

EL CIUDADANO J SALOMÓN ESPÍNOLA MENDIETA, PRESIDENTE CONSTITUCIONAL DEL HONORABLE AYUNTAMIENTO DEL MUNICIPIO DE VICTORIA, GUANAJUATO, A LOS HABITANTES DEL MISMO HAGO SABER: QUE EL HONORABLE AYUNTAMIENTO QUE PRESIDIO, EN USO DE LAS FACULTADES QUE ME CONFIEREN LOS ARTICULOS 115 FRACCION II Y IV DE LA CONSTITUCION POLITICA DE LOS ESTADOS UNIDOS MEXICANOS; 106, 107 Y 117 FRACCION VII DE LA CONSTITUCION POLITICA PARA EL ESTADO DE GUANAJUATO; ARTICULO 25 FRACCION IV INCISO A) Y 268 DE LA LEY PARA EL GOBIERNO Y ADMINISTRACION DE LOS MUNICIPIOS DEL ESTADO DE GUANAJUATO; 35 Y 36 DE LA LEY PARA EL EJERCICIO Y CONTROL DE LOS RECURSOS PÚBLICOS PARA EL ESTADO Y LOS MUNICIPIOS DE GUANAJUATO, EN LA DÉCIMA SEGUNDA SESIÓN EXTRAORDINARIA CELEBRADA EL 13 DE SEPTIEMBRE DE 2025 APROBÓ EL SIGUIENTE: ACUERDO MUNICIPAL MEDIANTE EL CUAL SE APRUEBA LA SEGUNDA MODIFICACION A LA PLANTILLA LABORAL Y DE HONORARIOS PARA EL EJERCICIO FISCAL 2025 DEL MUNICIPIO DE VICTORIA, GUANAJUATO.

PLANTILLA TRABAJADORES POR CONCEPTO DE BASE.														
PUESTO	SALAR IO QUIN CENA L 2024	SUELDO O DIARI O	INCRE MENT O 4%	SALARIO DIARIO 2025	SUELDO MENSUA L 2025	SUELDO ANUAL	FOND O DE AHOR RO	DESPENSA MENSUAL	DESPENS A ANUAL	PRIM A VACIO NAL DE CONFI ANZA	AGUINAL DO	TOTAL PERCEP CIONES	IMPU ESTO NOM INA 3% ANU AL	COSTO ANUAL CON IMPUEST O NOMINA
TITULAR DE LA PRESIDENCIA	\$33,0 82.46	\$2,20 5.50	\$88.2 2	\$2,293.7 2	\$69,767. 30	\$837,20 7.80	\$69,7 39.41	\$500.00	\$6,000. 00	\$13,7 62.32	\$ 99,247.5 0	\$1,025, 957.03	\$ 30,77 8.71	\$ 1,056,73 5.74
SECRETARIA PARTICULAR	\$9,00 9.45	\$600. 63	\$24.0 3	\$735.00	\$22,356. 25	\$268,27 5.00	\$0.00	\$500.00	\$6,000. 00	\$4,41 0.00	\$ 27,028.3 5	\$305,7 13.35	\$ 9,171 .40	\$ 314,884. 75
INTEDENTE	\$3,32 1.46	\$280. 00	\$11.2 0	\$280.00	\$8,516.6 6	\$102,20 0.00	\$0.00	\$500.00	\$6,000. 00	\$1,68 0.00	\$ 12,600.0 0	\$122,4 80.00	\$ 3,674 .40	\$ 126,154. 40
CHOFER	\$5,87 4.49	\$391. 63	\$15.6 7	\$428.00	\$13,018. 33	\$156,22 0.00	\$0.00	\$500.00	\$6,000. 00	\$2,56 8.00	\$ 17,623.3 5	\$182,4 11.35	\$ 5,472 .34	\$ 187,883. 69
ATENCION AL MIGRANTE	\$5,04 9.36	\$336. 62	\$13.4 6	\$441.83	\$13,438. 99	\$161,26 7.95	\$0.00	\$500.00	\$6,000. 00	\$2,65 0.98	\$ 15,147.9 0	\$185,0 66.83	\$ 5,552 .00	\$ 190,618. 83

SECRETARIA	\$4,47 1.46	\$298. 10	\$11.9 2	\$310.02	\$9,429.8 9	\$113,15 8.76	\$0.00	\$500.00	\$6,000. 00	\$1.86 0.14	\$13,414.5 0	\$134,4 33.40	\$4,033 .00	\$138,466. 41
COORDINADOR DE DERECHOS HUMANOS	\$6,97 0.52	\$464. 70	\$18.5 9	\$483.29	\$14,700. 01	\$176,40 0.12	\$0.00	\$500.00	\$6,000. 00	\$2.89 9.73	\$20,911.5 0	\$206,2 11.35	\$6,186 .34	\$212,397. 69
COORDINADOR DE ATENCION CIUDADANA	\$4,11 2.00	\$274. 00	\$10.9 6	\$335.00	\$10,189. 58	\$122,27 5.00	\$0.00	\$500.00	\$6,000. 00	\$2.01 0.00	\$12,330.0 0	\$142,6 15.00	\$4,278 .45	\$146,893. 45
COORDINADORA DE INSTANCIA MUNICIPAL DE LA MUJER	\$5,46 3.17	\$364. 21	\$14.5 7	\$378.78	\$11,521. 17	\$138,25 4.12	\$0.00	\$500.00	\$6,000. 00	\$2.27 2.67	\$16,389.4 5	\$162,9 16.24	\$4,887 .49	\$167,803. 72
REGIDOR	\$14,8 80.41	\$992. 03	\$39.6 8	\$1,031.7 1	\$31,381. 21	\$376,574. 59	\$31.3 68.66	\$500.00	\$6,000. 00	\$6.19 0.27	\$46,427.0 0	\$466,5 60.52	\$13,99 6.82	\$480,557. 34
REGIDOR	\$14,8 80.41	\$992. 03	\$39.6 8	\$1,031.7 1	\$31,381. 21	\$376,574. 59	\$31.3 68.66	\$500.00	\$6,000. 00	\$6.19 0.27	\$46,427.0 0	\$466,5 60.52	\$13,99 6.82	\$480,557. 34
REGIDOR	\$14,8 80.41	\$992. 03	\$39.6 8	\$1,031.7 1	\$31,381. 21	\$376,574. 59	\$31.3 68.66	\$500.00	\$6,000. 00	\$6.19 0.27	\$46,427.0 0	\$466,5 60.52	\$13,99 6.82	\$480,557. 34
REGIDOR	\$14,8 80.41	\$992. 03	\$39.6 8	\$1,031.7 1	\$31,381. 21	\$376,574. 59	\$31.3 68.66	\$500.00	\$6,000. 00	\$6.19 0.27	\$46,427.0 0	\$466,5 60.52	\$13,99 6.82	\$480,557. 34
REGIDOR	\$14,8 80.41	\$992. 03	\$39.6 8	\$1,031.7 1	\$31,381. 21	\$376,574. 59	\$31.3 68.66	\$500.00	\$6,000. 00	\$6.19 0.27	\$46,427.0 0	\$466,5 60.52	\$13,99 6.82	\$480,557. 34
REGIDOR	\$14,8 80.41	\$992. 03	\$39.6 8	\$1,031.7 1	\$31,381. 21	\$376,574. 59	\$31.3 68.66	\$500.00	\$6,000. 00	\$6.19 0.27	\$46,427.0 0	\$466,5 60.52	\$13,99 6.82	\$480,557. 34
REGIDOR	\$14,8 80.41	\$992. 03	\$39.6 8	\$1,031.7 1	\$31,381. 21	\$376,574. 59	\$31.3 68.66	\$500.00	\$6,000. 00	\$6.19 0.27	\$46,427.0 0	\$466,5 60.52	\$13,99 6.82	\$480,557. 34
REGIDOR	\$14,8 80.41	\$992. 03	\$39.6 8	\$1,031.7 1	\$31,381. 21	\$376,574. 59	\$31.3 68.66	\$500.00	\$6,000. 00	\$6.19 0.27	\$46,427.0 0	\$466,5 60.52	\$13,99 6.82	\$480,557. 34
REGIDOR	\$14,8 80.41	\$992. 03	\$39.6 8	\$1,031.7 1	\$31,381. 21	\$376,574. 59	\$31.3 68.66	\$500.00	\$6,000. 00	\$6.19 0.27	\$46,427.0 0	\$466,5 60.52	\$13,99 6.82	\$480,557. 34
SINDICO	\$16,5 40.21	\$1,10 2.68	\$44.1 1	\$1,146.7 9	\$34,881. 44	\$418,57 7.33	\$34.8 67.49	\$500.00	\$6,000. 00	\$6.88 0.72	\$51,605.4 2	\$517,9 30.97	\$15,53 7.93	\$533,468. 90
SECRETARIA	\$4,55 2.20	\$303. 48	\$12.1 4	\$391.31	\$11,902. 34	\$142,82 8.15	\$0.00	\$500.00	\$6,000. 00	\$2.34 7.86	\$17,608.9 5	\$168,7 84.96	\$5,063 .55	\$173,848. 51

