



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



No.	Departamento	Puesto	Dpto	Sueldo	Subsidio ISR	Canasta Basica	Quinquenio	Prima Vacacional	Compensacion	Total Percep.	ISR	Subsidio al Empleo	Neto
026	DIRECCION DE FINANZAS	AUX. DE EGRESOS	1	11,000.00	1,402.44	349.78	408.40	0.00	0.00	13,160.62	1,402.44	0.00	9,618.18
036	DIRECCION DE FINANZAS	AUX. DE INGRESOS	1	11,000.00	1,402.44	349.78	408.40	0.00	0.00	13,160.62	1,402.44	0.00	7,068.18
349	DIRECCION DE FINANZAS	AUX. GENERAL	1	12,400.00	1,701.48	349.78	408.40	0.00	0.00	14,859.66	1,701.48	0.00	11,058.18
429	DIRECCION DE FINANZAS	AUX. CONTABLE	1	13,325.82	1,780.90	0.00	204.20	0.00	0.00	15,310.92	1,780.90	0.00	10,530.02
716	DIRECCION DE FINANZAS	DIRECTOR	1	28,279.66	6,531.49	0.00	0.00	7,069.92	0.00	41,881.07	6,531.49	0.00	15,349.58
058	DIRECCION DE ADMINISTRACION	CHOFER	2	6,762.84	712.16	454.70	918.90	0.00	0.00	8,848.60	712.16	0.00	4,457.28
078	DIRECCION DE ADMINISTRACION	VELADOR DE LA PRESIDENCIA	2	5,877.96	730.58	454.70	918.90	0.00	1,000.00	8,982.14	730.58	0.00	7,487.42
080	DIRECCION DE ADMINISTRACION	COORD. DE EVENTOS ESPECIALES	2	10,738.16	1,412.54	454.70	612.60	0.00	0.00	13,218.00	1,412.54	0.00	10,409.50
089	DIRECCION DE ADMINISTRACION	AUXILIAR DE INTENDENCIA	2	5,926.86	365.82	454.70	918.90	0.00	0.00	7,666.28	365.82	0.00	3,529.98
125	DIRECCION DE ADMINISTRACION	AUX. DE EVENTOS ESPECIALES	2	8,842.52	965.61	349.78	408.40	0.00	0.00	10,566.31	965.61	0.00	5,800.70
160	DIRECCION DE ADMINISTRACION	AUXILIAR DE INTENDENCIA	2	5,136.90	169.52	454.70	612.60	0.00	0.00	6,373.72	169.52	0.00	5,536.42
190	DIRECCION DE ADMINISTRACION	ENCARGADO DE AUDIO	2	6,552.00	629.42	454.70	612.60	0.00	0.00	8,248.72	629.42	0.00	1,597.88
208	DIRECCION DE ADMINISTRACION	AUX. ADMINISTRATIVO	2	7,602.16	626.68	0.00	0.00	0.00	0.00	8,228.84	626.68	0.00	3,602.16
302	DIRECCION DE ADMINISTRACION	AUX. ADMINISTRATIVO	2	7,000.00	297.20	0.00	0.00	0.00	0.00	7,297.20	297.20	0.00	5,520.00
303	DIRECCION DE ADMINISTRACION	CONTROL PATRIMONIAL	2	7,000.00	297.20	0.00	0.00	0.00	0.00	7,297.20	297.20	0.00	4,150.00
406	DIRECCION DE ADMINISTRACION	ENCARGADO DE ALMACEN	2	7,874.04	735.52	0.00	408.40	0.00	0.00	9,017.96	735.52	0.00	3,482.44
449	DIRECCION DE ADMINISTRACION	ENCARGADO DE RECURSOS HUMANOS	2	13,385.88	1,793.73	0.00	204.20	0.00	0.00	15,383.81	1,793.73	0.00	13,590.08
459	DIRECCION DE ADMINISTRACION	RESPONSABLE DE INTENDENCIA	2	5,926.86	263.24	454.70	306.30	0.00	0.00	6,951.10	263.24	0.00	4,217.38
461	DIRECCION DE ADMINISTRACION	AUX. ADMINISTRATIVO	2	7,391.86	714.79	454.70	306.30	0.00	0.00	8,867.65	714.79	0.00	7,191.92
510	DIRECCION DE ADMINISTRACION	RESPONSABLE CONTROL VEHICULAR	2	10,123.78	1,096.95	0.00	204.20	0.00	0.00	11,424.93	1,096.95	0.00	10,327.98
578	DIRECCION DE ADMINISTRACION	AUX. DE EVENTOS ESPECIALES	2	6,350.54	309.33	454.70	306.30	0.00	0.00	7,420.87	309.33	0.00	5,057.98
584	DIRECCION DE ADMINISTRACION	RESP. DE COMPROBACIONES	2	7,280.94	697.04	454.70	306.30	0.00	0.00	8,738.98	697.04	0.00	7,095.42
665	DIRECCION DE ADMINISTRACION	RESP. EVENTOS ESPECIALES	2	8,320.00	741.53	0.00	0.00	0.00	0.00	9,061.53	741.53	0.00	8,320.00
714	DIRECCION DE ADMINISTRACION	DIRECTOR	2	28,279.66	6,531.49	0.00	0.00	7,069.92	0.00	41,881.07	6,531.49	0.00	15,349.58
721	DIRECCION DE ADMINISTRACION	ENC. DE SUMINISTRO Y CONTROL VE	2	12,373.50	1,990.30	0.00	0.00	3,093.38	0.00	17,457.18	1,990.30	0.00	13,466.88
