

# PERIODICO OFICIAL

**ORGANO DEL GOBIERNO DEL ESTADO DE NAYARIT**

Registrado como Artículo de Segunda Clase el 1o. de Diciembre de 1921

Directora: Lic. Sandra Luz Romero Ríos

Sección Tercera

Tomo CXCI

Tepic, Nayarit; 29 de Diciembre de 2012

Número: 094

Tiraje: 120

## SUMARIO

**PRESUPUESTO DE EGRESOS PARA LA MUNICIPALIDAD DE TEPIC,  
NAYARIT; PARA EL EJERCICIO FISCAL 2013**

**DIETA Y REMUNERACIONES MAXIMAS QUE PODRAN PERCIBIR LOS SERVIDORES PUBLICOS DE ELECCION POPULAR, Y DE CONTRATACION  
CONFIANZA DURANTE EL EJERCICIO FISCAL 2013**

| DESCRIPCION                 | SUELDO BASE MENSUAL |           | COMPENSACION MENSUAL |           | TOTAL PERCEPCIONES ORDINARIAS |           |
|-----------------------------|---------------------|-----------|----------------------|-----------|-------------------------------|-----------|
|                             | 1                   | 2         | 3                    | 4         | 5                             | 6         |
| PRESIDENTE MPAL.            | 14,588.00           | 14,588.00 | 64,994.00            | 64,994.00 | 79,582.00                     | 79,582.00 |
| COMISARIO                   | 11,045.20           | 11,045.20 | 38,000.00            | 38,000.00 | 49,045.20                     | 49,045.20 |
| SRIO. D'LA TESORERIA        | 11,253.60           | 11,253.60 | 35,200.00            | 35,200.00 | 46,453.60                     | 46,453.60 |
| SINDICO                     | 12,000.00           | 12,000.00 | 34,100.00            | 34,100.00 | 46,100.00                     | 46,100.00 |
| REGIDOR                     | 11,000.00           | 11,000.00 | 31,830.00            | 31,830.00 | 42,830.00                     | 42,830.00 |
| SRIO. PARTICULAR            | 9,794.80            | 9,794.80  | 31,600.00            | 31,600.00 | 41,394.80                     | 41,394.80 |
| SRIO. DEL AYUNTAMIENTO      | 11,253.60           | 11,253.60 | 30,000.00            | 30,000.00 | 41,253.60                     | 41,253.60 |
| SRIO. DE DESARROLLO SOCIAL  | 11,253.60           | 11,253.60 | 30,000.00            | 30,000.00 | 41,253.60                     | 41,253.60 |
| SRIO. ( SEDETUR )           | 11,253.60           | 11,253.60 | 30,000.00            | 30,000.00 | 41,253.60                     | 41,253.60 |
| SRIO. ( SEDUE )             | 10,836.80           | 10,836.80 | 30,000.00            | 30,000.00 | 40,836.80                     | 40,836.80 |
| CONTRALOR MPAL.             | 9,586.40            | 9,586.40  | 30,000.00            | 30,000.00 | 39,586.40                     | 39,586.40 |
| SRIO. DE SALUD INTEGRAL     | 11,045.20           | 11,045.20 | 29,000.00            | 29,000.00 | 40,045.20                     | 40,045.20 |
| INSPECTOR                   | 9,169.60            | 9,169.60  | 27,200.00            | 27,200.00 | 36,369.60                     | 36,369.60 |
| DIRECTOR                    | 9,169.60            | 9,169.60  | 27,200.00            | 27,200.00 | 36,369.60                     | 36,369.60 |
| SRIO. DE SERVICIOS PUBLICOS | 10,836.80           | 10,836.80 | 25,000.00            | 25,000.00 | 35,836.80                     | 35,836.80 |
| ADMINISTRADOR GENERAL       | 3,667.84            | 3,667.84  | 24,970.00            | 24,970.00 | 28,637.84                     | 28,637.84 |
| SRIO. DE OBRAS PUB.         | 11,045.20           | 11,045.20 | 22,000.00            | 22,000.00 | 33,045.20                     | 33,045.20 |
| SRIO. PRIVADO               | 7,294.00            | 7,294.00  | 15,000.00            | 15,000.00 | 22,294.00                     | 22,294.00 |
| SUB-DIRECTOR "B"            | 8,544.40            | 8,544.40  | 14,300.00            | 19,800.00 | 22,844.40                     | 28,344.40 |
| SUB-SECRETARIO "B"          | 10,211.60           | 10,211.60 | 13,000.00            | 13,000.00 | 23,211.60                     | 23,211.60 |
| COORDINADOR                 | 1,260.82            | 5,418.40  | 11,700.00            | 11,700.00 | 12,960.82                     | 17,118.40 |
| SUPERVISOR "C"              | 5,001.60            | 5,001.60  | 11,200.00            | 11,200.00 | 16,201.60                     | 16,201.60 |
| SUB-SECRETARIO "A"          | 10,420.00           | 10,420.00 | 10,000.00            | 10,000.00 | 20,420.00                     | 20,420.00 |
