.00	8,486.08	0.00	18,267.60	774.56	0.00	17,493.04
ROMERO BALDERAS PABLO	SERVICIOS MUNICIPALES	AYUDANTE DE CAMION CISTERNA	6,106.06	418.46	0.00	0.00	0.00	0.00	7,030.00	0.00	13,554.52	418.46	0.00	13,136.06
RÍOS LÍCEA GILVERTO	SERVICIOS MUNICIPALES	SEPARADOR DE RESIDUOS	8,938.04	2,858.97	0.00	0.00	0.00	0.00	10,290.50	0.00	22,087.51	2,858.97	0.00	19,228.54
MENDEZ MARTÍNEZ ADOLFO	SERVICIOS MUNICIPALES	AYUDANTE DE CAMION CISTERNA	6,966.38	-1,172.77	0.00	0.00	1,741.60	0.00	8,020.52	0.00	15,555.73	-1,172.77	0.00	16,728.50
SÁNCHEZ ESTRADA NEFTALI	SERVICIOS MUNICIPALES	AUX. ALUMBRADO PUBLICO	7,874.04	570.78	0.00									



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



Nombre	Departamento	Puesto	Sueldo	Subsidio ISR	Canasta Basica	Quinquenio	Prima vacacional	Compensacion	Aguiinaldo	Vacaciones	Total Percep.	ISR	Subsidio al Empleo	Neto a pagar
CARRANZA ESPINDOLA FRANCISCO JAVIER	SERVICIOS MUNICIPALES	CHOFER CAMION RECOLECTOR DE BA	6,489.60	1,477.52	0.00	0.00	1,622.40	410.52	7,471.58	0.00	17,471.62	1,477.52	0.00	15,994.10
GARCIA GARCIA JOSE MANUEL	DIRECCION DE GOBIERNO	SECRETARIO	6,000.00	256.26	0.00	0.00	0.00	0.00	1,457.28	0.00	7,713.54	256.26	0.00	7,457.28
SANJUAN MARTINEZ MARIA DEL REFUGIO	DIRECCION DE GOBIERNO	ATENCION CIUDADANA	5,408.00	1,272.32	0.00	0.00	1,352.00	2,000.00	6,226.31	0.00	16,258.63	1,272.32	0.00	14,986.31
HERNANDEZ HERNANDEZ JOSE FRANCISCO	INSTITUTO MUNICIPAL DE LA JUVENTUD	AUX. DE DEPORTES	6,240.00	-333.02	0.00	0.00	0.00	0.00	0.00	0.00	5,906.98	-333.02	0.00	6,240.00
RODRIGUEZ PADRON DIEGO ARMANDO	INSTITUTO MUNICIPAL DE LA JUVENTUD	AUX. DE DEPORTES	6,240.00	573.98	0.00	0.00	0.00	0.00	5,117.52	0.00	11,931.50	573.98	0.00	11,357.52
CRUZ HERNANDEZ ANGEL DANIEL	INSTITUTO MUNICIPAL DE LA JUVENTUD	DIRECTOR	9,358.86	4,842.77	0.00	0.00	0.00	0.00	21,550.03	0.00	35,751.66	4,842.77	0.00	30,908.89
RIVAS MUÑOZ JUAN MANUEL	INSTITUTO MUNICIPAL DE LA JUVENTUD	ENC. DEPORTES	10,528.72	906.88	0.00	0.00	0.00	0.00	0.00	0.00	11,435.60	906.88	0.00	10,528.72
BENITEZ MARTINEZ JUAN ANGEL	INSTITUTO MUNICIPAL DE LA JUVENTUD	AUX. DE DEPORTES	8,189.00	2,074.08	0.00	0.00	0.00	0.00	9,428.13	0.00	19,691.21	2,074.08	0.00	17,617.13
MONROY GUERRERO EMETERIO	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	8,569.60	3,695.11	349.78	612.60	2,142.40	0.00	10,571.61	0.00	25,941.10	3,695.11	0.00	22,245.99
CORONA ROMERO LADISLAO	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	10,058.88	1,411.01	349.78	408.40	0.00	1,000.00	0.00	0.00	13,228.07	1,411.01	0.00	11,817.06