728	DIRECCION DE ADMINISTRACION	ENC. DE ADQUISICIONES	2	12,930.30	2,138.96	0.00	0.00	3,232.58	0.00	18,301.84	2,138.96	0.00	12,962.88
735	DIRECCION DE ADMINISTRACION	CHOFER	2	7,000.00	297.20	0.00	0.00	0.00	0.00	7,297.20	297.20	0.00	1,100.00
736	DIRECCION DE ADMINISTRACION	AUXILIAR ADMINISTRATIVO	2	11,248.64	1,293.60	0.00	0.00	0.00	0.00	12,542.24	1,293.60	0.00	7,300.64
742	DIRECCION DE ADMINISTRACION	AUXILIAR ADMINISTRATIVO	2	7,436.06	600.10	0.00	0.00	0.00	0.00	8,036.16	600.10	0.00	4,896.06
765	DIRECCION DE ADMINISTRACION	AUX. DE EVENTOS ESPECIALES	2	6,000.00	147.31	0.00	0.00	0.00	0.00	6,147.31	147.31	0.00	4,898.00
766	DIRECCION DE ADMINISTRACION	AUX. DE EVENTOS ESPECIALES	2	6,240.00	214.51	0.00	0.00	0.00	0.00	6,454.51	214.51	0.00	4,218.00
049	DIRECCION DE OBRAS PUBLICAS	OPERADOR DE MAQUINARIA	3	8,099.92	942.82	454.70	918.90	0.00	0.00	10,416.34	942.82	0.00	6,980.52
059	DIRECCION DE OBRAS PUBLICAS	SECRETARIA	3	7,436.06	770.87	454.70	612.60	0.00	0.00	9,274.23	770.87	0.00	7,536.68
083	DIRECCION DE OBRAS PUBLICAS	SECRETARIA	3	7,507.56	782.31	454.70	612.60	0.00	0.00	9,357.17	782.31	0.00	7,598.88
519	DIRECCION DE OBRAS PUBLICAS	OPERADOR DE CAMION VOLTEO	3	6,698.42	286.60	0.00	204.20	0.00	0.00	7,189.22	286.60	0.00	5,448.62
526	DIRECCION DE OBRAS PUBLICAS	COORD. LICITACION DE OBRA	3	15,000.00	2,138.51	0.00	204.20	0.00	0.00	17,342.71	2,138.51	0.00	11,204.20
527	DIRECCION DE OBRAS PUBLICAS	ANALISTA DE COSTOS	3	15,000.00	2,138.51	0.00	204.20	0.00	0.00	17,342.71	2,138.51	0.00	6,604.20
539	DIRECCION DE OBRAS PUBLICAS	CHOFER	3	6,762.84	614.15	454.70	306.30	0.00	0.00	8,137.99	614.15	0.00	6,644.68
561	DIRECCION DE OBRAS PUBLICAS	OPERADOR DE MAQUINARIA	3	8,022.76	726.65	0.00	204.20	0.00	0.00	8,953.61	726.65	0.00	7,026.96
595	DIRECCION DE OBRAS PUBLICAS	PROYECTISTA	3	15,000.00	2,094.89	0.00	0.00	0.00	0.00	17,094.89	2,094.89	0.00	15,000.00
654	DIRECCION DE OBRAS PUBLICAS	OPERADOR DE MAQUINARIA	3	7,414.92	596.72	0.00	0.00	0.00	0.00	8,011.64	596.72	0.00	4,414.92
662	DIRECCION DE OBRAS PUBLICAS	RESIDENTE DE OBRA	3	16,100.00	2,329.85	0.00	0.00	0.00	0.00	18,429.85	2,329.85	0.00	12,100.00
667	DIRECCION DE OBRAS PUBLICAS	JEFE DE MANTENIMIENTO	3	11,885.86	1,429.71	0.00	0.00	0.00	0.00	13,315.57	1,429.71	0.00	11,885.86
680	DIRECCION DE OBRAS PUBLICAS	AUX. ADMINISTRATIVO	3	9,734.40	989.57	0.00	0.00	0.00	0.00	10,723.97	989.57	0.00	9,734.40
687	DIRECCION DE OBRAS PUBLICAS	OPERADOR DE CAMION VOLTEO	3	6,698.44	264.39	0.00	0.00	0.00	0.00	6,962.83	264.39	0.00	6,698.44
688	DIRECCION DE OBRAS PUBLICAS	OPERADOR DE CAMION VOLTEO	3	6,698.44	264.39	0.00	0.00	0.00	0.00	6,962.83	264.39	0.00	4,398.44
715	DIRECCION DE OBRAS PUBLICAS	DIRECTOR	3	28,279.66	6,531.49	0.00	0.00	7,069.92	0.00	41,881.07	6,531.49	0.00	28,641.58
733	DIRECCION DE OBRAS PUBLICAS	COORD. MTO Y CONS. DE CAMINOS	3	15,000.00	2,691.57	0.00	0.00	3,750.00	0.00	21,441.57	2,691.57	0.00	18,750.00
737	DIRECCION DE OBRAS PUBLICAS	SECRETARIA	3	6,500.00	315.52	0.00	0.00	1,625.00	0.00	8,440.52	315.52	0.00	5,925.00
739	DIRECCION DE OBRAS PUBLICAS	COORD. DE PROYECTOS Y PRESUPUE	3	18,020.02	3,497.92	0.00	0.00	4,505.00	0.00	26,022.94	3,497.92	0.00	22,525.02
746	DIRECCION DE OBRAS PUBLICAS	RESIDENTE DE OBRA	3	12,000.00	1,454.09	0.00	0.00	0.00	0.00	13,454.09	1,454.09	0.00	8,980.00
767	DIRECCION DE OBRAS PUBLICAS	AUXILIAR DE OBRAS	3	6,240.00	214.51	0.00	0.00	0.00	0.00	6,454.51	214.51	0.00	3,316.00
769	DIRECCION DE OBRAS PUBLICAS	RESIDENTE DE OBRA	3	8,000.00	690.33	0.00	0.00	0.00	0.00	8,690.33	690.33	0.00	8,000.00