| JEFE DEPTO. "B"             | 6,147.80            | 6,147.80  | 9,900.00             | 20,000.00 | 16,047.80                     | 26,147.80 |
| DIRECTOR "A"                | 9,586.40            | 9,586.40  | 8,800.00             | 25,000.00 | 18,386.40                     | 34,586.40 |
| SUB-DIRECTOR "C"            | 8,336.00            | 8,336.00  | 6,000.00             | 11,800.00 | 14,336.00                     | 20,136.00 |
| ASISTENTE                   | 3,323.98            | 3,323.98  | 5,810.00             | 5,810.00  | 9,133.98                      | 9,133.98  |
| DIRECTOR "B"                | 9,378.00            | 9,378.00  | 5,000.00             | 25,000.00 | 14,378.00                     | 34,378.00 |
| COORDINADOR "BIS"           | 5,731.00            | 5,731.00  | 4,300.00             | 15,800.00 | 10,031.00                     | 21,531.00 |
| ASESOR "B"                  | 6,877.20            | 6,877.20  | 3,728.64             | 3,728.64  | 10,605.84                     | 10,605.84 |
| DIRECTOR "C"                | 8,336.00            | 9,169.60  | 3,200.00             | 17,200.00 | 11,536.00                     | 26,369.60 |
| TECNICO OPER. "C"           | 3,667.84            | 3,667.84  | 3,200.00             | 8,750.00  | 6,867.84                      | 12,417.84 |
| DELEGADO MPAL.              | 3,553.22            | 3,553.22  | 2,900.00             | 2,900.00  | 6,453.22                      | 6,453.22  |
| AUX. ADMVO. "B"             | 2,407.02            | 2,407.02  | 2,900.00             | 17,690.00 | 5,307.02                      | 20,097.02 |
| JEFE DEPTO. "A"             | 6,460.40            | 6,460.40  | 2,800.00             | 19,800.00 | 9,260.40                      | 26,260.40 |
| ASESOR "C"                  | 6,668.80            | 6,668.80  | 2,600.00             | 23,600.00 | 9,268.80                      | 30,268.80 |
| SERVICIOS MEDICOS           | 5,626.80            | 5,626.80  | 2,600.00             | 2,600.00  | 8,226.80                      | 8,226.80  |
| JEFE DEPTO. "C"             | 5,835.20            | 5,835.20  | 2,400.00             | 16,000.00 | 8,235.20                      | 21,835.20 |
| ANALISTA "A"                | 4,793.20            | 4,793.20  | 2,400.00             | 9,400.00  | 7,193.20                      | 14,193.20 |
| LAB. VARIAS "C"             | 1,375.44            | 1,375.44  | 2,200.00             | 2,400.00  | 3,575.44                      | 3,775.44  |
| COORDINADOR "C"             | 5,418.40            | 5,418.40  | 2,000.00             | 15,300.00 | 7,418.40                      | 20,718.40 |
| PROMOTOR "B"                | 4,240.94            | 4,240.94  | 1,930.00             | 1,930.00  | 6,170.94                      | 6,170.94  |
| ENFERMERAS                  | 3,438.60            | 3,438.60  | 1,700.00             | 1,700.00  | 5,138.60                      | 5,138.60  |
| INSPECTOR "A"               | 4,561.88            | 4,561.88  | 1,622.00             | 6,622.00  | 6,183.88                      | 11,183.88 |
| SUBOFICIAL                  | 18,520.50           | 18,520.50 | 1,600.00             | 1,600.00  | 20,120.50                     | 20,120.50 |
| ANALISTA "C"                | 4,584.80            | 4,584.80  | 1,600.00             | 17,000.00 | 6,184.80                      | 21,584.80 |
| LAB. VARIAS "A"             | 1,604.68            | 1,604.68  | 1,600.00             | 2,920.00  | 3,204.68                      | 4,524.68  |
| GESTOR "C"                  | 3,942.92            | 3,942.92  | 1,548.00             | 10,716.00 | 5,490.92                      | 14,658.92 |
| ADMINISTRATIVO "C"          | 3,209.36            | 3,209.36  | 1,530.00             | 8,920.00  | 4,739.36                      | 12,129.36 |
| POLICIA PRIMERO             | 15,192.36           | 15,192.36 | 1,500.00             | 1,500.00  | 16,692.36                     | 16,692.36 |
| PENSIONADOS                 | 2,521.64            | 12,085.12 | 1,429.00             | 1,429.00  | 3,950.64                      | 13,514.12 |
| CONSERJE                    | 802.34              | 1,031.58  | 1,300.00             | 3,230.00  | 2,102.34                      | 4,261.58  |