SRIO H AYUNTAMIENTO	\$16,4 71.50	\$1,09 8.12	\$43.9 2	\$1,142.0 4	\$34,737. 19	\$416,84 6.35	\$0.00	\$500.00	\$6,000. 00	\$6,85 2.27	\$ 2	\$ 51,392.0	\$481,0 90.64	\$ 14,43 2.72	\$ 495,523. 36
ENCARGADO DE ACTAS Y SEGUIMIENTO	\$4,65 0.25	\$310. 02	\$12.4 0	\$360.00	\$10,950. 00	\$131,40 0.00	\$0.00	\$500.00	\$6,000. 00	\$2,16 0.00	\$ 0	\$ 16,200.0	\$155,7 60.00	\$ 4,672 .80	\$ 160,432. 80
CARTERO	\$3,32 1.46	\$221. 43	\$8.86	\$280.00	\$8,516.6 6	\$102,20 0.00	\$0.00	\$500.00	\$6,000. 00	\$1,68 0.00	\$ 0	\$ 12,600.0	\$122,4 80.00	\$ 3,674 .40	\$ 126,154. 40
COORDINADOR DE ARCHIVO MUERTO	\$6,69 4.50	\$446. 26	\$17.8 5	\$464.11	\$14,116. 69	\$169,40 0.30	\$0.00	\$500.00	\$6,000. 00	\$2,78 4.66	\$ 7	\$ 20,884.9	\$199,0 69.93	\$ 5,972 .10	\$ 205,042. 02
ASESOR JURIDICO	\$5,97 9.90	\$398. 60	\$15.9 4	\$414.54	\$12,609. 04	\$151,30 8.56	\$0.00	\$500.00	\$6,000. 00	\$2,48 7.26	\$ 8	\$ 18,654.4	\$178,4 50.30	\$ 5,353 .51	\$ 183,803. 81
AUXILIAR SECRETARIA	\$4,47 1.50	\$298. 10	\$11.9 2	\$360.00	\$10,950. 00	\$131,40 0.00	\$0.00	\$500.00	\$6,000. 00	\$2,16 0.00	\$ 0	\$ 16,200.0	\$155,7 60.00	\$ 4,672 .80	\$ 160,432. 80
SECRETARIO EJECUTIVO SIPINNA	\$6,97 0.50	\$464. 70	\$18.5 9	\$483.29	\$14,700. 01	\$176,40 0.12	\$0.00	\$500.00	\$6,000. 00	\$2,89 9.73	\$ 6	\$ 21,747.9	\$207,0 47.81	\$ 6,211 .43	\$ 213,259. 24
CRONISTA	\$4,20 0.00	\$266. 00	\$10.6 4	\$365.00	\$11,102. 08	\$133,22 5.00	\$0.00	\$500.00	\$6,000. 00	\$2,19 0.00	\$ 0	\$ 16,425.0	\$157,8 40.00	\$ 4,735 .20	\$ 162,575. 20
INTENDENTE	\$3,33 4.74	\$280. 00	\$11.2 0	\$291.20	\$8,857.3 1	\$106,28 8.00	\$0.00	\$500.00	\$6,000. 00	\$1,74 7.20	\$ 0	\$ 13,104.0	\$127,1 39.20	\$ 3,814 .18	\$ 130,953. 38
AUXILIAR DE PLANEACION	\$3,28 7.92	\$219. 19	\$8.77	\$280.00	\$8,516.6 7	\$102,200. 00	\$0.00	\$500.00	\$6,000. 00	\$1,68 0.00	\$ 0	\$ 12,600.0	\$122,4 80.00	\$ 3,674 .40	\$ 126,154. 40
DIRECTOR	\$12,0 26.18	\$801. 75	\$32.0 7	\$833.82	\$25,362. 02	\$304,344. 30	\$0.00	\$500.00	\$6,000. 00	\$5,00 2.92	\$ 0	\$ 37,521.9	\$352,8 69.12	\$ 10,58 6.07	\$ 363,455. 19
ENCARGADO DE MANUALES				\$380.00	\$11,558.3 3	\$138,700. 00	\$0.00	\$500.00	\$6,000. 00	\$2,28 0.00	\$ 0	\$ 17,100.0	\$164,0 80.00	\$ 4,922 .40	\$ 169,002. 40
DIRECTOR	\$9,80 0.00	\$738. 75	\$29.5 5	\$768.30	\$23,369. 07	\$280,42 9.50	\$0.00	\$500.00	\$6,000. 00	\$4,60 9.80	\$ 0	\$ 34,573.5	\$325,6 12.80	\$ 9,768 .38	\$ 335,381. 18

AUXILIAR	4,341.00	289.40	11.58	300.98	9,154.68	110,157.22	\$0.00	\$500.00	\$6,000.00	\$1,805.86	\$13,543.92	\$131,506.99	\$3,945.21	\$135,452.20
TITULAR DE UNIDAD DE TRANSPARENCIA Y ACCESO A LA INFORMACION PUBLICA	9,181.00	516.67	20.67	690.00	20,987.50	252,540.00		\$500.00	\$6,000.00	\$4,140.00	\$31,050.00	\$293,730.00	\$8,811.90	\$302,541.90
AUXILIAR	4,341.01	289.40	11.58	300.98	9,154.68	110,157.22	\$0.00	\$500.00	\$6,000.00	\$1,805.86	\$13,543.92	\$131,506.99	\$3,945.21	\$135,452.20
TESORERO	\$16,471.76	\$1,098.12	\$43.92	\$1,142.04	\$34,737.19	\$416,846.35	\$0.00	\$500.00	\$6,000.00	\$6,852.27	\$51,392.02	\$481,090.64	\$14,432.72	\$495,523.36
AUXILIAR DE EGRESOS	\$5,978.86	\$398.59	\$15.94	\$482.44	\$14,674.21	\$176,090.60	\$0.00	\$500.00	\$6,000.00	\$2,894.64	\$21,709.80	\$206,695.04	\$6,200.85	\$212,895.89
JEFE DE INGRESOS	\$7,409.64	\$493.98	\$19.76	\$513.74	\$15,626.23	\$187,514.81	\$0.00	\$500.00	\$6,000.00	\$3,082.44	\$23,118.26	\$219,715.51	\$6,591.47	\$226,306.97
AUXILIAR DE REGULARIZACION	\$4,783.06	\$318.87	\$12.75	\$331.62	\$10,086.92	\$121,043.05	\$0.00	\$500.00	\$6,000.00	\$1,989.75	\$14,923.12	\$143,955.92	\$4,318.68	\$148,274.59
COORDINADOR DE CATASTRO	\$6,323.15	\$421.54	\$16.86	\$438.40	\$13,334.71	\$160,016.58	\$0.00	\$500.00	\$6,000.00	\$2,630.41	\$19,728.07	\$188,375.07	\$5,651.25	\$194,026.32
AUX. ADMINISTRATIVO DE CATASTRO	\$5,421.00	\$361.40	\$14.46	\$375.86	\$11,432.28	\$137,187.44	\$0.00	\$500.00	\$6,000.00	\$2,255.14	\$16,913.52	\$162,356.10	\$4,870.68	\$167,226.78
CAJERA PREDIAL	\$5,181.66	\$345.44	\$13.82	\$359.26	\$10,927.42	\$131,129.02	\$0.00	\$500.00	\$6,000.00	\$2,155.55	\$16,166.59	\$155,451.16	\$4,663.53	\$160,114.70
AUXILIAR DE PROGRAMAS ESPECIALES	\$5,978.86	\$398.59	\$15.94	\$482.44	\$14,674.21	\$176,090.60	\$0.00	\$500.00	\$6,000.00	\$2,894.64	\$21,709.80	\$206,695.04	\$6,200.85	\$212,895.89
JEFE DE EGRESOS	\$7,409.64	\$493.98	\$19.76	\$513.74	\$15,626.23	\$187,514.81	\$0.00	\$500.00	\$6,000.00	\$3,082.44	\$23,118.26	\$219,715.51	\$6,591.47	\$226,306.97
COORDINADOR DE PROGRAMAS ESPECIALES	\$7,409.64	\$493.98	\$19.76	\$513.74	\$15,626.23	\$187,514.81	\$0.00	\$500.00	\$6,000.00	\$3,082.44	\$23,118.26	\$219,715.51	\$6,591.47	\$226,306.97