ZEPEDA GUILLEN SERAFIN	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	8,569.60	3,095.88	349.78	408.40	0.00	0.00	10,336.52	0.00	22,760.18	3,095.88	0.00	19,664.30
NIETO LUNA EUTQUIO	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	10,058.88	3,989.13	349.78	408.40	0.00	1,000.00	12,051.15	0.00	27,857.34	3,989.13	0.00	23,868.21
BALLEZA ALFARO HUGO	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	10,058.88	3,775.53	349.78	408.40	0.00	0.00	12,051.15	0.00	26,643.74	3,775.53	0.00	22,868.21
PEREZ RAMIREZ SAIRA YANET	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	10,058.88	2,911.19	0.00	0.00	0.00	0.00	8,249.44	0.00	21,219.51	2,911.19	0.00	18,308.32
DOMÍNGUEZ DOMÍNGUEZ MARCOS PEDRO	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	12,231.08	4,912.59	0.00	408.40	0.00	1,000.00	14,552.04	0.00	33,104.11	4,912.59	0.00	28,191.52
GONZÁLEZ RUBIO J. FÉLIX	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	12,231.08	1,804.27	0.00	408.40	0.00	1,000.00	0.00	0.00	15,443.75	1,804.27	0.00	13,639.48
BALDERAS PADRÓN JULIO	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	12,231.08	1,526.35	349.78	204.20	0.00	0.00	14,311.41	0.00	14,311.41	1,526.35	0.00	12,785.06
HERNÁNDEZ MONTOYA J. HERMILO	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	12,231.08	1,590.67	0.00	408.40	0.00	0.00	0.00	0.00	14,230.15	1,590.67	0.00	12,639.48
COMPEÁN FERNÁNDEZ DOMINGO	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	12,231.08	5,565.73	0.00	408.40	3,057.77	1,000.00	14,552.04	0.00	36,815.02	5,565.73	0.00	31,249.29
GARZÓN VARGAS ROGELIO	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	10,058.88	1,244.30	0.00	0.00	0.00	0.00	0.00	0.00	11,303.18	1,244.30	0.00	10,058.88
VÁZQUEZ CORONA DEMETRIO	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	10,058.88	3,657.25	0.00	408.40	0.00	0.00	12,051.15	0.00	26,175.68	3,657.25	0.00	22,518.43
SÁNCHEZ MARTÍNEZ JULIO	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	8,569.60	2,664.79	0.00	408.40	0.00	0.00	10,571.62	0.00	22,214.41	2,664.79	0.00	19,549.62
OLVERA MONROY FRANCISCO	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	8,569.60	3,151.05	0.00	204.20	2,142.40	0.00	10,101.42	0.00	24,168.67	3,151.05	0.00	21,017.62
GONZÁLEZ TELLO CANDELARIO	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	10,058.88	4,322.88	0.00	204.20	2,514.72	1,000.00	11,816.04	0.00	29,916.72	4,322.88	0.00	25,593.84
LINARES MARTÍNEZ JOAQUIN	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	10,058.88	4,109.28	0.00	204.20	2,514.72	0.00	11,816.04	0.00	28,703.12	4,109.28	0.00	24,593.84
LOREDO MONTES GERARDO	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	10,058.88	4,137.24	0.00	204.20	2,514.72	0.00	11,816.04	0.00	28,731.08	4,137.24	0.00	24,593.84