| DESCRIPCION             | SUELDO BASE MENSUAL |           | COMPENSACION MENSUAL |           | TOTAL PERCEPCIONES ORDINARIAS |           |
|-------------------------|---------------------|-----------|----------------------|-----------|-------------------------------|-----------|
|                         | 1                   |           | 2                    |           | (3=1+2)                       |           |
| AUX TECNICO "B"         | 2,865.50            | 2,865.50  | 1,250.00             | 12,125.00 | 4,115.50                      | 14,990.50 |
| AUX TECNICO "A"         | 2,980.12            | 2,980.12  | 1,140.00             | 17,140.00 | 4,120.12                      | 20,120.12 |
| ASISTENTE "B"           | 4,272.20            | 4,272.20  | 1,100.00             | 2,200.00  | 5,372.20                      | 6,472.20  |
| LAB. GENERALES "A"      | 2,063.16            | 2,063.16  | 1,041.00             | 3,020.00  | 3,104.16                      | 5,083.16  |
| COORDINADOR "A"         | 5,626.80            | 5,626.80  | 1,000.00             | 18,600.00 | 6,626.80                      | 24,226.80 |
| AUXILIAR ADMINISTRATIVO | 1,833.92            | 5,210.00  | 1,000.00             | 4,666.00  | 2,833.92                      | 9,876.00  |
| ADMINISTRATIVO "B"      | 3,323.98            | 3,323.98  | 790.50               | 6,810.00  | 4,114.48                      | 10,133.98 |
| INSPECTOR "C"           | 4,527.50            | 4,527.50  | 765.00               | 8,655.00  | 5,292.50                      | 13,182.50 |
| MEDICO                  | 5,210.00            | 5,210.00  | 700.00               | 700.00    | 5,910.00                      | 5,910.00  |
| PROMOTOR "A"            | 4,516.02            | 4,516.02  | 666.00               | 7,066.00  | 5,182.02                      | 11,582.02 |
| SECRETARIA(O)           | 4,584.80            | 4,584.80  | 600.00               | 4,600.00  | 5,184.80                      | 9,184.80  |
| FISCAL                  | 4,057.54            | 4,057.54  | 600.00               | 3,700.00  | 4,657.54                      | 7,757.54  |
| LAB. GENERALES "C"      | 1,833.92            | 1,833.92  | 600.00               | 1,748.00  | 2,433.92                      | 3,581.92  |
| 3ER. OFICIAL            | 7,550.34            | 8,802.82  | 535.00               | 1,500.00  | 8,085.34                      | 10,302.82 |
| COORDINADOR "B"         | 5,522.60            | 5,522.60  | 516.00               | 10,500.00 | 6,038.60                      | 16,022.60 |
| SUPERVISOR "A"          | 5,210.00            | 5,210.00  | 500.00               | 22,000.00 | 5,710.00                      | 27,210.00 |
| ASISTENTE "C"           | 4,168.00            | 4,584.80  | 500.00               | 18,000.00 | 4,668.00                      | 22,584.80 |
| PROMOTOR "C"            | 4,126.32            | 4,126.32  | 500.00               | 5,040.00  | 4,626.32                      | 9,166.32  |
| ADMINISTRATIVO "A"      | 3,438.60            | 3,438.60  | 500.00               | 11,700.00 | 3,938.60                      | 15,138.60 |
| AUX TECNICO "C"         | 2,750.88            | 2,750.88  | 500.00               | 7,360.00  | 3,250.88                      | 10,110.88 |
| LAB. VARIAS "B"         | 1,490.06            | 1,490.06  | 500.00               | 2,570.00  | 1,990.06                      | 4,060.06  |
| POLICIA SEGUNDO         | 12,418.56           | 12,418.56 | 400.00               | 4,000.00  | 12,818.56                     | 16,418.56 |
| POLICIA TERCERO         | 8,383.94            | 11,291.12 | 400.00               | 1,500.00  | 8,783.94                      | 12,791.12 |
| POLICIA                 | 4,168.00            | 9,227.96  | 400.00               | 12,900.00 | 4,568.00                      | 22,127.96 |
| LAB. GENERALES "B"      | 1,948.54            | 1,948.54  | 400.00               | 1,748.00  | 2,348.54                      | 3,696.54  |