774	DIRECCION DE OBRAS PUBLICAS	AUXILIAR CONTABLE	3	7,436.06	600.10	0.00	0.00	0.00	0.00	8,036.16	600.10	0.00	2,552.06
775	DIRECCION DE OBRAS PUBLICAS	CHOFER	3	6,698.44	264.39	0.00	0.00	0.00	0.00	6,962.83	264.39	0.00	6,698.44
778	DIRECCION DE OBRAS PUBLICAS	OPERADOR DE CAMION VOLTEO	3	6,698.44	264.39	0.00	0.00	0.00	0.00	6,962.83	264.39	0.00	6,698.44
044	REGISTRO CIVIL	SECRETARIA	5	6,334.26	594.58	454.70	612.60	0.00	0.00	7,996.14	594.58	0.00	6,578.10
226	REGISTRO CIVIL	AUX. ADMINISTRATIVO	5	9,240.60	1,000.35	349.78	204.20	0.00	0.00	10,794.93	1,000.35	0.00	9,794.58
722	REGISTRO CIVIL	OFICIAL DE REG. CIVIL	5	11,248.64	1,689.96	0.00	0.00	2,812.16	0.00	15,750.76	1,689.96	0.00	9,660.80
504	CABILDO	REGIDOR	7	20,488.56	4,174.10	0.00	0.00	5,122.14	0.00	29,784.80	4,174.10	0.00	16,410.70



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641	CABILDO	REGIDOR	7	20,488.56	4,174.10	0.00	0.00	5,122.14	0.00	29,784.80	4,174.10	0.00	23,012.70
706	CABILDO	REGIDOR	7	20,488.56	4,174.10	0.00	0.00	5,122.14	0.00	29,784.80	4,174.10	0.00	18,346.70
707	CABILDO	REGIDOR	7	20,488.56	4,174.10	0.00	0.00	5,122.14	0.00	29,784.80	4,174.10	0.00	25,610.70
708	CABILDO	REGIDOR	7	20,488.56	4,174.10	0.00	0.00	5,122.14	0.00	29,784.80	4,174.10	0.00	25,610.70
709	CABILDO	REGIDOR	7	20,488.56	4,174.10	0.00	0.00	5,122.14	0.00	29,784.80	4,174.10	0.00	25,610.70
710	CABILDO	REGIDOR	7	20,488.56	4,174.10	0.00	0.00	5,122.14	0.00	29,784.80	4,174.10	0.00	25,610.70
711	CABILDO	REGIDOR	7	20,488.56	4,174.10	0.00	0.00	5,122.14	0.00	29,784.80	4,174.10	0.00	18,210.70
712	CABILDO	REGIDOR	7	20,488.56	4,174.10	0.00	0.00	5,122.14	0.00	29,784.80	4,174.10	0.00	25,610.70
141	DELEGACION LA FLORIDA	SECRETARIA	9	5,136.90	243.94	454.70	918.90	0.00	0.00	6,754.44	243.94	0.00	5,842.72
365	DELEGACION LA FLORIDA	OFICIAL DE REG. CIVIL	9	5,200.00	30.03	0.00	0.00	0.00	0.00	5,230.03	30.03	0.00	5,200.00
520	DELEGACION LA FLORIDA	DELEGADO MUNICIPAL	9	10,000.00	1,073.75	0.00	204.20	0.00	0.00	11,277.95	1,073.75	0.00	10,204.20
147	DELEGACION SAN JUAN BUENAVENTURA	SECRETARIA	10	5,136.90	169.52	454.70	612.60	0.00	0.00	6,373.72	169.52	0.00	5,536.42
463	DELEGACION SAN JUAN BUENAVENTURA	JARDINERO	10	4,304.74	0.00	0.00	204.20	0.00	0.00	4,508.94	0.00	-74.52	3,213.46
751	DELEGACION SAN JUAN BUENAVENTURA	DELEGADO MUNICIPAL	10	10,000.00	1,037.16	0.00	0.00	0.00	0.00	11,037.16	1,037.16	0.00	10,000.00
762	DELEGACION SAN JUAN BUENAVENTURA	OFICIAL DE REG. CIVIL	10	5,200.00	30.03	0.00	0.00	0.00	0.00	5,230.03	30.03	0.00	5,200.00
152	DELEGACION CONCA	OFICIAL DE REG. CIVIL	11	8,955.30	1,022.41	349.78	612.60	0.00	0.00	10,940.09	1,022.41	0.00	8,317.68
574	DELEGACION CONCA	DELEGADO MUNICIPAL	11	10,000.00	1,037.16	0.00	0.00	0.00	0.00	11,037.16	1,037.16	0.00	7,392.00
582	DELEGACION CONCA	JARDINERO	11	5,399.34	104.17	0.00	204.20	0.00	0.00	5,707.71	104.17	0.00	5,603.54
700	DELEGACION CONCA	AUX. ADMINISTRATIVO	11	6,240.00	214.51	0.00	0.00	0.00	0.00	6,454.51	214.51	0.00	6,240.00
159	DELEGACION EL REFUGIO	JARDINERO	12	5,136.90	169.52	454.70	612.60	0.00	0.00	6,373.72	169.52	0.00	4,336.42
513	DELEGACION EL REFUGIO	SECRETARIA	12	5,136.90	136.20	454.70	306.30	0.00	0.00	6,034.10	136.20	0.00	2,210.12
750	DELEGACION EL REFUGIO	DELEGADO MUNICIPAL	12	10,000.00	1,037.16	0.00	0.00	0.00	0.00	11,037.16	1,037.16	0.00	10,000.00
763	DELEGACION EL REFUGIO	OFICIAL DE REG. CIVIL	12	5,200.00	30.03	0.00	0.00	0.00	0.00	5,230.03	30.03	0.00	5,200.00