HERNÁNDEZ OLVERA HIPÓLITO	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	10,058.88	3,850.60	0.00	204.20	0.00	1,000.00	11,816.04	0.00	26,929.72	3,850.60	0.00	23,079.12
HERNÁNDEZ RAMÍREZ ANDREA	SEGURIDAD PUBLICA MUNICIPAL	SECRETARIA	7,644.00	2,391.81	494.70	346.30	0.00	0.00	9,199.36	0.00	20,076.17	2,391.81	0.00	17,684.36
BALDERAS GUEVARA SALVADOR	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	6,970.63	2,673.73	0.00	204.20	0.00	0.00	11,459.94	0.00	21,308.50	2,673.73	-71.57	18,706.34
GUILLEN HERNÁNDEZ JAVIER	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	10,058.88	1,113.44	0.00	204.20	0.00	0.00	0.00	0.00	11,376.52	1,113.44	0.00	10,263.08
MARTÍNEZ VÁZQUEZ FEDERICO	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	8,569.60	2,728.89	0.00	204.20	0.00	0.00	10,101.42	0.00	21,604.11	2,728.89	0.00	18,875.22
ACUÑA CASTILLO JOSE LUIS	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	10,058.88	3,586.67	0.00	204.20	0.00	0.00	11,816.04	0.00	25,665.79	3,586.67	0.00	22,079.12
MARÍN RODRÍGUEZ JOSE MANUEL	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	16,000.00	5,778.00	0.00	0.00	0.00	1,500.00	14,748.01	0.00	38,026.01	5,778.00	0.00	32,248.01
RÍOS GONZÁLEZ GILBERTO	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	10,058.88	3,854.70	0.00	0.00	0.00	1,000.00	11,580.94	0.00	26,494.52	3,854.70	0.00	22,639.82
REYES TORRES NOEL	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	10,058.88	3,656.00	0.00	0.00	0.00	0.00	11,580.95	0.00	25,295.83	3,656.00	0.00	21,639.83
MARTÍNEZ RUIZ VICTOR MANUEL	SEGURIDAD PUBLICA MUNICIPAL	DIRECTOR	24,450.04	17,306.46	0.00	0.00	0.00	1,500.00	56,299.44	0.00	99,555.94	17,306.46	0.00	82,249.48
SAN JUAN VITALES ALVARO LEONEL	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	10,058.88	3,650.69	0.00	0.00	0.00	1,000.00	11,580.94	0.00	26,290.51	3,650.69	0.00	22,639.82
CASTRO VELÁSQUEZ MA. DE LA CRUZ	DIRECCION DE DESARROLLO RURAL	VOCAL DE FIDIVEPRO	8,189.00	3,507.37	349.78	816.80	2,047.25	0.00	10,368.53	0.00	25,278.73	3,507.37	0.00	21,771.36
BALDERAS JIMÉNEZ MA. AUREA	DIRECCION DE DESARROLLO RURAL	SECRETARIA	6,524.88	-703.93	349.78	408.40	1,631.22	0.00	7,982.40	0.00	16,192.75	-703.93	0.00	16,896.68
SOLANO HERNÁNDEZ ALICIA	DIRECCION DE DESARROLLO RURAL	SECRETARIA	6,586.78	2,795.43	494.70	1,385.20	2,513.38	0.00	9,178.27	0.00	22,953.76	2,795.43	0.00	20,158.33
GUERRERO SANCHEZ J. SANTOS	DIRECCION DE DESARROLLO RURAL	PROYECTISTA	7,874.04	2,344.03	0.00	0.00	1,968.51	0.00	9,065.51	0.00	21,252.09	2,344.03	0.00	18,908.06