| AGENTE                  | 7,191.88            | 8,648.60  | 390.14               | 4,000.00  | 7,582.02                      | 12,648.60 |
| AUX ADMVO. "C"          | 2,292.40            | 2,292.40  | 328.00               | 6,800.00  | 2,620.40                      | 9,092.40  |
| AUX ADMVO. "A"          | 2,521.64            | 2,521.64  | 280.00               | 5,580.00  | 2,801.64                      | 8,101.64  |
| TECNICO OPER. "A"       | 3,897.08            | 3,897.08  | 260.00               | 10,260.00 | 4,157.08                      | 14,157.08 |
| ADMINISTRATIVO          | 2,865.50            | 5,001.60  | 216.00               | 8,000.00  | 3,081.50                      | 13,001.60 |
| PRIMER OFICIAL          | 8,990.38            | 8,990.38  | 211.24               | 4,000.00  | 9,201.62                      | 12,990.38 |
| ASESOR "A"              | 7,085.60            | 7,085.60  | 200.00               | 14,200.00 | 7,285.60                      | 21,285.60 |
| GESTOR "A"              | 4,011.70            | 4,011.70  | 150.00               | 7,150.00  | 4,161.70                      | 11,161.70 |
| SRIO. TECNICO           | 11,253.60           | 11,253.60 |                      |           | 11,253.60                     | 11,253.60 |
| PTE. DERECHOS HUM.      | 8,752.80            | 8,752.80  |                      |           | 8,752.80                      | 8,752.80  |
| SEGUNDO OFICIAL         | 8,269.32            | 9,730.20  |                      |           | 8,269.32                      | 9,730.20  |
| SEGUNDO OFICIAL         | 8,269.32            | 8,269.32  |                      |           | 8,269.32                      | 8,269.32  |
| ANALISTA "B"            | 4,689.00            | 4,689.00  |                      |           | 4,689.00                      | 4,689.00  |
| FISCAL "B"              | 4,034.62            | 4,034.62  |                      |           | 4,034.62                      | 4,034.62  |
| ENFERMERA               | 3,438.60            | 3,438.60  |                      |           | 3,438.60                      | 3,438.60  |
| PENSIONADA (VIUDA DE)   | 3,148.92            | 8,646.52  |                      |           | 3,148.92                      | 8,646.52  |
| MEDICOS                 | 1,604.68            | 1,604.68  |                      |           | 1,604.68                      | 1,604.68  |
| OFICIOS                 | 1,260.82            | 1,260.82  |                      |           | 1,260.82                      | 1,260.82  |
| LABORES VARIAS          | 802.34              | 802.34    |                      |           | 802.34                        | 802.34    |
| INSTRUCTOR              | 1,252.48            | 2,154.86  |                      |           | 1,252.48                      | 2,154.86  |
| MAESTROS                | 2,494.54            | 2,494.54  |                      |           | 2,494.54                      | 2,494.54  |
| ASEADOR                 | 5,931.06            | 5,931.06  | 250.00               | 1,900.00  | 6,181.06                      | 7,831.06  |
| AUX. DE FUENTES         | 5,931.06            | 5,931.06  |                      |           | 5,931.06                      | 5,931.06  |
| AUX. DE MERCADOS        | 5,931.06            | 5,931.06  |                      |           | 5,931.06                      | 5,931.06  |
| AUX. NOMENCLATURA       | 5,931.06            | 5,931.06  |                      |           | 5,931.06                      | 5,931.06  |
| AUXILIAR "B"            | 5,931.06            | 5,931.06  | 250.00               | 6,800.00  | 6,181.06                      | 12,731.06 |
| AYUD. DE ALBAÑIL        | 5,931.06            | 5,931.06  | 1,800.30             | 1,800.30  | 7,731.36                      | 7,731.36  |