029	DELEGACION PURISIMA DE ARISTA	AUX. ADMINISTRATIVO	13	9,874.06	1,227.97	454.70	612.60	0.00	0.00	12,169.33	1,227.97	0.00	8,457.74
153	DELEGACION PURISIMA DE ARISTA	SECRETARIA	13	5,136.90	243.94	454.70	918.90	0.00	0.00	6,754.44	243.94	0.00	4,042.72
166	DELEGACION PURISIMA DE ARISTA	JARDINERO	13	5,136.90	599.04	454.70	1,837.80	0.00	0.00	8,028.44	599.04	0.00	6,761.62
749	DELEGACION PURISIMA DE ARISTA	DELEGADO MUNICIPAL	13	10,000.00	1,037.16	0.00	0.00	0.00	0.00	11,037.16	1,037.16	0.00	5,500.00
761	DELEGACION PURISIMA DE ARISTA	OFICIAL DE REG. CIVIL	13	8,320.00	741.53	0.00	0.00	0.00	0.00	9,061.53	741.53	0.00	3,520.00
143	SEGURIDAD PUBLICA LA FLORIDA	POLICIA	14	8,240.00	894.23	349.78	612.60	0.00	0.00	10,096.61	894.23	0.00	8,280.38
479	SEGURIDAD PUBLICA LA FLORIDA	POLICIA	14	8,240.00	761.40	0.00	204.20	0.00	0.00	9,205.60	761.40	0.00	8,444.20
568	SEGURIDAD PUBLICA SAN JUAN BUENAVENTURA	POLICIA	15	8,240.00	761.40	0.00	204.20	0.00	0.00	9,205.60	761.40	0.00	8,444.20
193	SEGURIDAD PUBLICA PURISIMA	POLICIA	18	8,240.00	1,055.37	349.78	408.40	2,060.00	0.00	12,113.55	1,055.37	0.00	9,258.18
730	CONTRALORIA INTERNA	CONTRALOR	19	12,480.00	2,018.73	0.00	0.00	3,120.00	0.00	17,618.73	2,018.73	0.00	9,900.00
203	COORDINACION DE PROTECCION CIVIL	AUX. PROTECCION CIVIL	20	9,562.50	1,292.27	454.70	1,225.20	0.00	0.00	12,534.67	1,292.27	0.00	9,999.28
211	COORDINACION DE PROTECCION CIVIL	AUX. PROTECCION CIVIL	20	7,874.04	792.06	349.78	408.40	0.00	0.00	9,424.28	792.06	0.00	7,032.22
692	COORDINACION DE PROTECCION CIVIL	AUX. PROTECCION CIVIL	20	4,867.20	0.00	0.00	0.00	0.00	0.00	4,867.20	0.00	-6.18	2,873.38
697	COORDINACION DE PROTECCION CIVIL	AUX. PROTECCION CIVIL	20	6,448.00	308.45	0.00	0.00	1,612.00	0.00	8,368.45	308.45	0.00	6,360.00
723	COORDINACION DE PROTECCION CIVIL	COORD. PROTECCION CIVIL	20	10,383.36	1,458.93	0.00	0.00	2,595.84	0.00	14,438.13	1,458.93	0.00	5,779.20
758	COORDINACION DE PROTECCION CIVIL	AUX. PROTECCION CIVIL	20	8,000.00	690.33	0.00	0.00	0.00	0.00	8,690.33	690.33	0.00	8,000.00
040	COORDINACION DE FOMENTO ECONOMICO	COORD. DE FOMENTO ECONOMICO	21	10,500.00	1,492.52	454.70	1,225.20	0.00	0.00	13,672.42	1,492.52	0.00	7,664.90
727	COORDINACION DE FOMENTO ECONOMICO	INSPECTOR FISCAL	21	6,656.04	336.75	0.00	0.00	1,664.01	0.00	8,656.80	336.75	0.00	8,320.05
164	PRESIDENCIA	TITULAR ACCESO A LA INFORMACION	22	16,456.76	2,493.29	0.00	408.40	0.00	0.00	19,358.45	2,493.29	0.00	10,065.16
453	PRESIDENCIA	SRIA. PART. PRESIDENTE	22	9,780.02	1,034.33	0.00	204.20	0.00	0.00	11,018.55	1,034.33	0.00	9,984.22
693	PRESIDENCIA	CHOFER	22	6,489.60	241.67	0.00	0.00	0.00	0.00	6,731.27	241.67	0.00	6,489.60
705	PRESIDENCIA	PRESIDENTE MPAL	22	40,592.40	11,256.10	0.00	0.00	10,148.10	0.00	61,996.60	11,256.10	0.00	50,740.50
719	PRESIDENCIA	COORD. COMUNICACION SOCIAL	22	11,754.82	1,825.11	0.00	0.00	2,938.71	0.00	16,518.64	1,825.11	0.00	9,693.53
771	PRESIDENCIA	JUEZ CIVICO	22	11,248.64	1,689.96	0.00	0.00	2,812.16	0.00	15,750.76	1,689.96	0.00	9,860.80
677	SECRETARIA DEL AYUNTAMIENTO	AUX. ADMINISTRATIVO	23	8,000.00	690.33	0.00	0.00	0.00	0.00	8,690.33	690.33	0.00	7,000.00
717	SECRETARIA DEL AYUNTAMIENTO	SECRETARIO DEL H. AYTO	23	28,279.66	6,531.49	0.00	0.00	7,069.92	0.00	41,881.07	6,531.49	0.00	20,349.58
053	SERVICIOS MUNICIPALES	JEFE DE ALUMBRADO PUBLICO	24	8,736.20	946.55	349.78	408.40	0.00	0.00	10,440.93	946.55	0.00	4,394.38
063	SERVICIOS MUNICIPALES	SEPARADOR DE RESIDUOS	24	5,927.66	296.65	454.70	612.60	0.00	0.00	7,291.61	296.65	0.00	3,380.36