ENCARGADO DE FISCALIZACION	\$6,32 3.15	\$421. 54	\$16.8 6	\$438.40	\$13,334. 71	\$160,01 6.58	\$0.00	\$500.00	\$6,000. 00	\$2.63 0.41	\$19,728.0 7	\$188,3 75.07	\$5,651 .25	\$194,026. 32
AUXILIAR DE CONTROL PATRIMONIAL	\$4,63 3.79	\$308. 92	\$12.3 6	\$414.53	\$12,608. 62	\$151,30 3.45	\$0.00	\$500.00	\$6,000. 00	\$2.48 7.18	\$18,653.8 5	\$178,4 44.48	\$5,353 .33	\$183,797. 81
COORDINADOR DE RECURSOS HUMANOS				\$414.53	\$12,608. 62	\$151,30 3.45	\$0.00	\$500.00	\$6,000. 00	\$2.48 7.18	\$18,653.8 5	\$178,4 44.48	\$5,353 .33	\$183,797. 81
CONTRALOR	\$15,0 15.00	\$1,00 1.00	\$40.0 4	\$1,041.0 4	\$31,647. 62	\$379,97 9.60	\$0.00	\$500.00	\$6,000. 00	\$6.24 6.24	\$46,846.8 0	\$439,0 72.64	\$13,17 2.18	\$452,244. 82
SECRETARIA	\$3,96 8.55	\$264. 57	\$10.5 8	\$401.78	\$12,214. 11	\$146,64 9.70	\$0.00	\$500.00	\$6,000. 00	\$2.41 0.68	\$18,080.1 0	\$173,1 40.48	\$5,194 .21	\$178,334. 69
JEFE DE UNIDAD SUSTANCIADORA	\$4,68 1.41	\$312. 09	\$12.4 8	\$324.57	\$9,867.0 4	\$118,46 9.36	\$0.00	\$500.00	\$6,000. 00	\$1.94 7.44	\$14,605.8 1	\$141,0 22.62	\$4,230 .68	\$145,253. 30
AUDITOR	\$5,32 2.00	\$354. 75	\$14.1 9	\$368.94	\$11,215. 78	\$134,66 3.10	\$0.00	\$500.00	\$6,000. 00	\$2.21 3.64	\$16,602.3 0	\$159,4 79.04	\$4,784 .37	\$164,263. 41
DIRECTOR	15,87 5.30	1,058 .30	42.33 9	1,100.63	33,477.4 8	402,831. 31	\$0.00	\$500.00	\$6,000. 00	\$6.60 3.79	\$49,528.4 4	\$464,9 63.54	\$13,94 8.91	\$478,912. 45
SUPERVISOR DE OBRA	7,919 .09	527.9 4	21.12 4	549.06	16,691.3 5	193,226. 04	\$0.00	\$500.00	\$6,000. 00	\$3.29 4.35	\$24,707.5 9	\$227,2 27.98	\$6,816 .84	\$234,044. 82
CHOFER OPERADOR MAQUINARIA	3,955 .54	263.7 0	10.55 0	417.00	12,676.8 0	96,514.2 0	\$0.00	\$500.00	\$6,000. 00	\$2.50 2.00	\$18,765.0 0	\$123,7 81.20	\$3,713 .44	\$127,494. 64
SUPERVISOR DE OBRA	8,502 .27	566.8 2	22.67 5	589.49	17,920.5 8	207,456. 12	\$0.00	\$500.00	\$6,000. 00	\$3.53 6.96	\$26,527.1 8	\$243,5 20.25	\$7,305 .61	\$250,825. 86
SECRETARIA	3,957 .76	263.8 5	10.55 5	280.00	8,512.00	96,569.1 0	\$0.00	\$500.00	\$6,000. 00	\$1.68 0.00	\$12,600.0 0	\$116,8 49.10	\$3,505 .47	\$120,354. 57
CHOFER OPERADOR MAQUINARIA	3,955 .54	263.7 0	10.55 0	417.00	12,676.8 0	96,514.2 0	\$0.00	\$500.00	\$6,000. 00	\$2.50 2.00	\$18,765.0 0	\$123,7 81.20	\$3,713 .44	\$127,494. 64

SUPERVISOR DE OBRA	8,636 .18	575.7 5	23.03	598.78	18,202.9 1	210,724. 50	\$0.00	\$500.00	\$6,000. 00	\$3.59 2.68	\$26,945.1 0	\$247.2 62.28	\$7,417 .87	\$254,680. 15
ASISTENTE DIRECTOR	4,408 .12	293.8 7	11.75	305.62	9,290.99	107,556. 42	\$0.00	\$500.00	\$6,000. 00	\$1.83 3.75	\$13,753.1 2	\$129.1 43.28	\$3,874 .30	\$133,017. 58
CHOFER OPERADOR MAQUINARIA	8,963 .40	597.5 6	23.90	621.47	18,892.6 9	218,706. 96	\$0.00	\$500.00	\$6,000. 00	\$3.72 8.82	\$27,966.1 5	\$256.4 01.93	\$7,692 .06	\$264,093. 99
PROYECTISTA	7,919 .09	527.9 4	21.12	549.06	16,691.3 5	193,226. 04	\$0.00	\$500.00	\$6,000. 00	\$3.29 4.35	\$24,707.5 9	\$227.2 27.98	\$6,816 .84	\$234,044. 82
JEFE DE PROYECTOS	8,534 .79	568.9 9	22.76	650.00	19,760.0 0	208,250. 34	\$0.00	\$500.00	\$6,000. 00	\$3.90 0.00	\$29,250.0 0	\$247.4 00.34	\$7,422 .01	\$254,822. 35
ENCARGADA DE DESARROLLO	7,919 .09	527.9 4	21.12	549.06	16,691.3 5	193,226. 04	\$0.00	\$500.00	\$6,000. 00	\$3.29 4.35	\$24,707.5 9	\$227.2 27.98	\$6,816 .84	\$234,044. 82
CHOFER OPERADOR MAQUINARIA	3,957 .59	263.8 4	10.55	417.00	12,676.8 0	96,565.4 4	\$0.00	\$500.00	\$6,000. 00	\$2.50 2.00	\$18,765.0 0	\$123.8 32.44	\$3,714 .97	\$127,547. 41
COORDINADOR ADMINISTRATIVO	6,902 .92	460.1 9	18.41	478.60	14,549.3 7	168,429. 54	\$0.00	\$500.00	\$6,000. 00	\$2.87 1.59	\$21,536.8 9	\$198.8 38.02	\$5,965 .14	\$204,803. 16
OFICIAL MAYOR	\$11.0 80.50	\$738. 75	\$29.5 5	\$947.51	\$28,820. 03	\$345.84 1.15	\$0.00	\$500.00	\$6,000. 00	\$5.68 5.06	\$42,637.9 5	\$400.1 64.16	\$12,00 4.92	\$412,169. 08
CHOFER DE AMBULANCIA	\$4.60 8.19	\$307. 21	\$12.2 9	\$319.50	\$9,712.7 5	\$116.61 6.92	\$0.00	\$500.00	\$6,000. 00	\$1.91 6.99	\$14,377.4 3	\$138.9 11.33	\$4,167 .34	\$143,078. 67
CARPINTERO	\$4.11 1.00	\$278. 00	\$11.1 2	\$285.00	\$8,664.0 0	\$104.02 5.00	\$0.00	\$500.00	\$6,000. 00	\$1.71 0.00	\$12,825.0 0	\$124.5 60.00	\$3,736 .80	\$128,296. 80
ENCARGADO DE PARQUE VEHICULAR	\$5.65 1.40	\$376. 76	\$15.0 7	\$420.00	\$12,768. 00	\$153.30 0.00	\$0.00	\$500.00	\$6,000. 00	\$2.52 0.00	\$18,900.0 0	\$180.7 20.00	\$5,421 .60	\$186,141. 60
MECANICO	\$5.96 0.30	\$397. 35	\$15.8 9	\$523.64	\$15,918. 66	\$191.12 8.60	\$0.00	\$500.00	\$6,000. 00	\$3.14 1.84	\$23,563.8 0	\$223.8 34.24	\$6,715 .03	\$230,549. 27