| DESCRIPCION             | SUELDO BASE MENSUAL |           | COMPENSACION MENSUAL |           | TOTAL PERCEPCIONES ORDINARIAS |           |
|-------------------------|---------------------|-----------|----------------------|-----------|-------------------------------|-----------|
|                         | 1                   |           | 2                    |           | (3=1+2)                       |           |
| AYUD. DE ELECTRICISTA   | 5,931.06            | 5,931.06  | 400.00               | 400.00    | 6,331.06                      | 6,331.06  |
| AYUD. DE TALLER         | 5,931.06            | 5,931.06  |                      |           | 5,931.06                      | 5,931.06  |
| AYUD. DE TOPOGRAFIA     | 5,931.06            | 5,931.06  | 375.00               | 375.00    | 6,306.06                      | 6,306.06  |
| AYUD. D'SOLDADOR        | 5,931.06            | 5,931.06  | 3,800.00             | 3,800.00  | 9,731.06                      | 9,731.06  |
| BARRENDERO              | 5,931.06            | 5,931.06  | 500.00               | 5,250.00  | 6,431.06                      | 11,181.06 |
| CAJONERO                | 5,931.06            | 5,931.06  | 500.00               | 500.00    | 6,431.06                      | 6,431.06  |
| CONSERJE                | 5,931.06            | 5,931.06  | 100.00               | 5,250.00  | 6,031.06                      | 11,181.06 |
| GUARDA RASTRO           | 5,931.06            | 5,931.06  | 390.00               | 390.00    | 6,321.06                      | 6,321.06  |
| JARDINERO               | 5,931.06            | 5,931.06  | 268.00               | 2,000.00  | 6,199.06                      | 7,931.06  |
| JARDINERO DECORADOR     | 5,931.06            | 5,931.06  | 600.00               | 2,000.00  | 6,531.06                      | 7,931.06  |
| JUBILADO                | 5,931.06            | 12,651.96 | 63.72                | 10,012.00 | 5,994.78                      | 22,663.96 |
| MOZO                    | 5,931.06            | 5,931.06  | 600.00               | 600.00    | 6,531.06                      | 6,531.06  |
| PELUQUERO               | 5,931.06            | 5,931.06  |                      |           | 5,931.06                      | 5,931.06  |
| PENSIONADOS             | 5,931.06            | 8,523.56  | 100.00               | 4,655.00  | 6,031.06                      | 13,178.56 |
| SELLADOR                | 5,931.06            | 5,931.06  | 500.00               | 500.00    | 6,431.06                      | 6,431.06  |
| AUX.D'MOTOSIERRA        | 6,277.00            | 6,277.00  |                      |           | 6,277.00                      | 6,277.00  |
| AUXILIARES              | 6,277.00            | 6,277.00  | 3,000.00             | 6,000.00  | 9,277.00                      | 12,277.00 |
| ENC. DE JARDINERIA      | 6,277.00            | 6,277.00  | 1,200.00             | 1,200.00  | 7,477.00                      | 7,477.00  |
| LUBRICADOR              | 6,277.00            | 6,277.00  | 1,085.00             | 1,085.00  | 7,362.00                      | 7,362.00  |
| MATANCEROS              | 6,277.00            | 6,277.00  | 500.00               | 1,800.00  | 6,777.00                      | 8,077.00  |
| PODADOR                 | 6,277.00            | 6,277.00  |                      |           | 6,277.00                      | 6,277.00  |
| SOBRESTATANTE           | 6,277.00            | 6,277.00  |                      |           | 6,277.00                      | 6,277.00  |
| AUX. ADMINISTRATIVO     | 6,795.92            | 6,795.92  | 100.00               | 12,000.00 | 6,895.92                      | 18,795.92 |
| AYUDANTE DE MAQ. PESADA | 6,795.92            | 6,795.92  | 475.00               | 475.00    | 7,270.92                      | 7,270.92  |
| CARGADOR                | 6,795.92            | 6,795.92  | 375.00               | 975.00    | 7,170.92                      | 7,770.92  |