064	SERVICIOS MUNICIPALES	SEPARADOR DE RESIDUOS	24	6,478.08	358.83	349.78	408.40	0.00	0.00	7,595.09	358.83	0.00	4,536.26
071	SERVICIOS MUNICIPALES	ENC. DE PARQUE ARROYO SECO	24	5,927.66	296.65	454.70	612.60	0.00	0.00	7,291.61	296.65	0.00	2,156.36
082	SERVICIOS MUNICIPALES	CARGADOR CAMION RECOLECTOR	24	5,927.66	675.98	454.70	612.60	1,871.89	0.00	9,542.83	675.98	0.00	6,696.25
087	SERVICIOS MUNICIPALES	ENC. PLAZA PRINCIPAL A.S.	24	5,927.66	627.54	454.70	1,225.20	0.00	0.00	8,235.10	627.54	0.00	4,276.96
088	SERVICIOS MUNICIPALES	SEPARADOR DE RESIDUOS	24	6,285.78	371.54	454.70	612.60	0.00	0.00	7,724.62	371.54	0.00	5,501.92
091	SERVICIOS MUNICIPALES	ENC. PLANTA TRATADORA ARROYO	24	5,927.66	365.90	454.70	918.90	0.00	0.00	7,667.16	365.90	0.00	6,530.66
102	SERVICIOS MUNICIPALES	CARGADOR CAMION RECOLECTOR	24	6,782.80	715.36	454.70	918.90	0.00	0.00	8,871.76	715.36	0.00	5,254.64
104	SERVICIOS MUNICIPALES	SEPARADOR DE RESIDUOS	24	5,927.66	365.90	454.70	918.90	0.00	0.00	7,667.16	365.90	0.00	5,072.66
105	SERVICIOS MUNICIPALES	SEPARADOR DE RESIDUOS	24	5,136.90	169.52	454.70	612.60	0.00	0.00	6,373.72	169.52	0.00	4,736.42



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



No.	Departamento	Puesto	Dpto	Sueldo	Subsidio ISR	Canasta Basica	Quinquenio	Prima Vacacional	Compensacion	Total Percep.	ISR	Subsidio al Empleo	Neto
188	SERVICIOS MUNICIPALES	CHOFER CAMION RECOLECTOR DE BA	24	7,571.20	743.03	349.78	408.40	0.00	0.00	9,072.41	743.03	0.00	4,729.38
213	SERVICIOS MUNICIPALES	CARGADOR CAMION RECOLECTOR	24	5,871.20	256.87	349.78	408.40	0.00	0.00	6,886.25	256.87	0.00	6,629.38
214	SERVICIOS MUNICIPALES	RESP. DISTRIBUCION DE AGUA	24	6,762.84	663.16	454.70	612.60	0.00	0.00	8,493.30	663.16	0.00	4,344.98
424	SERVICIOS MUNICIPALES	CHOFER CAMION RECOLECTOR DE BA	24	4,392.63	0.00	0.00	0.00	0.00	0.00	4,392.63	0.00	-115.40	3,152.03
434	SERVICIOS MUNICIPALES	CHOFER	24	5,040.12	103.15	349.78	204.20	0.00	0.00	5,697.25	103.15	0.00	4,594.10
484	SERVICIOS MUNICIPALES	CARGADOR CAMION RECOLECTOR	24	5,927.66	263.32	454.70	306.30	0.00	0.00	6,951.98	263.32	0.00	5,918.06
505	SERVICIOS MUNICIPALES	RESP. SERVICIOS DE LIMPIA	24	9,365.94	1,171.72	0.00	0.00	2,341.48	0.00	12,879.14	1,171.72	0.00	10,707.42
508	SERVICIOS MUNICIPALES	COORD. SERVICIOS DE LIMPIA	24	14,744.20	2,623.27	0.00	0.00	3,686.05	0.00	21,053.52	2,623.27	0.00	18,430.25
524	SERVICIOS MUNICIPALES	COORD. BACHEO Y MTTTO BIENES PUBLICOS	24	10,400.00	1,463.37	0.00	0.00	2,600.00	0.00	14,463.37	1,463.37	0.00	10,000.00
528	SERVICIOS MUNICIPALES	ENC. DE PANTEON CONCA	24	4,892.28	18.76	0.00	204.20	0.00	0.00	5,115.24	18.76	0.00	3,496.48
546	SERVICIOS MUNICIPALES	SECRETARIA	24	7,549.92	740.08	454.70	306.30	0.00	0.00	9,051.00	740.08	0.00	4,927.42
556	SERVICIOS MUNICIPALES	RESP. RELLENO SANITARIO	24	5,871.20	155.51	0.00	204.20	0.00	0.00	6,230.91	155.51	0.00	6,075.40
557	SERVICIOS MUNICIPALES	SEPARADOR DE RESIDUOS	24	5,871.20	155.51	0.00	204.20	0.00	0.00	6,230.91	155.51	0.00	3,005.40
558	SERVICIOS MUNICIPALES	SEPARADOR DE RESIDUOS	24	5,871.20	155.51	0.00	204.20	0.00	0.00	6,230.91	155.51	0.00	5,275.40
559	SERVICIOS MUNICIPALES	AUX. ALUMBRADO PUBLICO	24	4,892.26	18.76	0.00	204.20	0.00	0.00	5,115.22	18.76	0.00	3,696.46
589	SERVICIOS MUNICIPALES	AUX. ALUMBRADO PUBLICO	24	8,736.20	847.28	0.00	204.20	0.00	0.00	9,787.68	847.28	0.00	5,940.40
621	SERVICIOS MUNICIPALES	COORDINADOR DE PARQUES, JARDINES Y PANTEON	24	10,000.00	1,037.16	0.00	0.00	0.00	0.00	11,037.16	1,037.16	0.00	10,000.00