SALVADOR COMPEAN VICENTE	DIRECCION DE DESARROLLO RURAL	DIRECTOR	17,115.04	10,578.92	0.00	0.00	0.00	0.00	39,409.61	0.00	67,103.57	10,578.92	0.00	56,524.65
GUILLEN HERNÁNDEZ J. JESÚS	DIRECCION DE DESARROLLO RURAL	SUBDIRECTOR	10,816.00	3,848.45	0.00	0.00	0.00	0.00	12,452.63	0.00	27,117.08	3,848.45	0.00	23,268.63
BALDERAS ZEPEDA J. REYES	DIRECCION DE DESARROLLO RURAL	CHOFER	8,652.80	2,641.66	0.00	0.00	0.00	0.00	9,962.10	0.00	21,256.56	2,641.66	0.00	18,614.90
NAVARRO MONTEJANO MARÍA DE JESÚS	COORDINACION DE TURISMO	ENC. TURISMO	6,587.62	2,481.36	494.70	1,385.20	0.00	0.00	9,363.44	0.00	20,312.32	2,481.36	0.00	17,830.96
GUERRERO MONTES CIRIA	COORDINACION DE TURISMO	COORD. DE TURISMO	11,698.58	4,266.64	0.00	0.00	0.00	0.00	13,468.76	0.00	29,433.98	4,266.64	0.00	25,167.34
FERRETIZ NOYOLA BERTHA YOLANDA	COORDINACION DE TURISMO	RESP. PROYECTOS TURISTICOS	10,400.00	3,986.78	0.00	0.00	2,600.00	0.00	11,973.69	0.00	28,960.47	3,986.78	0.00	24,973.69
SIERRA JIMÉNEZ GREGORIA	DIRECCION DE DESARROLLO SOCIAL Y HUMANO	ENC. C.C.A. PURISIMA	6,587.62	2,795.44	494.70	1,385.20	2,513.70	0.00	9,179.23	0.00	22,955.89	2,795.44	0.00	20,160.45
MEDINA HERNÁNDEZ YOLANDA	DIRECCION DE DESARROLLO SOCIAL Y HUMANO	ENCARGADA DE BIBLIOTECA	6,524.06	2,376.00	349.78	816.80	1,631.01	0.00	8,451.64	0.00	20,149.29	2,376.00	0.00	17,773.29
GUERRERO SALINAS HORTENSIA ISABEL	DIRECCION DE DESARROLLO SOCIAL Y HUMANO	RESPONSABLE DE BIBLIOTECA	6,525.32	2,002.23	349.78	612.60	1,631.33	0.00	8,453.09	0.00	19,574.35	2,002.23	0.00	17,572.12
FLORES GONZÁLEZ LUCÍA	DIRECCION DE DESARROLLO SOCIAL Y HUMANO	ENC. C.C.A. ARROYO SECO	6,587.64	2,399.95	494.70	692.60	2,080.30	0.00	8,381.85	0.00	20,637.04	2,399.95	0.00	18,237.09
ESCAMILLA FERRETIZ LETICIA	DIRECCION DE DESARROLLO SOCIAL Y HUMANO	ENC. C.C.A. CONCA	6,105.22	1,257.21	0.00	408.40	0.00	0.00	7,499.23	0.00	15,270.06	1,257.21	0.00	14,012.85
RANGEL ANGELES HUGO	DIRECCION DE DESARROLLO SOCIAL Y HUMANO	DIRECTOR	18,717.74	13,604.06	0.00	0.00	0.00	0.00	43,100.05	5,920.30	81,342.15	13,604.06	0.00	67,738.09
MARÍN ANDABLO MA. ARCELIA	DIRECCION DE DESARROLLO SOCIAL Y HUMANO	AUX. ADMINISTRATIVO	7,019.16	-659.11	0.00	204.20	1,754.79	0.00	8,316.36	0.00	16,635.40	-659.11	0.00	17,294.51
LUGO SEVILLA NANCY	DIRECCION DE DESARROLLO SOCIAL Y HUMANO	COORDINADOR DE SALUD	12,979.20	4,855.10	0.00	0.00	0.00	0.00	14,943.16	0.00	32,777.46	4,855.10	0.00	27,922.36
RUBIO MARTÍNEZ EIMAR	DIRECCION DE DESARROLLO SOCIAL Y HUMANO	COORD. PARTICIPACION SOCIAL	12,225.02	7,106.30	0.00	0.00	0.00	0.00	47,481.04	0.00	47,481.04	7,106.30	0.00	40,374.74