| ENC. DEL I.M.M.S.       | 6,795.92            | 6,795.92  | 10,714.00            | 10,714.00 | 17,509.92                     | 17,509.92 |
| ENC. INVEST. HISTORICA  | 6,795.92            | 6,795.92  | 714.00               | 714.00    | 7,509.92                      | 7,509.92  |
| ENC.DE BOMBA            | 6,795.92            | 6,795.92  | 700.00               | 700.00    | 7,495.92                      | 7,495.92  |
| JARDINERO ESTETICO      | 6,795.92            | 6,795.92  | 400.00               | 1,600.00  | 7,195.92                      | 8,395.92  |
| MECANICO "B"            | 6,795.92            | 6,795.92  | 400.00               | 450.00    | 7,195.92                      | 7,245.92  |
| MECANOGRAFA             | 6,795.92            | 6,795.92  | 400.00               | 8,414.00  | 7,195.92                      | 15,209.92 |
| NOTIFICADOR             | 6,795.92            | 6,795.92  | 5,250.00             | 5,250.00  | 12,045.92                     | 12,045.92 |
| OFICIAL ADMINISTRA      | 6,795.92            | 6,795.92  | 106.00               | 19,250.00 | 6,901.92                      | 26,045.92 |
| TAQUIMECANOGRAFA        | 6,795.92            | 6,795.92  |                      |           | 6,795.92                      | 6,795.92  |
| VISITADOR AUXILIAR      | 6,795.92            | 6,795.92  | 106.00               | 106.00    | 6,901.92                      | 6,901.92  |
| AUX. D'CONTABILIDAD     | 7,141.86            | 7,141.86  | 921.00               | 1,000.00  | 8,062.86                      | 8,141.86  |
| AUX. DE ALMACENISTA     | 7,141.86            | 7,141.86  |                      |           | 7,141.86                      | 7,141.86  |
| AUX. DE INSPECTOR       | 7,141.86            | 7,141.86  | 600.00               | 600.00    | 7,741.86                      | 7,741.86  |
| AYUD. DE DESASOLVE      | 7,141.86            | 7,141.86  | 912.00               | 912.00    | 8,053.86                      | 8,053.86  |
| CAPTURISTA DE DATOS     | 7,141.86            | 7,141.86  | 106.00               | 2,000.00  | 7,247.86                      | 9,141.86  |
| COORDINADOR DEPORTIVO   | 7,141.86            | 7,141.86  | 500.00               | 4,000.00  | 7,641.86                      | 11,141.86 |
| DIBUJANTE               | 7,141.86            | 7,141.86  | 912.00               | 912.00    | 8,053.86                      | 8,053.86  |
| ENC. DE FUENTES         | 7,141.86            | 7,141.86  |                      |           | 7,141.86                      | 7,141.86  |
| FONTANERO               | 7,141.86            | 7,141.86  | 1,200.00             | 1,200.00  | 8,341.86                      | 8,341.86  |
| OFICIAL D'ALBAÑIL       | 7,141.86            | 7,141.86  | 1,000.00             | 1,000.00  | 8,141.86                      | 8,141.86  |
| TOPOGRAFO               | 7,141.86            | 7,141.86  | 375.00               | 375.00    | 7,516.86                      | 7,516.86  |
| VALUADOR                | 7,141.86            | 7,141.86  | 2,000.00             | 2,000.00  | 9,141.86                      | 9,141.86  |
| VELADOR                 | 7,141.86            | 7,141.86  | 268.00               | 500.00    | 7,409.86                      | 7,641.86  |
| AGENTE ADMINISTRATIVO   | 7,831.68            | 7,831.68  | 400.00               | 4,000.00  | 8,231.68                      | 11,831.68 |
| ARCHIVISTA              | 7,831.68            | 7,831.68  | 768.00               | 768.00    | 8,599.68                      | 8,599.68  |
| CHOFER                  | 7,831.68            | 7,831.68  | 268.00               | 15,500.00 | 8,099.68                      | 23,331.68 |
| ENC. DE CUADRILLA       | 7,831.68            | 7,831.68  | 700.00               | 11,800.00 | 8,531.68                      | 19,631.68 |