655	SERVICIOS MUNICIPALES	AYUDANTE DE CAMION CISTERNA	24	5,871.20	133.29	0.00	0.00	0.00	0.00	6,004.49	133.29	0.00	1,843.20
661	SERVICIOS MUNICIPALES	SEPARADOR DE RESIDUOS	24	8,594.26	785.41	0.00	0.00	0.00	0.00	9,379.67	785.41	0.00	5,594.26
678	SERVICIOS MUNICIPALES	AYUDANTE DE CAMION CISTERNA	24	6,698.44	264.39	0.00	0.00	0.00	0.00	6,962.83	264.39	0.00	6,698.44
682	SERVICIOS MUNICIPALES	AUX. ALUMBRADO PUBLICO	24	7,571.20	621.72	0.00	0.00	0.00	0.00	8,192.92	621.72	0.00	4,371.20
684	SERVICIOS MUNICIPALES	CHOFER CAMION RECOLECTOR DE BA	24	8,652.80	795.74	0.00	0.00	0.00	0.00	9,448.54	795.74	0.00	7,652.80
686	SERVICIOS MUNICIPALES	ENC. UNIDAD DEP. CONCA	24	5,603.68	104.19	0.00	0.00	0.00	0.00	5,707.87	104.19	0.00	4,603.68
747	SERVICIOS MUNICIPALES	COORD. ECOLOGIA	24	8,998.92	857.77	0.00	0.00	0.00	0.00	9,856.69	857.77	0.00	3,598.92
760	SERVICIOS MUNICIPALES	CHOFER CAMION RECOLECTOR DE BA	24	5,008.42	9.18	0.00	0.00	0.00	0.00	5,017.60	9.18	0.00	5,008.42
764	DIRECCION DE GOBIERNO	ATENCION CIUDADANA	25	5,200.00	30.03	0.00	0.00	0.00	0.00	5,230.03	30.03	0.00	5,200.00
776	DIRECCION DE GOBIERNO	DIRECTOR	25	24,000.00	4,087.05	0.00	0.00	0.00	0.00	28,087.05	4,087.05	0.00	14,000.00
718	INSTITUTO MUNICIPAL DE LA JUVENTUD	DIRECTOR	26	8,998.92	1,089.51	0.00	0.00	2,249.73	0.00	12,338.16	1,089.51	0.00	11,248.65
720	INSTITUTO MUNICIPAL DE LA JUVENTUD	ENC. DEPORTES	26	10,123.78	1,341.47	0.00	0.00	2,530.94	0.00	13,996.19	1,341.47	0.00	9,294.72
743	INSTITUTO MUNICIPAL DE LA JUVENTUD	AUX. DE DEPORTES	26	7,874.04	670.18	0.00	0.00	0.00	0.00	8,544.22	670.18	0.00	7,874.04
156	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	27	9,672.00	1,118.78	349.78	408.40	0.00	0.00	11,548.96	1,118.78	0.00	5,630.18
196	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	27	9,672.00	1,118.78	349.78	408.40	0.00	0.00	11,548.96	1,118.78	0.00	5,830.18
230	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	27	9,672.00	1,332.38	349.78	408.40	0.00	1,000.00	12,762.56	1,332.38	0.00	8,130.18
336	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	27	11,760.66	1,490.20	0.00	408.40	0.00	0.00	13,659.26	1,490.20	0.00	10,813.06
337	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	27	11,760.66	1,490.20	0.00	408.40	0.00	0.00	13,659.26	1,490.20	0.00	10,395.06
353	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	27	11,760.66	1,521.30	349.78	204.20	0.00	0.00	13,835.94	1,521.30	0.00	7,374.64
390	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	27	11,760.66	1,703.80	0.00	408.40	0.00	1,000.00	14,872.86	1,703.80	0.00	12,169.06
403	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	27	11,760.66	1,703.80	0.00	408.40	0.00	1,000.00	14,872.86	1,703.80	0.00	11,369.06
422	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	27	9,672.00	1,240.28	0.00	0.00	2,418.00	0.00	13,330.28	1,240.28	0.00	6,546.00
431	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	27	9,672.00	1,014.98	0.00	204.20	0.00	0.00	10,891.18	1,014.98	0.00	8,076.20
436	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	27	8,240.00	761.40	0.00	204.20	0.00	0.00	9,205.60	761.40	0.00	7,144.20
540	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	27	9,672.00	1,014.98	0.00	204.20	0.00	0.00	10,891.18	1,014.98	0.00	9,876.20
542	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	27	9,672.00	1,014.98	0.00	204.20	0.00	0.00	10,891.18	1,014.98	0.00	9,276.20