BALDERAS SAENZ BARTOLOME	DIRECCION DE DESARROLLO SOCIAL Y HUMANO	AUX. PARTICIPACION SOCIAL	10,528.72	3,765.19	0.00	0.00	0.00	0.00	12,121.89	0.00	26,415.80	3,765.19	0.00	22,650.61
SUAAREZ LUNA MARÍA DE LOURDES	DIRECCION DE DESARROLLO SOCIAL Y HUMANO	COORD. DE EDUCACION	10,816.00	1,201.20	0.00	0.00	0.00	0.00	12,017.20	0.00	12,017.20	1,201.20	0.00	10,816.00
RESENDIZ SANCHEZ MAURO	DIRECCION DE DESARROLLO SOCIAL Y HUMANO	CHOFER	6,966.38	-1,157.02	0.00	0.00	1,741.59	0.00	8,020.50	0.00	15,571.45	-1,157.02	0.00	16,728.47
SOLANO HERNÁNDEZ EVA	DIRECCION JURIDICA	SECRETARIA	6,586.78	2,821.87	494.70	1,385.20	2,513.38	0.00	8,917.73	0.00	22,719.66	2,821.87	0.00	19,897.79
JIMÉNEZ ESPINOLA NESTOR	DIRECCION JURIDICA	DIRECTOR JURIDICO	15,892.54	485.91	0.00	0.00	0.00	0.00	16,378.45	0.00	16,378.45	485.91	0.00	15,892.54
GARCÍA REYES HILDA FRANCISCA	DIRECCION DE FOMENTO CULTURAL	SECRETARIA	6,587.62	2,484.20	494.70	692.60	2,080.30	0.00	8,381.83	0.00	20,721.25	2,484.20	0.00	18,237.05
LÓPEZ DÍAZ JUAN DEMETRIO	DIRECCION DE FOMENTO CULTURAL	COORD. CASA DE CULTURA	12,373.50	5,737.82	349.78	816.80	3,093.38	0.00	15,421.31	0.00	37,992.59	5,737.82	0.00	32,054.77
DEL CASTILLO GUILLEN ALICIA	DIRECCION DE FOMENTO CULTURAL	ASESOR DANZA FOLKLORICA	4,802.60	752.27	349.78	408.40	0.00	0.00	5,999.51	0.00	12,312.56	752.27	0.00	11,560.29
MARTÍNEZ BÓTELLO ORACIO	DIRECCION DE FOMENTO CULTURAL	RESP. DE MANTENIMIENTO	5,341.94	-730.18	494.70	1,385.20	2,038.37	0.00	7,745.06	0.00	16,275.09	-730.18	0.00	17,005.27
PACHECO GIL J. FRANCISCO PETRONI	DIRECCION DE FOMENTO CULTURAL	VELADOR CASA DE LA CULTURA	4,378.32	431.22	349.78	612.60	1,094.58	0.00	5,511.02	0.00	12,377.52	431.22	0.00	11,946.30
AGUILAR MORENO FRANCISCO	DIRECCION DE FOMENTO CULTURAL	RESPONSABLE DE AUDIO	7,280.00	-583.21	0.00									



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



Nombre	Departamento	Puesto	Sueldo	Subsidio ISR	Canasta Basica	Quinquenio	Prima vacacional	Compensacion	Aguinaldo	Vacaciones	Total Percep.	ISR	Subsidio al Empleo	Neto a pagar
MONTES BALDERAS J. MATILDE	COORDINACION DE CATASTRO	AUX. DE CATASTRO	8,320.00	2,502.03	0.00	0.00	0.00	0.00	9,578.94	0.00	20,400.97	2,502.03	0.00	17,898.94
LUNA TREJO JONATAN	COORDINACION DE CATASTRO	COORDINADOR DE CATASTRO	8,998.92	2,946.79	0.00	0.00	0.00	0.00	10,360.59	0.00	22,306.30	2,946.79	0.00	19,359.51
LÓPEZ MEDELLIN LAURA	INSTITUTO MUNICIPAL DE LA MUJER	DIRECTOR	10,400.00	3,646.01	0.00	0.00	0.00	0.00	11,973.69	0.00	26,019.70	3,646.01	0.00	22,373.69
GONZALEZ AGUILAR MARCO ANTONIO	INSTITUTO MUNICIPAL DE LA MUJER	PSICOLOGO	7,571.20	2,746.37	0.00	0.00	0.00	0.00	15,093.27	0.00	25,410.84	2,746.37	0.00	22,664.47