AUXILIAR DE JARDINERIA	\$3,75 9.75	\$278. 00	\$11.1 2	\$280.00	\$8,512.0 0	\$102,20 0.00	\$500.00	\$6,000. 00	\$1,68 0.00	\$12,600.0 0	\$122,4 80.00	\$3,674 .40	\$126,154. 40
AUXILIAR DE LIMPIA	\$4,17 0.00	\$278. 00	\$11.1 2	\$280.00	\$8,512.0 0	\$102,20 0.00	\$500.00	\$6,000. 00	\$1,68 0.00	\$12,600.0 0	\$122,4 80.00	\$3,674 .40	\$126,154. 40
SECRETARIA	\$4,65 0.93	\$310. 06	\$12.4 0	\$322.46	\$9,808.2 3	\$117,69 8.78	\$500.00	\$6,000. 00	\$1,93 4.77	\$14,510.8 1	\$140,1 44.36	\$4,204 .33	\$144,348. 69
CHOFER RECOLECTOR DE BASURA	\$3,88 1.10	\$278. 00	\$11.1 2	\$280.00	\$8,512.0 0	\$102,20 0.00	\$500.00	\$6,000. 00	\$1,68 0.00	\$12,600.0 0	\$122,4 80.00	\$3,674 .40	\$126,154. 40
AUXILIAR DE LIMPIA	\$3,31 9.00	\$278. 00	\$11.1 2	\$280.00	\$8,512.0 0	\$102,20 0.00	\$500.00	\$6,000. 00	\$1,68 0.00	\$12,600.0 0	\$122,4 80.00	\$3,674 .40	\$126,154. 40
ENCARGADO DE PARQUES	\$4,34 7.00	\$289. 80	\$11.5 9	\$301.39	\$9,162.3 2	\$110,00 8.08	\$500.00	\$6,000. 00	\$1,80 8.35	\$13,562.6 4	\$131,3 79.07	\$3,941 .37	\$135,320. 44
AUXILIAR DE LIMPIA	\$3,32 1.00	\$278. 00	\$11.1 2	\$280.00	\$8,512.0 0	\$102,20 0.00	\$500.00	\$6,000. 00	\$1,68 0.00	\$12,600.0 0	\$122,4 80.00	\$3,674 .40	\$126,154. 40
AUXILIAR DE LIMPIA	\$3,03 4.00	\$278. 00	\$11.1 2	\$280.00	\$8,512.0 0	\$102,20 0.00	\$500.00	\$6,000. 00	\$1,68 0.00	\$12,600.0 0	\$122,4 80.00	\$3,674 .40	\$126,154. 40
ENCARGADO DE SERVICIOS	\$3,32 1.00	\$278. 00	\$11.1 2	\$280.00	\$8,512.0 0	\$102,20 0.00	\$500.00	\$6,000. 00	\$1,68 0.00	\$12,600.0 0	\$122,4 80.00	\$3,674 .40	\$126,154. 40
ENCARGADO DE ELECTRICIDAD	\$4,34 7.00	\$289. 80	\$11.5 9	\$301.39	\$9,162.3 2	\$110,00 8.08	\$500.00	\$6,000. 00	\$1,80 8.35	\$13,562.6 4	\$131,3 79.07	\$3,941 .37	\$135,320. 44
SUPERVISOR DE RED ELECTRICA	\$3,16 1.55	\$291. 85	\$11.6 7	\$280.00	\$8,512.0 0	\$102,20 0.00	\$500.00	\$6,000. 00	\$1,68 0.00	\$12,600.0 0	\$122,4 80.00	\$3,674 .40	\$126,154. 40
AUXILIAR DE LIMPIA	\$4,17 0.00	\$278. 00	\$11.1 2	\$440.00	\$13,376. 00	\$160,60 0.00	\$500.00	\$6,000. 00	\$2,64 0.00	\$19,800.0 0	\$189,0 40.00	\$5,671 .20	\$194,711. 20
AUXILIAR DE LIMPIA	\$3,32 1.00	\$278. 00	\$11.1 2	\$280.00	\$8,512.0 0	\$102,20 0.00	\$500.00	\$6,000. 00	\$1,68 0.00	\$12,600.0 0	\$122,4 80.00	\$3,674 .40	\$126,154. 40