544	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	27	9,672.00	1,214.05	0.00	204.20	0.00	1,000.00	12,090.25	1,214.05	0.00	9,676.20
548	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	27	9,672.00	1,014.98	0.00	204.20	0.00	0.00	10,891.18	1,014.98	0.00	9,876.20
555	SEGURIDAD PUBLICA MUNICIPAL	SECRETARIA	27	7,350.00	708.09	454.70	306.30	0.00	0.00	8,819.09	708.09	0.00	4,671.50
560	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	27	9,672.00	1,214.05	0.00	204.20	0.00	1,000.00	12,090.25	1,214.05	0.00	8,458.20
563	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	27	9,672.00	1,014.98	0.00	204.20	0.00	0.00	10,891.18	1,014.98	0.00	6,324.20
571	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	27	9,672.00	1,633.01	0.00	204.20	2,418.00	1,500.00	15,427.21	1,633.01	0.00	8,854.20
572	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	27	4,836.00	507.49	0.00	102.10	0.00	0.00	5,445.59	507.49	0.00	4,051.10
671	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	27	9,672.00	1,277.23	0.00	0.00	0.00	1,500.00	12,449.23	1,277.23	0.00	11,172.00
672	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	27	9,672.00	1,170.43	0.00	0.00	0.00	1,000.00	11,842.43	1,170.43	0.00	4,812.00
674	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	27	9,672.00	1,170.43	0.00	0.00	0.00	1,000.00	11,842.43	1,170.43	0.00	4,472.00
729	SEGURIDAD PUBLICA MUNICIPAL	DIRECTOR	27	23,509.66	5,599.51	0.00	0.00	5,877.41	2,000.00	36,986.58	5,599.51	0.00	31,387.07
773	SEGURIDAD PUBLICA MUNICIPAL	POLICIA	27	9,672.00	1,170.43	0.00	0.00	0.00	1,000.00	11,842.43	1,170.43	0.00	8,972.00
075	DIRECCION DE DESARROLLO RURAL	VOCAL DE FIDIVEPRO	28	7,874.04	865.24	349.78	816.80	0.00	0.00	9,905.86	865.24	0.00	7,240.62
076	DIRECCION DE DESARROLLO RURAL	SECRETARIA	28	6,273.92	300.69	349.78	408.40	0.00	0.00	7,332.79	300.69	0.00	7,032.10
077	DIRECCION DE DESARROLLO RURAL	SECRETARIA	28	6,333.44	643.46	454.70	918.90	0.00	0.00	8,350.50	643.46	0.00	5,783.68
679	DIRECCION DE DESARROLLO RURAL	PROYECTISTA	28	7,571.20	621.72	0.00	0.00	0.00	0.00	8,192.92	621.72	0.00	3,091.20
731	DIRECCION DE DESARROLLO RURAL	DIRECTOR	28	16,456.76	3,080.53	0.00	0.00	4,114.19	0.00	23,651.48	3,080.53	0.00	17,570.95



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



No.	Departamento	Puesto	Dpto	Sueldo	Subsidio ISR	Canasta Basica	Quinquenio	Prima Vacacional	Compensacion	Total Percep.	ISR	Subsidio al Empleo	Neto
738	DIRECCION DE DESARROLLO RURAL	SUBDIRECTOR	28	10,400.00	1,463.37	0.00	0.00	2,600.00	0.00	14,463.37	1,463.37	0.00	11,964.00
744	DIRECCION DE DESARROLLO RURAL	CHOFER	28	8,320.00	741.53	0.00	0.00	0.00	0.00	9,061.53	741.53	0.00	6,320.00
084	COORDINACION DE TURISMO	ENC. TURISMO	29	6,334.26	692.60	454.70	1,225.20	0.00	0.00	8,706.76	692.60	0.00	4,794.70
734	COORDINACION DE TURISMO	COORD. DE TURISMO	29	11,248.64	1,689.96	0.00	0.00	2,812.16	0.00	15,750.76	1,689.96	0.00	14,060.80
768	COORDINACION DE TURISMO	RESP. PROYECTOS TURISTICOS	29	10,000.00	1,037.16	0.00	0.00	0.00	0.00	11,037.16	1,037.16	0.00	10,000.00
050	DIRECCION DE DESARROLLO SOCIAL Y HUMANO	ENC. C.C.A. PURISIMA	31	6,334.26	643.59	454.70	918.90	0.00	0.00	8,351.45	643.59	0.00	5,274.40
093	DIRECCION DE DESARROLLO SOCIAL Y HUMANO	ENCARGADA DE BIBLIOTECA	31	6,273.12	600.68	349.78	816.80	0.00	0.00	8,040.38	600.68	0.00	7,439.70
099	DIRECCION DE DESARROLLO SOCIAL Y HUMANO	RESPONSABLE DE BIBLIOTECA	31	6,274.34	300.74	349.78	408.40	0.00	0.00	7,333.26	300.74	0.00	2,750.52