| DESCRIPCION                         | SUELDO BASE MENSUAL |           | COMPENSACION MENSUAL |           | TOTAL PERCEPCIONES ORDINARIAS |           |
|-------------------------------------|---------------------|-----------|----------------------|-----------|-------------------------------|-----------|
|                                     | 1                   | 2         | 3                    | 4         | (3+1+2)                       | (3+1+2)   |
| ENC. DE FONTANERIA                  | 7,831.68            | 7,831.68  | 700.00               | 700.00    | 8,531.68                      | 8,531.68  |
| ENC. DE TALLER                      | 7,831.68            | 7,831.68  | 2,391.00             | 2,391.00  | 10,222.68                     | 10,222.68 |
| ENC.T.DE ROTULACION                 | 7,831.68            | 7,831.68  | 1,612.76             | 1,612.76  | 9,444.44                      | 9,444.44  |
| ENFERMERA                           | 7,831.68            | 7,831.68  |                      |           | 7,831.68                      | 7,831.68  |
| INSPECTOR                           | 7,831.68            | 7,831.68  | 1,000.00             | 4,900.00  | 8,831.68                      | 12,731.68 |
| MUSICO                              | 7,831.68            | 7,831.68  |                      |           | 7,831.68                      | 7,831.68  |
| OFICIAL DE BIBLIOTECAS              | 7,831.68            | 7,831.68  | 268.00               | 5,250.00  | 8,099.68                      | 13,081.68 |
| OPER.DMOTOSIERRA                    | 7,831.68            | 7,831.68  | 2,000.00             | 2,000.00  | 9,831.68                      | 9,831.68  |
| PODADOR ESTETICO                    | 7,831.68            | 7,831.68  | 802.00               | 1,600.00  | 8,633.68                      | 9,431.68  |
| AUX. DE ODONTOLOGIA                 | 8,523.56            | 8,523.56  | 3,733.92             | 3,733.92  | 12,257.48                     | 12,257.48 |
| AUX. JURIDICO                       | 8,523.56            | 8,523.56  | 1,700.00             | 3,500.00  | 10,223.56                     | 12,023.56 |
| AYUD.OP.SIST. DE COMPUTO            | 8,523.56            | 8,523.56  | 600.00               | 7,000.00  | 9,123.56                      | 15,523.56 |
| CAJERA GENERAL                      | 8,523.56            | 8,523.56  | 1,000.00             | 1,000.00  | 9,523.56                      | 9,523.56  |
| CAPTURISTA CATASTRAL                | 8,523.56            | 8,523.56  | 2,750.00             | 7,650.00  | 11,273.56                     | 16,173.56 |
| ELECTRICISTA                        | 8,523.56            | 8,523.56  | 1,000.00             | 2,600.00  | 9,523.56                      | 11,123.56 |
| ELECTRICO AUTOMOTRIZ                | 8,523.56            | 8,523.56  | 600.00               | 600.00    | 9,123.56                      | 9,123.56  |
| ENC. DE ADMINISTRACION              | 8,523.56            | 8,523.56  | 473.70               | 13,500.00 | 8,997.26                      | 22,023.56 |
| ENC. DE ALMACEN                     | 8,523.56            | 8,523.56  | 527.06               | 1,567.00  | 9,050.62                      | 10,090.56 |
| ENC. DE ARCHIVO                     | 8,523.56            | 8,523.56  | 400.00               | 11,667.00 | 8,923.56                      | 20,190.56 |
| ENC. DE CONTABILIDAD                | 8,523.56            | 8,523.56  | 400.00               | 10,500.00 | 8,923.56                      | 19,023.56 |
| ENC. DE DEFUNCIONES                 | 8,523.56            | 8,523.56  | 2,380.34             | 2,380.34  | 10,903.90                     | 10,903.90 |
| ENC. DE DOC. OFICIALES              | 8,523.56            | 8,523.56  | 600.00               | 8,545.34  | 9,123.56                      | 17,068.90 |
| ENC. DE ESTADISTICA                 | 8,523.56            | 8,523.56  | 250.00               | 4,719.88  | 8,773.56                      | 13,243.44 |
| ENC. DE FONACOT                     | 8,523.56            | 8,523.56  | 15,007.92            | 15,007.92 | 23,531.48                     | 23,531.48 |
| ENC. DE RECLUTAM                    | 8,523.56            | 8,523.56  |                      |           | 8,523.56                      | 8,523.56  |
| ENC. D'ORD. D'PAGO                  | 8,523.56            | 8,523.56  | 600.00               | 10,605.92 | 9,123.56                      | 19,129.48 |
| ENC.ADMON.ING/EGRESO                | 8,523.56            | 8,523.56  | 1,000.00             | 8,016.84  | 9,523.56                      | 16,540.40 |
| ENC.DE MANTENIMIENTO                | 8,523.56            | 8,523.56  | 2,200.00             | 2,248.00  | 10,723.56                     | 10,771.56 |
| INGERTADOR REPRODUCTOR              | 8,523.56            | 8,523.56  | 587.00               | 2,500.00  | 9,110.56                      | 11,023.56 |
| MECANICO                            | 8,523.56            | 8,523.56  | 300.00               | 7,150.00  | 8,823.56                      | 15,673.56 |
| OFICIAL DE REG. CIVIL               | 8,523.56            | 8,523.56  | 906.06               | 906.06    | 9,429.62                      | 9,429.62  |
| OPER. DE MAQ. PESADA                | 8,523.56            | 8,523.56  | 88.00                | 17,750.00 | 8,611.56                      | 26,273.56 |
| SECRETARIA                          | 8,523.56            | 8,523.56  | 300.00               | 5,250.00  | 8,823.56                      | 13,773.56 |
| SOLDADOR                            | 8,523.56            | 8,523.56  | 300.00               | 6,650.00  | 8,823.56                      | 15,173.56 |
| TRABAJADORA SOCIAL                  | 8,523.56            | 8,523.56  | 484.00               | 16,433.00 | 9,007.56                      | 24,956.56 |
| VALUADOR CATASTRAL                  | 8,523.56            | 8,523.56  | 300.00               | 2,400.00  | 8,823.56                      | 10,923.56 |
| ENC. DE CABILDO                     | 12,651.96           | 12,651.96 | 5,419.00             | 5,419.00  | 18,070.96                     | 18,070.96 |
| ENC. DE DOC. CATASTRALES            | 12,651.96           | 12,651.96 | 1,000.00             | 7,399.90  | 13,651.96                     | 20,051.86 |
| ENC. DE INVERSION PUBLICA (RAMO-33) | 12,651.96           | 12,651.96 | 6,523.92             | 14,493.50 | 19,175.88                     | 27,145.46 |
| ENC. DE MULTAS FEDERALES            | 12,651.96           | 12,651.96 | 5,143.92             | 5,143.92  | 17,795.88                     | 17,795.88 |
| ENC.OPER.SIST.COMPUT                | 12,651.96           | 12,651.96 | 300.00               | 21,605.00 | 12,951.96                     | 34,256.96 |
| OF. REG. CIVIL "A"                  | 12,651.96           | 12,651.96 | 1,620.80             | 6,257.92  | 14,272.76                     | 18,909.88 |
| OPERADOR DE NOMINA                  | 12,651.96           | 12,651.96 | 15,009.00            | 15,009.92 | 27,660.96                     | 27,661.88 |
| PROFESIONAL                         | 12,651.96           | 12,651.96 | 200.00               | 20,600.00 | 12,851.96                     | 33,251.96 |
| PROMOTOR DE BIBLIOTECARIA           | 12,651.96           | 12,651.96 | 1,220.00             | 1,220.00  | 13,871.96                     | 13,871.96 |