AUXILIAR DE LIMPIA	\$3.32 1.00	\$278. 00	\$11.1 2	\$280.00	\$8,512.0 0	\$102.20 0.00	\$500.00	\$6,000. 00	\$1.68 0.00	\$12,600.0 0	\$122.4 80.00	\$3,674 .40	\$126,154. 40
AUXILIAR DE LIMPIA	\$3.32 1.00	\$278. 00	\$11.1 2	\$280.00	\$8,512.0 0	\$102.20 0.00	\$500.00	\$6,000. 00	\$1.68 0.00	\$12,600.0 0	\$122.4 80.00	\$3,674 .40	\$126,154. 40
AUXILIAR DE ESCENARIOS	\$3.84 7.95	\$278. 00	\$11.1 2	\$280.00	\$8,512.0 0	\$102.20 0.00	\$500.00	\$6,000. 00	\$1.68 0.00	\$12,600.0 0	\$122.4 80.00	\$3,674 .40	\$126,154. 40
ENCARGADO DE MOBILIARIO	\$4.34 7.00	\$289. 80	\$11.5 9	\$301.39	\$9,162.3 2	\$110.00 8.08	\$500.00	\$6,000. 00	\$1.80 8.35	\$13,562.6 4	\$131.3 79.07	\$3,941 .37	\$135,320. 44
AUXILIAR DE LIMPIA	\$3.32 1.00	\$221. 40	\$8.86	\$280.00	\$8,512.0 0	\$102.20 0.00	\$500.00	\$6,000. 00	\$1.68 0.00	\$12,600.0 0	\$122.4 80.00	\$3,674 .40	\$126,154. 40
AUXILIAR DE LIMPIA	\$3.32 1.00	\$221. 40	\$8.86	\$280.00	\$8,512.0 0	\$102.20 0.00	\$500.00	\$6,000. 00	\$1.68 0.00	\$12,600.0 0	\$122.4 80.00	\$3,674 .40	\$126,154. 40
ENCARGADO GENERAL	\$9.12 7.00	\$608. 47	\$24.3 4	\$632.81	\$19,237. 39	\$230.97 5.21	\$500.00	\$6,000. 00	\$3.79 6.85	\$28,476.4 0	\$269.2 48.46	\$8,077 .45	\$277,325. 91
CHOFER DE AMBULANCIA	\$4.60 8.30	\$307. 22	\$12.2 9	\$319.51	\$9,713.0 7	\$116.62 0.71	\$500.00	\$6,000. 00	\$1.91 7.05	\$14,377.9 0	\$138.9 15.66	\$4,167 .47	\$143,083. 13
BACHEO	\$3.74 1.00	\$278. 00	\$11.1 2	\$280.00	\$8,512.0 0	\$102.20 0.00	\$500.00	\$6,000. 00	\$1.68 0.00	\$12,600.0 0	\$122.4 80.00	\$3,674 .40	\$126,154. 40
ENCARGADO DE PANTEON	\$4.49 9.00	\$299. 95	\$12.0 0	\$311.95	\$9,483.2 2	\$113.86 1.02	\$500.00	\$6,000. 00	\$1.87 1.69	\$14,037.6 6	\$135.7 70.37	\$4,073 .11	\$139,843. 48
AUXILIAR DE ESCENARIOS	\$3.84 7.95	\$278. 00	\$11.1 2	\$280.00	\$8,512.0 0	\$102.20 0.00	\$500.00	\$6,000. 00	\$1.68 0.00	\$12,600.0 0	\$122.4 80.00	\$3,674 .40	\$126,154. 40
ENCARGADO DE AREAS VERDES	\$4.68 0.56	\$312. 04	\$12.4 8	\$324.52	\$9,865.4 6	\$118.45 0.38	\$500.00	\$6,000. 00	\$1.94 7.13	\$14,603.4 7	\$141.0 00.99	\$4,230 .03	\$145,231. 02
AUXILIAR DE JARDINERIA	\$3.32 1.00	\$278. 00	\$11.1 2	\$280.00	\$8,516.6 5	\$102.20 0.00	\$500.00	\$6,000. 00	\$1.68 0.00	\$12,600.0 0	\$122.4 80.00	\$3,674 .40	\$126,154. 40

ENCARGADO DE LIMPIA DE PARQUES Y JARDINES	\$5,20 0.00	\$249. 00	\$13.9 6	\$362.32	\$11,020. 54	\$132.24 6.80	\$0.00	\$500.00	\$6,000. 00	\$2,17 3.92	\$16,304.4 0	\$156,7 25.12	\$4,701 .75	\$161,426. 87
DIRECTOR	\$11,0 81.25	\$738. 74	\$29.5 5	\$768.29	\$23,356. 00	\$280.42 5.70	\$0.00	\$500.00	\$6,000. 00	\$4,60 9.74	\$34,573.0 3	\$325,6 08.47	\$9,768 .25	\$335,376. 73
SUBDIRECTOR DE ECOLOGIA	\$5,97 9.60	\$400. 00	\$16.0 0	\$416.00	\$12,646. 40	\$151.84 0.00	\$0.00	\$500.00	\$6,000. 00	\$2,49 6.00	\$18,720.0 0	\$179,0 56.00	\$5,371 .68	\$184,427. 68
AUXILIAR ADMINISTRATIVO	\$4,40 7.90	\$293. 85	\$11.7 5	\$305.60	\$9,290.3 6	\$111.54 5.46	\$0.00	\$500.00	\$6,000. 00	\$1,83 3.62	\$13,752.1 8	\$133,1 31.26	\$3,993 .94	\$137,125. 20
AUXILIAR ADMINISTRATIVO	\$4,39 2.30	\$292. 82	\$11.7 1	\$305.60	\$9,290.2 4	\$111.54 4.00	\$0.00	\$500.00	\$6,000. 00	\$1,83 3.60	\$13,752.0 0	\$133,1 29.60	\$3,993 .89	\$137,123. 49
POCERO	\$3,32 1.75	\$221. 45	\$8.86	\$280.00	\$8,512.0 0	\$102.20 0.00	\$0.00	\$500.00	\$6,000. 00	\$1,68 0.00	\$12,600.0 0	\$122,4 80.00	\$3,674 .40	\$126,154. 40
POCERO	\$3,32 1.75	\$221. 45	\$8.86	\$280.00	\$8,512.0 0	\$102.20 0.00	\$0.00	\$500.00	\$6,000. 00	\$1,68 0.00	\$12,600.0 0	\$122,4 80.00	\$3,674 .40	\$126,154. 40
ENCARGADO DE DESAZOLVES	\$3,31 9.00	\$278. 00	\$11.1 2	\$280.00	\$8,512.0 0	\$102.20 0.00	\$0.00	\$500.00	\$6,000. 00	\$1,68 0.00	\$12,600.0 0	\$122,4 80.00	\$3,674 .40	\$126,154. 40
VELADOR	\$3,32 1.00	\$221. 45	\$8.86	\$280.00	\$8,512.0 0	\$102.20 0.00	\$0.00	\$500.00	\$6,000. 00	\$1,68 0.00	\$12,600.0 0	\$122,4 80.00	\$3,674 .40	\$126,154. 40
CHOFER DE PIPA	\$4,25 1.75	\$283. 45	\$11.3 4	\$417.00	\$12,676. 80	\$152.20 5.00	\$0.00	\$500.00	\$6,000. 00	\$2,50 2.00	\$18,765.0 0	\$179,4 72.00	\$5,384 .16	\$184,856. 16
CHOFER DE PIPA	\$4,25 1.75	\$283. 45	\$11.3 4	\$417.00	\$12,676. 80	\$152.20 5.00	\$0.00	\$500.00	\$6,000. 00	\$2,50 2.00	\$18,765.0 0	\$179,4 72.00	\$5,384 .16	\$184,856. 16
CHOFER DE PIPA	\$3,98 5.85	\$265. 72	\$10.6 3	\$417.00	\$12,676. 80	\$152.20 5.00	\$0.00	\$500.00	\$6,000. 00	\$2,50 2.00	\$18,765.0 0	\$179,4 72.00	\$5,384 .16	\$184,856. 16
FONTANERO	\$3,32 1.00	\$221. 45	\$8.86	\$310.00	\$9,424.0 0	\$113.15 0.00	\$0.00	\$500.00	\$6,000. 00	\$1,86 0.00	\$13,950.0 0	\$134,9 60.00	\$4,048 .80	\$139,008. 80