169	DIRECCION DE DESARROLLO SOCIAL Y HUMANO	ENC. C.C.A. ARROYO SECO	31	5,926.86	296.56	454.70	612.60	0.00	0.00	7,290.72	296.56	0.00	4,223.68
212	DIRECCION DE DESARROLLO SOCIAL Y HUMANO	CHOFER	31	6,782.80	666.35	454.70	612.60	0.00	0.00	8,516.45	666.35	0.00	4,258.34
430	DIRECCION DE DESARROLLO SOCIAL Y HUMANO	ENC. C.C.A. CONCA	31	5,870.40	155.42	0.00	204.20	0.00	0.00	6,230.02	155.42	0.00	6,074.60
516	DIRECCION DE DESARROLLO SOCIAL Y HUMANO	DIRECTOR	31	17,997.82	3,491.99	0.00	0.00	4,499.46	0.00	25,989.27	3,491.99	0.00	19,109.28
580	DIRECCION DE DESARROLLO SOCIAL Y HUMANO	AUX. ADMINISTRATIVO	31	6,749.18	292.13	0.00	204.20	0.00	0.00	7,245.51	292.13	0.00	6,953.38
703	DIRECCION DE DESARROLLO SOCIAL Y HUMANO	COORDINADOR DE SALUD	31	12,480.00	1,556.62	0.00	0.00	0.00	0.00	14,036.62	1,556.62	0.00	12,480.00
724	DIRECCION DE DESARROLLO SOCIAL Y HUMANO	COORD. PARTICIPACION SOCIAL	31	11,754.82	1,825.11	0.00	0.00	2,938.71	0.00	16,518.64	1,825.11	0.00	12,593.53
725	DIRECCION DE DESARROLLO SOCIAL Y HUMANO	AUX. PARTICIPACION SOCIAL	31	10,123.78	1,341.47	0.00	0.00	2,530.94	0.00	13,996.19	1,341.47	0.00	12,654.72
726	DIRECCION DE DESARROLLO SOCIAL Y HUMANO	COORD. DE EDUCACION	31	10,400.00	1,463.37	0.00	0.00	2,600.00	0.00	14,463.37	1,463.37	0.00	9,250.00
085	DIRECCION JURIDICA	SECRETARIA	32	6,333.44	643.46	454.70	918.90	0.00	0.00	8,350.50	643.46	0.00	5,883.68
713	DIRECCION JURIDICA	DIRECTOR JURIDICO	32	15,281.28	2,766.68	0.00	0.00	3,820.32	0.00	21,868.28	2,766.68	0.00	19,101.60
039	DIRECCION DE FOMENTO CULTURAL	SECRETARIA	33	6,334.26	594.58	454.70	612.60	0.00	0.00	7,996.14	594.58	0.00	4,656.10
107	DIRECCION DE FOMENTO CULTURAL	COORD. CASA DE CULTURA	33	11,897.60	1,637.78	349.78	612.60	0.00	0.00	14,497.76	1,637.78	0.00	10,249.98
108	DIRECCION DE FOMENTO CULTURAL	ASESOR DE MUSICA	33	4,617.88	79.42	349.78	408.40	0.00	0.00	5,455.48	79.42	0.00	3,176.06
109	DIRECCION DE FOMENTO CULTURAL	ASESOR DANZA FOLKLORICA	33	4,617.88	79.42	349.78	408.40	0.00	0.00	5,455.48	79.42	0.00	5,376.06
110	DIRECCION DE FOMENTO CULTURAL	RESP. DE MANTENIMIENTO	33	5,136.48	277.22	454.70	1,225.20	0.00	0.00	7,093.60	277.22	0.00	6,148.64
111	DIRECCION DE FOMENTO CULTURAL	VELADOR CASA DE LA CULTURA	33	4,209.92	4.80	349.78	408.40	0.00	0.00	4,972.90	4.80	0.00	3,588.10
552	DIRECCION DE FOMENTO CULTURAL	RESPONSABLE DE AUDIO	33	7,000.00	297.20	0.00	0.00	0.00	0.00	7,297.20	297.20	0.00	7,000.00
611	DIRECCION DE FOMENTO CULTURAL	ASESOR DANZA FOLKLORICA	33	9,236.58	900.36	0.00	0.00	0.00	0.00	10,136.94	900.36	0.00	6,536.58
732	DIRECCION DE FOMENTO CULTURAL	DIRECTOR	33	11,897.60	1,863.23	0.00	0.00	2,974.40	0.00	16,735.23	1,863.23	0.00	14,872.00
777	DIRECCION DE FOMENTO CULTURAL	COORDINADOR DE ASESORES	33	8,000.00	690.33	0.00	0.00	0.00	0.00	8,690.33	690.33	0.00	8,000.00
740	COORDINACION DE CATASTRO	AUX. DE CATASTRO	34	8,000.00	857.28	0.00	0.00	2,000.00	0.00	10,857.28	857.28	0.00	10,000.00
748	COORDINACION DE CATASTRO	COORDINADOR DE CATASTRO	34	8,652.80	795.74	0.00	0.00	0.00	0.00	9,448.54	795.74	0.00	4,232.80
676	INSTITUTO MUNICIPAL DE LA MUJER	DIRECTOR	35	10,000.00	1,037.16	0.00	0.00	0.00	0.00	11,037.16	1,037.16	0.00	10,000.00
699	INSTITUTO MUNICIPAL DE LA MUJER	PSICOLOGO	35	7,280.00	713.28	0.00	0.00	1,820.00	0.00	9,813.28	713.28	0.00	9,100.00
<b>TOTAL DEL MES</b>				<b>2,051,315.35</b>	<b>257,772.65</b>	<b>29,555.78</b>	<b>52,887.80</b>	<b>179,051.56</b>	<b>14,000.00</b>	<b>2,584,583.14</b>	<b>257,772.65</b>	<b>-196.10</b>	<b>1,836,586.31</b>