De conformidad con lo anterior, ningún funcionario podrá recibir mayor remuneración que la de su superior jerárquico.

**ARTÍCULO 29.-** Las remuneraciones de los servidores públicos de base sindical, se sujetarán a los tabuladores suscritos por las partes y contenidos en el convenio laboral vigente durante el ejercicio fiscal 2013.

Las compensaciones y las gratificaciones, se pagarán por los servicios especiales que preste al trabajador dentro o fuera de su horario de trabajo, las cuales no se consideraran regularizables para efectos de los incrementos que se apliquen a otras prestaciones.

El Presidente Municipal y el titular de la Tesorería Municipal, serán los responsables de realizar los actos necesarios y la negociación que sea procedente durante los procesos de revisión de las condiciones generales de trabajo, de los contratos y colectivos de trabajo o de las revisiones de salario anuales para el personal sindicalizado con base en la expectativa de ingresos y las disponibilidades presupuestales.

Las condiciones de trabajo vigentes y las que se modifiquen durante este ejercicio fiscal, los beneficios económicos y las demás prestaciones derivadas de los convenios laborales, no será obligatorio hacerlas extensivas a favor de los servidores públicos de confianza y de mandos medios y superiores.

**ARTÍCULO 30.-** El gobierno municipal por conducto de la Tesorería Municipal, de conformidad con los lineamientos que emitan para este efecto, y los convenios suscritos con las representaciones sindicales acreditadas, podrán otorgar préstamos a cuenta de sueldo a los trabajadores de base sindical, así como a los jubilados y pensionados. Esta prestación por excepción y con autorización del Tesorero Municipal, podrá hacerse extensiva al personal de confianza y de contratación temporal cuando sus circunstancias personales así los justifiquen.

Estos préstamos para fortalecer la capacidad adquisitiva del trabajador no causarán intereses y se otorgarán preferentemente a los trabajadores con menores niveles de ingreso y con plazos de hasta un año para su pago, contado éste a partir de la fecha de su otorgamiento. El monto no excederá de tres meses de salario y su otorgamiento estará sujeto a las disponibilidades presupuestales y a los montos de recursos que se recuperen de los préstamos vigentes en proceso de recuperación.

Una vez autorizado el préstamo deberá firmarse por el trabajador solicitante un título de crédito denominado pagaré, que en caso de incumplimiento a la fecha de su vencimiento será exigible por los medios legales, cuando no sea posible a través de las deducciones de los pagos de sueldos del trabajador.

La cantidad de préstamos no debe afectar la liquidez del municipio por lo que la Tesorera mantendrá informado al presidente municipal sobre la capacidad financiera que se tenga

## **CAPÍTULO IV**

### **De las adquisiciones y obras públicas**