VELADOR	\$3,32 1.00	\$221. 45	\$8.86	\$280.00	\$8,512.0 0	\$102.20 0.00	\$0.00	\$500.00	\$6,000.	\$1.68 0.00	\$12,600.0 0	\$122,4 80.00	\$3,674 .40	\$126,154. 40
ALBAÑIL	\$3,36 0.00	\$278. 00	\$11.1 2	\$280.00	\$8,512.0 0	\$102.20 0.00	\$0.00	\$500.00	\$6,000.	\$1.68 0.00	\$12,600.0 0	\$122,4 80.00	\$3,674 .40	\$126,154. 40
DIRECTOR DESARROLLO SOCIAL	\$15,6 87.36	\$1,04 5.82	\$41.8 3	\$1,087.6 5	\$33,082. 70	\$396.99 3.27	\$0.00	\$500.00	\$6,000.	\$6.52 5.92	\$48,944.3 8	\$458,4 63.56	\$13,75 3.91	\$472,217. 47
TECNICO EN DESARROLLO RURAL	\$7,05 6.82	\$470. 45	\$18.8 2	\$489.27	\$14,881. 87	\$178.58 2.82	\$0.00	\$500.00	\$6,000.	\$2.93 5.61	\$22,017.0 6	\$209,5 35.49	\$6,286 .06	\$215,821. 55
PROMOTOR SOCIAL	\$5,65 0.00	\$376. 66	\$15.0 7	\$391.73	\$11,914. 99	\$142.98 0.14	\$0.00	\$500.00	\$6,000.	\$2.35 0.36	\$17,627.6 9	\$168,9 58.18	\$5,068 .75	\$174,026. 93
PROMOTOR SOCIAL	\$5,65 0.00	\$376. 66	\$15.0 7	\$391.73	\$11,914. 99	\$142.98 0.14	\$0.00	\$500.00	\$6,000.	\$2.35 0.36	\$17,627.6 9	\$168,9 58.18	\$5,068 .75	\$174,026. 93
PROMOTOR SOCIAL	\$5,65 0.00	\$376. 66	\$15.0 7	\$391.73	\$11,914. 99	\$142.98 0.14	\$0.00	\$500.00	\$6,000.	\$2.35 0.36	\$17,627.6 9	\$168,9 58.18	\$5,068 .75	\$174,026. 93
PROMOTOR SOCIAL	\$5,65 0.00	\$376. 66	\$15.0 7	\$391.73	\$11,914. 99	\$142.98 0.14	\$0.00	\$500.00	\$6,000.	\$2.35 0.36	\$17,627.6 9	\$168,9 58.18	\$5,068 .75	\$174,026. 93
PROMOTOR SOCIAL	\$5,65 0.00	\$376. 66	\$15.0 7	\$391.73	\$11,914. 99	\$142.98 0.14	\$0.00	\$500.00	\$6,000.	\$2.35 0.36	\$17,627.6 9	\$168,9 58.18	\$5,068 .75	\$174,026. 93
ENCARGADO DE PROMOTORES	\$9,00 0.00	\$600. 00	\$24.0 0	\$674.68	\$20,521. 47	\$246.25 8.20	\$0.00	\$500.00	\$6,000.	\$4.04 8.08	\$30,360.6 0	\$286,6 66.88	\$8,600 .01	\$295,266. 89
SECRETARIA	\$3,44 5.95	\$229. 73	\$9.19	\$339.88	\$10,337. 99	\$124.05 6.20	\$0.00	\$500.00	\$6,000.	\$2.03 9.28	\$15,294.6 0	\$147,3 90.08	\$4,421 .70	\$151,811. 78
SUBDIRECTOR	\$8,01 2.84	\$534. 19	\$21.3 7	\$555.56	\$16,898. 17	\$202.77 8.52	\$0.00	\$500.00	\$6,000.	\$3.33 3.35	\$25,000.0 9	\$237,1 11.96	\$7,113 .36	\$244,225. 32
SECRETARIA	\$3,60 2.19	\$240. 00	\$9.60	\$280.00	\$8,516.6 5	\$102.20 0.00	\$0.00	\$500.00	\$6,000.	\$1.68 0.00	\$12,600.0 0	\$122,4 80.00	\$3,674 .40	\$126,154. 40

DIRECTOR CASA DE CULTURA	\$9,11 9.84	\$607. 99	\$24.3 2	\$19,232. 71	\$230,79 3.00	\$500.00	\$6,000. 00	\$3,79 3.86	\$28,453.9 3	\$269,0 40.79	\$8,071 .22	\$277,112. 02
PROMOTOR CASA DE CULTURA	\$4,91 4.00	\$327. 60	\$13.1 0	\$10,363. 06	\$124,35 6.96	\$500.00	\$6,000. 00	\$2,04 4.22	\$15,331.6 8	\$147,7 32.86	\$4,431 .99	\$152,164. 85
VELADOR	\$3,32 1.63	\$221. 00	\$8.84	\$8,516.6 5	\$102,20 0.00	\$500.00	\$6,000. 00	\$1,68 0.00	\$12,600.0 0	\$122,4 80.00	\$3,674 .40	\$126,154. 40
INTENDENTE	\$3,33 4.74	\$222. 00	\$8.88	\$8,516.6 5	\$102,20 0.00	\$500.00	\$6,000. 00	\$1,68 0.00	\$12,600.0 0	\$122,4 80.00	\$3,674 .40	\$126,154. 40
SECRETARIA	\$3,64 0.47	\$242. 00	\$9.68	\$8,516.6 5	\$102,20 0.00	\$500.00	\$6,000. 00	\$1,68 0.00	\$12,600.0 0	\$122,4 80.00	\$3,674 .40	\$126,154. 40
DIRECTOR DE EDUCACION	\$11,0 81.18	\$738. 75	\$29.5 5	\$23,369. 07	\$280,42 9.50	\$500.00	\$6,000. 00	\$4,60 9.80	\$34,573.5 0	\$325,6 12.80	\$9,768 .38	\$335,381. 18
SUBDIRECTOR DE ATENCION A LA JUVENTUD	\$5,97 8.86	\$398. 59	\$15.9 4	\$12,608. 70	\$151,30 4.76	\$500.00	\$6,000. 00	\$2,48 7.20	\$18,654.0 1	\$178,4 45.98	\$5,353 .38	\$183,799. 36
DIRECTOR DE DEPORTES	\$11,0 80.50	\$738. 70	\$29.5 5	\$23,367. 49	\$280,41 0.52	\$500.00	\$6,000. 00	\$4,60 9.49	\$34,571.1 6	\$325,5 91.17	\$9,767 .74	\$335,358. 90
PROMOTOR DE DEPORTES	\$4,91 4.00	\$327. 60	\$13.1 0	\$10,363. 06	\$124,35 6.96	\$500.00	\$6,000. 00	\$2,04 4.22	\$15,331.6 8	\$147,7 32.86	\$4,431 .99	\$152,164. 85
INTENDENTE	\$3,32 1.60	\$221. 44	\$8.86	\$8,516.6 5	\$102,20 0.00	\$500.00	\$6,000. 00	\$1,68 0.00	\$12,600.0 0	\$122,4 80.00	\$3,674 .40	\$126,154. 40
VELADOR	\$3,72 0.30	\$248. 02	\$9.92	\$8,516.6 5	\$102,20 0.00	\$500.00	\$6,000. 00	\$1,68 0.00	\$12,600.0 0	\$122,4 80.00	\$3,674 .40	\$126,154. 40
POLICIA	\$9,97 5.20	\$665. 01	\$26.6 0	\$21,036. 44	\$252,43 7.80	\$500.00	\$6,000. 00	\$4,14 9.66	\$31,122.4 7	\$293,7 09.93	\$8,811 .30	\$302,521. 22
POLICIA	\$9,97 5.20	\$665. 01	\$26.6 0	\$21,036. 44	\$252,43 7.80	\$500.00	\$6,000. 00	\$4,14 9.66	\$31,122.4 7	\$293,7 09.93	\$8,811 .30	\$302,521. 22

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COORDINADOR 911	\$5,25 5.00	\$350. 33	\$14.0 1	\$476.08	\$14,480. 73	\$128,22 0.78	\$0.00	\$500.00	\$6,000. 00	\$2,85 6.48	\$21,423.6 0	\$158,5 00.86	\$4,755 .03	\$163,255. 89
RADIO OPERADOR	\$4,35 0.00	\$290. 00	\$11.6 0	\$391.31	\$11,902. 32	\$106,14 0.00	\$0.00	\$500.00	\$6,000. 00	\$2,34 7.86	\$17,608.9 5	\$132,0 96.81	\$3,962 .90	\$136,059. 71
COORD PREVENIO AL DELITO	\$4,89 7.65	\$326. 51	\$13.0 6	\$339.57	\$10,328. 58	\$119,50 2.66	\$0.00	\$500.00	\$6,000. 00	\$2,03 7.42	\$15,280.6 7	\$142,8 20.75	\$4,284 .62	\$147,105. 37
JUEZ CALIFICADOR	\$9,39 8.91	\$626. 59	\$25.0 6	\$651.65	\$19,821. 09	\$229,33 1.94	\$0.00	\$500.00	\$6,000. 00	\$3,90 9.92	\$29,324.4 1	\$268,5 66.27	\$8,056 .99	\$276,623. 26
AUXILIAR DE PROTECCION CIVIL	\$5,62 5.00	\$375. 00	\$15.0 0	\$390.00	\$11,862. 47	\$142,35 0.00	\$0.00	\$500.00	\$6,000. 00	\$2,34 0.00	\$17,550.0 0	\$168,2 40.00	\$5,047 .20	\$173,287. 20
DIRECTOR	\$11,0 75.05	\$738. 34	\$29.5 3	\$767.87	\$23,356. 10	\$280,27 3.86	\$0.00	\$500.00	\$6,000. 00	\$4,60 7.24	\$34,554.3 1	\$325,4 35.42	\$9,763 .06	\$335,198. 48
AGENTE DE TRANSITO	\$5,62 5.00	\$375. 00	\$15.0 0	\$390.00	\$11,862. 47	\$142,35 0.00	\$0.00	\$500.00	\$6,000. 00	\$2,34 0.00	\$17,550.0 0	\$168,2 40.00	\$5,047 .20	\$173,287. 20
AGENTE DE TRANSITO	\$5,62 5.00	\$375. 00	\$15.0 0	\$390.00	\$11,862. 47	\$142,35 0.00	\$0.00	\$500.00	\$6,000. 00	\$2,34 0.00	\$17,550.0 0	\$168,2 40.00	\$5,047 .20	\$173,287. 20
AGENTE DE TRANSITO	\$5,62 5.00	\$375. 00	\$15.0 0	\$390.00	\$11,862. 47	\$142,35 0.00	\$0.00	\$500.00	\$6,000. 00	\$2,34 0.00	\$17,550.0 0	\$168,2 40.00	\$5,047 .20	\$173,287. 20
AGENTE DE TRANSITO	\$5,62 5.00	\$375. 00	\$15.0 0	\$390.00	\$11,862. 47	\$142,35 0.00	\$0.00	\$500.00	\$6,000. 00	\$2,34 0.00	\$17,550.0 0	\$168,2 40.00	\$5,047 .20	\$173,287. 20
AGENTE DE TRANSITO	\$5,62 5.00	\$375. 00	\$15.0 0	\$390.00	\$11,862. 47	\$142,35 0.00	\$0.00	\$500.00	\$6,000. 00	\$2,34 0.00	\$17,550.0 0	\$168,2 40.00	\$5,047 .20	\$173,287. 20
DIRECTOR DE TURISMO	\$9,11 9.84	\$607. 99	\$24.3 2	\$632.31	\$19,232. 71	\$230,79 3.00	\$0.00	\$500.00	\$6,000. 00	\$3,79 3.86	\$28,453.9 3	\$269,0 40.79	\$8,071 .22	\$277,112. 02
SECRETARIA	\$4,11 2.19	\$280. 00	\$11.2 0	\$291.20	\$8,857.3 1	\$106,28 8.00	\$0.00	\$500.00	\$6,000. 00	\$1,74 7.20	\$13,104.0 0	\$127,1 39.20	\$3,814 .18	\$130,953. 38

PROCURADORA	\$5,26 1.04	\$350. 74	\$14.0 3	\$364.77	\$11,095. 05	\$133.14 0.90	\$0.00	\$500.00	\$6,000. 00	\$2,18 8.62	\$16,414.6 3	\$157,7 44.15	\$4,732 .32	\$162,476. 48
PSICOLOGA	\$3,92 2.92	\$290. 00	\$11.6 0	\$301.60	\$9,173.6 5	\$110.08 4.00	\$0.00	\$500.00	\$6,000. 00	\$1,80 9.60	\$13,572.0 0	\$131,4 65.60	\$3,943 .97	\$135,409. 57
TRABAJADORA SOCIAL	\$3,70 0.00	\$290. 00	\$11.6 0	\$301.60	\$9,173.6 5	\$110.08 4.00	\$0.00	\$500.00	\$6,000. 00	\$1,80 9.60	\$13,572.0 0	\$131,4 65.60	\$3,943 .97	\$135,409. 57

PLANTILLA TRABAJADORES POR CONCEPTO DE HONORARIOS					
PUESTO	SALAR IO DIARI O 2025	SUELDO O MENS UAL 2025	SUELDO O ANUAL	IMPUEST O NOMINA 3% ANUAL	COSTO ANUAL CON IMPUEST O NOMINA
AUXILIAR JURIDICO	\$566. 03	\$17,2 16.74	\$206, 600.9 5	\$6,198.03	\$212,798 .98
AUXILIAR	300.9 8	9,154 .81	110,1 58.68	\$3,304.76	\$113,463 .44
AUXILIAR	300.9 8	9,154 .81	110,1 58.68	\$3,304.76	\$113,463 .44
AUXILIAR FISCALIZACION	\$300. 98	\$9,15 4.81	\$109, 857.7 0	\$3,295.73	\$113,153 .43
AUXILIAR ADMINISTRATIVO	\$300. 98	\$9,15 4.81	\$109, 857.7 0	\$3,295.73	\$113,153 .43
JEFE DE UNIDAD SUSTANCIADORA	\$401. 78	\$12,2 14.11	\$146, 649.7 0	\$4,399.49	\$151,049 .19
AUDITOR DE OBRA	\$545. 21	\$16,5 74.38	\$199, 001.6 5	\$5,970.05	\$204,971 .70

AYUDANTE MANTENIMIENTO	362.3	11.02	132,6	\$3,978.35	\$136,589.91
	3	0.75	11.56		
OPERADOR MAQUINARIA	632.7	19.23	231,5	\$6,947.70	\$238,537.86
	6	5.90	90.16		
AUXILIAR ADMINISTRATIVO	413.3	12.56	151,2	\$4,538.40	\$155,818.40
	3	5.33	80.00		
AUXILIAR DE LIMPIA	\$280.	\$8.51	\$102,	\$3,066.00	\$105,266.00
	00	2.00	200.0	0	
AUXILIAR DE JARDINERIA	\$280.	\$8.51	\$102,	\$3,066.00	\$105,266.00
	00	6.65	200.0	0	
AUXILIAR ADMINISTRATIVO	\$280.	\$8.51	\$102,	\$3,066.00	\$105,266.00
	00	2.00	200.0	0	
CHOFER RECOLECTOR DE BASURA	\$280.	\$8.51	\$102,	\$3,066.00	\$105,266.00
	00	2.00	200.0	0	
AUXILIAR DE JARDINERIA	\$280.	\$8.51	\$102,	\$3,066.00	\$105,266.00
	00	2.00	200.0	0	
AUXILIAR DE JARDINERIA	\$280.	\$8.51	\$102,	\$3,066.00	\$105,266.00
	00	2.00	200.0	0	
AUXILIAR DE LIMPIA	\$280.	\$8.51	\$102,	\$3,066.00	\$105,266.00
	00	2.00	200.0	0	
CHOFER RECOLECTOR DE BASURA	\$280.	\$8.51	\$102,	\$3,066.00	\$105,266.00
	00	2.00	200.0	0	
AUXILIAR DE LIMPIA	\$280.	\$8.51	\$102,	\$3,066.00	\$105,266.00
	00	2.00	200.0	0	
ELECTRICISTA	\$280.	\$8.51	\$102,	\$3,066.00	\$105,266.00
	00	2.00	200.0	0	
AUXILIAR DE LIMPIA	\$280.	\$8.51	\$102,	\$3,066.00	\$105,266.00
	00	2.00	200.0	0	

RECOLECTOR BASURA	\$280. 00	\$8,51 2.00	\$102, 200.0	\$3,066.00	\$105,266 .00
AUXILIAR DE LIMPIA	\$280. 00	\$8,51 2.00	\$102, 200.0	\$3,066.00	\$105,266 .00
AUXILIAR DE LIMPIA	\$280. 00	\$8,51 2.00	\$102, 200.0	\$3,066.00	\$105,266 .00
ALBAÑIL	\$280. 00	\$8,51 2.00	\$102, 200.0	\$3,066.00	\$105,266 .00
ALBAÑIL	\$280. 00	\$8,51 2.00	\$102, 200.0	\$3,066.00	\$105,266 .00
ALBAÑIL	\$280. 00	\$8,51 2.00	\$102, 200.0	\$3,066.00	\$105,266 .00
ALBAÑIL	\$280. 00	\$8,51 2.00	\$102, 200.0	\$3,066.00	\$105,266 .00
ALBAÑIL	\$280. 00	\$8,51 2.00	\$102, 200.0	\$3,066.00	\$105,266 .00
ALBAÑIL	\$280. 00	\$8,51 2.00	\$102, 200.0	\$3,066.00	\$105,266 .00
JEFE DE CUADRILLA	\$433. 33	\$13,1 73.23	\$158, 165.4	\$4,744.96	\$162,910 .41
VELADOR	\$132. 79	\$4,03 6.82	\$48,4 68.35	\$1,454.05	\$49,922. 40
CHOFER DE PIPA	\$417. 00	\$12,6 76.80	\$152, 205.0	\$4,566.15	\$156,771 .15
CHOFER DE PIPA	\$417. 00	\$12,6 76.80	\$152, 205.0	\$4,566.15	\$156,771 .15
SEPARADOR RELLENO	\$93.9 8	\$2,85 6.99	\$34,3 02.70	\$1,029.08	\$35,331. 78
RECOLECTOR BASURA	\$93.9 8	\$2,85 6.99	\$34,3 02.70	\$1,029.08	\$35,331. 78

RECOLECTOR BASURA	\$132.79	\$4.03 6.82	\$48.4 68.35	\$1,454.05	\$49,922.40
AYUDANTE MANTENIMIENTO	\$280.00	\$8.51 2.00	\$102,200.0	\$3,066.00	\$105,266.00
PROMOTOR	\$280.00	\$8.51 2.00	\$102,200.0	\$3,066.00	\$105,266.00
ENCARGADO DESAZOLVES	\$280.00	\$8.51 2.00	\$102,200.0	\$3,066.00	\$105,266.00
FONTANERO	\$310.00	\$9.42 4.00	\$113,150.0	\$3,394.50	\$116,544.50
VELADOR	\$280.00	\$8.51 2.00	\$102,200.0	\$3,066.00	\$105,266.00
SEPARADOR RELLENO	\$93.98	\$2.85 6.99	\$34.3 02.70	\$1,029.08	\$35,331.78
PROMOTOR SOCIAL	\$391.73	\$11.9 15.09	\$142,981.4	\$4,289.44	\$147,270.89
COORDINADOR PROGRAMAS	\$720.92	\$21.9 27.94	\$263,135.8	\$7,894.07	\$271,029.87
SECRETARIA	\$280.00	\$8.51 6.65	\$102,200.0	\$3,066.00	\$105,266.00
VELADOR	\$280.00	\$8.51 6.65	\$102,200.0	\$3,066.00	\$105,266.00
PROMOTOR CASA DE CULTURA	\$340.70	\$10.3 62.94	\$124,355.5	\$3,730.67	\$128,086.17
ENCARGADO CCA	\$199.18	\$6.05 8.36	\$72.7 00.46	\$2,181.01	\$74,881.47
ENCARGADO CCA	\$199.18	\$6.05 8.36	\$72.7 00.46	\$2,181.01	\$74,881.47

SECRETARIA	\$280. 00	\$8,51 6.65	\$102, 200.0	\$3,066.00	\$105,266 .00
AUXILIAR DE DEPORTES	\$280. 00	\$8,40 0.00	\$102, 200.0	\$3,066.00	\$105,266 .00
PROMOTOR DE DEPORTES	\$327. 60	\$9,82 8.00	\$119, 574.0	\$3,587.22	\$123,161 .22
PROMOTOR BEISBOL	\$113. 52	\$3,40 5.60	\$41,4 34.80	\$1,243.04	\$42,677. 84
SECRETARIA	\$280. 00	\$8,40 0.00	\$102, 200.0	\$3,066.00	\$105,266 .00
PROMOTOR AJEDREZ	\$113. 52	\$3,40 5.60	\$41,4 34.80	\$1,243.04	\$42,677. 84
AUXILIAR DEPORTES	\$301. 39	\$9,04 1.70	\$110, 007.3	\$3,300.22	\$113,307 .57
PROMOTOR ATLETISMO	\$166. 66	\$4,99 9.80	\$60,8 30.90	\$1,824.93	\$62,655. 83
PROMOTOR BASQUETBOL	\$113. 52	\$3,40 5.60	\$41,4 34.80	\$1,243.04	\$42,677. 84
PROMOTOR DEPORTES	\$280. 00	\$8,40 0.00	\$102, 200.0	\$3,066.00	\$105,266 .00
PROMOTOR VOLEYBOL	\$113. 52	\$3,40 5.60	\$41,4 34.80	\$1,243.04	\$42,677. 84
PROMOTOR FUTBOL	\$113. 52	\$3,40 5.60	\$41,4 34.80	\$1,243.04	\$42,677. 84
RADIO OPERADOR	\$301. 60	\$9,17 3.65	\$110, 084.0	\$3,302.52	\$113,386 .52
RADIO OPERADOR	\$301. 60	\$9,17 3.65	\$110, 084.0	\$3,302.52	\$113,386 .52
RADIO OPERADOR	\$301. 60	\$9,17 3.65	\$110, 084.0	\$3,302.52	\$113,386 .52

RADIO OPERADOR	\$301. 60	\$9,17 3.65	\$110, 084.0 0	\$3,302.52	\$113,386 .52
AUXILIAR DE PROTECCION CIVIL	\$390. 00	\$11,8 62.47	\$142, 350.0 0	\$4,270.50	\$146,620 .50
AUXILIAR DE PROTECCION CIVIL	\$390. 00	\$11,8 62.47	\$142, 350.0 0	\$4,270.50	\$146,620 .50
AUXILIAR DE PROTECCION CIVIL	\$390. 00	\$11,8 62.47	\$142, 350.0 0	\$4,270.50	\$146,620 .50
AUXILIAR DE PROTECCION CIVIL	\$390. 00	\$11,8 62.47	\$142, 350.0 0	\$4,270.50	\$146,620 .50
AUXILIAR DE PROTECCION CIVIL	\$390. 00	\$11,8 62.47	\$142, 350.0 0	\$4,270.50	\$146,620 .50
AUXILIAR DE PROTECCION CIVIL	\$390. 00	\$11,8 62.47	\$142, 350.0 0	\$4,270.50	\$146,620 .50
AUXILIAR DE PROTECCION CIVIL	\$390. 00	\$11,8 62.47	\$142, 350.0 0	\$4,270.50	\$146,620 .50
AUXILIAR DE PROTECCION CIVIL	\$390. 00	\$11,8 62.47	\$142, 350.0 0	\$4,270.50	\$146,620 .50
AGENTE DE TRANSITO	\$390. 00	\$11,8 62.47	\$142, 350.0 0	\$4,270.50	\$146,620 .50
AGENTE DE TRANSITO	\$390. 00	\$11,8 62.47	\$142, 350.0 0	\$4,270.50	\$146,620 .50

POR TANTO, CON FUNDAMENTO EN LO DISPUESTO EN LOS ARTICULOS 26 FRACCION IV Y 267 DE LA LEY PARA EL GOBIERNO Y ADMINISTRACION DE LOS MUNICIPIOS DEL ESTADO DE GUANAJUATO, MANDO SE IMPRIMA, PUBLIQUE, CIRCULE Y SE DÉ EL DEBIDO CUMPLIMIENTO.

DADO EN EL SALON DE CABILDOS "BENITO JUAREZ" DE LA PRESIDENCIA MUNICIPAL DE VICTORIA, GUANAJAUTO. A LOS 6 DIAS DEL MES DE OCTUBRE DEL 2025.



C. J. SALOMON ESPINOLA MENDEIETA
TITULAR DE LA PRESIDENCIA MUNICIPAL



ING. ARTEMIO CASAS GONZALEZ
SECRETARIO DEL H. AYUNTAMIENTO